
UNITED STATES DEPARTMENT OF LABOR

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BUREAU OF LABOR STATISTICS

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Union Wages and Hours in the Baking Industry,
June 1, 1942



Bulletin No. 735

[Reprinted from the Monthly Labor Review,
February 1943, with additional data]

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., March 30, 1943.

The SECRETARY OF LABOR:

I have the honor to transmit herewith the annual report on union wages and hours in the Baking Industry as of June 1, 1942.

The Bureau of Labor Statistics has made surveys of union wage rates and hours in the Baking Trades each year since 1907. In the earlier surveys 39 cities were visited. The present study includes rate quotations from 62 of the 75 cities visited in 1942.

This bulletin was prepared in the Industrial Relations Division under the supervision of Florence Peterson, Chief. Kermit B. Mohn was in charge of the field work. The final report was prepared by Donald H. Gerrish and Annette V. Simi.

A. F. HINRICHS,
Acting Commissioner of Labor Statistics.

HON. FRANCES PERKINS,
Secretary of Labor.

*Bulletin No. 735 of the
United States Bureau of Labor Statistics*

[Reprinted from the MONTHLY LABOR REVIEW, February 1943, with additional data]

**UNION WAGES AND HOURS IN THE BAKING
INDUSTRY, JUNE 1, 1942**

Summary

THE average hourly rate for union members in the baking industry on June 1, 1942, was 81.9 cents. Two-thirds of the union members had rates between 40 and 90 cents; almost one-third had rates between 70 and 90 cents; and over one-fifth had scales of \$1.00 or more. Organized workers in Hebrew bakeries received the highest hourly rate on the average (\$1.340), while those in the pie and pastry branch had the lowest average rate (\$0.602).

Based on comparable quotations for both June 1, 1941, and June 1, 1942, the general level of wages advanced 9.6 percent. Bread and cake machine shops, with an increase of 10.6 percent, reported the greatest change in the industry. Exactly 93.0 percent of the union members received increases in rates during this period.

The 40-hour week was predominant in the industry, 72.7 percent of the union members being covered by such a provision. The remaining workers were covered by 16 other workweek schedules ranging from 28 to 54 hours. Overtime was practically always paid for at time and a half, with over 87 percent of the members subject to this premium scale.

Scope and Method of Study

This study is one of a series of annual surveys begun in 1907, covering union scales in various trades in selected cities of the United States. The number of cities included has been gradually increased from 39 to 75. These cities are in 40 States and the District of Columbia. Effective union agreements providing wage and hour scales for bakery workers were reported in 62 of the 75 cities in 1942. The current survey included 3,450 quotations of scales covering 62,098 union members. All the data were effective as of June 1, 1942.

Averages.—The averages and percentages of change given in this report are weighted according to the number of union members covered by each scale. The resulting aggregates (rates multiplied by membership) were added and their sum was divided by the total number of members used in the weighting. The average thus reflects not only the actual scales of wages and hours provided in union agreements, but also the number of members benefiting from these scales. A weighted average of this kind is obviously more realistic than a simple average of specific rates. In the latter case, a wage rate covering one or two members would be given the same importance as a rate covering several dozen members.

The percent of change from the previous year is the ratio between similar aggregates computed from the scales quoted for identical unions and occupational classifications in both years. The weights in both of the aggregates used in each year-to-year comparison were the membership figures reported in the second year.

Changes in coverage.—Prior to 1939 only union members engaged principally in bread baking were included. In the 1939 and 1940 surveys, all types of baking covered by union agreements have been included, and all occupations except deliverymen. In the current report, plant-maintenance workers, as well as deliverymen, are excluded from the tabulations.

As in the 1941 survey, the data are classified according to the various types of baking. Separate figures are shown for hand shops, machine shops, Hebrew baking, other specialized baking, pie and pastry shops, and cracker and cookie shops. Other specialized shops include those baking French, Polish, Bohemian, Scandinavian, Spanish, and Italian products.

Average Hourly Rates

The average hourly rate for union members in the baking industry was \$0.819 on June 1, 1942 (table 1). Actual rates ranged between \$0.266 for helpers in Latin hand shops in Tampa to \$1.714 for machine-shop first hands in Hebrew bakeries in New York City. Nine percent of all union bakery workers had wage rates of less than 50 cents; almost 28 percent had rates between 50 and 70 cents; about 30 percent had rates between 70 and 90 cents; and 12 percent between 90 cents and \$1.00. Over one-fifth were covered by scales of \$1.00 or more.

Wages in hand shops making ordinary bread and cake averaged \$0.952 per hour, while in machine shops the average was \$0.772 per hour. About 60 percent of the union members working in hand shops had rates between \$0.80 and \$1.10 per hour compared to 36 percent in machine baking; 56.5 percent of the latter had rates under 80 cents as compared to only 23 percent in hand baking.

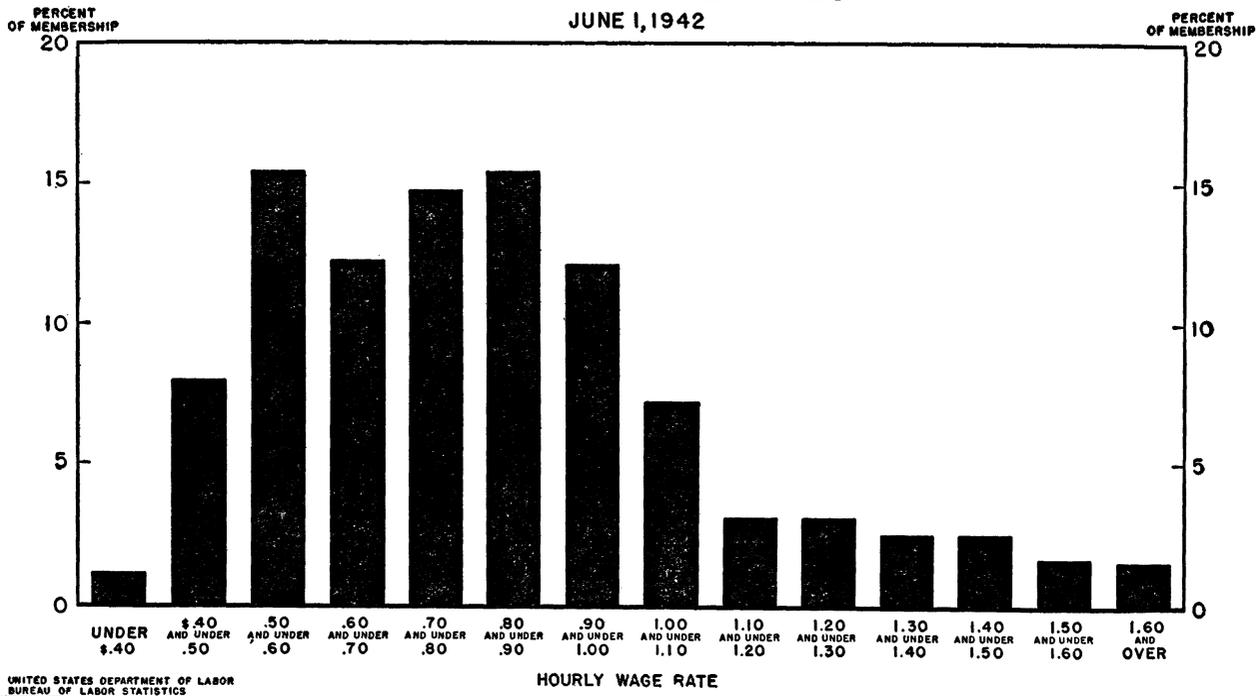
Union members in Hebrew shops had the highest wage rates, on the average, in the baking industry. Members in this specialized branch averaged \$1.34 per hour, with over three-fourths of them having rates of \$1.20 or more and only 9 percent rates of less than \$1.00 per hour. The greater proportion of the organized bakery workers in this branch were in such metropolitan centers as New York City, Newark, and Los Angeles.

Union rates in other specialized bakeries, such as Italian, Polish, French, Scandinavian, Bohemian, and Spanish, averaged \$0.925 per hour, with almost half of the members having hourly scales of \$1.00 or over. These specialized types of bakeries were found, usually, in the largest cities only.

The cracker and cookie and the pie and pastry branches of the industry included the lowest-paid workers, on the average, having average hourly rates of \$0.616 and \$0.602, respectively. Over two-thirds of the union members in the cracker and cookie and the pie and pastry shops had wage rates between 40 and 70 cents per hour. The large differences in wage rates between these branches and the rest of the industry are attributable, in the main, to the factors of sex and skill. Women are employed extensively in cracker, cookie, pie, and pastry

DISTRIBUTION OF MEMBERS IN UNION BAKERIES BY HOURLY WAGE RATES

JUNE 1, 1942



BAKING INDUSTRY

shops where the need for skill is not nearly so great, as the shops, especially those making crackers and cookies, are highly mechanized.

Because of the dissimilarities in occupational designations and duties, no distribution based on particular occupations is possible. However, mixers and ovenmen generally had the highest rates specified in each agreement, while the lower scales applied to members in the auxiliary and less skilled occupations, such as pan greasers, checkers, wrappers, slicers, and general helpers.

TABLE 1.—*Distribution of Union Members in the Bakery Trades by Hourly Wage Rates, June 1, 1942*

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were—													
		Under 40	40 and under 50	50 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 over
All baking.....	\$0.819	1.1	7.9	15.4	12.2	14.7	15.4	12.0	7.2	3.0	3.0	2.5	2.5	1.6	1.5
Ordinary bread and cake, hand.....	.952	.1	1.2	5.2	6.4	10.0	17.8	25.9	15.5	7.2	.7	1.9	2.5	1.9	3.7
Ordinary bread and cake, machine.....	.772	.3	7.5	14.9	14.0	19.8	18.9	12.1	4.9	2.2	3.1	2.0	.2	.1	-----
Pie and pastry.....	.602	2.3	32.9	27.4	9.6	8.3	10.5	2.6	4.7	1.4	.3	-----	-----	-----	-----
Cracker and cookie.....	.616	5.6	15.4	34.4	18.8	8.8	9.7	5.7	1.4	.2	-----	-----	-----	-----	-----
Hebrew baking.....	1.340	.3	.1	.3	.8	1.2	3.6	2.7	11.1	2.7	10.3	12.4	25.9	16.5	12.1
Other specialized baking ¹.....	.925	.7	1.8	8.4	7.4	12.7	5.6	13.6	27.5	13.2	7.2	1.9	-----	-----	-----

¹ French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

Changes in Hourly Wage Rates, 1941 to 1942

Most of the union members in the bakery trades received hourly wage increases during the year ending June 1, 1942 (table 2). About 89 percent of the quotations, including 93 percent of the total union members, showed increases. These increases raised the general level of union wages in the baking industry by 9.6 percent during the period June 1, 1941, to June 1, 1942, as compared with a 3.3-percent rise for the previous year.

Union members in the ordinary bread and cake machine shops were most successful in obtaining increases, over 97 percent benefiting by advances in rates. Hebrew bakeries ranked second, with 92.2 percent

TABLE 2.—*Number of Changes in Union Wage-Rate Quotations and Percent of Members Affected, June 1, 1942, Compared with June 1, 1941*

Type of baking	Number of comparable quotations	Number of quotations showing—			Percent of union members affected by—		
		Increase	Decrease	No change	Increase	Decrease	No change
All baking.....	2,671	2,384	-----	287	93.0	-----	7.0
Ordinary bread and cake, hand.....	268	242	-----	26	89.6	-----	10.4
Ordinary bread and cake, machine.....	1,665	1,547	-----	118	97.4	-----	2.6
Pie and pastry.....	91	68	-----	23	83.3	-----	16.7
Cracker and cookie.....	445	380	-----	65	80.0	-----	20.0
Hebrew baking.....	106	86	-----	20	92.2	-----	7.8
Other specialized baking ¹	96	61	-----	35	77.4	-----	22.6

¹ French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

of their members receiving increases, which is in marked contrast to the 15.8 percent who received raises the previous year. Almost 90 percent of the members in hand shops, 83 percent in the pie and pastry shops, 80 percent in the cracker and cookie shops, and 77 percent in specialized bakeries other than Hebrew were recipients of higher rates.

Table 3 shows that over two-thirds of the union members received increases of between 5 and 15 percent; 17.1 percent of the total union membership received increases over 15 percent; while only 8.5 percent received increases of less than 5 percent.

TABLE 3.—Number of Increases in Union Wage-Rate Quotations, and Percent of Members Affected, by Percent of Increase, June 1, 1942, Compared with June 1, 1941

Type of baking	Number of quotations showing increases of—							Percent of total 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 and under 25 percent	25 and under 30 percent	30 percent and over	Less than 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 and under 25 percent	25 and under 30 percent	30 percent and over
All baking.....	149	908	849	255	104	51	68	8.5	32.2	35.2	13.2	2.1	0.9	0.9
Ordinary bread and cake, hand.....	24	88	88	20	8	4	10	17.5	16.9	40.9	10.8	1.4	.3	1.8
Ordinary bread and cake, machine.....	80	614	568	142	61	36	46	5.3	35.4	37.8	14.6	2.3	1.1	.9
Pie and pastry.....	7	34	12	6	3	2	4	4.1	40.1	19.5	11.0	6.1	1.4	1.1
Cracker and cookie.....	17	130	123	67	29	6	8	2.3	30.0	27.8	16.3	2.7	.7	.2
Hebrew baking.....	16	28	28	11	3	-----	-----	27.1	44.7	17.2	2.9	.3	-----	-----
Other specialized baking ¹	5	14	30	9	-----	-----	-----	1.1	11.8	44.3	17.4	-----	-----	2.8

¹ French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

Weekly Hours

The 40-hour week was most prevalent in union agreements in the baking industry as a whole, although a longer week than 40 hours prevailed in the hand shops and the specialized bakeries. Nearly 73 percent of the organized workers were reported as covered by a regular workweek of 40 hours. The remaining 27 percent of the union members were scattered among 16 other straight-time weekly work periods. About 10 percent of the total had a week of 48 hours and over (table 4). The number of the agreements providing workweeks of less than 40 hours was occasioned, primarily, by share-the-work plans; these plans were most prevalent in Hebrew bakeries. The 36-hour week was fairly common in the machine bake shops on the Pacific Coast.

The 40-hour week was almost universal in unionized cracker and cookie bakeries, less than 1 percent of the members having a longer workweek. Machine shops making ordinary bread and cake operated on the 40-hour week in a majority of the cases, with 90 percent of the union members employed on this basis. In the hand shops almost 78 percent of the union members were covered by workweeks of more than 40 hours; over 46 percent had a normal workweek of 48 hours. Almost three-fifths of the union members in specialized bakeries, other than Hebrew shops, were covered by a workweek of 48 hours or more. In contrast, almost 42 percent of the members working in Hebrew bakeries had workweeks of less than 40 hours, mainly as a result of share-the-work plans.

Weighting the various weekly working schedules by the union membership covered by each resulted in an average maximum workweek in the baking industry of 40.9 hours. Only the average for Hebrew bakeries was lower (39.2), while the average for hand shops making ordinary bread and cake was the highest (44.9).

TABLE 4.—*Distribution of Union Members in the Bakery Trades by Hours per Week, June 1, 1942*

Weekly hours	All baking	Ordinary bread and cake, hand shops	Ordinary bread and cake, machine shops	Pie and pastry	Cracker and cookie	Hebrew baking	Other specialized baking
Average weekly hours.....	40.9	44.9	40.1	41.3	40.0	39.2	44.8
Percent of members with specified hours per week							
28 hours.....	0.8					10.6	
30 hours.....	1.8					22.9	
32 hours.....	.2						4.1
35 hours.....	.5		0.1				11.9
36 hours.....	1.3		2.3				
37½ hours.....	.8					8.2	8.9
38 hours.....	.9		1.6				
39 hours.....	.3						6.3
40 hours.....	72.7	22.2	90.0	81.4	99.5	9.9	8.2
42 hours.....	3.2	12.5	2.3	2.4			4.9
42½ hours.....	(?)			.3			
44 hours.....	1.5	3.8	1.6	.6	.5	.1	
45 hours.....	4.5	15.3				30.7	.9
47 hours.....	1.1		1.9			.7	
48 hours.....	9.8	46.2	.2	15.3		16.9	44.5
50 hours.....	(?)		(?)				
54 hours.....	.6						15.3

¹ French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

² Less than a tenth of 1 percent.

The average workweek decreased by 0.1 percent during the period June 1, 1941, to June 1, 1942. Of the 2,671 comparable quotations, 58 indicated a reduced working schedule affecting 1.6 percent of the union members (table 5). Slightly more than 0.2 percent of the quotations, including 1.2 percent of the total union members, indicated a lengthened workweek.

TABLE 5.—*Number of Changes in Union Hour Quotations and Percent of Members Affected, June 1, 1942, Compared with June 1, 1941*

Type of baking	Number of comparable quotations	Number of quotations showing—			Percent of union members affected by—		
		Increase	Decrease	No change	Increase	Decrease	No change
All baking.....	2,671	6	53	2,607	1.2	1.6	97.2
Ordinary bread and cake, hand.	268		20	248		2.4	97.6
Ordinary bread and cake, machine.....	1,665	5	33	1,627	1.8	1.6	96.6
Pie and pastry.....	91	1		90	3.5		96.5
Cracker and cookie.....	445			445			100.0
Hebrew baking.....	106		5	101		2.4	97.6
Other specialized baking ¹	96			96			100.0

¹ French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

Overtime

Practically all (96 percent) of the bakery agreements indicated a penalty rate of time and a half for overtime (table 6). More than 87 percent of the union members were covered by this provision. Other penalty rates covered 4.9 percent of the members, while for 7.5 percent of the members no penalty rate was specified.

Most of the members receiving straight time for overtime worked in Hebrew bakeries where share-the-work plans were in operation. In these cases overtime on a penalty basis was not generally allowed until the hours stipulated in the agreement were worked, rather than those hours called "normal" under the share-the-work adjustment.

Generally any overtime work was discouraged and frequently a limit was set upon the amount of overtime permitted. Many of the agreements, however, in recognition of the fact that the demand for bakery products is not uniform throughout the week, specified that the overtime rate should apply only on the basis of weekly hours and not on the basis of any one shift. Others achieved the same result by specifying longer regular shifts on certain days than on others. Not infrequently a tolerance was provided whereby a limited amount of overtime could be worked without payment of any penalty rate. This tolerance generally was not over 2 hours in any week.

TABLE 6.—*Overtime Rates Provided in Union Bakery Agreements, June 1, 1942*

Type of baking	Number of quotations showing initial overtime rates of—			Percent of union members having initial overtime rates of—		
	Time and one-half	No penalty rates specified	Other penalty rates	Time and one-half	No penalty rates specified	Other penalty rates
All baking.....	3,313	88	49	87.6	7.5	4.9
Ordinary bread and cake, hand.....	268	25	6	84.3	12.6	3.1
Ordinary bread and cake, machine.....	1,977	18	18	94.9	1.6	3.5
Pie and pastry.....	121	8	-----	98.4	1.6	-----
Cracker and cookie.....	776	-----	-----	100.0	-----	-----
Hebrew baking.....	72	27	14	20.7	54.6	24.7
Other specialized baking †.....	99	10	11	77.4	11.6	11.0

† French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

Average Rates by City

Table 7 shows the average hourly rate for organized bakery workers in each city, grouped according to the type of baking. These averages were computed by weighting each rate by the number of union members covered by it and then dividing the total aggregates so obtained by the total number of union members in the city. In using this table one should bear in mind the fact that it is possible for average rates to vary inversely with the degree of organization. If the union has organized all of the occupations and workers in a city its average rate will probably be lower than that of a union that has organized only the more skilled groups. However, the latter condition is rapidly disappearing, as the unions are organizing more of the unskilled workers each year. In several cities it was impossible

to separate the members in hand and machine shops for the purpose of computing an average. In these cases, all were tabulated under that type of baking which included the greater number of members.

Portland, Oreg., had the highest average rate in hand shops making ordinary bread and cake—\$1.135—followed closely by New York with a rate of \$1.130, while San Francisco (\$1.063) was third in line. Rochester (\$0.980) and Cincinnati (\$0.979) also had rates above the average (\$0.952) for all cities in this group. Washington, D. C., had the highest rate in the machine branch (\$1.070), followed by Portland, Oreg. (\$1.054). San Francisco, Seattle, and Spokane also had average rates of over \$1.00. The cities on the Pacific coast tended to have higher scales as well as shorter workweeks.

In the Hebrew-bakery classification, the highest average hourly rate prevailed in New York (\$1.420), followed by Los Angeles (\$1.410) and Newark (\$1.374). Among other specialized bakeries, San Francisco headed the list with \$1.084; Buffalo was second with \$1.041. Chicago and Detroit also had rates over \$1.00.

Duluth had the highest average in cracker and cookie bakeries (\$0.751). New York and Detroit followed with averages of \$0.728 and \$0.694. Rock Island district topped all other cities in the pie and pastry field, with the high average of \$0.900; and New York was second, with \$0.839.

TABLE 7.—Average Hourly Rates for Union Bakery Workers in Each City, by Type of Baking, June 1, 1942

City and type of baking	Average hourly rate	City and type of baking	Average hourly rate
Ordinary bread and cake—Hand shops:		Ordinary bread and cake—Machine shops:	
Portland, Oreg.	\$1.135	Washington, D. C.	\$1.070
New York, N. Y.	1.130	Portland, Oreg.	1.054
San Francisco, Calif.	1.063	San Francisco, Calif.	1.038
Rochester, N. Y. ....	.980	Seattle, Wash.	\$ 1.009
Cincinnati, Ohio. ....	.979	Spokane, Wash.	\$ 1.006
<i>Average for all cities.</i>	<i>.952</i>	Denver, Colo. ....	.983
Chicago, Ill. ....	.945	Butte, Mont. ....	.973
Newark, N. J. ....	.897	Los Angeles, Calif. ....	.952
St. Louis, Mo. ....	.873	Oklahoma City, Okla. ....	.904
Springfield, Mass. ....	.872	Madison, Wis. ....	.854
New Haven, Conn. ....	.864	Duluth, Minn. ....	.833
Cleveland, Ohio. ....	.852	Houston, Tex. ....	.831
Duluth, Minn. ....	.846	New York, N. Y. ....	.809
Denver, Colo. ....	.837	Newark, N. J. ....	.804
Buffalo, N. Y.	1.804	Rochester, N. Y. ....	.792
Toledo, Ohio. ....	.794	Phoenix, Ariz. ....	.788
Houston, Tex. ....	.786	St. Louis, Mo. ....	.782
South Bend, Ind. ....	.781	Kansas City, Mo. ....	.778
St. Paul, Minn. ....	.777	Peoria, Ill. ....	.778
Youngstown, Ohio. ....	.774	Detroit, Mich. ....	.772
Peoria, Ill. ....	.747	<i>Average for all cities.</i>	<i>.772</i>
Manchester, N. H. ....	.745	Wichita, Kans. ....	.770
New Orleans, La. ....	.729	Des Moines, Iowa. ....	.768
Des Moines, Iowa. ....	.724	Pittsburgh, Pa. ....	.768
Providence, R. I. ....	.720	Rock Island (Ill.) district ¹ ..	.768
Minneapolis, Minn. ....	.719	Cincinnati, Ohio. ....	.764
Salt Lake City, Utah. ....	.699	Youngstown, Ohio. ....	.763
Rock Island (Ill.) district ¹ ..	.697	Salt Lake City, Utah. ....	.762
Milwaukee, Wis. ....	.690	Milwaukee, Wis. ....	.757
Dallas, Tex. ....	.667	Memphis, Tenn. ....	.756
Boston, Mass. ....	.627	Reading, Pa. ....	.750
Scranton, Pa. ....	.623	Worcester, Mass. ....	.749
Tampa, Fla. ....	.614	Providence, R. I. ....	.735
Pittsburgh, Pa. ....	.605	St. Paul, Minn. ....	.733
Indianapolis, Ind. ....	.517	Springfield, Mass. ....	.720
Birmingham, Ala. ....	.508	Cleveland, Ohio. ....	.719
		Minneapolis, Minn. ....	.710

See footnotes at end of table.

TABLE 7.—Average Hourly Rates for Union Bakery Workers in Each City, by Type of Baking, June 1, 1942—Continued

City and type of baking	Average hourly rate	City and type of baking	Average hourly rate
Ordinary bread and cake—Machine shops—Continued.		Cracker and cookie—Continued.	
Dayton, Ohio.....	\$0.709	Memphis, Tenn.....	\$0.634
Columbus, Ohio.....	.706	Philadelphia, Pa.....	.630
Chicago, Ill.....	.705	Seattle, Wash.....	.627
Philadelphia, Pa.....	.704	Buffalo, N. Y.....	.620
New Orleans, La.....	.696	<i>Average for all cities</i>.....	.616
Toledo, Ohio.....	.694	Spokane, Wash.....	.613
Louisville, Ky.....	.693	Los Angeles, Calif.....	.607
Indianapolis, Ind.....	.679	Chicago, Ill.....	.589
Buffalo, N. Y.....	.678	Minneapolis, Minn.....	.578
South Bend, Ind.....	.671	Portland, Oreg.....	.555
Boston, Mass.....	.658	Denver, Colo.....	.481
Omaha, Nebr.....	.652	St. Paul, Minn.....	.468
Little Rock, Ark.....	.650	Wichita, Kans.....	.453
Dallas, Tex.....	.641	Birmingham, Ala.....	.433
Baltimore, Md.....	.638	Nashville, Tenn.....	.391
Scranton, Pa.....	.620	Scranton, Pa.....	.389
New Haven, Conn.....	.619	Hebrew baking:	
Birmingham, Ala.....	.610	New York, N. Y.....	1.420
Atlanta, Ga.....	.609	Los Angeles, Calif.....	1.410
Tampa, Fla.....	.606	Newark, N. J.....	1.374
Charlotte, N. C.....	.586	<i>Average for all cities</i>	1.340
Jacksonville, Fla.....	.582	Boston, Mass.....	1.332
Binghamton, N. Y.....	.548	Detroit, Mich.....	1.290
Richmond, Va.....	.537	Chicago, Ill.....	1.233
Nashville, Tenn.....	.474	Cleveland, Ohio.....	1.193
Pie and pastry:		Rochester, N. Y.....	1.189
Rock Island (Ill.) district ¹.....	.900	Philadelphia, Pa.....	1.172
New York, N. Y.....	.839	Baltimore, Md.....	1.143
St. Louis, Mo.....	.807	Pittsburgh, Pa.....	1.132
Boston, Mass.....	.727	Providence, R. I.....	1.094
<i>Average for all cities</i>.....	.602	Springfield, Mass.....	1.075
Toledo, Ohio.....	.574	Worcester, Mass.....	1.073
Duluth, Minn.....	.568	Denver, Colo.....	1.066
Chicago, Ill.....	.556	New Haven, Conn.....	1.053
Detroit, Mich.....	.556	Milwaukee, Wis.....	.901
Cleveland, Ohio.....	.538	Kansas City, Mo.....	.898
Philadelphia, Pa.....	.509	Minneapolis, Minn.....	.867
Wichita, Kans.....	.499	St. Louis, Mo.....	.856
Providence, R. I.....	.469	Youngstown, Ohio.....	.836
Baltimore, Md.....	.447	Other specialized baking: ⁴	
Buffalo, N. Y.....	.435	San Francisco, Calif.....	1.084
Pittsburgh, Pa.....	.390	Buffalo, N. Y.....	⁵ 1.041
Cracker and cookie:		Chicago, Ill.....	1.039
Duluth, Minn.....	.751	Detroit, Mich.....	1.020
New York, N. Y.....	.728	<i>Average for all cities</i>.....	.925
Detroit, Mich.....	.694	Cleveland, Ohio.....	.919
Dayton, Ohio.....	.687	New York, N. Y.....	.912
Des Moines, Iowa.....	.683	Pittsburgh, Pa.....	.906
San Francisco, Calif.....	.683	Providence, R. I.....	.683
Toledo, Ohio.....	.642	Los Angeles, Calif.....	.689
Boston, Mass.....	.638	Philadelphia, Pa.....	.582
Kansas City, Mo.....	.635	Tampa, Fla.....	.398

¹ Includes a few small machine shops—not separable.
² Includes Rock Island, Ill., Moline, Ill., and Davenport, Iowa.
³ Includes hand shops—not separable.
⁴ French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.
⁵ Includes Hebrew bakeries—not separable.

Wages and Hours in Each City

The hourly wage rates and hours per week for union bakery workers in the cities covered in the survey on June 1, 1942, are shown in table 8.

TABLE 8.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941*

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Atlanta, Ga.</i>				
Bread and cake—Machine shops:				
Mixers, ovenmen.....	\$0.900	40	\$0.650	40
Dividers, molders, wrapping-machine operators.....	.750	40	.600	40
Bench hands.....	.700	40	.550	40
Packers.....	.625	40	.550	40
Pan greasers.....	.625	40	.....	.....
General helpers, machine catchers.....	.600	40	.500	40
Icers and wrappers, female.....	.500	40	.375	40
Shipping-room foremen.....	.938	40	.875	40
Bread only—Machine shops:				
Company A:				
Foremen.....	1.000	40	.....	.....
Dough mixers, ovenmen.....	.825	40	.....	.....
Dividers, moldermen.....	.775	40	.....	.....
Benchmen, rolling-machine men.....	.750	40	.....	.....
Bread rackers, oven helpers, pan rackers.....	.500	40	.....	.....
Shipping department:				
Shipping clerks.....	.825	40	.....	.....
Checkers, wrapping-machine operators.....	.650	40	.....	.....
Bun trayers, hand wrappers.....	.450	40	.....	.....
Company B:				
Dough mixers.....	.800	40	.630	40
Bakers.....	.800	40	.570	40
Dividers, molders, bench hands.....	.725	40	.530	40
Wrapping-machine operators.....	.675	40	.450	40
Helpers.....	.600	40	.450	40
Bread wrappers (helpers).....	.550	40	.430	40
Packers and slicers, female.....	.500	40	.400	40
Shipping department:				
Shipping clerks.....	.825	40	.800	40
Helpers.....	.700	40	.500	40
Cake only—Machine shops:				
Company A:				
Foremen.....	.900	40	.....	.....
Mixers, ovenmen.....	.800	40	.....	.....
Foreladies.....	.575	40	.....	.....
Icers, checkers, cutters, wrappers.....	.475	40	.....	.....
Pan greasers, cake inspectors.....	.350	40	.....	.....
Company B:				
Mixers.....	.750	40	.630	40
Bakers.....	.750	40	.570	40
Wrapping-machine operators.....	.625	40	.450	40
Helpers.....	.520	40	.450	40
Packers and icers, female.....	.475	40	.400	40
Shipping department:				
Shipping clerks.....	.800	40	.550	40
Helpers.....	.625	40	.500	40
<i>Baltimore, Md.</i>				
Bread, cake, and sweets—Machine shops:				
Company A:				
Mixers.....	.925	40	.825	40
Dividemen.....	.850	40	.775	40
Oven feeders, dumpers, stockroom men.....	.850	40	.750	40
Molders.....	.750	40	.650	40
Doughnut-machine operators, mixers' helpers.....	.725	40	.675	40
Molders' helpers, steam-box men.....	.650	40	.600	40
Pan rackers, greasers, bread packers.....	.625	40	.575	40
Doughnut packers, female.....	.425	40	.375	40
Company B:				
Mixers, dividers, ovenmen.....	.845	40	.785	40
Wrapping-machine operators.....	.770	40	.710	40
Formulae workers.....	.745	40	.685	40
Oven feeders, dumpers.....	.695	40	.635	40
Molders, shipping clerks, mixers' and molders' helpers, pan rackers, greasers, steam-box men.....	.645	40	.585	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Baltimore, Md.—Continued</i>				
Bread, cake, and sweets—Machine shops—Continued.				
Company B—Continued.				
Flour blenders.....	\$0.620	40	\$0.560	40
General help.....	.500	40	.440	40
Pan washers.....	.490	40	.430	40
Wrappers and icers, female.....	.425	40	.395	40
Bread only—Machine shops:				
Company A:				
Oven operators, dough mixers, shipping clerks.....	.875	40	.800	40
Divider operators, wrapping-machine operators, molder operators, doughnut-machine operators.....	.825	40	.750	40
Ingredient scalers, oven feeders and dumpers, mixers' helpers, general help, stock clerks.....	.775	40	.700	40
Molders' helpers; pan greasers, rackers, and washers; bread packers and rackers; flour handlers.....	.725	40	.650	40
Female help.....	.525	40	.450	40
Company B:				
Dough mixers.....	.863	40	.750	40
Dividers.....	.748	40	.650	40
Ovenmen, moldermen, slicers and wrappers, shipping help.....	.719	40	.625	40
Cooler feeders.....	.633	40	.550	40
Company C:				
Mixers.....	.850	40	.700	40
Batchmen.....	.825	40	.725	40
Bench hands.....	.825	40	.625	40
Molder operators.....	.725	40	.650	40
Divider operators.....	.725	40	.625	40
Bread wrappers, male.....	.675	40	.450	40
Dumpers.....	.650	40	.500	40
Oven feeders.....	.625	40	.450	40
Mixers' helpers.....	.600	40	.600	40
Bread packers.....	.600	40	.675	40
Molders' helpers.....	.600	40	.550	40
Pan greasers.....	.550	40	.550	40
Oven helpers.....	.550	40	.525	40
Pan rackers; bakery helpers, male.....	.550	40	.450	40
Storekeepers.....	.500	48	.450	48
Bread wrappers, female.....	.450	40	.375	40
Bakery helpers, female.....	.425	40	.375	40
Cake only—Machine shops:				
Company A:				
Icers.....	.725	40	.725	40
Mixers.....	.625	40	.625	40
Pan greasers and helpers.....	.500	40	.500	40
Cake wrapper foreladies.....	.475	40	.475	40
Cake wrappers.....	.450	40	.450	40
Company B:				
Mixers.....	.850	40	.....	.....
Ovenmen, first class.....	.800	40	.700	40
Icers, male.....	.775	40	.675	40
Ovenmen, second class.....	.750	40	.....	.....
Packers.....	.725	40	.650	40
Icing mixers.....	.700	40	.650	40
Dividers.....	.700	40	.....	.....
Wrappers, male.....	.675	40	.600	40
Cookie mixers.....	.650	40	.600	40
Pan greasers.....	.550	40	.550	40
Flour blenders.....	.550	40	.500	40
Oven feeders, bakery help.....	.550	40	.450	40
Icers, female.....	.450	40	.405	40
Wrappers, female.....	.450	40	.350	40
Doughnuts:				
Mixers or operators.....	.550	40	.500	40
Friers, bench hands.....	.500	40	.450	40
Helpers.....	.450	40	.400	40
Helpers, female.....	.400	40	.350	40
Hebrew baking:				
Agreement A:				
Ovenmen.....	1.333	45	1.267	45
Second hands.....	1.267	45	1.200	45
Agreement B:				
Dough mixers.....	.792	48	.729	48
Journeyman bakers.....	.688	48	.625	48
Helpers.....	.563	48	.500	48

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Binghamton, N. Y.</i>				
Bread only—Machine shops:				
Utilitymen.....	\$0.825	40	-----	-----
Tray ovenmen.....	.760	40	-----	-----
Mixers.....	.750	40	-----	-----
Traveling-oven feeders, dumpers, molders.....	.725	40	-----	-----
Dividers, ingredient scalars.....	.700	40	-----	-----
Bench hands.....	.675	40	-----	-----
Flour handlers, roll dividers.....	.650	40	-----	-----
Wrappers, pan rackers.....	.625	40	-----	-----
Mixers' helpers, cooler pick-up men.....	.600	40	-----	-----
Pan greasers, oven and machine helpers.....	.550	40	-----	-----
Female help.....	.413	40	-----	-----
Cake only—Machine shops:				
Ovenmen, mixers, utilitymen.....	.750	40	-----	-----
Icing mixers.....	.700	40	-----	-----
Scalars, sugar grinders.....	.650	40	-----	-----
Icers, male.....	.575	40	-----	-----
Female help.....	.413	40	-----	-----
Shipping room—Machine shops:				
Packers.....	.650	40	-----	-----
Loaders.....	.600	40	-----	-----
<i>Birmingham, Ala.</i>				
Bread and cake—Hand shops:				
Mixers.....	1.700	40	\$0.650	44
Ovenmen.....	1.575	40	.525	44
Head benchmen, after 6 months; checkers; shipping clerks.....	2.550	40	.500	44
Rolling-machine operators, rate A.....	1.550	40	-----	-----
Dividers, molders.....	1.525	40	.475	44
Benchmen, utilitymen.....	1.500	40	.450	44
Rolling-machine operators, rate B.....	1.500	40	-----	-----
Oven helpers, bake-shop helpers, machine wrappers.....	1.450	40	.400	44
Shipping helpers.....	2.400	40	.350	44
Bread only—Machine shops:				
Company A:				
Mixers.....	.885	40	.785	40
Ingredient scalars.....	.810	40	.710	40
Dividers.....	.785	40	.685	40
Ovenmen.....	.785	40	.660	40
Molders.....	.710	40	.585	40
Feeders, dumpers.....	.635	40	.535	40
Regular helpers.....	.585	40	.485	40
Packers, sales department.....	.560	40	.460	40
Helpers, less than 3 months.....	.485	40	.385	40
Shipping department:				
Wrapping-machine operators.....	.635	40	.510	40
Checkers, order fillers.....	.610	40	.510	40
Packers.....	.585	40	.485	40
Slicers and feeders.....	.510	40	.410	40
Company B:				
Mixers.....	.885	40	.785	40
Dividers.....	.795	40	.685	40
Ovenmen.....	.785	40	.660	40
Molders.....	.710	40	.585	40
Second ovenmen.....	.635	40	.535	40
Machine wrappers.....	.635	40	.510	40
Packers, checkers.....	.610	40	.510	40
Helpers.....	.585	40	.485	40
Slicer feeders.....	.510	40	.410	40
Company C:				
Head mixers.....	.885	40	-----	-----
Head ovenmen.....	.850	40	-----	-----
Head benchmen, head machinemen.....	.820	40	-----	-----
Mixers.....	.785	40	-----	-----
Ovenmen.....	.760	40	-----	-----
Head wrappers.....	.740	40	-----	-----
Benchmen, machinemen.....	.730	40	-----	-----
Second wrappers.....	.650	40	-----	-----
Bake-shop helpers.....	.585	40	-----	-----
Wrapping helpers.....	.510	40	-----	-----
Pan greasers.....	.500	40	-----	-----

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Birmingham, Ala.—Continued</i>				
Bread only—Machine shops—Continued.				
Company C—Continued.				
Shipping department:				
Shippers.....	\$0.610	40	.....	.....
Packers.....	.585	40	.....	.....
Company D:				
Mixers.....	.880	40	.....	.....
Roll-machine men.....	.750	40	.....	.....
Roll-machine helpers, moldermen, dividermen, take-off men.....	.730	40	.....	.....
Wrapping-machine operators.....	.700	40	.....	.....
Oven feeders, dumpers.....	.650	40	.....	.....
Pan greasers.....	.600	40	.....	.....
Wrapping-room or bake-shop helpers, packers, bread rackers.....	.550	40	.....	.....
New helpers.....	.450	40	.....	.....
Company E:				
Dough mixers.....	.725	40	.....	.....
Dividermen.....	.650	40	.....	.....
Oven operators.....	.600	40	.....	.....
Bread wrappers.....	.595	40	.....	.....
Ingredient scalers, checkers.....	.575	40	.....	.....
Molders.....	.550	40	.....	.....
Oven helpers.....	.475	40	.....	.....
Wrappers' helpers.....	.450	40	.....	.....
Shipping help.....	.425	40	.....	.....
Pan rackers.....	.375	40	.....	.....
Cake only—Machine shops:				
Company A:				
Head mixers.....	.960	40	\$0.860	40
Mixers.....	.885	40	.785	40
Ovenmen.....	.785	40	.660	40
Icing mixers.....	.760	40	.660	40
Ingredient scalers.....	.735	40	.635	40
Dividermen.....	.720	40	.620	40
Sugar grinders.....	.635	40	.535	40
Oven dumpers.....	.610	40	.510	40
Bake-shop helpers.....	.585	40	.485	40
Head icers.....	.550	40	.500	40
Flour dumpers.....	.535	40	.435	40
Icers, wrappers.....	.455	40	.405	40
Shipping clerks.....	.610	40	.....	.....
Company B:				
Mixers, head ovenmen.....	.730	40	.....	.....
Mixers' helpers.....	.680	40	.....	.....
Ovenmen.....	.650	40	.....	.....
Scalers, dumpers.....	.585	40	.....	.....
Pan greasers.....	.500	40	.....	.....
Icers, wrappers.....	.455	40	.....	.....
Stockroom clerks.....	.585	40	.....	.....
Crackers and cookies:				
Mixers, machine operators.....	.630	40	.....	.....
Sponge peelers, after 6 months; marshmallow mixers.....	.550	40	.....	.....
Sponge-oven bakers.....	.525	40	.....	.....
Machine feeders; sweet-oven bakers; stackers; wrapping-machine operators; checkers, male; coating mixers.....	.500	40	.....	.....
Mixers' helpers; sponge peelers, first 6 months; sponge-oven helpers; dough rollers; sweet-oven helpers; icing mixers; syrup cookers.....	.480	40	.....	.....
Machine helpers, male; helpers, male; mixing helpers.....	.450	40	.....	.....
Checkers, trays, sponge packers; large-carton makers; large wafer-machine operators.....	.430	40	.....	.....
Packers and bundlers; helpers, female; cappers; icing-machine feeders; caddy and carton makers.....	.400	40	.....	.....
Stock room:				
Stock clerks.....	.520	40	.....	.....
Issue clerks.....	.480	40	.....	.....
Helpers.....	.450	40	.....	.....
Shipping department:				
Shippers.....	.500	40	.....	.....
Helpers.....	.450	40	.....	.....

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Boston, Mass.</i>				
Bread and cake:				
Hand shops:				
Company A:				
Foremen, night.....	\$1.068	44	\$0.977	44
Mixers.....	.886	44	.795	44
Assistant foremen, assistant mixers, ovenmen.....	.818	44	.727	44
Shippers.....	.773	44	.682	44
Benchmen.....	.750	44	.659	44
Company B:				
Foremen.....	.979	48	.938	48
Shippers.....	.875	48	.833	48
Second hands.....	.833	48	.792	48
Head benchmen.....	.792	48	.750	48
Mixers, cake decorators.....	.771	48	.729	48
Ovenmen, bread and pies.....	.708	48	.667	48
Ovenmen, cake.....	.667	48	.625	48
Receivers.....	.646	48	.604	48
Benchmen, frosting makers.....	.625	48	.583	48
Assistant shippers.....	.583	48	.542	48
Filling cooks.....	.563	48	.521	48
Floorladies.....	.521	48	.479	48
Helpers.....	.500	48	.458	48
Cleaners, greasers, machine bread-wrappers.....	.479	48	.438	48
Assistant cake decorators, checkers.....	.458	48	.417	48
Frosters.....	.417	48	.375	48
Company C:				
Foremen.....	.938	48	.875	48
Mixers, finishers.....	.833	48	.771	48
Benchmen.....	.771	48	.708	48
Ovenmen, cake bakers, doughnutmen.....	.729	48	.667	48
Piemen.....	.688	48	.625	48
Shippers.....	.667	48	.604	48
Helpers.....	.563	48	.500	48
Wrappers, female.....	.533	48	.492	48
Company D:				
Foremen.....	.875	48	.875	48
Ovenmen, dough mixers.....	.729	48	.729	48
Benchmen.....	.667	48	.667	48
Frosters.....	.417	48	.417	48
Company E:				
Dough mixers.....	.875	48	.833	48
Ovenmen, bench hands.....	.667	48	.625	48
Molders, divider operators, filling cooks.....	.563	48	.521	48
Bakers' helpers, wrapping-machine operators, shippers.....	.521	48	.479	48
Helpers, female.....	.417	48	.375	48
Cake only:				
All-around bakers.....	.780	40	.680	40
All-around bakers' helpers.....	.700	40	.600	40
Stockmen, flour dumpers.....	.675	40	.575	40
Mixers, doughnut-machine operators.....	.650	40	.550	40
Helpers, female.....	.450	40	.350	40
Machine shops:				
Company A:				
Mixers.....	.995	40	.945	40
Dividermen.....	.875	40	.825	40
Moldermen, oven feeders, mixers' helpers, ingredient scalars.....	.825	40	.775	40
Flour blenders, wrappers.....	.790	40	.740	40
Molders helpers, rackers, pan greasers, packers.....	.740	40	.690	40
Company B:				
Mixers.....	.938	40	.880	40
Ovenmen, dividers, molder operators.....	.850	40	.800	40
Ingredient scalars, ovenmen's helpers, mixers' helpers.....	.813	40	.750	40
Benchmen.....	.803	40	.740	40
Flour blenders.....	.763	40	.700	40
Baking helpers, pan greasers.....	.743	40	.680	40
Slicing-machine operators, packers, wrappers, checkers, rackers:				
First year.....	.663	40	.600	40
Second to fifth year.....	.750	40	.688	40
5 years and over.....	.775	40	.713	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Boston, Mass.—Continued</i>				
Bread only—Machine shops:				
Mixers.....	\$0.885	40	\$0.785	40
Mixers' helpers.....	.830	40	.730	40
Benchmen, divider operators, molder operators, ovenmen, wrapping-machine operators.....	.780	40	.680	40
Molders' helpers.....	.750	40	.650	40
Rackers, helpers.....	.725	40	.625	40
Pan greasers.....	.675	40	.575	40
Wrapping-machine floormen.....	.623	40	.523	40
Packers, strippers, baggers.....	.600	40	.500	40
Cake only—Machine shops:				
Company A:				
Mixers.....	.925	40	.850	40
Ovenmen.....	.900	40	.800	40
Scalers.....	.835	40	.700	40
Ingredient scalars.....	.830	40	.700	40
Helpers, after 4 months.....	.700	40	.....	.....
Table heads.....	.620	40	.550	40
Helpers, first 4 months.....	.600	40	.....	.....
Packers, icers, wrappers—				
First 4 months.....	.440	40	.400	40
After 4 months.....	.520	40	.450	40
Company B:				
Mixers.....	.850	40	.750	40
Icing mixers.....	.850	40	.680	40
Ovenmen.....	.800	40	.680	40
Ingredient scalars.....	.700	40	.650	40
Shippers.....	.680	40	.600	40
Pisemen; helpers, first class.....	.650	40	.620	40
Mixers', oven, and scalars' helpers.....	.600	40	.....	.....
General helpers.....	.570	40	.570	40
Shippers' helpers.....	.570	40	.550	40
Beginners, girls (after 6 months).....	.450	40	.425	40
Pie and pastry:				
Company A:				
Foremen.....	.917	48	.875	48
Ovenmen.....	.750	48	.708	48
Bench hands.....	.708	48	.667	48
Frosters.....	.588	48	.542	48
Bakery helpers.....	.479	48	.438	48
Company B:				
Foremen.....	.833	48	.833	48
Second hands.....	.688	48	.688	48
Bench hands.....	.625	48	.625	48
Company C:				
Pie room ovenmen.....	.825	40	.775	40
Soft pie ovenmen, dough mixers, oven firemen.....	.813	40	.750	40
Flour handlers.....	.763	40	.700	40
Pie room helpers.....	.688	40	.625	40
Hebrew baking:				
Foremen.....	1.458	48	1.375	48
Second hands.....	1.354	48	1.271	48
Third hands.....	1.250	48	1.167	48
Crackers and cookies:				
Machine captains.....	.865	40	.825	40
Night shippers.....	.825	40	.....	.....
Peelers.....	.815	40	.750	40
Mixers, bakers.....	.795	40	.755	40
Car checker.....	.790	40	.....	.....
Rollermen, oven firemen.....	.765	40	.725	40
Head carloader.....	.765	40	.....	.....
Receivers.....	.740	40	.650	40
Car assemblers, assemblers, shippers.....	.740	40	.....	.....
Trough pullers.....	.735	40	.695	40
Utilitymen.....	.725	40	.700	40
Car loaders.....	.725	40	.....	.....
Stock clerks.....	.705	40	.....	.....
Bakers' helpers.....	.695	40	.655	40
Boardmen.....	.680	40	.625	40
Edgers.....	.655	40	.600	40
Stockmen.....	.655	40	.....	.....

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Boston, Mass.—Continued</i>				
Crackers and cookies—Continued.				
Flour-bag cleaners.....	\$0.630	40	\$0.575	40
Utility floormen.....	.597	40	.542	40
Working supervisors (packing department).....	.595	40		
Carton formers.....	.550	40		
Sample room employees.....	.545	40		
Sponge packers, female.....	.530	40	.475	40
Bundlers and labelers, handlers of broken and rejected crackers, wax wrapping-machine feeders.....	.520	40		
Dog food department:				
Machine captains.....	.815	40	.745	40
Mixers, bakers.....	.790	40	.750	40
Reliefmen.....	.785	40	.750	40
Dough feeders.....	.765	40	.700	40
Mixers' helpers, packing floormen.....	.715	40	.675	40
Pan feeders.....	.680	40	.625	40
<i>Buffalo, N. Y.</i>				
Bread and cake—Hand shops:				
Agreement A:				
Day—				
Oven hands, mixers.....	.955	44	.864	44
Bench hands.....	.909	44	.818	44
Helpers.....	.568	44	.477	44
Night—				
Oven hands, mixers.....	1.000	44	.909	44
Bench hands.....	.955	44	.864	44
Helpers.....	.614	44	.523	44
Agreement B:				
Day—				
Oven hands, mixers.....	.875	48	.792	48
Bench hands.....	.833	48	.750	48
Helpers.....	.521	48	.438	48
Night—				
Oven hands, mixers.....	.917	48	.834	48
Bench hands.....	.875	48	.792	48
Helpers.....	.563	48	.483	48
Bread and cake—Machine shops:				
Company A:				
Foremen.....	1.025	40	.950	40
Oven hands, mixers.....	.950	40	.875	40
Bench hands.....	.900	40	.825	40
Scalers.....	.850	40	.775	40
Ingredientmen.....	.800	40	.725	40
Oven dumpers.....	.725	40	.650	40
Helpers, pan greasers, packers, checkers, flour dumpers, blenders.....	.675	40	.600	40
Bread and pan stackers.....	.650	40	.575	40
Icers, wrappers.....	.450	40	.375	40
Company B: †				
Foremen, bread.....	1.013	40	.963	40
Foremen, cake.....	.975	40	.925	40
Wrapping-machine foremen.....	.950	40		
Mixers.....	.900	40	.850	40
Peel ovenmen.....	.900	40	.800	40
Assemblymen, traveling ovenmen.....	.850	40	.800	40
Dividermen, bench hands.....	.830	40	.780	40
Machinemen, moldermen.....	.800	40	.750	40
Friedcake-machine men.....	.775	40	.725	40
Wrapping-machine operators.....	.725	40	.675	40
Foreladies, cake.....	.705	40	.675	40
Checkers, bench helpers, oven helpers.....	.700	40	.650	40
Warehouse clerks.....	.700	40		
Utilitymen, flour handlers, coolermen, wrapping and slicing helpers, packers.....	.675	40	.625	40
Pan greasers, machine hand helpers, warehousemen.....	.650	40	.600	40
Pie-machine boys.....	.600	40	.400	40
Assistant foreladies.....	.525	40	.500	40
Cake decorators, female.....	.500	40		
Female—friedcake packers, icers, packers, pie-machine operators.....	.480	40	.450	40

See footnotes at end of table (p. 61).

TABLE 3.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Buffalo, N. Y.—Continued</i>				
Bread and cake—Machine shops—Continued.				
Company C:				
Foremen, working.....	\$1.013	40	\$0.963	40
Mixers.....	.900	40	.850	40
Ovenmen, assemblymen.....	.850	40	.800	40
Dividemen, bench hands.....	.830	40	.780	40
Machinemen, moldermen.....	.800	40	.750	40
Mixer's helpers.....	.750	40	.700	40
Bench helpers, oven feeders, dumpers, wrapping-machine operators, checkers.....	.700	40	.650	40
Coolermen, wrapping-machine helpers, flour handlers, packers (male).....	.675	40	.625	40
Pan greasers, machine hand helpers.....	.650	40	.600	40
Female packers, icers, and wrappers:				
Rate A.....	.575	40	.....	.....
Rate B.....	.500	40	.450	40
Company D:				
Mixers, cake decorators.....	.925	40	.850	40
Ovenmen, assemblymen, friedcake-machine operators.....	.875	40	.800	40
Dividemen, bench hands.....	.855	40	.780	40
Moldermen, peelmen.....	.825	40	.750	40
Receiving-department foremen.....	.809	42	.734	42
Mixers' helpers, doughnut friers, icing-machine operators.....	.775	40	.700	40
Receiving-department helpers.....	.756	42	.681	42
Wrapping-machine operators.....	.755	40	.680	40
Bench helpers, packers, cookie-machine operators, oven helpers, flour sifters and blenders.....	.725	40	.650	40
Machine helpers, bake-shop helpers, doughnut fillers, flour sifters' helpers, flour blenders' helpers.....	.675	40	.600	40
Coolermen and friedcake coolers.....	.625	40	.550	40
Female icers, wrappers, and packers.....	.495	40	.420	40
Cake only—Company A:				
Mixers.....	.825	40	.750	40
Depositors (scaling machine).....	.775	40	.750	40
Rollette mixers.....	.775	40	.....	.....
Ovenmen.....	.750	40	.700	40
Clerks.....	.700	40	.....	.....
Pan greasers, general helpers.....	.675	40	.600	40
Rollette cooks and helpers.....	.675	40	.....	.....
Foreladies.....	.575	40	.575	40
Icing, packing and wrapping:				
Rate A.....	.500	40	.480	40
Rate B.....	.460	40	.430	40
Rollette wrappers, female.....	.460	40	.....	.....
Rollette rollers and boxers, female.....	.450	40	.....	.....
Cake only—Company B:				
Mixers, icing mixers.....	.770	40	.725	40
Depositors.....	.755	40	.700	40
Ovenmen.....	.750	40	.725	40
Assemblymen.....	.700	40	.700	40
Shipping-room foremen.....	.675	40	.600	40
Pan washers.....	.625	40	.575	40
Shipping-room men.....	.625	40	.550	40
Helpers.....	.625	40	.....	.....
Foreladies.....	.600	40	.500	40
Pie-machine operators, wrapping-machine operators, belt receivers.....	.470	40	.450	40
Icers, packers, wrappers.....	.450	40	.425	40
Pie and pastry:				
Cookers, formen.....	.708	48	.....	.....
Bakers (mixers).....	.625	48	.542	48
Ovenmen.....	.625	48	.458	48
Friers, first hands.....	.604	48	.375	48
Dough cutters, general helpers.....	.521	48	.....	.....
Friers, second hands.....	.458	48	.333	48
Foreladies.....	.396	48	.....	.....
Female employees.....	.375	48	.280	48
Hebrew and Polish baking—Bread only:				
Day—				
First hands.....	1.000	40	.875	40
Second hands.....	.900	40	.813	40
Night—				
First hands.....	1.120	37½	.987	37½
Second hands.....	1.013	37½	.933	37½

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Buffalo, N. Y.—Continued</i>				
Crackers and cookies—Company A:				
Mixing department:				
Head mixers.....	\$0.925	40		
Mixers.....	.875	40	\$0.740	40
Mixers' helpers.....	.815	40	.710	40
Flour dumpers.....	.755	40	.625	40
Baking department:				
Machine captains.....	.915	40		
Peelers.....	.875	40		
Bakers (traveling and reel ovens).....	.845	40		
Cuttermen.....	.825	40	.750	40
Sponge rollermen.....	.815	40	.740	40
Sponge drawmen.....	.775	40	.700	40
Oven firemen.....	.745	40	.690	40
Baking clerks.....	.745	40	.670	40
Graham ovenmen feeders.....	.745	40		
Stackers.....	.695	40	.620	40
Pan feeders, greasers.....	.695	40		
Ritz baking:				
Machine captains.....	.855	40	.780	40
Mixers, rollermen.....	.755	40	.680	40
Mixers' helpers.....	.725	40		
Spray-machine operators, oven feeders, takers-out.....	.695	40	.620	40
Cone department:				
Assistant foremen.....	.875	40		
Mixers.....	.755	40	.680	40
Supervisors.....	.675	40	.600	40
Clerks.....	.675	40		
Miscellaneous baking and packing workers.....	.625	40	.550	40
Icing department:				
Head mixers.....	.845	40	.770	40
Mixers.....	.795	40	.720	40
Machine set-up men.....	.775	40	.700	40
Machinemen (mixers' helpers).....	.725	40	.650	40
Working supervisors.....	.635	40	.560	40
Clerks.....	.585	40		
Machine operators.....	.553	40	.480	40
Packers, feeders, handlers.....	.545	40	.470	40
Assembly department:				
Division heads.....	.765	40	.690	40
Assemblymen.....	.745	40	.670	40
Clerks.....	.725	40		
Packing department:				
Pan dumpers.....	.705	40		
Checkers, truckers.....	.695	40	.620	40
Working supervisors, repack girls.....	.645	40	.570	40
Sponge packers.....	.595	40	.520	40
Tally clerks.....	.595	40	.490	40
Hand bundlers, machine carton-formers.....	.555	40	.480	40
Sweet packers; sealers and weighers; carton closers; filling-machine operators; hand carton-formers; "Q" formers and stitchers; machine operators.....	.545	40	.470	40
Shipping department:				
Loading foremen.....	.845	40	.770	40
Assemblers.....	.775	40	.700	40
Car loaders.....	.725	40	.650	40
Crackers and cookies—Company B:				
Mixing department:				
Head mixers.....	.890	40		
Sponge mixers.....	.810	40		
Sweet mixers.....	.780	40		
Mixers' helpers.....	.750	40		
Flour dumpers.....	.690	40		
Baking department:				
Machine captains.....	.880	40		
Peelers.....	.840	40		
Reel-oven bakers.....	.810	40		
Cuttermen.....	.790	40		
Sponge rollermen.....	.780	40		
Reel-oven take-out men, sponge drawmen, traveling-oven unloaders.....	.740	40		
Traveling-oven loaders.....	.690	40		
Pan feeders, greasers, general help.....	.660	40		

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Buffalo, N. Y.—Continued</i>				
Crackers and cookies—Company B—Continued.				
Baking department—Continued.				
Tower men.....	\$0.570	40	-----	-----
Stackers, female.....	.560	40	-----	-----
Scrap girls.....	.510	40	-----	-----
Icing and Cello-bag department:				
Head icing mixers.....	.810	40	-----	-----
Machine set-up men.....	.740	40	-----	-----
Icing mixers' helpers, paper cutters.....	.720	40	-----	-----
Machinemen.....	.690	40	-----	-----
Checkers, truckers, general helpers.....	.660	40	-----	-----
Female help:				
Working supervisors.....	.600	40	-----	-----
Packers, feeders.....	.510	40	-----	-----
General help.....	.470	40	-----	-----
Packing department:				
Checkers, truckers.....	.660	40	-----	-----
Working supervisors.....	.610	40	-----	-----
Sponge packers.....	.560	40	-----	-----
Hand bundlers, carton-formers (machine and table).....	.520	40	-----	-----
Sweet packers; carton-formers, hand; "Q" formers; cover strikers; repack girls; breakage girls.....	.510	40	-----	-----
General help.....	.470	40	-----	-----
Warehouse:				
Receiving clerks.....	.790	40	-----	-----
Paper stockmen, general assemblymen.....	.710	40	-----	-----
<i>Butte, Mont.</i>				
Break and cake—Machine shops:				
Foremen, dough mixers.....	1.226	42	\$1.226	42
Bench hands.....	1.095	42	1.095	42
Ovenmen.....	1.190	42	1.190	42
Wrappers, male.....	.670	44	.670	44
Wrappers, female.....	.500	44	.500	44
<i>Charlotte, N. C.</i>				
Bread only—Machine shops:				
Foremen.....	.988	40	.938	40
Shipping foremen.....	.925	40	.875	40
Mixers, ovenmen.....	.700	40	.650	40
Dividers, molders, wrappers.....	.650	40	.600	40
Stockroom clerks.....	.650	40	-----	-----
Shipping packers.....	.600	40	.550	40
Twisters, panners, dumpers, wrapping-machine catchers, oven loaders, pan greasers and rakers, pan packers, flour dumpers.....	.550	40	.500	40
Cake only—Machine shops:				
Foremen.....	.988	40	.938	40
Mixers, scalers, ovenmen.....	.700	40	.650	40
Wrapping-machine operators.....	.650	40	.600	40
Doughnut-mixer operators.....	.600	40	.550	40
Dumpers, rakers, pan greasers.....	.550	40	.500	40
Icers, wrappers, packers.....	.425	40	.375	40
<i>Chicago, Ill.</i>				
Bread and cake—Hand shops:				
Union A:				
First hands, spongers, ovenmen.....	1.000	48	1.000	48
Second hands.....	.900	48	.900	48
Third hands.....	.800	48	-----	-----
Union B:				
Retail—				
First hands.....	.979	48	.865	48
Second hands.....	.938	48	.823	48
Wholesale—				
First hands, mixers, ovenmen, spongers.....	.975	48	.875	48
Second hands, bench hands, machine hands.....	.925	48	.825	48
Bread only—Machine shops:				
Agreement A:				
Mixers.....	.930	40	.870	40
All others.....	.780	40	.720	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Chicago, Ill.—Continued</i>				
Bread only—Machine shops—Continued.				
Agreement B:				
Mixers.....	\$0.920	40	\$0.850	40
Ovenmen.....	.870	40	.850	40
Dividermen.....	.870	40	.800	40
Traveling-oven feeders or dumpers, bench hands, moldermen.	.820	40	.750	40
Bake-shop helpers.....	.700	40	.550	40
Agreement C:				
Mixers.....	.920	40	.850	40
Ovenmen, dividermen, floormen.....	.870	40	.800	40
Traveling-oven feeders or dumpers, bench hands, moldermen.	.820	40	.750	40
Mixers helpers.....	.770	40	.700	40
Bake-shop helpers.....	.700	40	.600	40
Female help—				
First year.....	.430	40	.430	40
Second year.....	.460	40	.460	40
After 2 years.....	.500	40	.500	40
Cake only—Machine shops:				
Agreement A:				
Mixers.....	.920	40	.850	40
Scalers, bench hands, oven receivers, cookie-machine operators.....	.820	40	.750	40
Union roll-machine operators; mixers', scalers', and depositors' helpers; wrapping-machine operators; receiving clerks.	.770	40	.700	40
Cookie-machine helpers; oven feeders; bakery (#1) helpers; pan greasing and washing-machine operators; icing-machine operators; cake-cutting-machine operators.....	.720	40	.650	40
Bakery (#2) helpers; pan greasing and washing-machine helpers; shipping-room helpers.....	.650	40	.600	40
Foreladies.....	.650	40	.575	40
Icers, dough handlers, machine operators.....	.550	40	.500	40
Female—wrappers, packers, box makers, labelers, cookie packers, and miscellaneous:				
First year.....	.430	40	.430	40
Second year.....	.460	40	.460	40
After 2 years.....	.500	40	.500	40
Agreement B:				
Cake mixers, icing mixers, doughnut mixers, ovenmen, first scalers, head cookers.....	.860	40	.760	40
Ingredientmen, stockmen, benchmen.....	.800	40	.....	.....
All shop helpers, second scalers.....	.720	40	.660	40
Dumpers, truckers.....	.650	40	.....	.....
Female wrapping-machine feeders and pie-machine crew.....	.520	40	.....	.....
Other female employees—				
1 to 6 months.....	.430	40	.400	40
7 to 12 months.....	.450	40	.410	40
1 to 5 years.....	.500	40	.440	40
After 5 years.....	.520	40	.....	.....
Pie and pastry:				
Ingredientmen, ovenmen, cooks, dough mixers.....	.800	40	.680	40
Dough breakers, fruit servicemen, male helpers.....	.600	40	.530	40
Pie-machine operators.....	.520	40	.490	40
Toppers, wrappers, cream-pie fillers, cake icers, fruit cleaners, female helpers, plate washers, plate sorters, inspectors.....	.460	40	.420	40
Bohemian baking:				
Small shops:				
First hands.....	1.042	48	.933	48
Second hands.....	.979	48	.875	48
Large shops:				
First hands.....	1.250	48	1.125	40
Second hands.....	1.175	48	1.050	40
Hebrew baking:				
Foremen, first hands.....	1.292	48	1.271	48
Second hands.....	1.229	48	1.208	48
Third hands.....	1.000	48	1.000	48
Italian and Greek baking:				
Hand shops:				
First-class bakers:				
Rate A.....	.786	48	.708	48
Rate B.....	.766	48	.....	.....
Second-class bakers:				
Rate A.....	.730	48	.652	48
Rate B.....	.709	48	.....	.....

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Chicago, Ill.—Continued</i>				
Italian and Greek baking—Continued.				
Machine shops:				
First-class bakers.....	\$0.919	40	\$0.850	40
Second-class bakers.....	.851	40	.783	40
Polish baking:				
Retail shops—				
South Side:				
Foremen, spongers.....	1.063	48	.938	48
Second hands.....	.938	48	.813	48
West Side:				
Day work:				
Foremen, spongers.....	1.063	48	.958	48
Second hands.....	.938	48	.895	48
Night work:				
Foremen, spongers.....	1.263	48	1.158	48
Second hands.....	1.138	48	1.096	48
Wholesale shops:				
Day work:				
Foremen, spongers.....	1.125	32	1.125	32
Second hands.....	1.000	32	1.000	32
Night work:				
Foremen, spongers.....	1.325	32	1.325	32
Second hands.....	1.200	32	1.200	32
Crackers and cookies:				
Mixing room:				
Mixers.....	.870	40	-----	-----
Raw-material scalers.....	.850	40	-----	-----
Mixing-room helpers.....	.750	40	-----	-----
Flour dumpers.....	.650	40	-----	-----
Sponge baking:				
Machine captains.....	.950	40	-----	-----
Dough feeders, rollmen.....	.875	40	-----	-----
Ovenmen.....	.800	40	-----	-----
Dough cutters.....	.750	40	-----	-----
Scrap boys.....	.625	40	-----	-----
Sweet baking:				
Machine captains.....	.950	40	-----	-----
Machine sheeters, ovenmen.....	.800	40	-----	-----
Dough feeders.....	.675	40	-----	-----
Icing department:				
Machinemen.....	.750	40	-----	-----
Head mixers.....	.650	40	-----	-----
Regular packers.....	.550	40	-----	-----
Head samplers.....	.520	40	-----	-----
Stitchers, female; cellophane packers; samplers, helpers; stickers; trolley packers.....	.480	40	-----	-----
Plain packing:				
Stacking-machine captains—				
1 to 3 months.....	.525	40	-----	-----
4 to 6 months.....	.750	40	-----	-----
After 6 months.....	.850	40	-----	-----
Wrapping-machine operators.....	.700	40	-----	-----
Bundlers, sponge packers.....	.560	40	-----	-----
General helpers, male.....	.525	40	-----	-----
Sweet packers.....	.520	40	-----	-----
Carton formers.....	.500	40	-----	-----
Carton and caddy stitchers, female.....	.480	40	-----	-----
Stacker and feeder girls.....	.450	40	-----	-----
Scalers, male.....	.550	40	-----	-----
Receiving department:				
Flour unloaders.....	.720	40	-----	-----
Order fillers, stockmen.....	.680	40	-----	-----
Receiving clerks.....	.675	40	-----	-----
Paper cutters, sugar grinders.....	.625	40	-----	-----
Shipping department:				
Head shipping clerks.....	.900	40	-----	-----
Men-in-charge, commission department.....	.800	40	-----	-----
Men-in-charge, wholesale department.....	.750	40	-----	-----
Stockmen.....	.600	40	-----	-----

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities^a
June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Cincinnati, Ohio</i>				
Bread and cake:				
Hand shops:				
Foremen, first hands.....	\$1.045	40	\$0.995	40
Ovenmen, mixers.....	.963	40	.913	40
Bench hands.....	.900	40	.850	40
Machine shops:				
Foremen, first hands.....	1.045	40	.995	40
Ovenmen, mixers.....	.963	40	.913	40
Icing mixers, bench hands, machine hands, ingredient scalers.....	.900	40	.850	40
Helpers.....	.775	40	.725	40
Wrapping-machine operators.....	.740	40	.690	40
Packers, shippers.....	.640	40	.590	40
Chutemen, machine helpers.....	.600	40	.550	40
Utility helpers.....	.590	40	.540	40
Working foreladies.....	.580	40	.550	40
Female help—				
1 to 6 months.....	.480	40		
Thereafter.....	.500	40	.470	40
<i>Cleveland, Ohio</i>				
Bread and cake:				
Hand shops:				
First hands, ovenmen, mixers.....	1.042	48	.938	48
Second hands.....	.938	48	.813	48
Third hands, pan cleaners, doughnut friers.....	.583	48	.500	48
Retail shops: ^b				
First hands.....	.938	48	.938	48
Second hands.....	.875	48	.875	48
Third hands.....	.750	48	.750	48
Women employees.....	.553	45		
Machine shops:				
Ovenmen, mixers, ingredientmen, cake decorators.....	.900	40	.850	40
Bench hands, machine hands.....	.850	40	.800	40
Mixers' helpers.....	.800	40	.750	40
Oven feeders, oven helpers, oven dumpers.....	.800	40	.700	40
Bread wrapper and slicer adjuster.....	.800	40		
Bake-shop helpers, slicers.....	.750	40	.650	40
Open-kettle friers, shipping-room help.....	.750	40		
Female shop helpers.....	.480	40	.450	40
Pie and pastry:				
Ovenmen, fruit cookers, dough mixers.....	.780	40	.780	40
Dough cutters, bake-shop helpers.....	.630	40	.630	40
Machine girls.....	.490	40	.490	40
Wrapper girls, box makers, fruit cleaners, cream fillers and top-pers, apple workers.....	.420	40	.425	40
Doughnuts:				
Machine operators, doughnut mixers.....	.750	40	.750	40
Shipping-room help, bake-shop help.....	.650	40	.600	40
Female help.....	.470	40	.420	40
Bohemian baking:				
First hands.....	1.979	48	⁹ .875	48
Second hands.....	1.917	48	⁹ .813	48
Third hands.....	1.854	48	⁹ .750	48
Hebrew baking:				
Bread—				
First hands.....	1.333	⁹ 37½	1.244	⁹ 37½
Second hands.....	1.222	⁹ 37½	1.133	⁹ 37½
Cake bakers.....	1.067	⁹ 37½	.933	⁹ 37½
Helpers.....	.800	⁹ 37½	.667	⁹ 37½
Crackers and cookies:				
Men.....	.590	40	.540	40
Women.....	¹⁰ .450	40	¹¹ .420	40
<i>Columbus, Ohio</i>				
Bread—Machine shops:				
Company A:				
Foremen, shop.....	1.000	44		
Foremen, wrapping.....	.955	44		
Mixers.....	.795	44		
Ovenmen.....	.773	44		
Divider operators, molder operators.....	.727	44		
Bun-machine operators, wrapping-machine operators.....	.682	44		
Twisters, panners.....	.659	44		

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Columbus, Ohio—Continued</i>				
Bread—Machine shops—Continued.				
Company A—Continued.				
Oven feeders, dumpers, benchmen, wrappers, checkers.....	\$0.636	44	-----	-----
Oven helpers.....	.614	44	-----	-----
Bake-shop helpers.....	.591	44	-----	-----
Extra shop helpers.....	.568	44	-----	-----
Company B:				
Working foremen.....	.966	44	-----	-----
Mixers.....	.885	44	\$0.825	44
Ovenmen, bench hands, machine hands.....	.785	44	.675	44
Checkers.....	.750	44	.688	44
Wrappers.....	.675	44	.575	44
Shop helpers, pan greasers.....	.650	44	.575	44
Flour blenders.....	.580	44	.550	44
Female wrappers, bread rackers.....	.570	44	.520	44
Inexperienced help (first 60 days).....	.475	44	.475	44
<i>Dallas, Tex.</i>				
Bread and cake—Hand shops:				
Foremen, working.....	.833	48	.766	48
Ovenmen, mixers, first bakers.....	.761	48	.700	48
Benchmen, second bakers.....	.667	48	.613	48
Helpers.....	.475	48	.438	48
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1.000	40	.919	40
Mixers.....	.910	40	.840	40
Benchmen, twisters, panners, dividers, oven dumpers or loaders, bread checkers, shipping clerks.....	.800	40	.735	40
Slicing- or wrapping-machine feeders, helpers, bread or pan rackers, machine take-off men.....	.570	40	.525	40
Agreement B:				
Working foremen.....	.952	42	-----	-----
Mixers.....	.910	40	.840	40
Cake depositors, molders, dividers, twisters, oven dumpers or loaders, benchmen, wrapping- or slicing-machine operators, packers, checkers, ovenmen, pan rackers.....	.857	40	.767	40
Helpers.....	.570	40	.525	40
Female employees:				
Foreladies.....	.514	40	.499	40
Beginners—				
1 to 3 months.....	.350	40	.336	40
4 to 6 months.....	.400	40	.368	40
After 6 months.....	.450	40	.420	40
Bread only—Machine shops:				
Foremen.....	1.000	40	.945	40
Mixers, spongers, ovenmen.....	.910	40	.840	40
Benchmen, molders, twisters, pan rackers, dividers, oven dumpers or loaders, slicing- and wrapping-machine operators, dispensing checkers.....	.800	40	.735	40
Dispensing and stockroom workers, helpers.....	.570	40	.525	40
Cake only—Machine shops:				
Company A:				
Working foremen.....	1.000	40	.945	40
Ovenmen.....	.910	40	.840	40
Batter mixers, icing mixers.....	.850	40	.788	40
Depositing or wrapping-machine operators, ingredient scalers, bench hands.....	.800	40	.735	40
Shipping clerks.....	.800	40	.650	40
Helpers.....	.570	40	.550	40
Pan greasers, cake dumpers—				
First year.....	.500	40	.450	40
Thereafter.....	.570	40	.525	40
Female employees:				
Foreladies.....	.514	40	.498	40
Beginners—				
1 to 6 months.....	.350	40	.315	40
7 to 12 months.....	.400	40	.368	40
Thereafter.....	.450	40	.420	40

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TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Dallas, Tex.—Continued</i>				
Cake only—Machine shops—Continued.				
Company B:				
Bake shop:				
Ovenmen.....	\$0.910	40		
Mixers, first scalers, ingredient scalers.....	.735	40	\$0.735	40
Shipping room clerks.....	.683	40	.683	40
Second mixers, second ovenmen, second scalers.....	.578	40	.578	40
Miscellaneous male employees in cake shop and dispensing room.....	.450	40	.450	40
Sweet-yeast department:				
Bench foremen.....	.683	40	.683	40
Ovenmen.....	.630	40	.630	40
Mixers.....	.578	40	.578	40
Bench helpers.....	.525	40	.525	40
Ovenmen's helpers, miscellaneous male employees.....	.420	40	.420	40
Female finishers and wrappers—				
1 to 6 months.....	.315	40	.315	40
7 to 18 months.....	.368	40	.368	40
Thereafter.....	.420	40	.420	40
<i>Davenport, Iowa</i>				
(See Rock Island (Ill.) district.)				
<i>Dayton, Ohio</i>				
Bread and cake—Machine shops:				
Companies A and B:				
Mixers, ovenmen.....	.875	40	.800	40
Machinemen, feeders, dumpers, benchmen.....	.825	40	.750	40
Mixers' helpers.....	.775	40	.700	40
Helpers, pan greasers, pan setters, wrappers, packers.....	.680	40	.590	40
Female icers, packers, or wrappers.....	.550	40	.440	40
Company C:				
Mixers, ovenmen.....	.875	40	.800	44
Machinemen, feeders, dumpers, benchmen.....	.825	40	.750	44
Head wrappers.....	.825	40	.650	44
Doughnut-machine operators.....	.785	40	.710	44
Mixers' helpers.....	.775	40	.700	44
Helpers, pan greasers, pan setters, wrappers, packers.....	.680	40	.590	44
Female icers, wrappers, and packers.....	.550	40	.440	44
Miscellaneous female workers.....	.500	40		
Company D:				
Mixers.....	.800	44	.800	44
Machinemen, ovenmen, benchmen.....	.750	44	.750	44
Doughnut-machine operators.....	.710	44	.710	44
Head wrappers.....	.650	44	.650	44
Pan greasers, pan setters.....	.610	44	.590	44
Packers, wrappers.....	.590	44	.590	44
Female icers, packers, and wrappers.....	.450	44	.440	44
Crackers and cookies—Ice cream cones:				
Mixers, machine captains.....	.790	40	.730	40
Dough carriers, slotter and cutter, handlers, shippers.....	.740	40	.680	40
Warehousemen and shippers (less than 2 months).....	.680	40		
Packers, wrappers—				
First month.....	.560	40		
Second month.....	.610	40		
After 2 months.....	.670	40	.610	40
<i>Denver, Colo.</i>				
Bread and cake:				
Hand shops:				
Day work:				
Foremen.....	.916	48	.833	48
Bench hands, machine hands.....	.757	48	.688	48
Night work:				
Foremen.....	.987	48	.896	48
Machine operators.....	.825	48	.750	48

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Denver, Colo.—Continued</i>				
Bread and cake—Continued.				
Machine shops:				
Shift foremen—				
Day work.....	\$1.073	40	\$0.975	40
Night work.....	1.155	40	1.050	40
Part day and night work.....	1.114	40	1.013	40
Doughmixers, ovenmen—				
Day work.....	.968	40	.880	40
Night work.....	1.051	40	.855	40
Part day and night work.....	1.009	40	.918	40
Bench hands, machine operators—				
Day work.....	.908	40	.825	40
Night work.....	.990	40	.900	40
Hebrew baking:				
Foremen—				
Day.....	1.150	40	1.000	40
Night.....	1.205	40	1.050	40
Second hands.....	1.018	40	.880	40
Bench hands, machine operators.....	1.013	40	.875	40
Crackers and cookies:				
Company A:				
Baking department:				
Machine captains, head sweet-mixers, bakers.....	.850	40	-----	-----
Peelers.....	.820	40	-----	-----
Head sponge-mixers, mixers, roller-men, drawmen.....	.800	40	-----	-----
Mixers' helpers.....	.670	40	-----	-----
Stackers, sweet-dough feeders, pan greasers and feeders, traveling-oven feeders, traveling-oven take-out men.....	.650	40	-----	-----
General help.....	.500	40	-----	-----
Packing and icing department:				
Icing mixers.....	.850	40	-----	-----
Icing mixers' helpers.....	.700	40	-----	-----
Graham department—Sponge packers, bundlers, scalars.....	.490	40	-----	-----
Warehousemen.....	.650	40	-----	-----
Female employees:				
Machine operators, "Q" formers, stitchers.....	.460	40	-----	-----
Sweet and icing packers.....	.440	40	-----	-----
All other employees:				
Males, minimum rate.....	.500	40	-----	-----
Females, minimum rate.....	.350	40	-----	-----
Company B:				
Bake shop:				
Machinemen.....	12.800	40	-----	-----
Sweet or sponge head mixers, ovenmen, peelers, sponge relief men.....	12.775	40	-----	-----
Roller-men, mixers.....	12.725	40	-----	-----
Dough feeders.....	12.625	40	-----	-----
Mixers' helpers.....	12.600	40	-----	-----
Pan greasers, sponge-oven helpers.....	12.575	40	-----	-----
General help—				
First month.....	.450	40	-----	-----
2 to 6 months.....	.475	40	-----	-----
7 to 12 months.....	.525	40	-----	-----
Thereafter.....	.600	40	-----	-----
Packing floormen:				
Wrapping and labeling machinemen.....	12.750	40	-----	-----
Head caser and paper cutting-machine operators.....	12.650	40	-----	-----
Wrapping- and labeling-machine helpers, scalars.....	12.575	40	-----	-----
Basement:				
Lard men, warehouse assistant foremen.....	12.650	40	-----	-----
Stock clerks.....	12.610	40	-----	-----
Icing room—Jelly, cream, and icing mixers, machinemen.....	12.725	40	-----	-----
Jelly, cream, and icing mixers' helpers, marshmallow men, scalars.....	12.575	40	-----	-----
General help (packing floor, basement, and icing room)—				
First month.....	12.400	40	-----	-----
2 to 6 months.....	12.425	40	-----	-----
7 to 12 months.....	12.475	40	-----	-----
Thereafter.....	12.550	40	-----	-----
Female employees—				
First month.....	12.320	40	-----	-----
2 to 6 months.....	12.350	40	-----	-----
7 to 12 months.....	12.390	40	-----	-----
Thereafter.....	12.440	40	-----	-----

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Des Moines, Iowa</i>				
Bread and cake:				
Hand shops:				
Foremen.....	\$0.802	48	\$0.729	48
Journeymen.....	.710	48	.646	48
Helpers.....	.642	48	.583	48
Machine shops:				
Foremen, working.....	1.000	40	.875	40
Dough mixers, ovenmen.....	.900	40	.775	40
Benchmen.....	.800	40	.725	40
Machinemen.....	.800	40	.675	40
Helpers, wrappers, stockroom men—				
1 to 6 months.....	.550	40		
7 to 12 months.....	.600	40		
Thereafter.....	.650	40		
Crackers and cookies:				
Mixing and baking department:				
Head mixers.....	.915	40		
Machinemen.....	.855	40		
Mixers.....	.820	40		
Reliefmen, peelers.....	.805	40		
Bakers.....	.785	40		
Drawmen.....	.750	40		
Rollermen.....	.690	40		
Stackers.....	.680	40		
Pan passers, floormen.....	.670	40		
Packing department:				
Floormen.....	.600	40		
Sponge packers.....	.550	40		
Machine feeders, sample-room attendants, bundlers, carton formers.....	.500	40		
Miscellaneous workers.....	.450	40		
Shipping and receiving department:				
Order clerks.....	.750	40		
Helpers.....	.600	40		
Extra help.....	.550	40		
<i>Detroit, Mich.</i>				
Bread and cake—Machine shops:				
Mixers, senior bakers.....	.900	40	.825	40
Mixers' helpers.....	.875	40	.775	40
Bakers, dividers, twisters, ovenmen's helpers.....	.850	40	.775	40
Stockmen, flour blenders.....	.850	40	.725	40
Make-up helpers, wrappers, shipping clerks.....	.800	40	.725	40
Pan cleaners.....	.800	40	.680	40
Wrapper girls; bakers' helpers, female; friedcake helpers.....	.650	40	.575	40
Bread only—Agreement A:				
Mixers, ovenmen.....	.950	47	.850	47
Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers.....	.850	47	.750	47
Checkers.....	.800	47	.710	47
Molders helpers, pan rackers, pan greasers, wrapping-machine men.....	.800	47	.700	47
Bread rackers, wrappers, packers, male twisters.....	.750	47	.650	47
Stockroom men.....	.700	47	.600	47
Female employees:				
Twisters.....	.670	47	.600	47
Rackers.....	.670	47	.550	47
Wrappers.....	.550	47	.500	47
Bun wrappers.....	.550	47	.480	47
Bread only—Agreement B:				
Mixers, ovenmen.....	.950	44		
Benchmen.....	.900	44		
Flour blenders, ingredientmen, mixers' helpers, dividers, molders, oven feeders, dumpers.....	.850	44		
Pan rackers, greasers, wrapping-machine set-up men.....	.800	44		
Bread rackers, wrappers.....	.750	44		
Cake only—Agreement A:				
Mixers, ovenmen.....	.970	44	.850	44
Icing mixers, depositors, scalers.....	.970	44		
Dough mixers, depositors' helpers, oven helpers, dumpers.....	.820	44		
Packers, male.....	.810	44		
Icing-machine operators, pan greasers, cutters.....	.790	44		
Stockmen, miscellaneous help.....	.750	44		
Female icers and wrappers.....	.610	44		

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Detroit, Mich.—Continued</i>				
Bread and cake—Machine shops—Continued.				
Cake only—Agreement B:				
Ingredient scalers, dough and icing mixers, depositors, ovenmen.....	\$0. 870	44	-----	-----
Cookers.....	. 850	44	-----	-----
Oven helpers, dumpers.....	. 770	44	-----	-----
Pan greasers.....	. 720	44	-----	-----
Pan washers.....	. 700	44	-----	-----
Packers—				
Rate A.....	. 850	44	-----	-----
Rate B.....	. 820	44	-----	-----
Rate C.....	. 780	44	-----	-----
Rate D.....	. 700	44	-----	-----
Rate E.....	. 650	44	-----	-----
Female employees:				
Decorators, icers, wrappers.....	. 600	44	-----	-----
Cake-shop help.....	. 550	44	-----	-----
Sweet yeast and cake wrappers.....	. 500	44	-----	-----
Sweet goods only:				
Dough mixers.....	. 950	47	\$0. 850	47
Reel-oven helpers.....	. 900	47	. 800	47
Benchmen.....	. 900	47	. 750	47
Flour blenders, scalers, icing mixers, depositors, dividers.....	. 850	47	. 750	47
Pan greasers.....	. 800	47	. 700	47
Female employees:				
Panners.....	. 600	47	. 550	47
Dumpers.....	. 600	47	. 530	47
Rackers, icers, wrappers.....	. 550	47	. 450	47
Pie and pastry:				
Company A:				
Ovenmen, bakers, mixers, cake mixers (Boston cream).....	. 850	40	-----	-----
Cooks, tart peelers, tart leaders, bench leaders.....	. 800	40	-----	-----
Scalers, pie-dough mixers, doughnut friers, wrapping-machine operators.....	. 750	40	-----	-----
Miscellaneous male employees.....	. 700	40	-----	-----
Female employees—				
1 to 2 months.....	. 430	40	-----	-----
3 to 6 months.....	. 450	40	-----	-----
7 to 12 months.....	. 470	40	-----	-----
13 to 24 months.....	. 550	40	-----	-----
Thereafter.....	. 570	40	-----	-----
Companies B and C:				
Cookers.....	. 830	48	-----	-----
Ovenmen, mixers.....	. 750	48	-----	-----
Shop helpers.....	. 700	48	-----	-----
Female employees:				
Machine operators.....	. 540	48	-----	-----
Wrappers.....	. 500	48	-----	-----
Hebrew baking:				
First hands—				
1 oven.....	1. 511	° 37½	1. 378	45
2 ovens.....	1. 566	° 37½	1. 422	45
Cake bakers.....	1. 511	° 37½	1. 378	45
Second hands.....	1. 444	° 37½	1. 311	45
Helpers.....	. 889	° 37½	. 756	45
Polish baking:				
First hands, ovenmen, mixers.....	1 ^s 1. 188	48	1. 083	48
Second dough mixers.....	1. 083	48	. 979	48
Second hands or benchmen.....	1. 021	48	. 917	48
Third hands.....	. 625	48	. 521	48
Crackers and cookies:				
Company A—Baking department:				
Machine captains.....	1. 000	40	. 900	40
Peelers.....	. 950	40	. 850	40
Sponge or sweet mixers.....	. 940	40	. 840	40
Sponge bakers.....	. 930	40	. 830	40
Sponge rollersmen, sweet-oven men, oven firemen.....	. 920	40	. 820	40
Sponge drawmen.....	. 900	40	. 800	40
Flour dumpers, assemblymen.....	. 850	40	. 750	40
Ritz mixers.....	. 840	40	. 740	40
Stackers, pan cleaners, Ritz rollersmen.....	. 800	40	. 700	40
Pan feeders.....	. 770	40	. 670	40
Sweet mixers' helpers, mixers' helpers.....	. 750	40	. 650	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Detroit, Mich.—Continued</i>				
Crackers and cookies—Continued.				
Company A—Icing department:				
Mixers.....	\$0.950	40	\$0.850	40
Floormen, foreladies.....	.750	40	.650	40
Working supervisors.....	.660	40	.560	40
Machine operators.....	.650	40	.550	40
Icing packers.....	.630	40	.530	40
Clerks, other help.....	.620	40	.520	40
Company A—Packing department:				
Working supervisors, male.....	.850	40	.750	40
Machine set-up men.....	.800	40	.700	40
Foreladies.....	.780	40	.680	40
Floormen.....	.750	40	.650	40
Assistant foreladies.....	.630	40	.530	40
Sponge packers working supervisors, female.....	.660	40	.560	40
Head carton-formers, machine operators.....	.650	40	.550	40
Sweet packers; hand carton-formers; "Q" formers and stitchers; weighers and closers; bundlers, hand; cripple pickers; filling-machine operators; sealers and weighers; sweepers; staplers; container fillers; samplers; tare and weight clerks.....	.640	40	.540	40
Company B:				
Mixers.....	.850	40		
Female employees—				
First month.....	.400	40		
2 to 6 months.....	.450	40		
7 to 12 months.....	.470	40		
Thereafter.....	.520	40		
Company C:				
Male help, pan greasers and cleaners, mixers' helpers.....	.600	40		
Female employees—				
Packers, wrappers.....	.470	40		
Pan feeders.....	.400	40		
<i>Duluth, Minn.</i>				
Bread and cake—Hand shops:				
Day work:				
Foremen.....	.945	16 44		
Dough mixers, ovenmen.....	.841	16 44		
Bench hands.....	.795	16 44		
Helpers—				
1 to 150 days.....	.514	16 44		
151 to 300 days.....	.559	16 44		
301 to 600 days.....	.632	16 44		
Thereafter.....	.608	16 44		
Night work:				
Foremen.....	1.014	16 44		
Dough mixers, ovenmen.....	.909	16 44		
Helpers.....	.736	16 44		
Bread and cake—Machine shops:				
Day work:				
Foremen, working.....	1.055	40	.985	40
Dough mixers, ovenmen.....	.940	40	.870	40
Shipping foremen.....	.940	40		
Bench hands, doughnut-machine operators.....	.890	40	.820	40
Machinemen.....	.825	40	.755	40
Traveling-oven loaders.....	.825	40		
Stockmen, receiving clerks.....	.790	40		
Wrapping-machine operators, bread panners, twisters, shipping clerks, truck unloaders.....	.760	40		
Foreladies.....	.660	40		
Hand wrappers, packers:				
1 to 100 days.....	.530	40		
Thereafter.....	.590	40		
Dishwashers.....	.548	40		
Helpers—				
1 to 150 days.....	.580	40		
151 to 300 days.....	.630	40		
301 to 600 days.....	.710	40		
Thereafter.....	.750	40		

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Duluth, Minn.—Continued</i>				
Bread and cake—Machine shops—Continued.				
Night work:				
Foremen, working.....	\$1.130	40	\$1.060	40
Dough mixers, ovenmen.....	1.015	40	.945	40
Bench hands.....	.965	40	.895	40
Machinemen.....	.900	40	.830	40
Wrapping-machine operators.....	.835	40		
Helpers—				
Rate A.....	.825	40	.755	40
Rate B.....	.705	40		
Pie and pastry:				
Fruit cookers.....	.825	40		
Bakers.....	.750	40		
Female employees, night.....	.575	40		
Helpers.....	.550	40		
Female employees, day—				
Rate A.....	.475	40		
Rate B.....	.400	40		
Crackers and cookies:				
Day wor :				
Foremen.....	1.038	40		
Experienced male employees.....	.838	40		
Inexperienced male employees.....	.788	40		
Foreladies.....	.588	40		
Female employees—				
First year.....	.488	40		
After 1 year.....	.513	40		
Night work:				
Experienced male employees.....	.913	40		
Inexperienced male employees.....	.863	40		
Female employees.....	.588	40		
<i>Houston, Tex.</i>				
Bread and cake:				
Hand shops:				
Foremen.....	.938	48	.844	48
Dough mixers, ovenmen.....	.792	48	.677	48
Benchmen.....	.750	48	.635	48
Machine shops—Agreement A:				
Forem. h.....	1.071	42	.964	42
Dough mixers, ovenmen, spongers.....	.905	42	.774	42
Benchmen, machinemen.....	.857	42	.726	42
Counters, checkers.....	.833	42	.726	42
Oven dumpers, oven loaders, peel-oven helpers.....	.786	42	.679	42
Wrappers.....	.738	42	.643	42
Pan rackers, bread rackers.....	.726	42	.631	42
Weigh-up men.....	.667	42	.583	42
Machine shops—Agreement B:				
Foremen.....	1.023	44	.920	44
Dough mixers, ovenmen, spongers.....	.864	44	.739	44
Benchmen, machinemen.....	.818	44	.693	44
Counters, checkers.....	.795	44	.693	44
Oven dumpers, oven loaders, peel-oven helpers.....	.750	44	.648	44
Wrappers.....	.705	44	.614	44
Pan rackers, bread rackers.....	.693	44	.602	44
<i>Indianapolis, Ind.</i>				
Bread and cake:				
Hand shops—Bread only:				
Foremen.....	.656	48	.625	48
First hands.....	.613	48	.583	48
Second hands.....	.503	48	.479	48
Helpers.....	.372	48	.354	48
Machine shops:				
Mixers.....	.825	40	.750	44
Molders, dividers.....	.903	40	.730	44
Stockroom men.....	.800	40	.727	44
Traveling-oven men.....	.770	40	.700	44
Mixers' helpers.....	.693	40	.630	44
Wrapping- and slicing-machine operators, bread rackers.....	.682	40	.620	44
Bake-shop helpers.....	.638	40	.580	44
Bread only—Company A:				
Mixers.....	.900	40		

See footnotes at end of table (p. 61).

TABLE 8.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued*

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Indianapolis, Ind.—Continued</i>				
Bread and cake—Continued.				
Machine shops—Continued.				
Bread only—Company A—Continued.				
Ovenmen, machinemen.....	\$0. 860	17 40	-----	-----
Wrapping-machine operators.....	. 800	17 40	-----	-----
Helpers.....	. 700	17 40	-----	-----
Wrapping-machine helpers.....	. 680	17 40	-----	-----
Bread only—Company B:				
Mixers.....	. 900	40	\$0. 850	40
Oven feeders, dumpers, bench hands, machine hands.....	. 850	40	. 750	40
Slicers, head wrappers.....	. 800	40	. 750	40
Assistant head checkers.....	. 800	40	. 700	40
Wrappers, packers.....	. 750	40	. 655	40
Bake-shop helpers.....	. 700	40	. 655	40
Flour dumpers.....	. 650	40	. 600	40
Bread only—Company C:				
Scalers.....	. 850	40	. 750	40
Dividers, ovenmen.....	. 825	40	. 725	40
Mixers.....	. 800	40	. 700	40
Molder-machine men.....	. 775	40	. 675	40
Twisters.....	. 675	40	. 575	40
Helpers.....	. 660	40	. 560	40
Shipping-room employees.....	. 640	40	. 540	40
Bread only—Company D:				
Dough mixers.....	. 830	40	. 750	40
Ovenmen, dividers, molders, oven dumpers.....	. 810	40	. 730	40
Mixers' helpers.....	. 810	40	. 700	40
Wrapping-machine operators.....	. 740	40	. 660	40
Helpers, rackers, greasers, reliefmen.....	. 650	40	. 600	40
Bread only—Company E:				
Mixers.....	. 825	40	-----	-----
Molders, dividers.....	. 803	40	-----	-----
Stockroom men.....	. 800	40	-----	-----
Traveling-oven men.....	. 770	40	-----	-----
Mixers' helpers.....	. 693	40	-----	-----
Bread rackers.....	. 682	40	-----	-----
Bake-shop helpers.....	. 638	40	-----	-----
Wrapping- and slicing-machine operators.....	. 628	40	-----	-----
Rolls only:				
Dough mixers.....	. 830	40	. 750	40
Ovenmen.....	. 810	40	. 730	40
Bench hands.....	. 780	40	. 700	40
Helpers.....	. 700	40	. 600	40
Icers and wrappers—				
Rate A.....	. 550	40	. 450	40
Rate B.....	. 500	40	. 450	40
Cake only—Company A:				
Mixers.....	1. 000	40	1. 000	40
Bench hands, oven hands, pastry mixers.....	. 850	40	. 750	40
Doughnut-machine operators.....	. 750	40	. 650	40
Pan boys, helpers.....	. 700	40	. 700	40
Wrappers, icers.....	. 575	40	. 550	40
Cake only—Company B:				
Mixers.....	. 830	40	. 750	40
Ovenmen.....	. 810	40	. 730	40
Bench hands, machine hands.....	. 750	40	. 675	40
General helpers, stockmen, pan washers.....	. 590	40	. 550	40
Icers and wrappers—				
Rate A.....	. 550	40	. 450	40
Rate B.....	. 500	40	. 450	40
Cake only—Company C:				
Ingredient scalers, mixers, icing mixers, depositors, ovenmen, wrapping-machine operators.....	. 750	40	. 650	40
Depositors' helpers.....	. 675	40	. 575	40
Dumpers, helpers, shipping-room employees.....	. 625	40	. 525	40
Female employees.....	. 400	40	. 300	40
<i>Jacksonville, Fla.</i>				
Bread—Machine shops:				
Head ovenmen.....	. 800	40	. 600	40
Mixers.....	. 775	40	. 600	40
Dividers, wrappers.....	. 750	40	. 550	40
Molders.....	. 700	40	. 550	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Jacksonville, Fla.—Continued</i>				
Bread—Machine shops—Continued.				
Roll-machine operators, benchmen.....	\$0. 700	40		
Greasers.....	. 575	40	\$0. 450	40
Panners, rackers.....	. 550	40	. 450	40
Panners, female.....	. 450	40		
Cake—Machine shops:				
Mixers.....	. 775	40	. 600	40
Combination depositors and oven operators.....	. 775	40	. 650	40
Doughnut mixers and operators.....	. 775	40	. 600	40
Checkers.....	. 725	40	. 500	40
Selectors.....	. 625	40		
Foreladies.....	. 625	40	. 450	40
Wrapping-machine catchers, carton men.....	. 500	40	. 450	40
Icers and wrappers, female.....	. 450	40	. 375	40
Cutters.....	. 450	40	. 525	40
<i>Kansas City, Mo.</i>				
Bread—Machine Shops:				
Day work:				
Foremen.....	1. 113	40	1. 063	40
Ovenmen, drawers, mixers, spongers.....	1. 025	40	. 975	40
Bench hands.....	. 963	40	. 913	40
Wrappers, ingredientmen, icing makers, checkers.....	. 850	40	. 800	40
Other male help.....	. 575	40	. 525	40
Female help.....	. 500	40	. 450	40
Night work:				
Foremen.....	1. 238	40	1. 188	40
Ovenmen, drawers, mixers, spongers.....	1. 150	40	1. 100	40
Bench hands.....	1. 088	40	1. 038	40
Hebrew baking:¹⁰				
Foremen.....	. 942	48	. 856	48
Mixers, ovenmen, drawers.....	. 885	48	. 788	48
Bench hands.....	. 837	48	. 740	48
Wrapping-room workers.....	. 692	48		
Crackers and cookies:				
Company A:				
Head mixers.....	1. 020	44	. 820	44
Icing-room men.....	. 875	44	. 580	44
Rollermen.....	. 795	44	. 625	44
Ovenmen.....	. 775	44	. 560	44
Mixers' helpers.....	¹⁰ . 725	44	. 580	44
Caddy-machine operators, icing-machine operators, stock boys.....	. 650	44	. 500	44
Cracker packers.....	¹⁰ . 475	44	. 380	44
Female wrappers and bundlers.....	¹¹ . 445	44	. 370	44
Company B—Sweet baking:				
Machinememen.....	. 925	40	. 850	40
Mixers.....	. 900	40	. 800	40
Ovenmen.....	. 800	40	. 750	40
Oven helpers.....	. 770	40	. 720	40
Mixers' helpers.....	. 750	40	. 700	40
Reliefmen, dough feeders.....	. 700	40	. 650	40
Pan feeders, pan greasers.....	. 650	40	. 600	40
Flg grinders.....	. 620	40	. 570	40
Cookie packers.....	. 580	40	. 480	40
Graham packers.....	. 580	40	. 500	40
Company B—Sponge baking:				
Machinememen, head night mixers.....	. 900	40	. 850	40
Peelermen.....	. 845	40	. 770	40
Ovenmen, head sponge-mixers.....	. 800	40	. 750	40
Rollermen.....	. 795	40	. 740	40
Relief rollermen.....	¹² . 790	40	¹² . 740	40
Ovenmen's helpers.....	. 770	40	. 675	40
Night mixers, helpers, sponge helpers, oven firemen.....	. 750	40	. 700	40
Cracker packers:				
1-pound cartons.....	. 625	40	. 550	40
Other size cartons.....	. 600	40	. 525	40
Sack cleaners, floormen.....	. 600	40	. 550	40
Company C—Sweet and sponge departments:				
Head mixers.....	. 945	40		
Machine captains.....	. 925	40	. 850	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Kansas City, Mo.—Continued</i>				
Crackers and cookies—Continued				
Company C—Sweet and sponge departments—Continued.				
Mixers.....	\$0.875	40	\$0.830	40
Peelers.....	.845	40	.780	40
Bakers.....	.845	40	.750	40
Mixers' helpers.....	.825	40	.670	40
Rollermen, sponge and sweet drawers, cuttermen.....	.795	40	.720	40
Icing mixers.....	.795	40	.670	40
Dough feeders.....	.755	40	.670	40
Icing helpers.....	.695	40	.650	40
Stackers.....	.695	40	.620	40
Working supervisors.....	.695	40	.600	40
Flour dumpers.....	.675	40	.670	40
Pan cleaners, conveyormen.....	.675	40	.600	40
Other female help.....	.535	40	.480	40
Company C—Cone department:				
Bakers, machine captains.....	.795	40	.720	40
Mixers.....	.745	40	.670	40
Packers.....	.675	40	.590	40
Company C—Packing department:				
Working supervisors.....	.695	40	.620	40
Sponge packers, other female help.....	.555	40	.480	40
Scalers and weighers.....	.555	40		
<i>Little Rock, Ark.</i>				
Bread and cake:				
Machine shops—Bread only:				
Foremen.....	.960	48	.835	48
Mixers, ovenmen.....	.860	40	.750	40
Head checkers.....	.860	48	.730	48
Dividers.....	.800	40	.700	40
Benchmen, molding-machine operators.....	.750	40	.650	40
Stockroom clerks.....	.700	40	.625	40
Wrapping-machine operators.....	.700	40	.600	40
Assistant checkers.....	.700	48	.600	48
Helpers—				
First 6 months.....	.500	40	.450	40
Thereafter.....	.600	40	.500	40
Semimachine shops—Cake only:				
Foremen.....	.720	48	.620	48
Mixers.....	.720	40	.620	40
Ovenmen, scalers, ingredientmen.....	.630	40	.550	40
Floorladies.....	.500	40	.450	40
Icers, wrappers, pan girls, packers, checkers, boxers.....	.400	40	.350	40
<i>Los Angeles, Calif.</i>				
Bread and cake—Machine shops:				
Bread only—Day work:				
Foremen.....	1.225	40	1.125	40
Dough mixers, ovenmen.....	1.150	40	1.050	40
Machine hands, bench hands, wrapping and shipping foremen.....	1.050	40	.950	40
Dough mixers' helpers, doughnutmen, twisters, panners, oven dumpers.....	1.000	40	.900	40
Oven feeders, ingredientmen, machinemen, checkers, receiving and shipping clerks.....	.950	40	.850	40
Machine helpers, bench helpers, flour dumpers, bread rackers, hand wrappers.....	.900	40	.800	40
Conveyormen, tailers, bun slicers, packers.....	.825	40	.725	40
Pan washers and greasers.....	.775	40	.675	40
Bread only—Night work:				
Foremen.....	1.275	40	1.175	40
Dough mixers, ovenmen.....	1.200	40	1.100	40
Machine hands, bench hands, shipping and wrapping foremen.....	1.100	40	1.000	40
Dough mixers' helpers, doughnutmen, twisters, panners, oven dumpers.....	1.050	40	.950	40
Ingredientmen, oven feeders, shipping and wrapping clerks, checkers, machinemen.....	1.000	40	.900	40
Machine helpers, bench helpers, flour dumpers, bread rackers, hand wrappers.....	.950	40	.850	40
Conveyors, tailers, slicers, packers.....	.875	40	.775	40
Pan washers and greasers.....	.825	40	.725	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Los Angeles, Calif.—Continued</i>				
Bread and cake—Machine shops—Continued.				
Cake only—Day work:				
Foremen.....	\$1.150	40	\$1.050	40
Ovenmen.....	1.075	40	.975	40
Bench hands.....	1.050	40	.950	40
Mixers, icing mixers.....	.975	40	.875	40
Shipping-room foremen, receiving and shipping clerks.....	.950	40	.850	40
Ingredient scalers.....	.925	40	.825	40
Machine operators, depositors.....	.900	40	.800	40
Checkers.....	.850	40	.750	40
Oven helpers, auxiliary workers.....	.775	40	.675	40
Pan washers, unskilled labor, packers, helpers.....	.725	40	.625	40
Female employees:				
Foreladies.....	.775	40	.675	40
Icers, machine wrappers.....	.600	40	.500	40
Other experienced help.....	.575	40	.475	40
Inexperienced help.....	.525	40	.425	40
Cake only—Night work:				
Foremen.....	1.200	40	1.100	40
Ovenmen.....	1.125	40	1.025	40
Bench hands.....	1.100	40	1.000	40
Mixers, icing mixers.....	1.025	40	.925	40
Ingredient scalers.....	.975	40	.875	40
Machine operators, depositors.....	.950	40	.850	40
Checkers.....	.900	40	.800	40
Oven helpers, auxiliary workers.....	.825	40	.725	40
Pan washers, unskilled labor, packers, helpers.....	.775	40	.675	40
Female employees:				
Foreladies.....	.825	40	.725	40
Icers, wrapping-machine operators.....	.650	40	.550	40
Other experienced help.....	.625	40	.525	40
Inexperienced help.....	.575	40	.475	40
Hebrew baking:				
First hands.....	1.500	37½	1.400	37½
Second hands.....	1.367	37½	1.267	37½
Latin hand shops:				
Day work:				
Foremen, ovenmen, mixers.....	.875	48	.875	48
Mixers or ovenmen under foremen.....	.792	48	.792	48
Benchmen.....	.708	48	.708	48
Machine operators, hand wrappers, checkers, shipping clerks.....	.615	48	.615	48
Shipping-room helpers.....	.583	48	.583	48
Other helpers—				
First year.....	.542	48	.542	48
Thereafter.....	.604	48	.604	48
Night work:				
Foremen, ovenmen, mixers.....	.896	48	.896	48
Ovenmen or mixers under foremen.....	.813	48	.813	48
Benchmen.....	.729	48	.729	48
Machine operators, hand wrappers, checkers, shipping clerks.....	.635	48	.635	48
Shipping-room helpers.....	.604	48	.604	48
Other helpers—				
First year.....	.563	48	.563	48
Thereafter.....	.625	48	.625	48
Crackers and cookies:				
Hand shops:				
Foremen, working.....	.850	40	.850	40
Mixers.....	.800	40	.800	40
Mixers' helpers.....	.700	40	.700	40
Reel-oven men.....	.650	40	.650	40
Traveling-oven feeders, traveling take-out men, drop cookie-machine operators.....	.625	40	.625	40
Machine feeders, machine take-out men.....	.600	40	.600	40
Other male help.....	.550	40	.550	40
Female employees:				
Floorladies or key girls.....	.500	40	.500	40
Other employees—				
1 to 3 months.....	.380	40	.380	40
4 to 6 months.....	.400	40	.400	40
Thereafter.....	.440	40	.440	40
Machine shops—Agreement A:				
Machinemen, head mixers.....	1.033	40	1.033	40
Peelers, ovenmen, reliefmen.....	.983	40	.983	40
Rollermen.....	.918	40	.918	40
Sponge-oven helpers, mixers' helpers.....	.885	40	.885	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Los Angeles, Calif.—Continued</i>				
Crackers and cookies—Continued.				
Machine shops—Agreement A—Continued.				
Icing mixers, wax and cellophane wrapping-machine men	\$0.870	40	\$0.870	40
Miscellaneous helpers in baking department, sugar-wafer and icing helpers, pan greasers, pan feeders, sweet-dough feeders, traveling-oven feeders, assemblymen	.820	40	.820	40
Packing supervisors	.800	40	.800	40
Stackers, shippers, receivers	.770	40	.770	40
Truckers and general help	.683	40	.683	40
Female employees:				
Supervisors	.580	40	.580	40
Weighers, carton formers, wrappers, cellophane bag-machine operators, sugar-wafer spreaders, sample girls, relief girls, sponge packers, sponge stackers, stitching-machine operators	.545	40	.545	40
Can renovators, icing and sugar-wafer girls, sweet packers, sugar-wafer oven girls	.508	40	.508	40
Machine shops—Agreement B:				
Dough mixers, machinemen	.903	40	.903	40
Foremen, working (packing department)	.900	40	.900	40
Feelers, ovenmen, reliefmen	.853	40	.853	40
Sheetmen	.820	40	.820	40
Sponge-machine feeders, rollermen, mixers' helpers	.788	40	.788	40
Wrapping-machine set-up men	.740	40	.740	40
Sweet-oven helpers, icing helpers, sweet-dough feeders, pan greasers, dusters and feeders, oven-travelers, assemblymen, spray-machine operators, warehousemen, supervisors	.700	40	.700	40
Receivers, stackers, wrapping-machine helpers, packing-floor supervisors, dough feeders' helpers, oven-feeder travelers	.625	40	.625	40
Female employees:				
Foreladies	.565	40	.565	40
Key girls	.500	40	.500	40
Carton and caddy formers, machine fillers, sponge bundlers, sponge relief-girls, sponge packers, sponge stackers, all sponge-machine operators, stitching-machine operators, stackers, breakers, closers	.478	40	.478	40
Cellophane bag-machine operators, icing and sugar-wafer girls, sweet packers, sweet weighers	.450	40	.450	40
<i>Louisville, Ky.</i>				
Bread—Machine shops:				
Company A:				
Dough mixers	.938	40	.863	40
Proof box-oven operators, batchmen	.925	40	.850	40
Utilitymen	.900	40	.800	40
Head packers, checkers	.850	40	.775	40
Divider operators	.825	40	.750	40
Roll-machine divider operators	.825	40		
Oven dumpers	.800	40	.725	40
Molder operators, oven feeders	.775	40	.700	40
Wrapping-machine operators	.775	40	.675	40
Roll-machine divider helpers	.775	40		
Twisters, molders' helpers, flour blenders	.725	40	.650	40
Wrapping-machine operators' helpers	.725	40	.625	40
Wrapping-machine helpers	.700	40	.650	40
Pan greasers, packers	.700	40	.625	40
Bread rackers:				
Rate A	.700	40	.625	40
Rate B	.675	40	.650	40
Bakery help	.675	40	.650	40
Pan rackers	.675	40		
Part-time bakery help	.550	40	.550	40
Inexperienced helpers	.550	40	.500	40
Company B:				
Head mixers	.835	40	.770	40
Mixers, ovenmen	.820	40	.755	40
Machinemen, head checkers, male wrapper operators	.760	40	.695	40
Feeders, dumpers	.730	40	.665	40
Male helpers, assistant wrapping-machine men	.650	40	.585	40
Extra male employees	.500	40	.500	40
Female employees	.485	40	.440	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Madison, Wis.</i>				
Bread—Machine shops:				
Foremen, working	\$1.050	48	\$0.938	48
Ovenmen	.963	40	.838	40
Dough mixers, sponge mixers	.938	40	.838	40
Machinemen	.910	40	.813	40
Bench hands	.878	40	.784	40
Helpers	.728	40	.675	40
Shippers, wrappers	.700	40	.600	40
Cake—Machine shops:				
Ovenmen	.863	40	.750	40
Mixers	.863	40	.784	40
Doughnut-machine operators	.728	40	.663	40
<i>Manchester, N. H.</i>				
Bread and pastry—Hand shops:				
Foremen, mixers	.833	48	.792	48
Second hands	.729	48	.688	48
Bench hands	.667	48	.625	48
<i>Memphis, Tenn.</i>				
Bread and cake:				
Combination hand and machine shops:				
Foremen	.978	44	.889	44
Mixers, spongers, ovenmen	.741	44	.674	44
Bun-oven men	.696	44	.609	44
Dividermen	.657	44	.598	44
Machinemen	.609	44	.544	44
Wrapping-machine men	.598	44	.568	44
Helpers—				
1 to 6 months	.435	44	.391	44
7 to 12 months	.478	44	.435	44
Thereafter	.598	44	.455	44
Bread only:				
Foremen	.924	44	.805	44
Ovenmen	.741	44	.674	44
Bun-oven men	.696	44	.609	44
Dividermen	.658	44	.598	44
Machinemen	.609	44	.544	44
Wrapping-machine operators	.598	44	.568	44
Bun wrappers and packers, male	.502	44	.432	44
Helpers—				
1 to 6 months	.435	44	.391	44
7 to 12 months	.478	44	.435	44
Thereafter	.502	44	.455	44
Machine shops—Bread only:				
Foremen	1.206	40	1.125	40
Mixers, spongers, ovenmen	.934	40	.853	40
Bun-oven men	.909	40	.800	40
Ingredient scalers	.909	40		
Dividermen	.838	40	.756	40
Machinemen	.781	40	.700	40
Wrapping-machine operators	.781	40	.688	40
Pan dumpers	.781	40		
Checkers	.769	40		
Roll pan-dumpers	.725	40		
Bun wrappers and packers	.646	40	.578	40
Helpers—				
1 to 6 months	.525	40	.500	40
7 to 12 months	.588	40	.550	40
Thereafter	.646	40	.578	40
Crackers and cookies:				
Cracker-baking department:				
Head mixers	.975	40	.900	40
Machine captains	.915	40	.840	40
Assemblymen, sponge setters	.875	40	.800	40
Ovenmen	.845	40	.770	40
Peelers	.835	40	.760	40
Rollermen	.805	40	.730	40
Drawmen	.775	40	.700	40
Assemblymen's helpers	.725	40	.650	40
Mixers' assistants	.705	40	.630	40
Mixers' helpers	.675	40	.600	40
Foreladies, packing	.635	40	.560	40
Supervisors, female	.605	40	.530	40
Packers, female	.545	40	.470	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Memphis, Tenn.—Continued</i>				
Crackers and cookies—Continued.				
Cookie-baking department:				
Mixers.....	\$0.925	40	\$0.850	40
Machine captains.....	.905	40	.830	40
Peelers.....	.835	40	.760	40
Ovenmen, roller men.....	.805	40	.730	40
Ovenmen's helpers.....	.735	40	.660	40
Pan greasers, helpers.....	.625	40	.550	40
Packers.....	.515	40	.440	40
Cookie-icing department:				
Icing mixers.....	.825	40	.750	40
Machine operators.....	.725	40	.650	40
Supervisors, female.....	.625	40	.550	40
Other female help.....	.525	40	.450	40
Cone department:				
Bakers.....	.775	40	.700	40
Mixers.....	.725	40	.650	40
Assistant mixers, assistant bakers.....	.655	40	.580	40
Packers.....	.605	40	.530	40
Shipping department:				
First car loader.....	.825	40	.750	40
Head warehousemen.....	.775	40	.700	40
Warehousemen.....	.705	40	.630	40
Assemblymen.....	.675	40	.600	40
Second car-loader.....	.655	40	.580	40
<i>Milwaukee, Wis.</i>				
Bread and cake:				
Hand shops:				
Foremen, working.....	.821	48	.771	48
First bakers.....	.717	48	.667	48
Second bakers.....	.675	48	.625	48
Third bakers.....	.633	48	.583	48
Helpers.....	.571	48	.521	48
Machine shops:				
Foremen, working.....	.975	40	.925	40
Mixers, first-class ovenmen.....	.850	40	.800	40
Bench hands, second-class ovenmen.....	.800	40	.750	40
Helpers.....	.675	40	.625	40
Panners, miscellaneous help.....	.625	40	.575	40
Hebrew baking:				
Bread:				
Day work—Ovenmen.....	.938	47	.938	47
Night work:				
Ovenmen.....	.967	47	.967	47
First hand benchmen.....	.878	47	.878	47
Second hand benchmen.....	.788	47	.788	47
Cake—Bakers.....	.938	47	.938	47
<i>Minneapolis, Minn.</i>				
Bread and cake:				
Hand shops:				
Foremen.....	.956	45	.844	45
Mixers, ovenmen.....	.800	45	.711	45
Bench hands.....	.778	45	.689	45
Helpers.....	.556	45	.489	45
Female hand wrappers and icers.....	.456	45	.400	45
Machine shops:				
Foremen.....	1.075	40	1.000	40
Sponge mixers, dough mixers, oven operators, ovenmen.....	.925	40	.850	40
Bench hands, dividers, moldermen, bun-machine operators, cake-oven men, icing or batter mixers.....	.875	40	.800	40
Traveling-oven feeders and dumpers, dough-room men, bread slicing- or wrapping-machine operators.....	.815	40	.740	40
Fruit cookers, kettle fryers, ingredient scalers, doughnut-machine operators, depositors, drop-machine operators.....	.775	40	.700	40
Twisters, dough-pan-men, bench-hand helpers.....	.725	40	.650	40
Helpers—				
1 to 6 months.....	.625	40	.550	40
After 6 months.....	.700	40	.625	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Minneapolis, Minn.—Continued</i>				
Bread and cake—Continued.				
Machine shops—Continued.				
Female employees:				
Foreladies.....	\$0.725	40	\$0.550	40
Cake wrapping-machine operators.....	.700	40	.625	40
Finishers, wrappers, packers—				
1 to 6 months.....	.480	40	.420	40
After 6 months.....	.540	40	.480	40
Hebrew baking:				
Hand shops:				
Foremen, all-round cake men.....	.978	45	.889	45
Ovenmen, mixers, general cake men.....	.844	45	.756	45
Machinemen, bench hands.....	.800	45	.711	45
Helpers.....	.622	45	.556	45
Machine shops:				
Ovenmen, mixers, general cake men.....	.950	40	.850	40
Bench hands, machinemen.....	.900	40	.800	40
Helpers.....	.700	40	.625	40
Crackers and cookies:				
Company A:				
Machine captains.....	.870	40	.800	40
Peelers.....	.830	40	.760	40
Sweet-oven men.....	.810	40	.740	40
Panmen, pan greasers.....	.680	40	.610	40
Packers and floor help, female.....	.520	40	.450	40
Company B:				
Head shippers.....	.830	40	.800	40
Sponge-oven men-in-charge.....	.810	40	.780	40
Peelers.....	.790	40	.760	40
Rollermen, sweet-oven men-in-charge.....	.720	40	.690	40
Lead-oven men, receiving crew, order clerks.....	.660	40	.630	40
Head panmen, ovenmen, pan greasers, tray boys, take-out men.....	.640	40	.610	40
Checkers, sponge packers.....	.560	40	.550	40
Sweet packers.....	.530	40	.520	40
Caddy stitchers.....	.510	40	.480	40
Bundlers, floor help.....	.470	40	.440	40
<i>Moline, Ill.</i>				
(See Rock Island, (Ill.) district.)				
<i>Nashville, Tenn.</i>				
Bread and cake—Machine shops:				
Mixers, ovenmen.....	.630	40		
Benchmen, machinemen.....	.550	40		
Oven loaders, dumpers.....	.475	40		
Helpers—				
1 to 3 months.....	.400	40		
After 3 months.....	.450	40		
Roll- and wrapping-machine girls—				
1 to 3 months.....	.350	40		
After 3 months.....	.375	40		
Shipping department:				
Stock clerks, wrapping-machine operators, checkers.....	.525	40		
Helpers, loaders, packers—				
1 to 3 months.....	.400	40		
After 3 months.....	.440	40		
Crackers and cookies:				
Baking department:				
Machinemen, reliefmen, head mixers.....	.500	40		
Peelers-in, ovenmen.....	.475	40		
Mixers.....	.450	40		
Rollermen, peelers-out, panmen.....	.425	40		
Pan catchers and greasers, mixers' helpers.....	.400	40		
Pan feeders and wipers.....	.375	40		
Icing department:				
Machinemen.....	.500	40		
Enrober men.....	.450	40		
Mixers' helpers, scalers (male).....	.400	40		
General helpers—				
Male.....	.375	40		
Female.....	.325	40		

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Nashville, Tenn.—Continued</i>				
Crackers and cookies—Continued.				
Receiving and shipping department:				
Shipping clerks.....	\$0. 500	40		
Receiving clerks.....	. 450	40		
General helpers.....	. 375	40		
<i>Newark, N. J.</i>				
Bread and cake:				
Hand shops:				
Foremen, oven workers, dough workers.....	1. 000	48	\$0. 938	48
Bench workers, second-class workers.....	. 896	48	. 833	48
Third-class workers.....	. 771	48	. 708	48
Machine shops:				
Foremen, ovenmen, mixers.....	1. 175	40	1. 125	40
Benchmen, molders, dividers.....	1. 050	40	1. 000	40
Icing makers:				
Rate A.....	. 940	40	. 860	40
Rate B.....	. 840	40	. 760	40
Scalers, mixers' helpers, oven helpers.....	. 840	40	. 760	40
Machine helpers, pan greasers, icing makers' helpers, checkers, shippers.....	. 790	40	. 710	40
Slicers, wrappers, packers, flour dumpers and sifters, scalers' helpers.....	. 765	40	. 685	40
Female employees:				
Icers.....	. 540	40	. 500	40
Hand wrappers.....	. 540	40	. 480	40
Hebrew baking: ²³				
Foremen, ovenmen.....	1. 417	48	1. 354	48
Mixers, second hands.....	1. 313	48	1. 250	48
<i>New Haven, Conn.</i>				
Bread only:				
Hand shops:				
Foremen.....	. 917	48	. 833	48
Assistant foremen, mixers, ovenmen.....	. 875	48	. 792	48
Benchmen.....	. 833	48	. 750	48
Machine shops:				
Mixers.....	. 945	40		
Dividers, head packers.....	. 845	40		
Assistant mixers, molders.....	. 795	40		
Oven feeders.....	. 785	40		
Rackers, wrappers, packers, pan greasers, flour blenders, molders' helpers.....	. 755	40		
Cake only—Machine shops:				
Foremen.....	. 850	40	. 850	40
Dough mixers.....	. 800	40	. 800	40
Ovenmen.....	. 760	40	. 760	40
Utilitymen after 1 year.....	. 750	40	. 750	40
Depositors, receivers, stock clerks.....	. 700	40	. 700	40
Ingredient scalers.....	. 680	40	. 680	40
Icing mixers.....	. 650	40	. 650	40
Depositors' helpers.....	. 625	40	. 625	40
Dumpers.....	. 600	40	. 600	40
Pan greasers.....	. 570	40	. 570	40
Receivers of returns, utilitymen after 6 months.....	. 550	40	. 550	40
Female employees:				
Head icers and wrappers.....	. 480	35	. 480	35
Icers.....	. 450	35	. 450	35
Wrappers.....	. 430	35	. 430	35
Beginners, first 6 months.....	. 380	35	. 380	35
Shipping department:				
Head shipper.....	. 750	40	. 750	40
Shippers' helpers—				
1 to 6 months.....	. 525	40	. 525	
7 to 12 months.....	. 550	40	. 550	40
After 1 year.....	. 570	40	. 570	40
Hebrew baking:				
Foremen, ovenmen.....	1. 250	48	1. 146	48
Second hands.....	1. 167	48	1. 063	48
Bench hands.....	. 833	48	. 688	48

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>New Orleans, La.</i>				
Bread and cake:				
Hand shops:				
Foremen.....	\$0.827	42	\$0.725	42
Ovenmen, mixers.....	.773	42	.678	42
Benchmen, dividermen.....	.692	42	.607	42
Miscellaneous helpers, wrapping-machine operators.....	.521	42	.458	42
Machine shops:				
Foremen.....	.827	42	.725	42
Mixers, ovenmen, runner-in-men.....	.773	42	.678	42
Bench hands, dividermen.....	.692	42	.607	42
Ovenmen (bake-out).....	.665	42	.583	42
Moldermen, twisters.....	.586	42	.514	42
Wrapping-machine operators.....	.521	42	.458	42
<i>New York, N. Y.</i>				
Bread and cake:				
Hand shops:				
Agreement A:				
Foremen.....	1.350	40	-----	-----
Ovenmen, mixers.....	1.200	40	-----	-----
Bench hands.....	1.100	40	-----	-----
Helpers.....	.950	40	-----	-----
Agreement B:				
Foremen.....	1.300	40	1.250	40
Ovenmen, mixers.....	1.150	40	1.100	40
Bench hands.....	1.100	40	1.050	40
Helpers.....	.900	40	.850	40
Agreement C:				
First hands.....	1.188	40	1.063	40
Second hands.....	1.125	40	1.000	40
Helpers.....	.875	40	.750	40
Agreement D:				
First hands.....	1.175	40	1.050	40
Second hands.....	1.075	40	.950	40
Helpers.....	.813	40	.688	40
Packers—				
Male.....	.659	40	.500	40
Female.....	.568	40	.417	40
Agreement E:				
First hands, oven workers, mixers.....	1.175	40	1.100	40
Second hands.....	1.075	40	1.000	40
Helpers.....	.875	40	.800	40
Shippers, male.....	.659	44	.542	48
Female employees.....	.500	44	.396	48
Agreement F:				
First hands.....	1.175	40	1.050	40
Second hands.....	1.075	40	.950	40
Helpers.....	.875	40	.750	40
Shippers, packers.....	.575	40	.375	40
Agreement G:				
First hands, ovenmen.....	1.133	45	1.133	45
Second hands.....	1.000	45	1.000	45
Third hands.....	.867	45	.867	45
Agreement H:				
Ovenmen, mixers.....	1.113	40	1.000	40
Bench hands—				
Rate A.....	.963	40	.850	40
Rate B.....	.925	40	.800	40
Agreement I:				
First hands.....	1.100	40	.932	44
Second hands.....	.950	40	.795	44
Helpers.....	.850	40	.705	44
Miscellaneous workers.....	.775	40	.636	44
Agreement J:				
Foremen.....	1.021	48	.979	48
Bench hands, second hands.....	.896	48	.854	48
Third hands.....	.792	48	.750	48
Agreement K:				
First hands.....	1.000	48	1.000	48
Second hands.....	.900	48	.900	48
Helpers.....	.700	48	.700	48

See footnotes at end of table (p. 61).

TABLE 8.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued*

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>New York, N. Y.—Continued</i>				
Bread and cake—Continued.				
Hand shops—Continued.				
Agreement L: ³⁰				
Ovenmen, first hands, second hands, mixers.....	\$0.896	48	\$0.896	48
Floormen.....	.729	48	.729	48
Retail shops:				
First hands.....	1.600	45	1.533	45
Second hands.....	1.467	45	1.400	45
Third hands.....	1.067	45	1.000	45
Cafeteria shops:				
First hands.....	1.511	45	1.467	45
Second hands.....	1.378	45	1.333	45
Third hands.....	.978	45	.933	45
Helpers.....	.533	45	.400	45
Cake and pastry only:				
First hands.....	.896	48	.864	48
Second hands.....	.688	48	.667	48
Third hands.....	.583	48	.458	48
Machine shops:				
First hands.....	1.500	40	1.333	45
Mixers, benchmen, ovenmen.....	1.050	40	.933	45
Helpers.....	.600	40	.533	45
Packers—				
First class.....	.700	40	.622	45
Second class.....	.500	40	.444	45
Bread only—Machine shops:				
Company A—Plant A:				
Mixers.....	1.068	40	1.005	40
Flour blenders.....	.921	40	.858	40
Mixers' helpers, dividers, molders, oven feeders or dumpers.....	.858	40	.795	40
Checkers.....	.826	40	.763	40
Oven or bakery helpers.....	.788	40	.725	40
Pan greasers.....	.776	40	.713	40
Wrappers, packers, wrapping-machine operators.....	.771	40	.708	40
Company A—Plant B:				
Mixers.....	1.038	40	.975	40
Dividers.....	.938	40	.875	40
Molders, storekeepers.....	.913	40	.850	40
Mixers helpers.....	.858	40	.795	40
Ovenmen.....	.851	40	.788	40
Flour blenders.....	.826	40	.763	40
Checkers.....	.816	40	.753	40
Bakery helpers.....	.801	40	.738	40
Wrapping-machine operators.....	.771	40	.708	40
Company A—Plant C:				
Mixers.....	1.038	40	.975	40
Dividers.....	.938	40	.875	40
Storekeepers.....	.913	40	.850	40
Benchmen.....	.863	40	.800	40
Molders.....	.858	40	.795	40
Mixers' helpers.....	.851	40	.788	40
Checkers.....	.843	40	.780	40
Oven feeders or dumpers, flour blenders, pan greasers.....	.826	40	.763	40
Molders' helpers, bakery helpers.....	.801	40	.738	40
Wrapping-machine operators.....	.771	40	.708	40
Crum men.....	.763	40	.700	40
Company A—Plant D:				
Mixers.....	1.038	40	.975	40
Dividers.....	.938	40	.875	40
Storekeepers.....	.913	40	.850	40
Benchmen.....	.863	40	.800	40
Molders.....	.858	40	.795	40
Mixers' helpers.....	.851	40	.788	40
Checkers.....	.843	40	.780	40
Oven feeders or dumpers, pan greasers, flour blenders.....	.826	40	.763	40
Molders' helpers.....	.801	40	.738	40
Oven or bakery helpers.....	.788	40	.725	40
Wrappers, packers.....	.771	40	.708	40
Crum men.....	.763	40	.700	40
Company B:				
Mixers, ovenmen.....	1.063	40	1.000	40
Benchmen, dividermen.....	.963	40	.900	40
Molder operators.....	.888	40	.825	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>New York, N. Y.—Continued</i>				
Bread only—Machine shops—Continued.				
Company B—Continued.				
Soft-bun molder operators.....	\$0.863	40	\$0.800	40
Mixers' helpers, oven feeders, soft-roll scalers, head machine wrappers.....	.838	40	.775	40
Checkers.....	.813	40	.750	40
Oven dumpers, pan greasers.....	.788	40	.725	40
Flour dumpers, general helpers.....	.763	40	.700	40
Rack pushers, restaurant wrappers, bread wrappers.....	.738	40	.675	40
Company C:				
Mixers, peel-oven men.....	1.058	40	.995	40
Relief mixers.....	1.003	40	.940	40
Dividers.....	.958	40	.895	40
Benchmen.....	.938	40	.875	40
Molders, mixers' helpers.....	.898	40	.835	40
Junior benchmen.....	.888	40	.825	40
Oven helpers.....	.848	40	.785	40
Flour blenders.....	.823	40	.760	40
Ingredient scalers.....	.818	40	.755	40
Bench helpers, machine helpers, key slicers or wrappers, head checkers.....	.793	40	.730	40
Packers, checkers, slicers, wrappers.....	.763	40	.700	40
Company D:				
Mixers, ovenmen.....	1.038	40	.975	40
Benchmen scalers (dividersmen).....	.938	40	.875	40
Oven loaders (pushers).....	.888	40	.825	40
Junior benchmen.....	.863	40	.800	40
Oven dumpers.....	.838	40	.775	40
Mixers' helpers, ingredient scalers, molder operators, packers, checkers.....	.813	40	.750	40
Oven helpers, pullman helpers, pan greasers, flour blenders.....	.788	40	.725	40
General bakers or wrappers.....	.763	40	.700	40
Company E:				
Mixers, dividersmen.....	.925	40	.860	40
Ovenmen, blenders, panners, twisters, rakers.....	.875	40	.800	40
Checkers.....	.855	40	.780	40
Floormen, general.....	.825	40	.735	40
Shipping clerks.....	.805	40	.785	40
Bread wrappers.....	.805	40	.735	40
Floormen, wrappers.....	.755	40	.685	40
Cake only—Machine shops:				
Company A:				
Foremen.....	1.125	40	1.125	40
Ovenmen, mixers.....	.925	40	.925	40
Bench hands.....	.825	40	.825	40
Helpers.....	.675	40	.675	40
Company B:				
Mixers, ovenmen.....	1.038	40	.975	40
Icing makers.....	.863	40	.800	40
Dough scalers, mixers' helpers, ovenmen's helpers (feeders).....	.838	40	.775	40
Ingredient scalers, milk men.....	.813	40	.750	40
Scalers' helpers, ovenmen's helpers (dumpers), cake dumpers.....	.788	40	.725	40
Icing helpers, traymen, trayboys.....	.738	40	.675	40
Female employees, cake wrappers.....	.538	40	.475	40
Company C:				
Mixers, ovenmen.....	1.013	40	.950	40
Benchmen.....	.938	40	.875	40
Depositors (scalars).....	.913	40	.850	40
Friers.....	.888	40	.825	40
Junior benchmen.....	.838	40	.775	40
Ingredient scalers.....	.813	40	.750	40
Griddle men, pan greasers.....	.788	40	.725	40
General helpers.....	.741	40	.678	40
Female helpers.....	.538	40	.475	40
Company D:				
Ovenmen.....	.963	40	.900	40
Dough mixers.....	.863	40	.800	40
Icing mixers, shipping-department checkers.....	.813	40	.750	40
Cookers.....	.766	40	.703	40
Dough scalers, ingredient scalers.....	.763	40	.700	40
Helpers.....	.713	40	.650	40
Female employees.....	.526	40	.463	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Pie and pastry:				
Agreement A:				
Foremen.....	\$1.250	40	\$1.250	40
First hands.....	1.125	40		
Second hands, mixers.....	1.000	40	.875	40
Third hands.....	.875	40	.750	40
Helpers.....	.675	40	.625	40
Agreement B:				
Foremen, oven workers.....	.909	44	.909	44
Meringue fillers, fruit mixers.....	.705	44	.705	44
Machine hands.....	.682	44	.682	44
Helpers.....	.523	44	.523	44
Crullers:				
Assistant foremen.....	1.063	40	1.000	40
Mixers.....	1.004	40	.941	40
Cruller friers.....	.972	40	.919	40
Relief mixers or cooks.....	.960	40	.897	40
Benchmen.....	.911	40	.848	40
Doughnut-machine operators, ingredient scalers.....	.845	40	.782	40
Helpers, checkers.....	.834	40	.771	40
Packers, sugarers.....	.763	40	.700	40
Doughnuts:				
Machine operators.....	.710	40	.625	40
Helpers, belt attendants.....	.600	40	.525	40
Box makers.....	.575	40	.525	40
Packers.....	.575	40	.500	40
Bohemian baking:				
Large shops:				
First hands.....	1.286	35	1.286	35
Second or bench hands.....	1.214	35	1.214	35
Small shops:				
First hands.....	1.071	35	1.071	35
Second or bench hands.....	1.000	35	1.000	35
French baking:				
Bread:				
Agreement A—Day work:				
Foremen.....	1.120	37½	1.071	37½
Ovenmen.....	1.078	37½	1.027	37½
Head slicers.....	1.008	37½	.960	37½
Mixers.....	1.003	37½	.955	37½
Bench hands.....	.957	37½	.911	37½
Slicers.....	.840	37½	.800	37½
Agreement A—Night work:				
Ovenmen.....	1.155	35	1.100	35
Mixers.....	1.075	35	1.024	35
Bench hands.....	1.025	35	.976	35
Agreement B:				
Foremen.....	1.095	35	1.000	35
Second hands.....	1.048	35	.953	35
Third hands.....	1.000	35	.904	35
Pastry:				
Foremen.....	1.150	40	1.075	40
Ovenmen, mixers.....	1.100	40	1.025	40
Benchmen.....	1.000	40	.875	40
Bakery helpers.....	.850	40	.725	40
Packers, pan cleaners, pan greasers.....	.595	42	.575	40
Hebrew baking:				
Hand shops—				
Union A:				
First hands.....	1.600	* 30	1.533	* 30
Second hands.....	1.467	* 30	1.400	* 30
Helpers.....	1.067	* 30	1.000	* 30
Union B:				
First hands.....	1.533	45	1.400	45
Second hands.....	1.400	45	1.267	45
Third hands (helpers).....	1.000	45	1.000	45
Union C:				
First hands (formen).....	1.413	40	1.288	40
Mixers, oven workers.....	1.350	40	1.225	40
Second hands.....	1.250	40	1.125	40
Third hands (helpers).....	1.025	40	.900	40
Union D: ¹¹				
Ovenmen, mixers.....	1.167	48	1.146	48
Bench hands.....	1.125	48	1.104	48
Third hands.....	.875	48	.854	43
Helpers.....	.792	48	.771	48

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>New York, N. Y.—Continued</i>				
Hebrew baking—Continued.				
Hand shops—Continued.				
Union E: #				
First hands.....	\$1.125	40		
Second hands.....	1.000	40		
Third hands (bench hands).....	.875	40		
Machine shops—				
Union A:				
First hands.....	1.714	33 28	\$1.643	33 28
Second hands.....	1.571	33 28	1.500	33 28
Helpers.....	1.143	33 28	1.071	33 28
Union B:				
First hands.....	1.600	30		
Second hands.....	1.467	30		
Helpers.....	1.067	30		
Italian baking:				
Manhattan:				
Working foremen.....	.833	48	.708	48
Second hands.....	.708	48	.663	48
Third hands.....	.583	48	.458	48
Queens:				
First hands.....	.833	54	.704	54
Second hands.....	.667	54	.519	54
Brooklyn:				
First hands.....	.704	54		
Second hands.....	.593	54		
Polish baking:				
First hands.....	1.288	40	1.163	40
Second hands.....	1.188	40	1.063	40
Helpers.....	.988	40	.863	40
Scandinavian baking:				
Foremen.....	.938	48	.938	48
Second hands, mixers.....	.833	48	.833	48
Bench hands.....	.729	48	.729	48
Spanish baking:				
First hands.....	.896	48	.833	48
Second hands.....	.813	48	.750	48
Third hands.....	.729	48	.667	48
Crackers and cookies:				
Machinemen, peelers.....	1.005	40	.930	40
Mixers.....	.925	40	.850	40
Rollermen, bakers.....	.905	40	.830	40
Bakers' helpers.....	.875	40	.800	40
Spreaders, trimmers.....	.825	40	.750	40
Stackers, conveyormen, floormen.....	.775	40	.700	40
Pan feeders.....	.755	40	.680	40
Icing-department packers.....	.605	40	.530	40
Female employees:				
Inspectors.....	.675	40	.600	40
Cracker packers, machine operators.....	.625	40	.550	40
Carton formers.....	.605	40	.530	40
<i>Oklahoma City, Okla.</i>				
Bread and cake—Machine shops:				
Day work:				
Foremen.....	1.025	40	.950	40
Mixers, ovenmen.....	.925	40	.850	40
Bench hands, machine hands.....	.825	40	.750	40
Helpers.....	.625	40	.575	40
Night work:				
Foremen.....	1.150	40	1.075	40
Mixers, ovenmen.....	1.000	40	.925	40
Benchmen or machinemen.....	.900	40	.825	40
Helpers.....	.700	40	.650	40
<i>Omaha, Nebr.</i>				
Bread and cake—Machine shops:				
Foremen.....	.940	40	.890	40
Dough mixers, ovenmen.....	.840	40	.790	40
Benchmen, cake mixers.....	.785	40	.735	40
Machinemen, order checkers, oven dumpers.....	.750	40	.680	40
Doughroom helpers.....	.680	40	.630	40

See footnotes at end of table (p. 61).

TABLE 3.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities
June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Omaha, Nebr.—Continued</i>				
Bread and cake—Machine shops—Continued.				
Ingredient scalers.....	\$0.670	40	\$0.600	40
Coolermen.....	.620	40	.580	40
Bake-shop helpers—				
First year.....	.560	40	.525	40
After 1 year.....	.650	40	.580	40
Pan cleaners.....	.560	40	.525	40
Packers—				
First year.....	.550	40	.525	40
After 1 year.....	.650	40	.580	40
Cake-machine operators, female.....	.510	40	.470	40
Hand wrappers and icers—				
First year.....	.420	40	.400	40
After 1 year.....	.475	40	.440	40
<i>Peoria, Ill.</i>				
Bread and cake:				
Hand shops: ^M				
Foremen.....	.896	48	.854	48
Foremen on bench.....	.729	48		
Benchmen.....	.667	48		
Machine shops:				
Foremen.....	1.138	40	1.075	40
Spongers, ovenmen.....	1.013	40	.950	40
Benchmen, machine operators.....	.938	40	.875	40
Oven helpers.....	.700	42	.600	42
Bake-shop workers.....	.650	42	.550	42
Wrappers, male.....	.600	42	.500	42
<i>Philadelphia, Pa.</i>				
Bread and cake—Machine shops:				
Company A:				
Head ovenmen.....	1.000	40		
Peel-oven men, cake decorators.....	.925	40		
Dough mixers, icing mixers.....	.900	40		
Benchmen, machinemen, steam-box tenders, ingredient scalers.....	.860	40		
Traveling-oven feeders.....	.835	40		
Bread coolers, mixers' helpers, dough punchers.....	.810	40		
Route, pastry, or bread packers; bread wrappers.....	.775	40		
Flour pilers, dumpers, bakery or stock-room helpers, pan greasers.....	.725	40		
Wrappers or icers, female.....	.513	40		
Company B:				
Traveling-oven supervisors.....	.925	40	.825	40
Peel- or rotary-ovenmen.....	.925	40	.800	40
Oil-oven firemen.....	.925	40	.685	40
Mixers, icing makers.....	.875	40	.775	40
Benchmen, machinemen, doughnut-machine operators, steam-box tenders, depositor operators, ingredient scalers.....	.835	40	.735	40
Traveling-oven feeders.....	.810	40	.685	40
Mixers' helpers.....	.775	40	.675	40
Route packers.....	.750	40	.650	40
Wrapping, sandwich, or sweet-dough machine setters.....	.725	40	.625	40
Wrapping-machine operators.....	.725	40	.565	40
Bakery, bench, oven, depositor, or stockroom helpers; wrapping-machine truckers; flour pilers or blenders; roll baggers; wrappers.....	.685	40	.575	40
Tray boys.....	.685	40	.525	40
Peel-oven helpers.....	.675	40	.575	40
Pan greasers.....	.675	40	.550	40
Wrappers or icers, female.....	.485	40	.430	40
Cake only—Machine shops:				
Foremen.....	.900	40		
Dough mixers.....	.800	40		
Ovenmen.....	.750	40		
Benchmen.....	.700	40		
Helpers.....	.550	40		
Female employees.....	.430	40		
Pie and pastry:				
Dough mixers, cooks, ovenmen.....	.750	40	.580	40
Custard mixers.....	.750	40	.520	40
Ingredient scalers.....	.650	40	.520	40
Order packers.....	.650	40	.460	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Philadelphia, Pa.—Continued</i>				
Pie and pastry—Continued.				
Cook or ovenmen's helpers.....	\$0.650	40	\$0.450	40
Toppers.....	.600	40	.520	40
Pie makers, shell makers.....	.600	40	.480	40
Dish washers.....	.550	40	.450	40
Apple peelers, pie wrappers, crown makers, lemon fillers.....	.475	40	.400	40
Hebrew baking:				
Bread:				
Foremen, oven hands.....	1.416	45	1.309	45
Second hands, dough mixers.....	1.353	45	1.247	45
Third hands, helpers.....	1.249	45	1.143	45
Fourth hands.....	.834	45	.727	45
Cake:				
Foremen, first hands.....	.940	45	.833	45
Second hands.....	.807	45	.700	45
Third hands.....	.673	45	.567	45
Fourth hands, helpers.....	.584	45	.478	45
Matzo baking:				
Ovenmen.....	*1.000	40	1.000	40
Mixers.....	.970	40	.970	40
Universal machine—				
First hands.....	.970	40	.970	40
Second hands.....	.820	40	.820	40
Operators, small machines.....	.770	40	.770	40
Cutting-machine operators.....	.770	40	.770	40
General helpers.....	.720	40	.720	40
Italian baking:				
Steam ovens:				
Ovenmen.....	.750	54	-----	-----
Dough mixers.....	.650	54	-----	-----
Bench hands.....	.600	54	-----	-----
Helpers.....	.500	54	-----	-----
Coal ovens:				
Ovenmen.....	.700	54	-----	-----
Second hand-bakers.....	.600	54	-----	-----
Helpers.....	.450	54	-----	-----
Polish baking:				
First hands, ovenmen.....	.875	40	.875	40
Second hands, cake bakers.....	.750	40	.750	40
Third hands.....	.625	40	.625	40
Crackers and cookies:				
Companies A and B:				
Machine captains.....	.950	40	-----	-----
Head mixers, spongers.....	.925	40	-----	-----
Sweet mixers; bakers, travel.....	.900	40	-----	-----
Peelers, bakers.....	.895	40	-----	-----
Rollermen, cuttermen.....	.855	40	-----	-----
Drawmen, sweet-oven men, real-oven helpers.....	.835	40	-----	-----
Mixers' helpers (mixing department), sponge mixers, sweet mixers' helpers, flour dumpers, tally clerks, supplymen.....	.825	40	-----	-----
Oven helpers—travel.....	.815	40	-----	-----
Oven firemen.....	.805	40	-----	-----
Pan cleaners, feeders, or dumpers; icing mixers' helpers; machine set-up men.....	.775	40	-----	-----
Stackers, stockmen.....	.755	40	-----	-----
Slow-pan men, spray-machine operators.....	.745	40	-----	-----
Pastemen.....	.735	40	-----	-----
Floormen (icing department), tallymen (8th floor).....	.725	40	-----	-----
Floormen (packing department).....	.705	40	-----	-----
Icing-department supervisors; packing-department supervisors, female.....	.675	40	-----	-----
Packers; machine operators, female.....	.585	40	-----	-----
Other female employees, carton formers.....	.555	40	-----	-----
Company C:				
Bakers.....	.885	40	-----	-----
Sponge mixers.....	.855	40	-----	-----
Peelers.....	.830	40	-----	-----
Sweet mixers.....	.680	40	-----	-----
Stackers.....	.655	40	-----	-----
Icers—				
Packing department.....	.505	40	-----	-----
Icing department.....	.480	40	-----	-----
General helpers, male.....	.500	40	-----	-----
General helpers, female.....	.380	40	-----	-----
Oven firemen.....	.320	40	-----	-----

See footnotes at end of table (p. 61).

TABLE 8.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued*

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Phoenix, Ariz.</i>				
Bread and cake:				
Hand shops:				
Foremen.....	\$0.980	48	\$0.875	48
Dough mixers, ovenmen.....	.938	48	.833	48
Benchmen.....	.855	48	.750	48
Wrapping and shipping department:				
Machine operators.....	.730	48	.521	48
Shipping clerks.....	.625	48		
Machine operators' helpers.....	.595	48	.417	48
Checkers.....	.575	48	.417	48
Hand wrappers.....	.575	48	.411	48
Fan washers—				
First month.....	.470	48		
After 1 month.....	.563	48		
Machine shops:				
Foremen.....	1.175	40	1.050	40
Dough mixers, ovenmen.....	1.125	40	1.000	40
Machinemen, bench hands.....	1.025	40	.900	40
Fan washers or other unskilled help—				
First 6 months.....	.575	40	.450	40
After 6 months.....	.675	40	.500	40
Wrapping and shipping department:				
Foremen.....	.875	40	.688	40
Machine operators.....	.875	40	.625	40
Shipping clerks.....	.750	40	.625	40
Checkers.....	.625	40	.500	40
Machine helpers, hand wrappers—				
First 6 months.....	.575	40	.450	40
After 6 months.....	.675	40	.500	40
<i>Pittsburgh, Pa.</i>				
Bread and cake:				
Hand shops:				
First hands or bakers.....	.875	45	.875	45
Shop helpers.....	.625	45	.625	45
Machine shops:				
Mixers, ovenmen.....	.950	40	.850	40
Benchman, molders, dividers.....	.900	40	.800	40
Traveling-oven feeders or dumpers.....	.850	40	.750	40
Helpers.....	.790	40	.690	40
Checkers.....	.740	40	.640	40
Wrapping-machine setters.....	.730	40	.630	40
Order assemblers.....	.710	40	.610	40
Packers.....	.670	40	.570	40
Helpers, female.....	.530	40	.450	40
Pie and pastry:				
Hand shops—Female employees:				
First hands, bakers, ovenwomen.....	.455	42½	.455	42½
Dough mixers.....	.375	42½	.375	42½
Bench hands, bakers' helpers.....	.300	42½	.300	42½
Hebrew baking:				
First hands, ovenmen.....	1.488	45	1.467	45
Second hands, mixers.....	1.421	45	1.400	45
Third hands, bench hands.....	1.333	45	1.311	45
Cake bakers—				
First hands.....	1.421	45	1.400	45
Second hands.....	1.333	45	1.311	45
Unskilled:				
Bread wrappers, shippers.....	.667	48	.604	48
Cake bakers' helpers.....	.655	48	.593	48
Stock handlers.....	.594	48	.531	48
Fan greasers.....	.575	48	.513	48
Wrappers, female.....	.455	44	.409	44
Polish baking:				
First hands.....	1.000	45	1.000	45
Second hands.....	.956	45	.956	45
Third hands.....	.911	45	.911	45
Helpers.....	.622	45	.622	45
<i>Portland, Oreg.</i>				
Bread and cake:				
Hand shops:				
Foremen.....	1.265	40	1.155	40
Ovenmen, mixers.....	1.208	40	1.100	40
Bench hands.....	1.093	40	.990	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Portland, Oreg.—Continued</i>				
Bread and cake—Continued.				
Hand shops—Continued.				
Head checkers.....	\$0.973	40	\$0.894	40
Assistant checkers.....	.845	40	.770	40
Packers, hand wrappers.....	.816	40	.743	40
Helpers—				
First year.....	.700	40	.625	40
Second and third years.....	.861	40	.770	40
Machine shops.				
Foremen.....	1.336	36	1.222	36
Ovenmen, mixers.....	1.272	36	1.161	36
Bench hands, machinemen.....	1.208	36	1.100	36
Head checkers, wrappers, receiving clerks, shipping clerks, stock clerks.....	1.158	36	1.069	36
Wrappers, machine operators.....	1.078	36	.993	36
Flour blenders.....	1.014	36	.917	36
Shipping clerks, assistant checkers.....	.997	36	.917	36
Machine operators' helpers.....	.901	36	.825	36
Helpers.....	.764	36	.....	.....
Cake and pie only:				
Foreladies in charge of 4 or more girls.....	.766	40	.....	.....
Cake decorators.....	.714	40	.....	.....
Icing girls.....	.609	40	.....	.....
Other female employees (after 1 year).....	.551	40	.....	.....
Crackers and cookies:				
Companies A and B:				
Machinemen.....	.968	40	.868	40
Mixers.....	.930	40	.830	40
Peelers.....	.905	40	.805	40
Receiving clerks.....	.880	40	.780	40
Ovenmen.....	.855	40	.755	40
Rollermen.....	.820	40	.720	40
Scalemen, wrappers.....	.818	40	.718	40
Mixers' helpers.....	.780	40	.680	40
Dough feeders, assemblymen, rollermen's helpers.....	.720	40	.630	40
Stackers.....	.710	40	.610	40
Other helpers.....	.705	40	.605	40
Packers, female.....	.505	40	.445	40
Other female employees.....	.485	40	.425	40
Company C:				
Mixers.....	.930	40	.830	40
Peelers.....	.880	40	.755	40
Shipping clerks.....	.880	40	1.781	40
Ovenmen.....	.855	40	.755	40
Rollermen.....	.825	40	.688	40
Stackers.....	.755	40	.655	40
Helpers.....	.705	40	.655	40
Packers, female.....	.505	40	.445	40
Other female employees.....	.460	40	.425	40
<i>Providence, R. I.</i>				
Bread and cake—Hand shops:				
Benchmen who do some mixing daily, foremen.....	.825	44	.....	.....
Benchmen.....	.690	44	.....	.....
Shippers, wrappers.....	.575	44	.....	.....
Pan greasers, general helpers.....	.500	44	.....	.....
Bread only—Machine shops:				
Company A:				
Head mixers.....	1.125	40	1.050	40
Second mixers.....	1.000	40	.925	40
Ovenmen, dividers.....	.925	40	.850	40
Head wrappers.....	.900	40	.700	40
Molders.....	.875	40	.800	40
First benchmen.....	.825	40	.750	40
Mixers' helpers.....	.825	40	.700	40
Assistant molder operators.....	.825	40	.755	40
Benchmen, oven helpers.....	.775	40	.700	40
Wrapping-machine operators.....	.720	40	.645	40
Pan greasers.....	.675	40	.600	40
Company B:				
Mixers, traveling-oven men.....	1.025	40	.950	40
Head benchmen, dividers, peel-oven men.....	.925	40	.850	40
Molders.....	.875	40	.800	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Providence, R. I.—Continued</i>				
Bread only—Machine shops—Continued.				
Company B—Continued.				
Peel-oven men's helpers.....	\$0.795	40	\$0.720	40
Ovenmen's helpers, molders' helpers, benchmen, head wrappers, utilitymen.....	.750	40	.675	40
Wrappers.....	.675	40	.600	40
Pan greasers.....	.625	40	.550	40
Company C:				
Mixers.....	.925	40	.875	40
Dividers.....	.850	40	.800	40
Molders.....	.825	40	.775	40
Traveling-oven men, doughnut mixers.....	.825	40	.750	40
Packers, helpers.....	.700	40	.625	40
Cake only—Machine shops:				
Mixers.....	1.035	40	.960	40
Ovenmen.....	.950	40	.785	40
Scalers, fried-cake mixers, icing or cutting-machine operators, icing mixers.....	.840	40	.765	40
Friers.....	.790	40	.715	40
Floormen.....	.730	40	.655	40
Helpers—				
First 6 months.....	.625	40	.545	40
After 6 months.....	.650	40	.545	40
Female employees—				
First 6 months.....	.475	40	.400	40
After 6 months.....	.540	40	.450	40
Pie and pastry:				
Male employees.....	.540	40	-----	-----
Unskilled male employees.....	.480	40	-----	-----
Female employees.....	.390	40	-----	-----
Starting rate.....	.350	40	-----	-----
Doughnuts:				
Head mixers.....	.625	40	.575	40
Assistant roller men.....	.575	40	-----	-----
Floormen.....	.550	40	.500	40
Helpers.....	.500	40	.450	40
Hebrew baking:				
Foremen.....	1.146	40	1.000	40
Second hands.....	1.042	40	.938	40
Hellenic baking:				
Foremen—				
Rate A.....	1.000	40	-----	-----
Rate B.....	.875	40	-----	-----
Rate C.....	.775	40	-----	-----
Rate D.....	.750	40	-----	-----
Mixers.....	.775	40	-----	-----
Ovenmen.....	.750	40	-----	-----
Molder operators.....	.700	40	-----	-----
Divider operators, first benchmen.....	.675	40	-----	-----
Wrapping-machine operators, checkers.....	.625	40	-----	-----
Benchmen.....	.600	40	-----	-----
General or shipping-room helpers.....	.575	40	-----	-----
Pan greasers.....	.525	40	-----	-----
<i>Reading, Pa.</i>				
Bread and cake—Machine shops:				
Dough mixers.....	.888	40	.813	40
Cakemen, stock clerks.....	.800	40	.731	40
Benchmen, ovenmen, machinemen, dividermen, ingredientmen, moldermen, wrappers.....	.763	40	.681	40
Pan greasers.....	.688	40	.613	40
Helpers.....	.663	40	.621	40
<i>Richmond, Va.</i>				
Bread—Machine shops:				
Company A:				
Shipping clerks.....	1.050	40	1.000	40
Mixers.....	.850	40	.800	40
Divider operators, mixers' helpers.....	.800	40	.750	40
Wrapping-machine operators, oven feeders, molder operators.....	.750	40	.700	40
Molders' helpers, wrapping-machine helpers, bread packers, oven helpers.....	.700	40	.650	40

TABLE 8.—Union, Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Richmond, Va.—Continued</i>				
Bread—Machine shops—Continued.				
Company A—Continued.				
New employees—				
First 6 months.....	\$0.600	40	\$0.550	40
Second 6 months.....	.625	40	.575	40
Third 6 months.....	.650	40	.600	40
Fourth 6 months.....	.675	40	.625	40
Company B:				
Mixers.....	.850	40	.800	40
Dividers, moldermen.....	.750	40	.700	40
Benchmen.....	.700	40	.650	40
Oven feeders or dumpers.....	.600	40	.550	40
Oven helpers, advanced helpers.....	.550	40	.500	40
Cooler feeders, wrappers, dough mixers' helpers.....	.500	40	.450	40
Flour dumpers, rackers, pan greasers, general or wrappers' helpers.....	.450	40	.400	40
Company C:				
Mixers.....	.850	40	-----	-----
Divider operators, moldermen.....	.750	40	-----	-----
Benchmen.....	.700	40	-----	-----
Oven feeders or dumpers.....	.600	40	-----	-----
Mixers' helpers, wrappers.....	.500	40	-----	-----
Rackers, pan greasers, flour blenders, twisters, pan setters, bench or general helpers.....	.450	40	-----	-----
Company D:				
Mixers.....	.850	40	-----	-----
Ovenmen, dividers.....	.700	40	-----	-----
Molders, benchmen.....	.650	40	-----	-----
Rackers.....	.550	40	-----	-----
Cake—Machine shops:				
Company A:				
Mixers.....	.850	40	.800	40
Oven tenders.....	.825	40	.775	40
Doughnut-machine operators.....	.800	40	.750	40
Scalers.....	.700	40	.650	40
Wrappers or female employees.....	.450	40	.400	40
Company B:				
Mixers.....	.700	40	-----	-----
Machine wrappers.....	.650	40	-----	-----
Oven tenders.....	.600	40	-----	-----
Company C:				
Doughnut-machine operators.....	.650	40	.600	40
Mixers, ovenmen.....	.550	40	.500	40
Scalers.....	.500	40	.450	40
Scalers' helpers, oven dumpers, general helpers, female icers or wrappers.....	.400	40	.350	40
Pan greasers.....	.350	40	.300	40
Company D:				
Dough mixers, icing makers, ovenmen.....	.550	40	-----	-----
Scaling machinemen.....	.500	40	-----	-----
Pan greasers.....	.450	40	-----	-----
Cake dumpers or all female employees.....	.400	40	-----	-----
<i>Rochester, N. Y.</i>				
Bread and cake—Machine shops:				
Day work:				
First hands.....	1.050	40	1.000	40
Second hands.....	.963	40	.913	40
Third hands.....	.925	40	.875	40
Dumpers.....	.875	40	.825	40
Helpers—				
Rate A.....	.650	40	.600	40
Rate B.....	.700	40	.650	40
Night work:				
First hands.....	1.113	40	1.063	40
Second hands.....	1.025	40	.975	40
Third hands.....	.988	40	.938	40
Dumpers.....	.938	40	.888	40
Helpers—				
Rate A.....	.650	40	.600	40
Rate B.....	.813	40	.763	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Rochester, N. Y.—Continued</i>				
Bread only:				
Hand shops:				
Day work:				
Foremen, first hands.....	\$1.023	44	\$0.909	44
Second hands, ovenmen, mixers.....	.943	44	.830	44
Third hands, bench hands.....	.909	44	.795	44
Night work:				
Foremen, first hands.....	1.080	44	.966	44
Second hands, ovenmen, mixers.....	1.000	44	.886	44
Third hands, bench hands.....	.966	44	.852	44
Machine shops:				
Company A:				
Day work:				
Foremen, first hands.....	1.125	40	1.000	40
Second hands, ovenmen, mixers.....	1.033	40	.913	40
Bench or machine hands.....	1.000	40	.875	40
Foreladies.....	.575	40	.525	40
Other female employees.....	.485	40	.435	40
Night work:				
Foremen, first hands.....	1.188	40	1.063	40
Second hands, ovenmen, mixers.....	1.100	40	.975	40
Bench or machine hands.....	1.063	40	.938	40
Company B:				
Mixers.....	.950	40	.900	40
Dividermen.....	.900	40	.850	40
Oven operators.....	.880	40	.830	40
Machinemen, moldermen, bench hands, oven dumpers or feeders, batchmen, assemblymen.....	.850	40	.800	40
Flour blenders, mixers' helpers.....	.800	40	.750	40
Wrapping-machine operators.....	.750	40	.675	40
Flour handlers.....	.725	40	.675	40
Pan greasers, oven helpers, hand or machine helpers, bread rackers, bench helpers, checkers, packers (rate A).....	.700	40	.650	40
Wrapping- or slicing-machine operators, packers (rate B).....	.675	40	.625	40
Female employees:				
Floorladies.....	.600	40	.480	40
Icing-machine operators.....	.480	40	.450	40
Iceers, wrappers.....	.450	40	.420	40
Box makers.....	.400	40	.370	40
Bread and pastry—Machine shops: ²⁸				
Foremen, first hands.....	.896	48	.854	48
Second hands, ovenmen, mixers.....	.781	48	.740	48
Third hands, bench or machine hands.....	.740	48	.698	48
Shipping clerks.....	.625	48	.583	48
General helpers, wrappers.....	.585	48	.544	48
Doughnut makers, cookie fillers.....	.552	48	.510	48
Bun sugarers, etc.—				
Rate A.....	.533	48	.492	48
Rate B.....	.544	48	.502	48
Rate C.....	.656	48	.615	48
Webrew baking:				
Ovenmen, mixers.....	1.302	48	1.198	48
Bench hands.....	1.198	48	1.094	48
Cake bakers.....	1.042	48	.938	48
Third hands.....	.990	48	.885	48
<i>Rock Island (Ill.) District</i>				
Bread:				
Hand shops:				
Foremen.....	.900	48	.900	48
First bakers.....	.800	48	.800	48
Second bakers.....	.750	48	.750	48
Helpers.....	.542	48	.542	48
Wrappers, female.....	.438	48	.400	48
Machine shops:				
Foremen.....	1.000	40	1.000	40
Dough mixers, ovenmen.....	.900	40	.900	40
Bench or machinemen.....	.850	40	.850	40
Shipping-room foremen, checkers, shipping clerks, wrapping-machine operators.....	.725	40	.725	40
Stockroom men, packers, wrapping-machine helpers, truck loaders.....	.650	40	.638	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Rock Island (Ill.) District—Continued</i>				
Bread—Continued.				
Machine shops—Continued.				
Helpers—				
First 6 months.....	\$0.550	40	\$0.533	40
After 6 months.....	.650	40	.638	40
Iceers, hand wrappers, female.....	.475	40	.450	40
Pie and pastry:				
Foremen.....	1.000	40	1.000	40
First hands.....	.900	40	.900	40
Second hand, scalars.....	.850	40	.850	40
<i>St. Louis, Mo.</i>				
Bread and cake—Hand shops:				
Night work:				
Foremen.....	.937	48	.894	48
Second or bench hands.....	.850	48	.811	48
Bread only—Machine shops:				
Day work:				
Foremen.....	1.273	40	1.248	40
Spongers, oven hands.....	1.163	40	1.138	40
First hands, scalars.....	1.080	40	1.055	40
Bench or machine hands.....	1.053	40	1.028	40
Bread counters.....	.888	40	.863	40
Helpers, pan greasers.....	.860	40	.835	40
Ingredient scalars.....	.738	40	.713	40
Wrapping- or slicing-machine operators.....	.663	40	.638	40
Beltmen.....	.588	40	.563	40
Auxiliary workers:				
Packers, car crews—				
Beginners, first 6 months.....	.650	40	.613	40
Experienced.....	.700	40	.663	40
Miscellaneous male help—				
Beginners, first 6 months.....	.525	40	.488	40
Experienced.....	.575	40	.538	40
Foreladies.....				
Miscellaneous female help—				
Beginners, first 6 months.....	.425	40	.388	40
Experienced.....	.475	40	.438	40
Night work:				
Foremen.....	1.328	40	1.303	40
Spongers, oven hands.....	1.218	40	1.193	40
Assistant spongers.....	1.163	40	1.138	40
First bench hands, scalars.....	1.135	40	1.110	40
Bench or machine hands.....	1.108	40	1.083	40
Helpers, pan greasers.....	.915	40	.890	40
Bread counters.....	.913	40	.888	40
Ingredient scalars.....	.763	40	.738	40
Slicing- or wrapping-machine operators.....	.688	40	.663	40
Beltmen.....	.613	40	.588	40
Cake only—Machine shops:				
Foremen.....	1.273	40	1.248	40
Ovenmen, mixers.....	1.163	40	1.138	40
Machine hands.....	1.053	40	1.028	40
Helpers.....	.860	40	.835	40
Icing mixers, ingredient scalars.....	.824	40	.799	40
Auxiliary workers:				
Car crews—				
Beginners, first 6 months.....	.650	40	.613	40
Experienced.....	.700	40	.663	40
Miscellaneous male help—				
Beginners, first 6 months.....	.525	40	.488	40
Experienced.....	.575	40	.538	40
Foreladies.....				
Miscellaneous female help—				
Beginners, first 6 months.....	.425	40	.388	40
Experienced.....	.475	40	.438	40
Pie and pastry:				
Foremen.....	1.273	40	1.248	40
Mixers, ovenmen.....	1.163	40	1.138	40
Scalars.....	1.080	40	1.055	40
Machine feeders.....	1.053	40	1.028	40
Cooks.....	.860	40	.835	40
Fillers, coverers, markers, take-off men, bus boys.....	.558	40	.533	40

TABLE 3.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>St. Louis, Mo.—Continued</i>				
Hebrew baking—Night work:				
Foremen, bakers, ovenmen.....	\$1. 158	48	\$1. 158	48
Second hands.....	.984	48	.984	48
Third hands.....	.787	48	.787	48
Miscellaneous helpers.....	.394	48	.394	48
<i>St. Paul, Minn.</i>				
Bread and cake—Hand shops:				
Foremen of 6 or more employees.....	.938	48	.875	48
Foremen of 5 or less employees.....	.833	48	.771	48
Ovenmen, mixers.....	.771	48	.708	48
Bench hands.....	.750	48	.688	48
Wrapping-machine operators.....	.583	48		
Bread only—Machine shops:				
Foremen.....	1. 075	40	1. 000	40
Sponge or dough mixers, ovenmen, oven operators.....	.925	40	.850	40
Bench hands, dividers, molders, bun-machine operators.....	.875	40	.800	40
Oven feeders or dumpers.....	.815	40	.740	40
Slicing- or wrapping-machine operators.....	.815	40	.700	40
Oven or bench hand helpers, twisters, panners.....	.725	40	.650	40
Helpers—				
First 6 months.....	.625	40	.550	40
After 6 months.....	.700	40	.625	40
Foreladies or girls-in-charge.....	.725	40	.550	40
Finishers, packers, wrappers, female—				
First 6 months.....	.480	40	.420	40
After 6 months.....	.540	40	.480	40
Cake only—Machine shops:				
Foremen.....	1. 075	40	1. 000	40
Mixers, icers, ovenmen.....	.875	40	.800	40
Ingredient sealers, fruit cookers, doughnut-machine operators, depositor operators, drop-machine operators.....	.775	40	.700	40
Helpers—				
First 6 months.....	.625	40	.550	40
After 6 months.....	.700	40	.625	40
Female employees:				
Foreladies.....	.725	40	.550	40
Wrapping-machine operators.....	.700	40	.625	40
Wrappers, packers, finishers—				
First 6 months.....	.480	40	.420	40
After 6 months.....	.540	40	.480	40
Crackers and cookies:				
Peelers, ovenmen.....	\$7. 825	40	.800	40
Rollermen.....	\$7. 700	40	.650	40
Other male employees—				
First 6 months.....	\$8. 450	40	.450	40
7 to 12 months.....	\$8. 500	40	.500	40
After 1 year.....	\$7. 575	40	.550	40
Cookie or cracker packers, female.....	.525	40	.500	40
Other female employees—				
First 6 months.....	\$3. 350	40	.350	40
7 to 12 months.....	\$3. 375	40	.350	40
Second year.....	1. 400	40	.400	40
After 2 years.....	1. 425	40	.400	40
<i>Salt Lake City, Utah</i>				
Bread and cake:				
Hand shops:				
Foremen.....	.875	48	.833	48
Oven or doughmen.....	.771	48	.702	48
Bench hands.....	.719	48	.650	48
Wrapping or shipping helpers.....	.573	48	.463	48
Machine shops:				
Foremen.....	1. 050	40	1. 000	40
Dough mixers or ovenmen.....	.930	40	.825	40
Scalers.....	.870	40	.810	40
Machinemen or bench hands.....	.820	40	.725	40
Bread wrappers, shipping clerks.....	.750	40	.675	40
Checkers.....	.700	40	.625	40
Bread rackers and pan greasers.....	.650	40	.575	40
Foreladies.....	.600	40	.525	40
Wrapping or shipping helpers.....	.550	40	.525	40
Icers, female.....	.530	40	.475	40
Wrappers or packers, female.....	.480	40	.425	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>San Francisco, Calif.</i>				
Bread and cake:				
Hand shops:				
Agreement A:				
Foremen, ovenmen, mixers.....	\$1.113	42	\$0.970	42
Bench hands.....	1.052	42	.910	42
Agreement B:				
Foremen, ovenmen.....	1.110	40	.988	40
Bench hands.....	1.050	40	.919	40
Machine shops:				
Women's auxiliary:				
Ornamental hand icers.....	.850	40	.780	40
Foreladies.....	.790	40	.690	40
Hand icing girls (after 3 months).....	.700	40	.600	40
Hand icing girls (first 3 months), icing-machine girls, supervisors, cutters, head department girls.....	.650	40	.550	40
Wrappers, packers, pan girls, boxers, box assorters, toast girls, helpers, etc.....	.590	40	.500	40
Bread only:				
Foremen, ovenmen.....	1.380	38	1.178	36
Mixers.....	1.320	38	1.178	36
Bench hands.....	1.230	38	1.092	36
Flour blenders.....	1.140	38	1.017	36
Helpers (after 1 year).....	.980	38	.874	36
French and Italian baking:				
Hand shops:				
Foremen, ovenmen, mixers.....	1.123	42	.980	42
Bench hands.....	1.024	42	.881	42
Machine shops:				
Foremen, ovenmen, mixers.....	1.209	39	1.056	39
Bench hands.....	1.103	39	.949	39
Crackers and cookies:				
Company A:				
Machinemen, mixers, ovenmen.....	1.135	40	1.075	40
Reliefmen.....	1.060	40	1.000	40
Cellophane or wax wrapping-machine men.....	.998	40	.938	40
Mixers' helpers.....	.955	40	.895	40
Icers.....	.940	40	.880	40
Shippers, receivers.....	.910	40	.850	40
Benchmen.....	.860	40	.800	40
Female employees:				
Supervisors.....	.625	40	.585	40
Weighers, carton or caddy formers, wrappers, bundlers, relief girls, stitchers, cellophane bag-machine operators.....	.590	40	.550	40
Icing girls, sweet packers.....	.553	40	.513	40
Companies B and C:				
Machinemen, head mixers.....	1.103	40	1.043	40
Peelers, ovenmen, relief men.....	1.053	40	.993	40
Rollermen.....	.988	40	.928	40
Sponge-oven or mixers' helpers.....	.955	40	.895	40
Wrapping-machine set-up men, icers, sugar-wafer men.....	.940	40	.880	40
Sweet-oven helpers; icers' helpers; sweet-dough feeders; pan greasers or feeders; assemblymen; traveling-oven feeders, rate A; sugar-wafer men's helpers.....	.890	40	.830	40
Shippers or receivers.....	.860	40	.800	40
Dough feeders' helpers; traveling-oven feeders, rate B.....	.815	40	.755	40
Wrapping-machine helpers, stackers.....	.790	40	.730	40
Truckers or general helpers.....	.753	40	.693	40
Female employees:				
Supervisors.....	.625	40	.585	40
Sugar-wafer oven girls, sugar-wafer spreaders, weighers, carton or caddy formers, wrappers or bundlers, cellophane bag-machine operators, sample girls, relief girls, sponge stackers, stitching-machine operators, sponge packers.....	.590	40	.550	40
Girls working part-time on sponge and part-time on sweet.....	.570	40	.530	40
Can renovators, sweet packers, icing and sugar-wafer girls.....	.553	40	.513	40
<i>Seranton, Pa.</i>				
Bread and cake:				
Hand shops:				
Company A:				
Second hands.....	.771	48	.739	48
Bench hands.....	.667	48	.635	48
Helpers.....	.438	48	.417	48

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Scranton, Pa.—Continued</i>				
Bread and cake—Continued.				
Hand shops—Continued.				
Company B:				
First hands	\$0.760	48	\$0.718	48
Second hands .....	.697	48	.656	48
Bench hands, ovenmen .....	.636	48	.594	48
Wrappers, helpers .....	.438	48	.396	48
Machine shops:				
Company A:				
Relief men .....	.950	40	.900	40
Receiving clerks .....	.925	40	.875	40
Mixers .....	.875	40	.825	40
Oven operators, stockmen, cake depositors .....	.800	40	.750	40
Divider or molder operators .....	.775	40	.725	40
Flour blenders, doughnut-machine operators, scalers, pan rackers, benchmen, steam-box men .....	.750	40	.700	40
Tray-oven men, oven feeders or dumpers, mixers' helpers, oven bread rackers, wrapping-machine operators, small-roll men .....	.725	40	.675	40
Cake dumpers, twisters, bread packers or truckers, loaders .....	.700	40	.650	40
Industrial-pan washers, doughnut-machine helpers .....	.675	40	.625	40
General helpers .....	.625	40	.625	40
Female employees:				
Pan greasers, cake cutters, wrappers .....	.475	40	.450	40
Selectors, bench helpers, icers, cake shop girls, wrappers .....	.425	40	.400	40
Company B:				
Shipping clerks .....	.978	40	.978	40
Molders .....	.865	40	.865	40
Mixers .....	.810	40	.810	40
Head benchmen .....	.800	40	.800	40
Dividers, flour blenders, mixers' helpers, firemen .....	.760	40	.760	40
Pan greasers or setters, ovenmen, proof-box men .....	.710	40	.710	40
Assistant shipping clerks .....	.675	40	.675	40
Molding-machine helpers .....	.650	40	.650	40
Bench hands, traveling-oven tenders, wrappers .....	.625	40	.625	40
Hand wrappers or packers .....	.600	40	.600	40
Utilitymen, receiving clerks, helpers (extra) .....	.550	40	.550	40
Bread only—Machine shops:				
Company A:				
Shipping clerks	1.028	40	.953	40
Utilitymen, peel-ovenmen, molder operators .....	.950	40	.875	40
Mixers .....	.925	40	.825	40
Divider operators .....	.850	40	.775	40
Flour blenders .....	.815	40	.740	40
Mixers' helpers .....	.785	40	.685	40
Pan greasers .....	.769	40	.694	40
Pan setters .....	.735	40	.660	40
Assistant shipping clerks .....	.725	40	.650	40
Traveling-oven men, molders' helpers .....	.700	40	.625	40
Wrappers .....	.700	40	.600	40
Wrappers' helpers .....	.650	40	.550	40
General helpers .....	.625	40	.575	40
Company B:				
Tray-oven feeders or dumpers	1.000	40	1.000	40
Mixers .....	.950	40	.950	40
Shipping clerks .....	.900	40	.900	40
Mixers' helpers .....	.825	40	.825	40
Flour blenders, oven rackers .....	.800	40	.800	40
Molder operators, dividers, general helpers .....	.775	40	.750	40
Bread packers .....	.725	40	.700	40
Wrapping-machine operators, pan rackers .....	.700	40	.675	40
Pan greasers .....	.650	40	.625	40
Cake only—Machine shops:				
Miscellaneous help, rate A .....	.750	40	.725	40
Mixers, scalers, first ovenmen .....	.725	40	.700	40
Second ovenmen .....	.700	40	.675	40
Third ovenmen; depositors; miscellaneous help, rate B .....	.675	40	.650	40
Icing mixers; shipping clerks; raw-material men, rate A .....	.650	40	.625	40
Wrapping-machine operators .....	.625	40	.575	40
Depositors' helpers; dumpers; raw-material men, rate B; shipping-room helpers, rate A .....	.575	40	.525	40
Greasers .....	.550	40	.500	40
Box sorters, rate A .....	.525	40	.475	40
Shipping-room helpers, rate B .....	.500	40	.450	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Scranton, Pa.—Continued</i>				
Cake only—Machine shops—Continued.				
Icers—				
Rate A.....	\$0.412	40	\$0.362	40
Rate B.....	.462	40	.412	40
Rate C.....	.475	40	.425	40
Rate D.....	.525	40	.475	40
Wrappers, female—				
Rate A.....	.376	40	.363	40
Rate B.....	.426	40	.413	40
Rate C.....	.438	40	.425	40
Rate D.....	.488	40	.475	40
Box sorters, rate B.....	.475	40	.425	40
Variety baking—Machine shops:				
Shippers.....	.775	40	.775	40
Mixers, traveling-oven feeders.....	.775	40	.750	40
Bench hands.....	.725	40	.700	40
Bench helpers.....	.650	40	.600	40
Wrappers.....	.650	40	.625	40
Pan greasers or rackers, general helpers.....	.450	40	.400	40
Crackers and cookies:				
Mixers.....	.925	40	.925	40
Foremen, working.....	.815	40	.815	40
Shipping clerks.....	.750	40	.750	40
Marshmallow mixers.....	.600	40	.600	40
Ovenmen, peelers, machinemen.....	.550	40	.550	40
Assistant machinemen.....	.525	40	.525	40
Mixers' or ovenmen's helpers; assistant shipping clerks; dough rollers, rate A.....	.500	40	.500	40
Stackers; pan or oven feeders; dough rollers, rate B.....	.425	40	.425	40
Flour blenders, sugar grinders, pan catchers or greasers, general helpers.....	.350	40	.350	40
Female employees:				
Foreladies, working—				
Rate A.....	.375	40	.375	40
Rate B.....	.350	40	.350	40
Machine operators; marshmallow operators; box machine operators; bundlers, rate A.....				
Stackers; packers; bundlers, rate B; and all others.....	.325	40	.325	40
<i>Seattle, Wash.</i>				
Bread and cake—Machine shops:				
Stockmen.....	.963	40	.875	40
Assistant stockmen, men-in-charge.....	.850	40	.750	40
Helpers—				
1 to 6 months.....	.625	40	.....	.....
7 to 12 months.....	.688	40	.575	40
After 1 year.....	.775	40	.650	40
Female employees:				
Floorladies.....	.750	40	.688	40
Assistant floorladies.....	.650	40	.563	40
Helpers—				
1 to 3 months.....	.450	40	.413	40
4 to 12 months.....	.525	40	.488	40
13 to 24 months.....	.563	40	.....	.....
After 2 years.....	.600	40	.513	40
Bread only:				
Foremen.....	1.420	36	1.291	36
Mixers, oven or machine men.....	1.354	36	1.231	36
Bench hands.....	1.277	36	1.161	36
Control-room men.....	.978	36	.889	36
Helpers (day work)—				
1 year's experience.....	.972	36	.883	36
2 years' experience.....	1.094	36	.994	36
Helpers (night work)—				
1 year's experience.....	.939	36	.863	36
2 years' experience.....	1.061	36	.964	36
Crackers and cookies:				
Machinemen.....	.980	40	.868	40
Mixers.....	.900	40	.830	40
Peelers.....	.880	40	.805	40
Receiving clerks.....	.840	40	.780	40
Ovenmen.....	.835	40	.755	40
Rollermen.....	.790	40	.720	40
Scalers, wrappers.....	.770	40	.718	40

TABLE 3.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued*

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Seattle, Wash.—Continued</i>				
Crackers and cookies—Continued.				
Ovenmen's helpers.....	\$0. 770	40	\$0. 710	40
Mixers' helpers.....	. 730	40	. 680	40
Sugar-wafer men.....	. 705	40	. 655	40
Stackers.....	. 660	40	. 610	40
Icing helpers, pan cleaners, feeders, general helpers.....	. 655	40	. 605	40
Female employees:				
Combination or experienced sponge packers.....	. 500	40		
Icing or sugar-wafer department.....	. 460	40		
Plain sweet packers.....	. 450	40		
<i>South Bend, Ind.</i>				
Bread and cake—Hand shops:				
Union A:				
First hands.....	. 833	48	. 750	48
Second hands.....	. 771	48	. 688	48
Union B:				
Company A:				
Bakers, first-class.....	. 771	48	. 771	48
Bakers, second-class.....	. 750	48	. 750	48
Company B:				
Bakers, first-class.....	. 688	48	. 656	48
Bakers, second-class.....	. 447	48	. 417	48
Helpers.....	. 375	48	. 322	48
Bread only—Machine shops:				
Union A:				
Ovenmen.....	. 950	40	. 850	40
Mixers, dividers.....	. 850	40	. 750	40
Moldermen.....	. 790	40	. 690	40
Bake shop or mixers' helpers, conveyormen.....	. 750	40	. 650	40
Oven feeders.....	. 730	40	. 630	40
Moldermen's helpers, oven dumpers.....	. 690	40	. 590	40
Checkers.....	. 670	40	. 570	40
Packers.....	. 600	40	. 500	40
Slicers, wrappers.....	. 550	40	. 440	40
Union B: 40				
Mixers, dividermen, ovenmen, head benchmen, receiving clerks.....	. 850	40	. 750	40
Molder operators.....	. 820	40	. 720	40
Benchmen.....	. 800	40	. 700	40
Mixers' or molders' helpers.....	. 720	40	. 620	40
Checkers.....	. 700	40	. 600	40
Bake-shop helpers, conveyormen.....	. 680	40	. 580	40
Stockroom men.....	. 650	40	. 550	40
Packers.....	. 630	40	. 530	40
Slicers, wrappers.....	. 570	40	. 470	40
Stale checkers.....	. 550	40	. 450	40
<i>Spokane, Wash.</i>				
Bread and cake—Machine shops:				
Foremen, mixers, ovenmen.....	1. 271	40	1. 155	40
Machine hands.....	1. 213	40	1. 103	40
Bench hands.....	1. 155	40	1. 050	40
Dumpers' helpers.....	. 988	40		
Flour blenders, packers, shipping or stock clerks.....	. 888	40	. 788	40
Bread rackers, machine wrappers.....	. 888	40		
Helpers.....	. 835	40	. 735	40
Cake and cookie wrappers, female—				
First 2 months.....	. 520	40		
After 2 months.....	. 604	40	. 504	40
Crackers and cookies:				
Company A:				
Peelers.....	. 920	40	. 800	40
Machinemen.....	. 920	40	. 690	40
Mixers.....	. 880	40	. 690	40
Ovenmen.....	. 805	40	. 690	40
Receiving clerks.....	. 800	40	. 680	40
Scalmen or wrappers.....	. 790	40	. 690	40
Rollermen.....	. 770	40	. 625	40
Ovenmen's helpers.....	. 760	40	. 550	40
Mixers' helpers.....	. 730	40	. 500	40
Stackers.....	. 660	40	. 530	40

See footnotes at end of table (p. 61).

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Spokane, Wash.—Continued</i>				
Crackers and cookies—Continued.				
Company A—Continued.				
Pan cleaners, feeders.....	\$0. 655	40	\$0. 500	40
Other helpers.....	. 655	40	-----	-----
Floorladies.....	. 550	40	-----	-----
Experienced sponge or plain sweet packers, female.....	. 480	40	. 420	40
Experienced icing-room girls.....	. 460	40	. 400	40
Other experienced female employees.....	. 450	40	. 400	40
Companies B and C:				
Machinemen.....	. 918	40	. 868	40
Mixers.....	. 880	40	. 830	40
Peelers.....	. 855	40	. 805	40
Ovenmen.....	. 805	40	. 755	40
Rollermen.....	. 770	40	. 720	40
Ovenmen's helpers.....	. 760	40	. 710	40
Mixers' helpers.....	. 730	40	. 680	40
Rollermen's helpers.....	. 680	40	. 630	40
Stackers.....	. 660	40	. 610	40
Other helpers.....	. 655	40	. 605	40
Floorladies.....	. 550	40	. 450	40
Experienced sponge or plain sweet packers, female.....	. 480	40	. 445	40
Experienced icing-room girls.....	. 460	40	. 430	40
Other experienced female employees.....	. 430	40	. 400	40
<i>Springfield, Mass.</i>				
Bread and cake:				
Hand shops:				
Foremen.....	1. 000	48	. 938	48
Dough mixers.....	. 917	48	. 833	48
Bench hands.....	. 802	48	. 729	48
Machine shops:				
Company A:				
Foremen.....	1. 075	40	1. 000	40
Dough mixers.....	. 975	40	. 900	40
Assistant foremen, floormen, peel-oven men.....	. 950	40	. 875	40
Conveyor-oven men, bench hands.....	. 825	40	. 750	40
Dividers, scalers.....	. 800	40	. 725	40
Molder operators.....	. 775	40	. 700	40
All other male employees.....	. 750	40	. 675	40
Foreladies.....	. 575	40	. 525	40
All other female employees.....	. 440	40	. 380	40
Company B:				
Dough mixers.....	. 925	40	-----	-----
Cake foremen.....	. 800	40	-----	-----
Ovenmen.....	. 775	40	-----	-----
Divider operators, reliefmen, shipping-room employees.....	. 750	40	-----	-----
Molder operators, cake-room helpers.....	. 700	40	-----	-----
Cake lofers, female.....	. 450	40	-----	-----
Helpers, female.....	. 400	40	-----	-----
Bread only—Machine shops:				
Company A:				
Foremen.....	1. 075	40	1. 000	40
Dough mixers.....	. 975	40	. 900	40
Bench foremen.....	. 950	40	. 875	40
Peel-oven men.....	. 850	40	. 775	40
Bench hands, order men for retail stores.....	. 825	40	. 750	40
Conveyor-oven men, dividers, scalers, pan greasers.....	. 800	40	. 725	40
Molder operators.....	. 775	40	. 700	40
Coolermen, helpers (male).....	. 750	40	. 675	40
Packers, slicers, receiving-room employees.....	. 725	40	. 650	40
Foreladies.....	. 550	40	. 500	40
Helpers, female.....	. 440	40	. 390	40
Company B:				
Reliefmen.....	. 975	40	. 900	40
Dough mixers.....	. 925	40	. 850	40
Divider operators, oven feeders.....	. 825	40	. 750	40
Molder operators.....	. 775	40	. 700	40
All other male employees.....	. 675	40	. 600	40
Hebrew baking:				
Dough mixers.....	1. 173	45	1. 067	45
Bench hands.....	. 980	45	. 800	45

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Tampa, Fla.</i>				
Bread and cake—Machine shops:				
Company A:				
Foremen.....	\$0.841	44	\$0.625	48
Head cake men.....	.795	44		
Mixers.....	.705	44	.500	48
Ovenmen.....	.659	44	.417	48
Second cake men.....	.614	44		
Bench or machine men.....	.568	44	.375	48
Wrapping-machine operators.....	.568	44	.417	48
Wrapping-machine helpers.....	.477	44	.271	48
Helpers.....	.477	44	.292	48
Hand wrappers.....	.432	44	.300	48
Company B:				
Foremen or cake men.....	.666	48		
Bread or combination men.....	.542	48		
Second cake men.....	.521	48		
Doughnut men.....	.375	48		
Bread only—Machine shops:				
Company A:				
Mixers.....	.720	40	.600	40
Ovenmen.....	.660	40	.550	40
Machine or bench men.....	.540	40	.450	40
Machine bread-wrappers.....	.480	40	.375	40
Helpers.....	.420	40		
Companies B and C:				
Bake-shop foremen.....	.925	40	.800	40
Mixers.....	.775	40	.650	40
Ovenmen.....	.725	40	.600	40
Bench hands, machine wrappers.....	.625	40	.525	40
Machinemen, Company B.....	.625	40	.500	40
Machinemen, Company C.....	.625	40	.525	40
Oven loaders or dumpers.....	.600	40		
Helpers.....	.525	40	.450	40
Company D:				
Mixers.....	.479	48	.458	48
Ovenmen.....	.438	48	.417	48
Bread-machine wrappers.....	.354	48	.333	48
Cake only—Hand shops:				
Head cake men.....	.795	44	.614	44
Second cake men.....	.614	44	.500	44
Pie men.....	.568	44	.432	44
Helpers.....	.477	44	.341	44
Cake, pie, and pastry—Machine shops:				
Company A:				
Head cake or pastry men.....	.795	44	.636	44
Second cake or pastry men.....	.614	44	.523	44
Pie men.....	.568	44	.455	44
Helpers.....	.477	44	.386	44
Company B:				
Head cake men.....	.636	44	.542	48
Second cake men.....	.523	44	.438	48
Company C:				
Head cake men.....	.700	50	.680	50
Helpers.....	.360	50	.340	50
Latin hand shops:				
Master bakers.....	.554	48	.482	48
Bakers, master dough mixers.....	.493	48	.429	48
Dough mixers.....	.431	48	.375	48
Benchmen.....	.349	48	.304	48
Helpers.....	.266	48	.232	48
<i>Toledo, Ohio</i>				
Bread and cake:				
Hand shops:				
First hands.....	.917	48	.833	48
Second hands.....	.799	48	.729	48
Third hands.....	.750	48	.667	48
Helpers.....	.695	48	.625	48
Machine shops:				
First mixers, first peel-oven men.....	.900	40	.830	40
Bread bench hands, cake-bench foremen.....	.850	40	.780	40
Second mixers, second peel-oven men reel-oven men, roll bench hands.....	.830	40	.760	40
Ingredientmen; cake mixers, ovenmen or benchmen.....	.820	40	.750	40
Dividermen, bread-wrappers operators frymen (cake, doughnuts, yeast raised products).....	.800	40	.730	40

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Toledo, Ohio—Continued</i>				
Bread and cake—Continued.				
Machine shops—Continued.				
Moldermen.....	\$0.730	40	\$0.660	40
Automatic-machine frymen (cakes and doughnuts), bread slicers or rackers, wrappers, helpers, shipping-room employees, general helpers.....	.700	40	.630	40
Female employees (after 9 months).....	.520	40	.470	40
Bread only:				
First mixers.....	.940	40	.890	40
Second mixers.....	.890	40	.790	40
Traveling-oven men, dividers, moldermen, mixers' helpers.....	.810	40	.740	40
Wrapping-machine men.....	.790	40	.690	40
Molders' helpers.....	.760	40	.690	40
All other helpers in bake shop, wrapping, packing, or shipping department.....	.710	40	.640	40
Cake only:				
Ingredient scalers, dough or icing mixers, depositors, ovenmen.....	.860	40	.790	40
Dough mixers' helpers.....	.760	40	.690	40
Wrapping-machine operators.....	.740	40	.670	40
Depositors' helpers, dumpers.....	.720	40	.650	40
Packers, stockroom men.....	.700	40	.630	40
Miscellaneous employees, male.....	.670	40	.600	40
Icing-machine operators, female.....	.550	40	.500	40
Other female employees.....	.520	40	.470	40
Pie and pastry:				
Ovenmen, mixers.....	.740	48	.688	48
Bench hands, fillers.....	.640	48	.587	48
Helpers, male.....	.540	48	.....	.....
Female employees.....	.420	48	.394	48
Crackers and cookies:				
Baking department:				
Traveling-oven or machine men.....	.990	40	.885	40
Machinemen.....	.955	40	.845	40
Head mixers.....	.875	40	.715	40
Peelers.....	.875	40	.865	40
Ovenmen, rollermen.....	.825	40	.715	40
Flour dumpers, machine relieffmen.....	.805	40	.765	40
Ovenmen's helpers.....	.805	40	.685	40
Sponge mixers.....	.805	40	.695	40
Fan greasers, pan boys.....	.745	40	.635	40
Icing department:				
Machinemen.....	.855	40	.745	40
Chocolate mixers.....	.825	40	.715	40
Marshmallow mixers, icers.....	.725	40	.585	40
General helpers.....	.610	40	.....	.....
Female employees:				
Foreladies, working.....	.645	40	.535	40
Icers, marshmallow-machine feeders, packers, case formers.....	.575	40	.465	40
Scalers, supply hands, assistant icers.....	.555	40	.445	40
Separators.....	.540	40	.410	40
Crimp-pack operators.....	.520	40	.410	40
Packing department:				
Set-up men.....	.875	40	.765	40
Scalers.....	.725	40	.615	40
General help.....	.645	40	.535	40
Female employees:				
Working foreladies, hand bundlers.....	.645	40	.535	40
Machine bundlers.....	.615	40	.505	40
Bench bundlers, scalers, carton makers, sponge packers.....	.595	40	.485	40
Wrapper feeders, sweet packers, case and caddy makers.....	.555	40	.445	40
Packers, stackers.....	.520	40	.410	40
General helpers.....	.450	40	.....	.....
Receiving department:				
Stock clerks.....	.805	40	.695	40
Stockmen.....	.725	40	.615	40
Shipping department:				
Head shippers.....	1.110	40	1.000	40
Order fillers.....	.907	40	.797	40
Stockmen.....	.845	40	.735	40
Assistant night stock clerks.....	.820	40	.660	40
Assistant day stock clerks.....	.770	40	.660	40
Conveyormen.....	.710	40	.....	.....

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Washington, D. C.</i>				
Bread and cake—Machine shops:				
Day work:				
Journeyman.....	\$1.150	40	\$1.100	40
Helpers.....	.750	40	.700	40
Packers or wrappers.....	.650	40	.600	40
Night work:				
Journeyman.....	1.350	40	1.300	40
Helpers.....	.850	40	.800	40
Packers or wrappers.....	.700	40	.650	40
<i>Wichita, Kans.</i>				
Bread and cake—Machine shops:				
Foremen.....	1.025	40	.875	40
Mixers, spongers or ovenmen, head pastry men.....	.900	40	.700	40
Bench hands or machinemen, second pastry men.....	.800	40	.650	40
Bread twisters.....	.750	40	.550	40
Bake-shop helpers.....	.650	40	.500	40
Wrapping-machine operators, checkers.....	.700	40		
Female help—				
1 to 3 months.....	.375	40		
4 to 6 months.....	.400	40		
After 6 months.....	.450	40		
Pie and pastry—Hand shops:				
Foremen.....	.781	48		
Ovenmen, combination bakers, or soft-pie men.....	.583	48		
Machine operators, dough mixers, or fruit cookers.....	.542	48		
Helpers.....	.417	48		
Machine helpers or shell makers, female.....	.350	48		
Crackers and cookies:				
Foremen, peel-in and sweet bakers, or peel-in and sweet crew.....	.575	40		
Mixers.....	.555	40		
Sponge or graham bakers and sweet crew.....	.550	40		
Second mixers, peel-out and sweet crew, roller men and sweet crew, sponge- or graham-dough feeders and sweet crew, edgers, pan greasers.....	.500	40		
Pan feeders.....	.400	40		
Packers or wrappers, female.....	.350	40		
<i>Worcester, Mass.</i>				
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1.100	40	1.050	40
Peel-oven men.....	.950	40	.875	40
Mixers.....	.905	40	.830	40
Molders, bench hands, shipping packers.....	.875	40	.800	40
Flour sifters, etc.....	.820	40	.745	40
Mixers' helpers, dividers, gas-oven men, rackers.....	.775	40	.723	40
Wrapping-machine operators.....	.737	40	.682	40
Pan boys.....	.675	40	.600	40
General helpers.....	.600	40	.600	40
Agreement B:				
Foremen.....	1.050	40		
Mixers.....	.875	40		
Assistant packers.....	.825	40		
Batchmen.....	.750	40		
Senior dividermen, moldermen.....	.725	40		
Junior dividermen, mixers' helpers.....	.700	40		
Hand wrappers, oven loaders, or dumpers.....	.675	40		
Wrappers.....	.650	40		
Helpers.....	.600	40		
Bread rackers.....	.575	40		
Hebrew baking:				
Foremen.....	1.146	48	1.146	48
Second hands.....	1.042	48	1.042	48

TABLE 8.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, June 1, 1942, and June 1, 1941—Continued

City, type of baking, and occupation	June 1, 1942		June 1, 1941	
	Rate per hour	Hours per week	Rate per hour	Hours per week
<i>Youngstown, Ohio</i>				
Bread:				
Hand shops:				
Foremen, working.....	\$0.930	48	\$0.830	48
Ovenmen, mixers.....	.870	48	.770	48
Bench hands.....	.810	48	.710	48
Helpers.....	.600	48	.500	48
Helpers, female.....	.510	48	.410	48
Machine shops:				
Ovenmen, mixers.....	.900	40	.825	40
Bench or machine hands, mixers' helpers.....	.825	40	.750	40
Dumpers, feeders.....	.770	40	.695	40
Bake-shop helpers.....	.730	40	.655	40
Checkers, shippers.....	.720	40	.645	40
Chutemen, wrapping-machine set-up men, bread rackers.....	.700	40	.625	40
Packers, wrapping- or slicing-machine operators, feeders, take-off men.....	.660	40	.585	40
Bread rackers, female.....	.600	40	.525	40
Hand wrappers, female.....	.580	40	.505	40
Hebrew baking:				
Ovenmen.....	1.025	48	.925	48
Mixers.....	.950	48	.850	48
Bench hands.....	.810	48	.738	48
Bench helpers.....	.600	48	.502	48

- ¹ 5 cents per hour increase, July 1, 1942.
- ² 5 cents per hour increase for head benchmen and 2½ cents per hour increase for checkers and shipping clerks, July 1, 1942.
- ³ 2½ cents per hour increase, July 1, 1942.
- ⁴ 44-hour week, June 15 to Sept. 1, in 1941 and 1942.
- ⁵ 2½ cents per hour increase for all classifications, Aug. 1, 1942.
- ⁶ 4 cents per hour increase, June 22, 1942, and 4 cents per hour increase Oct. 1, 1942, for all classifications.
- ⁷ \$1.000 per hour if employed less than 8 hours per day.
- ⁸ \$0.900 per hour if employed less than 8 hours per day.
- ⁹ Agreement permits 45 hours.
- ¹⁰ Piece work permitted under a guaranty of 47 cents per hour.
- ¹¹ Piece work permitted under a guaranty of 44 cents per hour.
- ¹² 5 cents per hour increase, June 19, 1942.
- ¹³ 5 cents per hour increase, June 19, 1942.
- ¹⁴ 2¼ cents per hour increase, June 19, 1942.
- ¹⁵ \$1.229 per hour when working with 2 ovens.
- ¹⁶ Agreement permits 43 hours.
- ¹⁷ Agreement permits 44 hours.
- ¹⁸ Time and one-half after 40 hours per week for all classifications.
- ¹⁹ \$0.790 per hour, June 8, 1942.
- ²⁰ \$0.550 per hour, June 8, 1942.
- ²¹ \$0.520 per hour, June 8, 1942.
- ²² 14 cents per hour less when working on flour.
- ²³ 6 cents per hour increase for all classifications, Sept. 1, 1942.
- ²⁴ \$0.842 per hour, Aug. 4, 1942.
- ²⁵ \$0.787 per hour, Aug. 4, 1942.
- ²⁶ \$0.704 per hour, Aug. 4, 1942.
- ²⁷ \$0.530 per hour, Aug. 4, 1942.
- ²⁸ \$0.676 per hour, Aug. 4, 1942.
- ²⁹ \$0.597 per hour, Aug. 4, 1942.
- ³⁰ 6 cents per hour increase for all classifications, June 15, 1942.
- ³¹ 2 cents per hour increase, July 1, 1942, and 2 cents per hour increase, Oct. 1, 1942, for all classifications.
- ³² 2½ cents per hour increase for all classifications, June 9, 1942.
- ³³ Agreement permits 42 hours.
- ³⁴ 6¼ cents per hour increase, Aug. 1, 1942.
- ³⁵ Plus an annual bonus of \$250.
- ³⁶ 10 percent increase for all classifications, July 1, 1942.
- ³⁷ 7½ cents per hour increase, July 1, 1942.
- ³⁸ 10 cents per hour increase, July 1, 1942.
- ³⁹ 3½ cents per hour increase, July 1, 1942.
- ⁴⁰ 10 cents per hour increase for all classifications, June 24, 1942.