

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

July 1, 1943

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Prepared in the

DIVISION OF INDUSTRIAL RELATIONS

FLORENCE PETERSON, Chief



Bulletin No. 778

[Reprinted from the *Monthly Labor Review*,
March 1944, with additional data]

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., April 13, 1944.

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 July 1, 1943.

This report was prepared in the Industrial Relations Division. Donald H. Gerrish was in immediate charge, assisted by Annette V. Simi, under the general supervision of Don Q. Crowther.

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

HON. FRANCES PERKINS,
Secretary of Labor.



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*Bulletin No. 778 of the
United States Bureau of Labor Statistics*

[Reprinted from the MONTHLY LABOR REVIEW, March 1944, with additional data]

**Union Wages and Hours in the Baking
Industry, July 1, 1943**

Summary

The average hourly wage rate of union bakery workers in 65 cities surveyed by the Bureau of Labor Statistics was \$0.847 on July 1, 1943. Actual rates ranged from \$0.338 for first-year female workers in bread and cake machine shops in Memphis to \$1.714 for first hands in Hebrew machine shops in New York. Among the different branches of the industry, union members in Hebrew baking had the highest average hourly rate (\$1.404), and those in the pie and pastry branch had the lowest (\$0.655).

Comparable quotations for the 2 years show that hourly rates advanced 3.1 percent during the 13-month period from June 1, 1942, to July 1, 1943, and that almost half the union members received raises. Pie and pastry and other specialized bake shops received the highest relative increases (4.9 and 4.7 percent respectively) during this period. The general level of wages rose almost 20 percent after 1939, to an index of 119.8 (table 1).

Three-fourths of the union members had a basic 40-hour workweek in 1943. The other members had basic workweeks ranging from 28 to 54 hours. There was no change in hours during the year for over 97 percent of the union members. There was very little change in straight-time hours during the period 1939-43, the index having declined only 1.4 percent since 1939. Time and a half for overtime was provided in 98 percent of the quotations, covering almost 92 percent of the members in 1943.

TABLE 1.—Indexes of Hourly Wage Rates and Weekly Hours for Union Bakery Workers, 1939-43

Year	Indexes (1939=100) of—	
	Rates per hour	Hours per week
1939.....	100.0	100.0
1940.....	102.7	99.5
1941.....	106.1	99.2
1942.....	116.3	99.1
1943.....	119.8	98.6

Scope and Method of Survey

This study is one of a series of annual surveys of union wages and hours in various trades, started in 1907. The early studies included 39 cities. The coverage has been gradually extended to include 75

cities in 40 States and the District of Columbia. Effective union agreements providing wage and hour scales for bakery workers were reported in 65¹ of these cities in 1943, and this survey included 3,641 quotations covering 63,391 union members.

Field representatives of the Bureau collected the data directly from some responsible official of each local union, and where possible the scales were checked against written agreements. The scales collected were those actually in effect on July 1, 1943. Scales in negotiation or before the National War Labor Board at the time the representatives called were further checked before the data were tabulated, and increases retroactive to July 1 are included in this report.

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 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.

Changes in coverage.—Prior to 1939 only union members engaged principally in bread baking were included. In 1939 and 1940, all types of baking and all occupations (except truck drivers and other deliverymen), covered by union agreements were included. Since that time plant-maintenance workers as well as drivers and other deliverymen have been excluded from the tabulations. Because of these changes in coverage the averages shown in reports through the years are not comparable. The percentage changes in wage rates and hours, and the index numbers shown in table 1 above, however, are based on comparable quotations only for the 2 years considered in each report, and these, rather than the yearly averages, should be used to determine trends for the bakery trades.

Since 1941 the data have been 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 Wage Rates

On July 1, 1943, the average hourly rate for all union bakery workers in the 65 cities was \$0.847. Nearly three-fourths of the union members were earning between 50 cents and \$1 per hour, over 45 percent being covered by rates between 70 cents and \$1. Fewer

¹ Union scales were obtained in the following cities:

Atlanta, Ga.
Baltimore, Md.
Binghamton, N. Y.
Birmingham, Ala.
Boston, Mass.
Buffalo, N. Y.
Butte, Mont.
Charlotte, N. C.
Chicago, Ill.
Cincinnati, Ohio.
Cleveland, Ohio.
Columbus, Ohio.
Dallas, Tex.
Dayton, Ohio.
Denver, Colo.
Des Moines, Iowa.
Detroit, Mich.
Duluth, Minn.
Grand Rapids, Mich.
Houston, Tex.
Indianapolis, Ind.
Jacksonville, Fla.

Kansas City, Mo.
Little Rock, Ark.
Los Angeles, Calif.
Louisville, Ky.
Madison, Wis.
Manchester, N. H.
Memphis, Tenn.
Milwaukee, Wis.
Minneapolis, Minn.
Nashville, Tenn.
Newark, N. J.
New Haven, Conn.
New Orleans, La.
New York, N. Y.
Oklahoma City, Okla.
Omaha, Nebr.
Peoria, Ill.
Philadelphia, Pa.
Phoenix, Ariz.
Pittsburgh, Pa.
Portland, Oreg.
Providence, R. I.

Reading, Pa.
Richmond, Va.
Rochester, N. Y.
Rock Island (Ill.) district (includes Davenport, Iowa, and Moline, Ill.)
St. Louis, Mo.
St. Paul, Minn.
Salt Lake City, Utah.
San Francisco, Calif.
Scranton, Pa.
Seattle, Wash.
South Bend, Ind.
Spokane, Wash.
Springfield, Mass.
Tampa, Fla.
Toledo, Ohio
Washington, D. C.
Wichita, Kans.
Worcester, Mass.
Youngstown, Ohio.

than 5 percent had scales of less than 50 cents, while 24 percent received \$1 per hour or more (table 2). Individual rates ranged from \$0.338 for all first-year female workers in bread and cake machine shops in Memphis to \$1.714 for first hands in Hebrew machine shops in New York.

TABLE 2.—*Distribution of Union Members in the Bakery Trades, by Hourly Wage Rates, July 1, 1943*

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.....	\$0.847	0.4	4.4	16.3	10.0	17.0	14.1	14.2	8.6	3.8	2.8	2.0	2.4	1.4	2.6
Ordinary bread and cake, hand.....	.999	(1)	.8	3.9	1.5	11.2	14.4	19.2	27.2	9.8	2.6	.1	1.8	2.4	5.1
Ordinary bread and cake, machine.....	.798	.3	4.3	16.4	8.2	22.5	17.6	16.8	5.8	2.6	2.7	1.9	.3	.5	.1
Pie and pastry.....	.655	.3	9.2	35.7	22.5	9.5	13.8	4.9	2.9	.9	.3				
Cracker and cookie.....	.656	1.6	9.5	32.2	26.1	11.0	8.2	8.7	2.5	.2					
Hebrew baking.....	1.404		.5	.1	.8	.1	1.8	2.2	8.9	3.4	7.0	10.2	27.6	11.2	26.2
Other specialized baking ².....	.986		.4	2.8	4.1	13.5	8.2	14.7	23.8	21.9	8.7	1.9			

¹ Less than a tenth of 1 percent.

² French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

Union members in ordinary bread and cake hand shops had an average rate of 99.9 cents per hour. About half of these members earned less than \$1 per hour, over 27 percent earned between \$1 and \$1.10, while 22 percent received at least \$1.10 per hour and some of them substantially more. The highest rate (\$1.70 per hour) was reported for union members in some retail hand shops in New York. The average for machine shops, which usually employ a large number of female packers, wrappers, and icers, was 79.8 cents, far below the hand-shop average. Almost 57 percent of these members had rates between 70 cents and \$1; over 20 percent received rates of less than 60 cents, in contrast to hand-shop workers, where less than 5 percent had rates in that range.

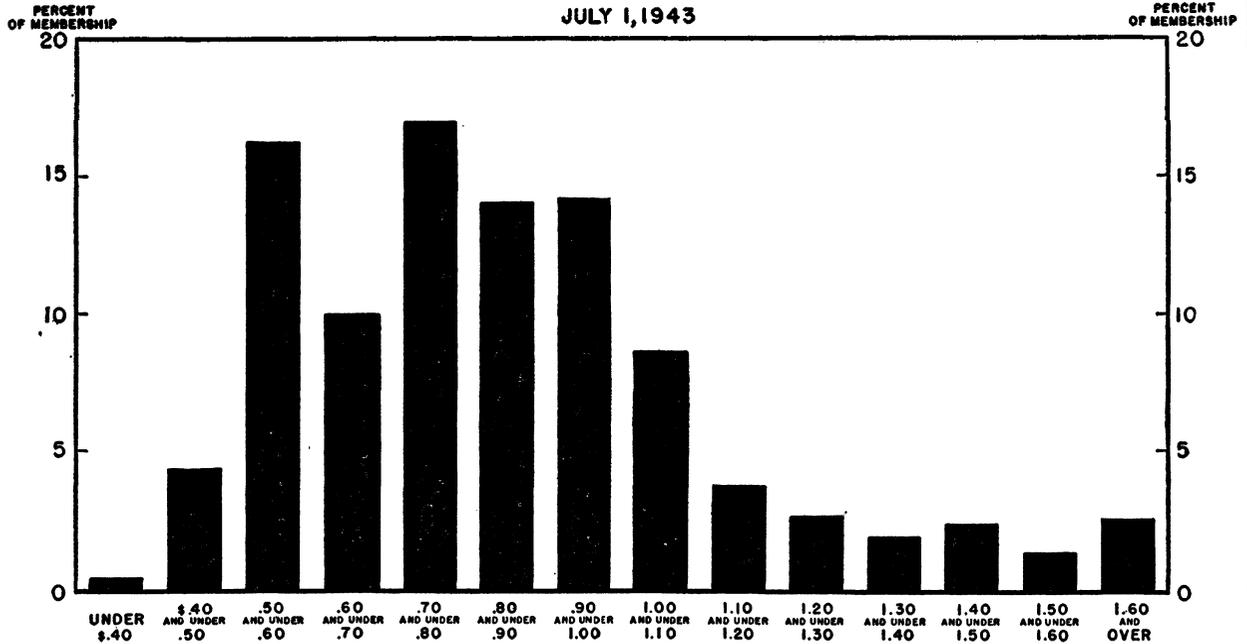
The highest average wage rate for any branch of the baking industry (\$1.404) was received by members in Hebrew baking shops, two-thirds of whom were in New York City. Over a quarter of the total members in this branch earned at least \$1.60 per hour and over three-fourths had rates of \$1.30 or more. Only 5.5 percent had rates of less than \$1.

Rates in other specialized bakeries averaged \$0.986 per hour; over three-fifths had rates between 90 cents and \$1.20. A large proportion of the union members in this branch were in large metropolitan areas.

Cracker and cookie and pie and pastry workers continued to be the lowest-paid members in the industry, with averages of \$0.656 and \$0.655 respectively. A substantial majority of these workers received between 50 and 70 cents per hour; over 9 percent reported rates of less than 50 cents, and fewer than 5 percent had rates of as much as \$1 per hour.

DISTRIBUTION OF UNION BAKERY WORKERS BY HOURLY WAGE RATES

JULY 1, 1943



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

HOURLY WAGE RATE

No distribution of union members by occupation has been attempted in this report, because of the lack of uniformity in occupational designations in the industry. Generally speaking, mixers, ovenmen, and first hands received the highest scales in individual shops; pan cleaners and female packers and wrappers the lowest.

Weekly Hours

The average straight-time workweek for all union bakery workers was 40.8 hours on July 1, 1943. The longest hours on the average (44.6) were worked in the bread and cake hand shops. The 40-hour week was predominant, covering 75 percent of the union members (table 3). Over 9 percent worked a 48-hour week at straight time, the longest hours reported (54 per week) being for some of the Italian bakeries in Brooklyn.

Hebrew shops had the shortest average weekly hours (39.4), and the shortest actual hours (28 per week in some New York shops). This branch also reported the largest percentage (35.3) of members with workweeks of less than 40 hours, although two-fifths were on a 45-hour schedule. The extent of the short workweek in Hebrew bakeries is due exclusively to share-the-work plans that are still in effect in some bakeries in New York.

All of the union members in the cracker and cookie branch worked a basic 40-hour week, while over 90 percent of those employed in ordinary bread and cake machine shops and over 85 percent of those in the pie and pastry branch of the industry had the same basic workweek. In contrast, almost three-fourths of the members in bread and cake hand shops had a basic week exceeding 40 hours, over 43 percent of them working 48 hours. Almost two-thirds of those in specialized bakeries had workweeks in excess of 40 hours, and nearly 44 percent worked 48 hours.

TABLE 3.—Distribution of Union Members in the Bakery Trades, by Hours per Week, July 1, 1943

Weekly hours	Percent of union members with specified hours per week						
	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 ¹
28 hours.....	1.1					14.3	
30 hours.....	1.6					21.0	
35 hours.....	.3		(²)				7.4
36 hours.....	1.4		2.4				
37½ hours.....	.1						3.4
38 hours.....	.9			1.5			
39 hours.....	.1						2.2
40 hours.....	75.0	25.4	90.1	85.3	100.0	8.9	22.4
42 hours.....	3.3	12.6	2.2				14.2
42½ hours.....	(²)			.2			
43 hours.....	.3			7.6			
44 hours.....	1.6	5.1	1.7	.6		.2	
45 hours.....	4.7	13.8	.1			39.8	.8
47 hours.....	.1					.8	
48 hours.....	9.3	43.1	2.0	6.3		15.0	43.6
54 hours.....	.2						6.0
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average weekly hours.....	40.8	44.6	40.2	40.8	40.0	39.4	44.2

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

² Less than a tenth of 1 percent.

Changes in Hourly Wage Rates and Weekly Hours, 1942 to 1943

WAGE RATES

The general level of wage rates advanced 3.1 percent during the 13-month period from June 1, 1942, to July 1, 1943. Among the individual branches, pie and pastry and other specialized baking had the highest percentage of increases during this period (4.9 and 4.7 percent respectively), and Hebrew baking had the lowest (1.9 percent). Over 46 percent of the quotations, covering slightly less than half of the union members, indicated increases in scales, while no decreases were reported (table 4).

The cracker and cookie and the pie and pastry branches, the lowest paid in the industry, had the largest percentage of their members receiving increases (67.8 and 59.9 percent respectively). Almost half the members in the bread and cake hand shops also received raises. Hebrew baking reported the smallest number of members (28.1 percent) having advances in scales.

TABLE 4.—Changes in Union Wage Rates and Percent of Members Affected, June 1, 1942, to July 1, 1943

Type of baking	Number of comparable quotations	Number of quotations showing—		Percent of union members affected by—	
		Increase	No change	Increase	No change
All baking.....	3,304	1,525	1,779	48.1	51.9
Ordinary bread and cake, hand.....	278	109	169	49.3	50.7
Ordinary bread and cake, machine.....	1,969	846	1,123	45.0	55.0
Pie and pastry.....	96	43	53	59.9	40.1
Cracker and cookie.....	759	442	317	67.8	32.2
Hebrew baking.....	109	47	62	28.1	71.9
Other specialized baking ¹	93	38	55	41.8	58.2

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

About 92 percent of those receiving increases and 44 percent of all members included in the survey received advances of less than 15 percent; 4 percent of all members received increases of 15 percent or more (table 5). In the cracker and cookie branch almost 80 percent of those obtaining increases received less than 10 percent; in the pie and pastry branch about 99 percent of those receiving increases obtained from 5 to 15 percent. The largest increases reported (33½ percent) were received by bench hand helpers on Italian bread in Philadelphia, and by first hands in Hebrew bakeries in Queens.

TABLE 5.—Extent of Increases in Union Wage Rates from June 1, 1942, to July 1, 1943

Type of baking	Number of quotations showing increases of—							Percent of total members affected by increases of—						
	Under 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	Under 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.....	381	622	369	105	21	18	9	16.6	14.3	13.2	3.0	0.6	0.2	0.2
Ordinary bread and cake, hand.....	21	35	33	10	7	3	.....	11.8	16.8	18.0	1.7	.6	.4	.....
Ordinary bread and cake, machine.....	178	393	203	63	6	1	2	13.1	14.6	13.7	3.2	.3	(1)	.1
Pie and pastry.....	1	22	16	2	2	.....	.....	.3	23.4	35.7	.1	.4	.....	.....
Cracker and cookie.....	166	137	98	19	5	13	4	43.1	10.4	9.6	2.1	1.7	.7	.2
Hebrew baking.....	14	21	7	3	.....	1	1	8.5	14.0	1.0	3.9	.....	.4	.....
Other specialized baking ²	1	14	12	8	1	.....	2	.3	12.4	14.7	9.2	2.6	.....	2.6

¹ Less than a tenth of 1 percent.

² French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

HOURS OF WORK

About 97 percent of the quotations, affecting over 97 percent of the union members, recorded no change in the basic workweek from June 1, 1942, to July 1, 1943 (table 6). The average workweek decreased 0.5 percent during this period; 2.2 percent of the members had their hours decreased; and 0.7 percent had their hours increased. Specialized baking was the only branch that had a substantial number of members affected by hour changes. In this branch 14.1 percent had their hours decreased while for 4.4 percent hours were increased.

TABLE 6.—Changes in Weekly Hours and Percent of Members Affected, June 1, 1942, to July 1, 1943

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.....	3,304	24	81	3,199	0.7	2.2	97.1
Ordinary bread and cake, hand.....	278	1	.....	277	.7	.....	99.3
Ordinary bread and cake, machine.....	1,969	17	62	1,890	.4	2.4	97.2
Pie and pastry.....	96	.....	10	86	.....	1.8	98.2
Cracker and cookie.....	759	.....	.....	759	.....	.....	100.0
Hebrew baking.....	109	2	2	105	2.5	3.1	94.4
Other specialized baking ¹	93	4	7	82	4.4	14.1	81.5

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

Overtime

Time and a half was the predominant overtime rate according to union agreements on July 1, 1943. Most of the quotations (98 percent), covering about 92 percent of the union members, provided this penalty rate (table 7).

All of the members in the pie and pastry and cracker and cookie branches received time and a half if they worked beyond their regular hours. Only in Hebrew shops and bread and cake hand shops were there many members not covered by penalty scales; in the former almost two-thirds of the union members received no extra rate for work beyond their normal hours, including members working under contracts which prohibited overtime work. A New York agreement which covered over one-third of the total workers in Hebrew bakeries included in the survey provided that employers must use substitute workers, when supplied by the union, after regular employees had worked 28 or 30 hours per week. One-eighth of the members in bread and cake hand shops were not covered by any penalty scale, most of these being in cake hand shops in New York where overtime was prohibited.

TABLE 7.—*Overtime Rates Provided in Union Bakery Agreements, July 1, 1943*

Type of baking	Number of quotations showing initial overtime rates of—			Percent of union members having initial overtime rates of—		
	Time and a half	No penalty rates specified	Other penalty rates	Time and a half	No penalty rates specified	Other penalty rates
All baking.....	3,567	49	25	91.9	7.0	1.1
Ordinary bread and cake, hand.....	257	20	3	85.8	12.5	1.7
Ordinary bread and cake, machine.....	2,191	11	-----	98.9	1.1	-----
Pie and pastry.....	127	-----	-----	100.0	-----	-----
Cracker and cookie.....	817	-----	-----	100.0	-----	-----
Hebrew baking.....	77	18	15	25.6	66.1	8.3
Other specialized baking ¹	98	-----	7	92.6	-----	7.4

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

Average Rates, by City

In table 8 the average hourly rates for organized bakery workers in the 65 cities are grouped according to type of baking. In some cities (Buffalo, Seattle, and Spokane) it was impossible to separate the members in hand and machine shops for the purpose of computing averages, and the hand shops were therefore included with machine shops as the latter had the greater number of members.

The average for each city is weighted by the number of union members covered by the various rates. 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 if the skilled groups only are organized. However, the latter condition is disappearing, as the unions are organizing more of the unskilled workers each year.

Among the various branches of the industry, the city averages ranged from \$0.415 per hour for pie and pastry shops in Pittsburgh

to \$1.598 for Hebrew baking shops in Newark. In three of the six branches the range between the lowest and highest city averages was more than 100 percent.

In bread and cake hand shops the averages ranged from \$0.526 in Birmingham to \$1.190 in New York. Four cities had averages exceeding \$1 per hour and three had averages below 60 cents.

In machine shops making ordinary bread and cake, the range was from \$0.520 in Nashville to \$1.227 in Seattle, with five cities averaging more than \$1 per hour and five averaging less than 60 cents.

The highest city average for pie and pastry shops was 90 cents per hour in the Rock Island district. Only 14 cities reported union rates for these shops; half of these cities had averages exceeding and half had averages of less than 60 cents per hour.

In cracker and cookie shops the highest city average was \$0.765 per hour in San Francisco and the lowest was \$0.436 in Scranton. The average wage rate was under 60 cents per hour in 9 of the 24 cities in this group, and under 50 cents in 3 of the 9.

Hebrew baking shops had comparatively high averages in all cities where union agreements covered this type of work. There was a wide range in the averages, however, from \$0.839 in Youngstown to \$1.598 in Newark.

Union rates for other specialized bakeries were reported for 10 cities, 5 of which had average rates of more than \$1 per hour and 5 had average rates of less than \$1. The range was from \$0.579 in Tampa to \$1.095 in Detroit.

TABLE 8.—Average Hourly Rates for Union Bakery Workers, by City and Type of Baking, July 1, 1943

City and type of baking	Average hourly rate	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, hand shops—Con.		Ordinary bread and cake, machine shops—Con.	
New York, N. Y.	\$1.190	Rock Island (Ill.) district ¹	\$0.674	Pittsburgh, Pa.	\$0.773
Portland, Oreg.	1.076	Scranton, Pa. ....	.619	Wichita, Kans. ....	.772
San Francisco, Calif.	1.065	Tampa, Fla. ....	.591	Milwaukee, Wis. ....	.770
Los Angeles, Calif.	1.013	Indianapolis, Ind. ....	.555	Rock Island (Ill.) district ¹ .....	.770
<i>Average for all cities</i> .....	.999	Birmingham, Ala. ....	.526	Peoria, Ill. ....	.766
Chicago, Ill. ....	.983	Ordinary bread and cake, machine shops:		Salt Lake City, Utah	.764
Cincinnati, Ohio. ....	.978	Seattle, Wash.	\$ 1.227	Worcester, Mass. ....	.758
Rochester, N. Y. ....	.977	Washington, D. C.	1.112	Reading, Pa. ....	.748
Springfield, Mass. ....	.945	Spokane, Wash.	\$ 1.040	Columbus, Ohio. ....	.742
Toledo, Ohio. ....	.930	San Francisco, Calif.	1.024	Providence, R. I. ....	.741
Newark, N. J. ....	.897	Portland, Oreg.	1.022	Dayton, Ohio. ....	.740
Phoenix, Ariz. ....	.897	Denver, Colo. ....	.985	Cleveland, Ohio. ....	.737
South Bend, Ind. ....	.896	Los Angeles, Calif. ....	.911	Des Moines, Iowa. ....	.735
St. Louis, Mo. ....	.889	Butte, Mont. ....	.889	Louisville, Ky. ....	.734
Cleveland, Ohio. ....	.884	Madison, Wis. ....	.863	Toledo, Ohio. ....	.733
Madison, Wis. ....	.877	Phoenix, Ariz. ....	.854	Indianapolis, Ind. ....	.725
New Haven, Conn. ....	.864	Duluth, Minn. ....	.850	Springfield, Mass. ....	.724
Duluth, Minn. ....	.846	Kansas City, Mo. ....	.833	St. Paul, Minn. ....	.718
Butte, Mont. ....	.833	St. Louis, Mo. ....	.834	Minneapolis, Minn. ....	.710
Denver, Colo. ....	.818	Houston, Tex. ....	.833	New Orleans, La. ....	.709
Peoria, Ill. ....	.807	Youngstown, Ohio. ....	.822	Boston, Mass. ....	.708
St. Paul, Minn. ....	.784	New York, N. Y. ....	.818	New Haven, Conn. ....	.704
Houston, Tex. ....	.781	Newark, N. J. ....	.815	Omaha, Nebr. ....	.694
Youngstown, Ohio. ....	.775	Oklahoma City, Okla. ....	.811	Grand Rapids, Mich. ....	.687
Des Moines, Iowa. ....	.767	Buffalo, N. Y.	\$.798	Dallas, Tex. ....	.670
Pittsburgh, Pa. ....	.750	Cincinnati, Ohio. ....	.798	Binghamton, N. Y. ....	.665
New Orleans, La. ....	.735	<i>Average for all cities</i> .....	.798	Little Rock, Ark. ....	.656
Manchester, N. H. ....	.729	Chicago, Ill. ....	.795	Memphis, Tenn. ....	.654
Minneapolis, Minn. ....	.729	Detroit, Mich. ....	.793	Charlotte, N. C. ....	.646
Salt Lake City, Utah	.722	Seranton, Pa. ....	.636	Seranton, Pa. ....	.636
Providence, R. I. ....	.719	Baltimore, Md. ....	.626	Tampa, Fla. ....	.607
Milwaukee, Wis. ....	.716	Rochester, N. Y. ....	.774	Atlanta, Ga. ....	.575
Boston, Mass. ....	.686	Philadelphia, Pa. ....	.773		
Dallas, Tex. ....	.678				

See footnotes at end of table.

TABLE 8.—Average Hourly Rates for Union Bakery Workers, by City and Type of Baking, July 1, 1943—Continued

City and type of baking	Average hourly rate	City and type of baking	Average hourly rate	City and type of baking	Average hourly rate
Ordinary bread and cake, machine shops—Con.		Cracker and cookie—Con.		Hebrew baking—Con.	
Jacksonville, Fla.	\$0.568	Boston, Mass.	\$0.693	Detroit, Mich.	\$1.327
Birmingham, Ala.	.560	Philadelphia, Pa.	.668	New Haven, Conn.	1.307
Richmond, Va.	.548	Average for all cities	.656	Rochester, N. Y.	1.297
Nashville, Tenn.	.520	Kansas City, Mo.	.655	Cleveland, Ohio	1.255
Pie and pastry:		Chicago, Ill.	.647	Philadelphia, Pa.	1.247
Rock Island (Ill.) district 1	.900	Toledo, Ohio	.641	Worcester, Mass.	1.133
New York, N. Y.	.843	Spokane, Wash.	.630	Baltimore, Md.	1.145
Boston, Mass.	.776	Buffalo, N. Y.	.625	Pittsburgh, Pa.	1.126
Los Angeles, Calif.	.722	Los Angeles, Calif.	.619	Springfield, Mass.	1.099
St. Paul, Minn.	.713	Memphis, Tenn.	.611	Providence, R. I.	1.088
Average for all cities	.655	Minneapolis, Minn.	.605	Denver, Colo.	.991
Detroit, Mich.	.636	Portland, Oreg.	.599	Milwaukee, Wis.	.921
Chicago, Ill.	.606	Des Moines, Iowa.	.598	St. Louis, Mo.	.921
Cleveland, Ohio.	.585	Atlanta, Ga.	.586	Kansas City, Mo.	.898
Philadelphia, Pa.	.584	Seattle, Wash.	.561	Minneapolis, Minn.	.862
Toledo, Ohio.	.575	Denver, Colo.	.539	Youngstown, Ohio.	.839
Buffalo, N. Y.	.574	Nashville, Tenn.	.515	Other specialized baking: ²	
Duluth, Minn.	.531	Birmingham, Ala.	.480	Detroit, Mich.	1.095
Baltimore, Md.	.458	Wichita, Kans.	.467	San Francisco, Calif.	1.072
Pittsburgh, Pa.	.415	Scranton, Pa.	.436	Chicago, Ill.	1.056
Cracker and cookie:		Hebrew baking:		Buffalo, N. Y.	1.033
San Francisco, Calif.	.765	Newark, N. J.	1.598	New York, N. Y.	1.013
Duluth, Minn.	.751	Los Angeles, Calif.	1.522	Average for all cities	.898
New York, N. Y.	.749	New York, N. Y.	1.467	Cleveland, Ohio.	.917
Detroit, Mich.	.709	Average for all cities	1.404	Philadelphia, Pa.	.834
Dayton, Ohio.	.704	Boston, Mass.	1.390	Los Angeles, Calif.	.774
		Chicago, Ill.	1.327	Providence, R. I.	.698
				Tampa, Fla.	.579

¹ Includes Rock Island and Moline, Ill., and Davenport, Iowa.

² Includes hand shops—not separable.

³ French, Polish, Bohemian, Scandinavian, Spanish, Italian, etc.

⁴ Includes Hebrew bakeries—not separable.

Union Scales of Wages and Hours, by City

Table 9 lists the union scales of wages and hours in effect on July 1, 1943, and June 1, 1942, by type of baking and by occupation, in each of the cities covered by the survey.

It will be noted that frequently there are two or more union rates for the same occupation in the same city. This may be attributed to one union having different agreements with different employers, to two or more unions having different scales, or to both situations. Where more than one union rate is in effect, all are listed, the letters A, B, C, etc., indicating the different agreements. The sequence of the letters is not intended to indicate the relative importance of the agreements or quotations so designated.

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Atlanta, Ga.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers, ovenmen, doughnut-machine operators.....	\$0.920	40	\$0.900	40
Checkers.....	.895	40	.875	40
Mixers, helpers, dividers, molders, wrapping-machine operators.....	.770	40	.750	40
Bench hands.....	.720	40	.700	40
Selectors.....	.670	40	.650	40
Pan greasers.....	.645	40	.625	40
Packers, machine catchers, twisters, panners, molders, oven loaders, dumpers.....	.620	40	.600	40
Females:				
Starting rate.....	.470	40	.450	40
Icers, wrappers.....	.520	40	.500	40
Agreement B:				
Mixers.....	.600	40	-----	-----
Ovenmen; cuttermen (dividers and scalers).....	.450	40	-----	-----
Wrapping-machine operators.....	.425	40	-----	-----
Wrapping hands, enrobermen, squeeze-bag men, icers, dumpers.....	.400	40	-----	-----
Packers or general helpers (male and female).....	.380	40	-----	-----
Agreement C:				
Bread department:				
Foremen.....	1.000	40	1.000	40
Dough mixers, ovenmen, dumpers.....	.825	40	.825	40
Dividers.....	.775	40	.775	40
Benchmen, rolling-machine men, moldermen.....	.750	40	.750	40
Bread-wrapping-machine operators.....	.725	40	.725	40
Bun-wrapping-machine operators.....	.650	40	.650	40
Bread rackers, oven helpers, pan greasers, wrapping-machine helpers.....	.500	40	.500	40
Bun-wrapping-machine helpers.....	.480	40	.480	40
Bun trays, hand wrappers.....	.450	40	.450	40
Cake department:				
Foremen.....	.900	40	.900	40
Mixers, ovenmen.....	.800	40	.800	40
Benchmen.....	.770	40	.770	40
Scaling-machine operators.....	.600	40	.600	40
Foreladies.....	.575	40	.575	40
Supervisors, female.....	.520	40	.520	40
Wrapping-machine operators.....	.500	40	.500	40
Icers, checkers, wrappers, cutters.....	.475	40	.475	40
Pan rackers, packers.....	.450	40	.450	40
Pan greasers, cake dumpers.....	.400	40	.350	40
Shipping department:				
Shipping clerks.....	.825	40	.825	40
Checkers.....	.650	40	.650	40
Agreement D:				
Bread department:				
Foremen.....	1.000	40	1.000	40
Dough mixers, head ovenmen.....	.800	40	.800	40
Ovenmen.....	.750	40	.750	40
Dividers, molders, bench hands.....	.725	40	.725	40
Roll-machine operators.....	.700	40	.700	40
Wrapping-machine operators.....	.675	40	.675	40
Oven loaders, dumpers.....	.600	40	.600	40
Mixers' helpers, set-off men, bread wrappers' helpers, pan greasers.....	.550	40	.550	40
Hand wrappers.....	.500	40	.500	40
Shipping department:				
Shipping clerks.....	.825	40	.825	40
Checkers.....	.700	40	.700	40
Cake department:				
Foremen.....	.945	40	.945	40
Mixers, ovenmen.....	.750	40	.750	40
Foremen (icing).....	.700	40	.700	40
Enrobermen.....	.650	40	.650	40
Wrapping-machine operators, order boys.....	.625	40	.625	40
Scaling-machine operators.....	.600	40	.600	40
Scaling-machine helpers.....	.525	40	.525	40
Dumpers, pan greasers.....	.520	40	.520	40
All female help.....	.475	40	.475	40
Shipping department:				
Shipping clerks.....	.800	40	.800	40
Checkers.....	.550	40	.550	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Atlanta, Ga.—Continued				
Cake only—Machine shops:				
Mixers.....	\$0.550	40		
Wrappers.....	.450	40		
General helpers.....	.400	40		
Crackers and cookies:				
Sponge:				
Head bakers.....	.965	40	\$0.945	40
Machine captains.....	.935	40	.915	40
Mixers.....	.895	40	.875	40
Bakers.....	.865	40	.845	40
Rollermen.....	.825	40	.805	40
Sweet:				
Head mixers.....	.945	40	.925	40
Bakers.....	.865	40	.845	40
Mixers.....	.815	40	.795	40
Ovenmen.....	.745	40	.725	40
Dough feeders.....	.695	40	.675	40
Pan cleaners, feeders.....	.645	40	.625	40
Icing:				
Head mixers.....	.845	40	.825	40
Mixers' helpers.....	.795	40	.775	40
Females:				
Supervisors.....	.645	40	.625	40
All others.....	.545	40	.525	40
Packing:				
Supervisors.....	.795	40	.775	40
Wrapping-machine operators.....	.695	40	.675	40
Female employees:				
Supervisors.....	.645	40	.625	40
Tally clerks.....	.625	40	.605	40
Sponge packers.....	.565	40	.545	40
Bundlers, sealers, weighers.....	.565	40	.535	40
Wrapping-machine operators, formers, and stitchers.....	.545	40	.525	40
Weighers and closers.....	.535	40	.515	40
Shipping:				
Supervisors.....	.795	40	.775	40
Assemblers.....	.745	40	.725	40
Clerks.....	.670	40	.650	40
Beginning rate—Males.....	.550	40	.450	40
Beginning rate—Females.....	.450	40	.400	40
Baltimore, Md.				
Bread and cake—Machine shops:				
Bread department:				
Mixers.....	.850	40	.850	40
Bench hands, ingredient sealers.....	.825	40	.825	40
Oven operators.....	.800	40	.800	40
Divider operators, molder operators.....	.725	40	.725	40
Bread wrappers.....	.675	40	.675	40
Dumpers, oven helpers.....	.650	40	.650	40
Oven feeders.....	.625	40	.625	40
Mixers' helpers, bread packers.....	.600	40	.600	40
Bakery helpers, male; flour blenders; pan greasers; pan rackers.....	.550	40	.550	40
Bakery helpers, female.....	.425	40	.425	40
Cake and sweet department:				
Mixers.....	.850	40	.850	40
Ingredient mixers.....	.825	40		
Ovenmen, first-class.....	.800	40	.800	40
Ovenmen, second-class.....	.750	40	.750	40
Decorators, packers.....	.725	40	.725	40
Dividers (depositor operators), icing mixers, utilitymen.....	.700	40	.700	40
Cookie mixers.....	.650	40	.650	40
Oven feeders.....	.600	40	.600	40
Bakery help, flour blenders, pan greasers.....	.550	40	.550	40
Wrappers or icers, female; bakers' helpers.....	.450	40	.450	40
Bread only—Machine shops:				
Oven operators, dough mixers, shipping clerks.....	.800	40	.800	40
Dividers, molders, doughnut-machine operators, wrapping-machine operators, all-round bench hands.....	.750	40	.750	40
Ingredient sealers, oven feeders, oven dumpers, mixers' helpers, stock clerks, doughnut-room men.....	.700	40	.700	40
Pan greasers, rackers, or washers; flour handlers; chute packers; bread rackers; selectors; order packers; molders' helpers.....	.650	40	.650	40
Female help.....	.600	40	.450	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Baltimore Md.—Continued				
Cake only—Machine shops:				
Foremen.....	\$0.950	40	\$0.950	40
Second hands.....	.750	40	.750	40
Mixers.....	.575	40	.575	40
Wrapper foreladies.....	.425	40	.425	40
Wrappers.....	.400	40	.400	40
Doughnuts:				
Enrobbers—Mixers or operators.....	.600	40	.550	40
Helpers, male.....	.500	40	.450	40
Helpers, female.....	.400	40	.350	40
Hebrew baking:				
Agreement A:				
Ovenmen.....	1.333	45	1.333	45
Second hands.....	1.267	45	1.267	45
Agreement B:				
Dough mixers.....	.792	48	.792	48
Journeyman bakers.....	.688	48	.688	48
Helpers.....	.563	48	.563	48
Binghamton, N. Y.				
Bread and cake—Machine shops:				
Bread department:				
Utilitymen.....	.850	40	.825	40
Tray ovenmen.....	.805	40	.760	40
Mixers.....	.800	40	.750	40
Traveling-oven feeders and dumpers, molders, checkers.....	.770	40	.725	40
Dividers.....	.750	40	.700	40
Oven firemen.....	.750	40	.675	40
Roll dividers.....	.750	40	.650	40
Bench hands.....	.745	40	.700	40
Ingredient scalars.....	.720	40	.675	40
Flour handlers.....	.700	40	.650	40
Wrappers, pan rackers.....	.670	40	.625	40
Mixers' helpers, cooler pick-up men.....	.650	40	.600	40
Oven helpers, machine helpers, pan greasers.....	.600	40	.575	40
Female help.....	.475	40	.413	40
Cake and cruller department:				
Mixers.....	.800	40	.750	40
Icing mixers.....	.750	40	.700	40
Scalars.....	.725	40	.650	40
Cruller-box makers, male.....	.720	40	.675	40
Helpers.....	.600	40	.500	40
Shipping department:				
Packers.....	.700	40	.650	40
Loaders.....	.700	40	.600	40
Birmingham, Ala.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	.750	40	.700	40
Ovenmen.....	.625	40	.675	40
Head benchmen.....	.600	40	.500	40
Rolling-machine operators (rate A).....	.600	40	.550	40
Dividers and molders.....	.575	40	.525	40
Rolling machine operators (rate B), utilitymen, benchmen.....	.550	40	.500	40
Oven helpers, bake-shop helpers, machine wrappers.....	.475	40	.450	40
Pan greasers.....	.425	40		
Shipping helpers.....	.425	40	.400	40
Agreement B:				
Bread department:				
Mixers.....	.885	40	.885	40
Ingredient scalars.....	.810	40	.810	40
Dividers, ovenmen.....	.785	40	.785	40
Molders.....	.710	40	.710	40
Feeders, dumpers, wrapping-machine operators.....	.635	40	.635	40
Helpers:				
Under 3 months.....	.485	40	.485	40
Thereafter.....	.585	40	.585	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Birmingham, Ala.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement B—Continued.				
Cake department:				
Head mixers.....	\$0.960	40	\$0.960	40
Mixers.....	.885	40	.885	40
Ovenmen.....	.785	40	.785	40
Icing mixers.....	.760	40	.760	40
Ingredient scalers.....	.735	40	.735	40
Dividermen.....	.720	40	.720	40
Sugar grinders.....	.635	40	.635	40
Oven dumpers.....	.610	40	.610	40
Head icers.....	.550	40	.550	40
Flour dumpers.....	.535	40	.535	40
Bake-shop helpers:				
Under 3 months.....	.485	40		
Thereafter.....	.585	40	.585	40
Icers and wrappers:				
Under 3 months.....	.355	40		
Thereafter.....	.455	40	.455	40
Shipping department:				
Checkers, order fillers.....	.610	40	.610	40
Packers.....	.585	40	.585	40
Agreement C:				
Bread department:				
Head mixers.....	.885	40	.885	40
Head ovenmen.....	.850	40	.850	40
Head benchmen, head machinemen.....	.820	40	.820	40
Mixers.....	.785	40	.785	40
Ovenmen.....	.760	40	.760	40
Head wrappers.....	.740	40	.740	40
Benchmen, machinemen.....	.730	40	.730	40
Second wrappers.....	.650	40	.650	40
Bake-shop helpers.....	.585	40	.585	40
Wrapping helpers.....	.510	40	.510	40
Pan greasers.....	.500	40	.500	40
Cake department:				
Head ovenmen, mixers.....	.730	40	.730	40
Mixers' helpers.....	.680	40	.680	40
Ovenmen.....	.650	40	.650	40
Scalers, dumpers, stock clerks.....	.585	40	.585	40
Pan greasers, day stock checkers.....	.500	40	.500	40
Icers, wrappers.....	.455	40	.455	40
Shipping department:				
Shippers.....	.610	40	.610	40
Packers:				
Rate A.....	.585	40	.585	40
Rate B.....	.400	40		
Bread only—Machine shops:				
Mixers.....	.885	40	.885	40
Dividermen, ovenmen.....	.785	40	.785	40
Molders.....	.710	40	.710	40
Machine wrappers, second ovenmen.....	.635	40	.635	40
Packers, checkers.....	.610	40	.610	40
Helpers.....	.585	40	.585	40
Slicer feeders.....	.510	40	.510	40
Crackers and cookies:				
Machine operators.....	.700	40	.630	40
Head mixers.....	.680	40	.630	40
Mixers.....	.600	40		
Sponge peelers, head marshmallow mixers.....	.600	40	.550	40
Sponge-oven bakers.....	.600	40	.625	40
Marshmallow mixers.....	.550	40		
Machine feeders; sweet-oven bakers; stackers; checkers, male; wrapping-machine operators.....	.550	40	.500	40
Traymen.....	.530	40		
Mixers' helpers, sponge- or sweet-oven helpers, dough rollers, icing mixers, syrup cookers, issue clerks, sponge peelers (first 6 months).....	.530	40	.480	40
Tray and pan dumpers.....	.480	40		
Sponge packers, sample girls, large-carton makers, large-wafer-machine operators, cold-room packers, checkers, traymen.....	.480	40	.430	40
Stock-room helpers.....	.480	40	.450	40
General or machine helpers, male; icing mixers' helpers; shipping helpers.....	.450	40	.450	40
Packers and bundlers.....	.430	40	.430	40
Stacker learners; helpers, female; caddy and carton makers.....	.400	40	.400	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Boston, Mass.				
Bread and cake—Hand shops:				
Agreement A:				
Foremen, night.....	\$1.068	44	\$1.068	44
Mixers.....	.886	44	.886	44
Assistant foremen, assistant mixers, assistant ovenmen.....	.818	44	.818	44
Benchmen.....	.750	44	.750	44
Shippers.....	.773	44	.773	44
Agreement B:				
Dough mixers.....	.958	48	.875	48
Ovenmen, bench hands.....	.750	48	.667	48
Molders, divider operators, filling cooks.....	.646	48	.563	48
Bakers' helpers, wrapping-machine operators, shippers.....	.604	48	.521	48
Helpers, female.....	.500	48	.417	48
Agreement C:				
Foremen.....	.938	48	.938	48
Mixers, finishers.....	.833	48	.833	48
Benchmen.....	.771	48	.771	48
Cake bakers, ovenmen, doughnutmen.....	.729	48	.729	48
Fleem.....	.688	48	.688	48
Helpers.....	.563	48	.563	48
Wrappers, female.....	.521	48	.521	48
Shippers.....	.667	48	.667	48
Agreement D:				
Foremen.....	.938	48	.875	48
Ovenmen, dough mixers.....	.792	48	.729	48
Benchmen.....	.729	48	.667	48
Frosters.....	.458	48	.417	48
Agreement E:¹				
Mixers, cake decorators.....	.909	44	.841	48
Head benchmen.....	.886	44	.864	48
Ovenmen, cake.....	.841	44	.727	48
Ovenmen, bread and pies.....	.841	44	.773	48
Frosting makers.....	.795	44	.682	48
Filling cooks.....	.750	44	.614	48
Benchmen.....	.727	44	.682	48
Assistant cake decorators.....	.636	44	.500	48
Floorladies.....	.568	44	.568	48
Helpers.....	.545	44	.545	48
Cleaners, greasers, machine bread wrappers.....	.545	44	.523	48
Frosters.....	.477	44	.455	48
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.070	40	.995	40
Dividemen.....	.950	40	.875	40
Mixers' helpers, ingredient scalers, moldermen, oven feeders.....	.900	40	.825	40
Flour blenders, wrappers.....	.865	40	.790	40
Molders' helpers, rackers, pan greasers, packers.....	.815	40	.740	40
Agreement B:				
Mixers.....	1.013	40	.938	40
Machinemen, dividers, molder operators, ovenmen.....	.925	40	.850	40
Mixers' helpers, ingredient scalers, ovenmen's helpers, oven firemen.....	.888	40	.813	40
Benchmen.....	.878	40	.803	40
Bakery helpers, pan greasers.....	.818	40	.743	40
Slicing-machine operators, packers, wrappers, checkers, rackers:				
First year.....	.738	40	.663	40
2 to 5 years.....	.825	40	.740	40
5 years and over.....	.850	40	.775	40
Bread only—Machine shops:				
Mixers.....	1.000	40	.885	40
Divider operators.....	.900	40	.780	40
Mixers' helpers.....	.870	40	.830	40
Molder operators.....	.860	40	.789	40
Wrapping-machine operators.....	.830	40	.780	40
Benchmen, ovenmen.....	.820	40	.780	40
Benchwomen.....	.820	40		
Rackers or helpers.....	.780	40	.725	40
Bakery helpers.....	.780	40		
Wrapping-machine helpers.....	.715	40	.675	40
Packers.....	.680	40	.600	40
Stockmen, flour dumpers.....	.650	40		
Strippers, baggers.....	.600	40	.600	40

¹ Work 44 hours per week from June 15 to August 31, and 48 hours per week from September 1 to June 14.

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Boston, Mass.—Continued				
Cake only—Machine shops:				
Agreement A:				
Mixers.....	\$0.925	40	\$0.925	40
Ovenmen.....	.900	40	.900	40
Scalers.....	.835	40	.835	40
Ingredient scalers.....	.830	40	.830	40
Helpers:				
1 to 4 months.....	.600	40	.600	40
After 4 months.....	.700	40	.700	40
Table heads.....	.620	40	.620	40
Packers, icers, wrappers:				
1 to 4 months.....	.440	40	.440	40
After 4 months.....	.520	40	.520	40
Agreement B:				
Mixers (cake and icing).....	.925	40	.850	40
Ovenmen.....	.900	40	.800	40
Ingredient scalers.....	.830	40	.700	40
Helpers, first-class.....	.750	40	.650	40
General helpers.....	.700	40	.570	40
Table heads.....	.620	40	.....	.....
Female employees (after 4 months).....	.520	40	.450	40
Shippers.....	.730	40	.680	40
Pie and pastry:				
Agreement A:				
Foremen.....	.917	48	.917	48
Ovenmen.....	.750	48	.750	48
Bench hands.....	.708	48	.708	48
Frosters.....	.583	48	.583	48
Bakery helpers.....	.479	48	.479	48
Agreement B:				
Ovenmen.....	.900	40	.825	40
Dough mixers, soft-pie ovenmen.....	.888	40	.813	40
Flour handlers.....	.838	40	.763	40
Helpers.....	.763	40	.688	40
Hebrew baking:				
Foremen.....	1.536	48	1.458	48
Second hands.....	1.415	48	1.354	48
Third hands.....	1.294	48	1.250	48
Crackers and cookies:				
Machine captains.....	.865	40	.865	40
Peelers.....	.894	40	.815	40
Mixers, bakers.....	.870	40	.795	40
Mixers' helpers (sponge).....	.845	40	.....	.....
Rollermen.....	.840	40	.765	40
Oven firemen.....	.790	40	.765	40
Oil-burner operators.....	.790	40	.740	40
Wax-wrapping-machine operators.....	.790	40	.....	.....
Trough pullers.....	.785	40	.735	40
Utilitymen.....	.775	40	.725	40
Bakers' helpers.....	.745	40	.695	40
Boardmen.....	.730	40	.680	40
Edgers.....	.705	40	.655	40
Flour-bag cleaners.....	.680	40	.630	40
Utility floormen.....	.675	40	.597	40
Sponge floormen.....	.675	40	.....	.....
Supervisors—Packing department.....	.635	40	.595	40
Carton formers.....	.590	40	.550	40
Sponge packers, female.....	.570	40	.530	40
Caddy stitchers.....	.570	40	.....	.....
Wax-wrapping-machine feeders, handlers of broken and rejected crackers, bundlers and labelers.....	.560	40	.520	40
Dog-food department:				
Machine captains.....	.865	40	.815	40
Mixers.....	.865	40	.790	40
Bakers.....	.840	40	.790	40
Reliefmen.....	.835	40	.785	40
Dough feeders.....	.790	40	.765	40
Bakers' helpers.....	.745	40	.....	.....
Packing floormen, coopers, mixers' helpers.....	.740	40	.715	40
Pan feeders.....	.705	40	.680	40
Kibblers.....	.675	40	.....	.....
Packers.....	.560	40	.....	.....

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Boston, Mass.—Continued				
Crackers and cookies—Continued.				
Shipping department:				
Night shippers.....	\$0. 865	40	\$0. 825	40
Car checkers.....	. 830	40	. 790	40
Head car loaders.....	. 805	40	. 765	40
Assemblers, car assemblers, shippers, receivers.....	. 780	40	. 740	40
Car loaders.....	. 765	40	. 725	40
Stock clerks.....	. 745	40	. 705	40
Stockmen.....	. 695	40	. 655	40
Buffalo, N. Y.				
Bread and cake—Hand shops: ²				
Agreement A:				
Day—				
Oven hands, mixers.....	. 947	3 48		
Bench hands.....	. 909	3 48		
Helpers.....	. 681	3 48		
Night—				
Oven hands, mixers.....	. 987	3 48		
Bench hands.....	. 949	3 48		
Helpers.....	. 722	3 48		
Agreement B:				
Day—				
Oven hands, mixers.....	. 947	3 48	. 875	48
Bench hands.....	. 909	3 48	. 833	48
Night—				
Oven hands, mixers.....	. 987	3 48	. 917	48
Bench hands.....	. 949	3 48	. 875	48
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1. 100	4 48	1. 100	40
Oven hands, mixers.....	1. 050	4 48	1. 050	40
Bench hands.....	1. 000	4 48	1. 000	40
Scalers, machine operators.....	. 925	4 48	. 925	40
Ingredientmen.....	. 875	4 48	. 875	40
Oven dumpers.....	. 800	4 48	. 800	40
Helpers, pan greasers, packers, checkers, flour dumpers, flour blenders.....	. 750	4 48	. 750	40
Bread stackers, pan stackers.....	. 725	4 48	. 725	40
Female icers or wrappers.....	. 575	4 48	. 575	40
Agreement B:				
Mixers, cake decorators.....	1. 000	40	. 925	40
Ovenmen, fried-cake-machine operators.....	. 950	40	. 875	40
Dividermen, bench hands.....	. 930	40	. 855	40
Moldermen.....	. 900	40	. 825	40
Receiving department foremen.....	. 884	40	. 809	42
Mixers' helpers, doughnut friers.....	. 850	40	. 775	40
Receiving department helpers.....	. 831	40	. 756	42
Wrapping-machine operators.....	. 830	40	. 755	40
Packers, cookie-machine operators, oven helpers, flour sifters, flour blenders.....	. 800	40	. 725	40
Bake-shop helpers, flour sifters' and blenders' helpers, washing-machine operators.....	. 750	40	. 675	40
Coolermen, fried-cake coolers.....	. 700	40	. 625	40
Female icers, packers, and wrappers.....	. 570	40	. 495	40
Agreement C:				
Foremen, bread.....	1. 073	40	1. 013	40
Foremen, wrapping-machine.....	1. 073	40	. 950	40
Foremen, cake.....	1. 025	40	. 975	40
Mixers, bread.....	. 960	40	. 900	40
Mixers, cake.....	. 950	40	. 900	40
Assemblymen, traveling-oven men.....	. 910	40	. 850	40
Cake assemblymen, cake traveling-oven men.....	. 900	40	. 850	40
Dividermen, bench hands.....	. 890	40	. 830	40
Scalers, cake.....	. 880	40	. 830	40
Machinemen, moldermen.....	. 860	40	. 800	40
Fried-cake-machine men.....	. 825	40	. 775	40
Wrapping-machine operators, bread.....	. 785	40	. 725	40
Wrapping-machine operators, cake.....	. 775	40	. 725	40
Bench and oven helpers, checkers.....	. 760	40	. 700	40
Oven helpers.....	. 750	40	. 700	40

² Includes some small machine shops.³ Time and one-half after 44 hours.⁴ Time and one-half after 40 hours.

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Buffalo, N. Y.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement C—Continued.				
Wrapping and slicing helpers, flour handlers, utilitymen, packers, coolermen	\$0. 735	40	\$0. 675	40
Pan greasers, bread	. 710	40	. 650	40
Pan greasers, cake	. 700	40	. 650	40
Pie-machine boys	. 650	40	. 600	40
Icers, packers, wrappers, pie-machine operators	. 530	40	. 500	40
Female employees:				
Cake assemblers	. 800	40		
Dividers	. 790	40		
Foreladies, cake	. 755	40	. 705	40
Wrapping-machine operators	. 685	40		
Bench helpers or pan greasers	. 660	40		
Oven helpers	. 610	40		
Cake decorators	. 550	40	. 500	40
Agreement D:				
Foremen, working	1. 073	40	1. 013	40
Mixers	. 960	40	. 900	40
Ovenmen, assemblymen	. 910	40	. 850	40
Dividers, bench hands	. 890	40	. 830	40
Machinemen moldermen	. 860	40	. 800	40
Mixers' helpers	. 810	40	. 750	40
Assembly helpers	. 785	40		
Bench helpers, oven feeders, oven dumpers, wrapping-machine operators, checkers	. 760	40	. 700	40
Wrapping-machine helpers; flour handlers; packers, male; coolermen	. 735	40	. 675	40
Machine hand helpers, pan greasers	. 710	40	. 650	40
Female packers, icers, and wrappers	. 610	40	. 500	40
Cake only—Machine shops:				
Agreement A:				
Mixers	. 825	40	. 770	40
Ovenmen	. 800	40	. 750	40
Depositors	. 800	40	. 755	40
Bench hands, assemblymen	. 750	40	. 700	40
Shipping-room foremen, bakery helpers	. 725	40	. 675	40
Wrapping-machine operators	. 700	40		
Miscellaneous male help	. 675	40	. 625	40
Foreladies	. 575	40	. 500	40
Miscellaneous female help	. 500	40	. 450	40
Agreement B:				
Mixers	. 875	40	. 825	40
Mixers, rollette; depositors, scaling-machine	. 825	40	. 775	40
Ovenmen	. 800	40	. 750	40
Icing mixers	. 750	40	. 700	40
Helpers, jam cookers	. 725	40	. 675	40
Foreladies	. 625	40	. 575	40
Icers, packers, wrappers	. 510	40	. 460	40
Pie and pastry:				
Doughnuts:				
Machine operators	. 715	40	. 715	40
Packers or wrappers, female	. 535	40	. 535	40
Pie:				
Cookers, foremen	. 750	48	. 708	48
Ovenmen	. 729	48	. 625	48
Bakers, mixers	. 708	48	. 625	48
Friers	. 708	48	. 604	48
General helpers	. 563	48	. 458	48
Female employees	. 458	48	. 375	48
Hebrew and Polish baking:				
Day—				
First hands	1. 050	40	1. 000	40
Second hands	. 950	40	. 900	40
Night—				
First hands	1. 100	40	1. 050	40
Second hands	1. 000	40	. 950	40
Crackers and cookies:				
Agreement A:				
Mixing department:				
Head mixers	. 945	40	. 925	40
Sponge mixers	. 895	40	. 875	40
Sponge mixers' helpers	. 835	40	. 815	40
Flour dumpers	. 775	40	. 755	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Buffalo, N. Y.—Continued				
Crackers and cookies—Continued.				
Agreement A—Continued.				
Baking department:				
Machine captains.....	\$0.935	40	\$0.915	40
Peelers.....	.895	40	.875	40
Bakers, traveling- and peel-oven.....	.865	40	.845	40
Cuttermen.....	.845	40	.825	40
Sponge rollermen.....	.835	40	.815	40
Sponge drawmen.....	.795	40	.775	40
Baking clerks, oven firemen, graham ovenmen feeders.....	.765	40	.745	40
Pan dumpers.....	.725	40	.705	40
Stackers, pan feeders, pan greasers.....	.715	40	.695	40
Ritz baking:				
Machine captains.....	.875	40	.855	40
Mixers, rollermen.....	.775	40	.755	40
Mixers' helpers.....	.745	40	.725	40
Spray-machine operators, oven feeders and takers-out.....	.715	40	.695	40
Cone department:				
Assistant foremen.....	.895	40	.875	40
Mixers.....	.775	40	.755	40
Supervisors, clerks.....	.695	40	.675	40
Miscellaneous baking and packing workers.....	.645	40	.625	40
Icing department:				
Head mixers.....	.925	40	.845	40
Mixers.....	.875	40	.795	40
Machinemen, mixers' helpers.....	.815	40	.725	40
Machine set-up men.....	.795	40	.775	40
Supervisors.....	.655	40	.635	40
Clerks.....	.605	40	.585	40
Machine operators.....	.575	40	.555	40
Packers, feeders, handlers.....	.565	40	.545	40
Assembly department:				
Division heads.....	.785	40	.765	40
Assemblymen.....	.765	40	.745	40
Clerks.....	.745	40	.725	40
Packing department:				
Checkers, truckers.....	.715	40	.695	40
Supervisors, repack girls.....	.665	40	.645	40
Sponge packers, tally clerks.....	.615	40	.595	40
Hand bundlers; carton formers, machine.....	.575	40	.555	40
Sweet packers; scalers and weighers; carton closers; filling-machine operators; carton formers, hand; "Q" formers and stitchers; machine operators.....	.565	40	.545	40
Agreement B:				
Mixing department:				
Head mixers.....	.890	40	.890	40
Sponge mixers.....	.810	40	.810	40
Sweet mixers.....	.780	40	.780	40
Mixers' helpers.....	.750	40	.750	40
Flour dumpers.....	.660	40	.660	40
Baking department:				
Machine captains.....	.880	40	.880	40
Peelers.....	.840	40	.840	40
Reel-oven bakers.....	.810	40	.810	40
Cuttermen.....	.790	40	.790	40
Sponge rollermen.....	.780	40	.780	40
Reel-oven take-out men, sponge drawmen, traveling-oven unloaders.....	.740	40	.740	40
Traveling-oven loaders.....	.690	40	.690	40
Pan feeders, pan greasers, general helpers.....	.660	40	.660	40
Towermen.....	.570	40	.570	40
Stackers, female.....	.560	40	.560	40
Scrap girls.....	.510	40	.510	40
Icing and Cello-bag department:				
Head mixers (icing).....	.810	40	.810	40
Machine set-up men.....	.740	40	.740	40
Icing mixers' helpers, paper cutters.....	.720	40	.720	40
Machinemen.....	.690	40	.690	40
General helpers, male; checkers and truckers.....	.660	40	.660	40
Supervisors, female.....	.610	40	.610	40
Packers or feeders, female.....	.510	40	.510	40
General helpers, female.....	.470	40	.470	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Buffalo, N. Y.—Continued				
Crackers and cookies—Continued.				
Agreement B—Continued.				
Packing department:				
Checkers, truckers	\$0.660	40	\$0.660	40
Supervisors .....	.610	40	.610	40
Sponge packers .....	.560	40	.560	40
Hand bundlers, carton former (machine and table) .....	.520	40	.520	40
Sweet packers; carton formers, hand; "Q" formers; cover stickers; repack girls; breakage girls .....	.510	40	.510	40
General workers .....	.470	40	.470	40
Butte, Mont.				
Bread and cake—Hand shops:				
Foremen	1.091	44	1.091	44
Journeymen	1.045	44	1.045	44
Wrappers, female .....	.500	44	.500	44
Bread and cake—Machine shops:				
Foremen, dough mixers	1.226	42	1.226	42
Ovenmen	1.190	42	1.190	42
Bench hands	1.095	42	1.095	42
Wrappers, male .....	.670	44	.670	44
Wrappers, female .....	.500	44	.500	44
Charlotte, N. C.				
Bread and cake—Machine shops:				
Bread department:				
Foremen	1.125	40		
Ovenmen .....	.800	40		
Mixers .....	.775	40		
Dividers, wrappers .....	.750	40		
Molders .....	.700	40		
Twisters, panners, flour dumpers .....	.625	40		
Pan greasers .....	.575	40		
Oven loaders, dumpers, rackers, bread packers .....	.550	40		
Wrapping-machine catchers .....	.500	40		
Cake department:				
Foremen	1.125	40		
Doughnut-machine operators, ovenmen .....	.800	40		
Mixers .....	.775	40		
Wrapping-machine operators .....	.750	40		
Scalers .....	.725	40		
Dumpers, rackers, pan greasers .....	.500	40		
Female icers, wrappers, or packers .....	.450	40		
Shipping department:				
Foremen	1.125	40		
Packers .....	.625	40		
Chicago, Ill.				
Bread and cake—Hand shops:				
Agreement A:				
Retail:				
First hands .....	.979	48	.979	48
Second hands .....	.938	48	.938	48
Wholesale:				
First hands, mixers, ovenmen, spongers	1.075	40	.975	40
Second hands, bench hands	1.025	40	.925	40
Agreement B:				
First hands, spongers, ovenmen	1.000	48	1.000	48
Second hands .....	.900	48	.900	48
Third hands .....	.800	48	.800	48
Bread and cake—Machine shops:				
Bread only:				
Foremen	1.125	40	1.025	40
Mixers, ingredient scalers	1.020	40	.920	40
Ovenmen, dividermen .....	.970	40	.870	40
Traveling-oven dumpers or feeders, bench hands, moldermen, dough dumpers, soft-roll scaling-machine men .....	.920	40	.820	40
Bake-shop helpers .....	.810	40	.700	40
Cake only:				
Agreement A:				
Foremen	1.125	40	1.025	40
Mixers	1.020	40	.920	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Chicago, Ill.—Continued				
Bread and cake—Machine shops—Continued.				
Cake only—Continued.				
Agreement A—Continued.				
Cake and yeast oven receivers, cookie-machine operators, scalars.....	\$0.970	40	\$0.820	40
Bench hands.....	.920	40	.820	40
Roll-machine operators, receiving clerks.....	.920	40	.770	40
Bake-shop helpers.....	.810	40	.720	40
General helpers.....	.700	40	.650	40
Female employees:				
Foreladies.....	.750	40	.650	40
Icers.....	.650	40	.550	40
Dough handlers, machine operators.....	.600	40	.500	40
Wrappers, packers, box makers, cookie packers, labelers, miscellaneous workers:				
1 to 12 months.....	.500	40	.430	40
After 1 year.....	.550	40	.500	40
Agreement B:				
Mixers, ovenmen, first scalars, head cookers.....	.860	40	.860	40
Ingredientmen, stockmen, benchmen.....	.800	40	.800	40
Helpers, second scalars.....	.720	40	.720	40
Dumpers, truckers.....	.650	40	.650	40
Wrapping-machine feeders, pie-machine crew.....	.520	40	.520	40
Female employees:				
1 to 6 months.....	.430	40	.430	40
7 to 12 months.....	.450	40	.450	40
1 to 5 years.....	.500	40	.500	40
After 5 years.....	.520	40	.520	40
Pie and pastry:				
Ingredientmen, ovenmen, cooks, dough mixers.....	.850	40	.800	40
Dough breakers, fruit servicemen, male helpers.....	.650	40	.600	40
Pie-machine operators.....	.570	40	.520	40
Toppers; wrappers; cream-pie fillers; cake icers; fruit cleaners; female helpers; plate washers, sorters, or inspectors.....	.510	40	.460	40
Hebrew baking:				
Foremen, first hands.....	1.385	48	1.292	48
Second hands.....	1.323	48	1.229	48
Third hands.....	1.094	48	1.000	48
Bohemian baking:				
Small shops:				
First hands.....	1.042	48	1.042	48
Second hands.....	.979	48	.979	48
Large shops:				
First hands.....	1.250	40	1.250	40
Second hands.....	1.175	40	1.175	40
Italian and Greek baking:				
Hand shops:				
First-class bakers:				
Rate A.....	.786	48	.786	48
Rate B.....	.766	48	.766	48
Second-class bakers:				
Rate A.....	.730	48	.730	48
Rate B.....	.709	48	.709	48
Machine shops:				
First-class bakers.....	.919	40	.919	40
Second-class bakers.....	.851	40	.851	40
Polish baking:				
South Side:				
Foremen, spongers.....	1.188	48	1.063	48
Second hands.....	1.063	48	.938	48
North Side:				
Retail:				
Day—				
Foremen, spongers.....	1.063	48	1.063	48
Second hands.....	.938	48	.938	48
Night—				
Foremen, spongers.....	1.263	48	1.263	48
Second hands.....	1.138	48	1.138	48
Wholesale:				
Day—				
Foremen, spongers.....	1.125	48	1.125	32
Second hands.....	1.000	48	1.000	32
Night—				
Foremen, spongers.....	1.325	48	1.325	32
Second hands.....	1.200	48	1.200	32

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Chicago, Ill.—Continued				
Crackers and cookies:				
Agreement A:				
Mixing room:				
Mixers.....	\$0.970	40	\$0.870	40
Raw-material scalers.....	.950	40	.850	40
Mixers' helpers.....	.850	40	.750	40
Flour dumpers.....	.750	40	.650	40
Scalers.....	.650	40	.550	40
Sponge baking:				
Machine captains.....	1.050	40	.950	40
Dough feeders, sponge-roll men.....	.975	40	.875	40
Ovenmen.....	.900	40	.800	40
Dough cutters.....	.850	40	.750	40
Scrap boys.....	.725	40	.625	40
Sweet baking:				
Machine captains.....	1.050	40	.950	40
Sheeters, ovenmen.....	.900	40	.800	40
Dough feeders.....	.775	40	.675	40
Icing:				
Machinemen.....	.850	40	.750	40
Regular packers.....	.610	40	.550	40
Head sample girls.....	.580	40	.520	40
Stitchers, female; cellophane packers; sample helpers; trolley packers.....	.540	40	.480	40
Packing:				
Stacking-machine captains:				
1 to 3 months.....	.625	40	.525	40
Thereafter.....	.950	40	.850	40
Wrapping-machine operators.....	.800	40	.700	40
General helpers, male.....	.625	40	.525	40
Bundlers, sponge packers.....	.620	40	.560	40
Sweet packers.....	.580	40	.520	40
Carton formers.....	.560	40	.500	40
Carton or caddy stitchers.....	.540	40	.480	40
Stackers, feeder girls.....	.510	40	.450	40
Receiving:				
Flour unloaders.....	.820	40	.720	40
Order fillers, stockmen.....	.780	40	.680	40
Receiving clerks.....	.775	40	.675	40
Paper cutters, sugar grinders.....	.725	40	.625	40
Shipping:				
Head shipping clerks.....	1.000	40	.900	40
Men-in-charge, commission department.....	.900	40	.800	40
Men-in-charge, wholesale department.....	.850	40	.750	40
Stockmen.....	.700	40	.600	40
Agreement B:				
Sponge mixing:				
Mixers.....	.970	40	.870	40
Mixers' helpers.....	.920	40	.820	40
General.....	.625	40	.525	40
Sponge baking:				
Machine captains.....	1.060	40	.960	40
Peelers-in.....	1.020	40	.920	40
Rollermen.....	.970	40	.870	40
Draw boys.....	.825	40	.725	40
Dough feeders.....	.750	40	.650	40
Stackers.....	.725	40	.625	40
Sweet mixing:				
Mixers.....	.970	40	.870	40
Mixers' helpers.....	.920	40	.820	40
Sweet baking:				
Ovenmen.....	.900	40	.800	40
Machinemen.....	.850	40	.750	40
Ovenmen's helpers.....	.825	40	.725	40
Pan feeders, pan greasers.....	.650	40	.550	40
Helpers.....	.625	40	.525	40
Icing room:				
Machinemen.....	.850	40	.750	40
Mixers.....	.800	40	.700	40
Packers.....	.560	40	.500	40
Feeders, stackers.....	.510	40	.450	40
Packing and wrapping:				
Wrapping-machine men.....	.820	40	.720	40
Fiber-case stitchers or sealers.....	.800	40	.700	40
Wrapping-machine helpers.....	.700	40	.600	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Chicago, Ill.—Continued				
Crackers and cookies—Continued.				
Agreement B—Continued.				
Packing and wrapping—Continued.				
Sponge packers, bundlers.....	\$0.620	40	\$0.560	40
Sweet packers.....	.580	40	.520	40
Sealers, female.....	.540	40	.480	40
Cincinnati, Ohio				
Bread and cake—Hand shops:				
Foremen, first hands.....	1.045	40	1.045	40
Ovenmen, mixers.....	.963	40	.963	40
Bench hands.....	.900	40	.900	40
Bread and cake—Machine shops:				
Foremen, first hands.....	1.045	40	1.045	40
Ovenmen, mixers.....	.963	40	.963	40
Bench hands, machine hands, icing mixers, ingredient scalars.....	.900	40	.900	40
Bake-shop helpers.....	.775	40	.775	40
Machine-wrapper operators.....	.740	40	.740	40
Packers, shippers.....	.640	40	.640	40
Chutemen, machine helpers.....	.600	40	.600	40
Utility helpers.....	.590	40	.590	40
Foreladies.....	.580	40	.580	40
Helpers, female:				
1 to 6 months.....	.480	40	.480	40
After 6 months.....	.500	40	.500	40
Cleveland, Ohio				
Bread and cake—Hand shops:				
First hands.....	1.021	48	.938	48
Second hands.....	.958	48	.875	48
Third hands.....	.833	48	.750	48
Female employees.....	.556	48	.556	45
Bread and cake—Machine shops:				
Ovenmen, mixers, ingredientmen, cake decorators.....	.940	40	.900	40
Bench hands, machine hands.....	.890	40	.850	40
Mixers' helpers, oven feeders' helpers, dumpers, bread wrapper and slicer adjusters.....	.840	40	.800	40
Bake-shop helpers, bread slicers, open-kettle friers, doughnut-machine operators, shipping-room helpers.....	.790	40	.750	40
Female employees:				
Bread wrappers and slicers, shipping-room help, bake-shop help.....	.690	40		
General helpers.....	.520	40	.480	40
Pie and pastry:				
Ovenmen, fruit cookers, dough mixers.....	.850	40	.780	40
Dough cutters, bake-shop helpers.....	.700	40	.630	40
Machine girls.....	.540	40	.490	40
Wrapper girls, box makers, fruit cleaners, cream fillers, toppers, apple workers.....	.470	40	.420	40
Hebrew baking:				
Bread:				
First hands.....	1.400	45	1.333	45
Second hands.....	1.289	45	1.222	45
Cake bakers.....	1.133	45	1.067	45
Helpers.....	.867	45	.800	45
Bohemian baking:				
First hands.....	.979	48	.979	48
Second hands.....	.917	48	.917	48
Third hands.....	.854	48	.854	48
Columbus, Ohio				
Bread only—Machine shops:				
Agreement A:				
Foremen, baking.....	1.100	44	1.100	44
Foremen, wrapping.....	1.050	44	1.050	44
Mixers.....	.875	44	.875	44
Ovenmen.....	.850	44	.850	44
Divider or molder operators.....	.800	44	.800	44
Bun-machine or wrapping-machine operators.....	.750	44	.750	44
Twisters, panners.....	.725	44	.725	44
Oven feeders, oven dumpers, benchmen, wrappers, checkers.....	.700	44	.700	44
Oven helpers.....	.675	44	.675	44
Bake-shop helpers.....	.650	44	.650	44
Extra bake-shop helpers.....	.625	44	.625	44

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Columbus, Ohio—Continued				
Bread only—Machine shops—Continued.				
Agreement B:				
Mixers, ovenmen.....	\$0.900	40	-----	-----
Foremen, bench.....	.850	40	-----	-----
Bench or machine operators, oven feeders, oven dumpers, wrapping-machine operators.....	.800	40	-----	-----
Checkers.....	.750	40	-----	-----
Bake-shop helpers.....	.700	40	-----	-----
Flour dumpers; bread rackers and packers, male.....	.650	40	-----	-----
Bread rackers and packers, female.....	.600	40	-----	-----
Agreement C:				
Foremen.....	1.063	40	\$1.063	44
Mixers.....	.885	40	.885	44
Mixers' helpers, ovenmen, bench hands, machine hands.....	.765	40	.765	44
Checkers.....	.750	40	.750	44
Wrappers.....	.675	40	.675	44
Shop helpers, pan greasers.....	.650	40	.650	44
Flour blenders.....	.580	40	.580	44
Bread rackers or wrappers, female.....	.570	40	.570	44
Agreement D:				
Mixers.....	.840	40	.840	44
Blenders.....	.800	40	.800	44
Ovenmen, machine wrappers, divider operators.....	.795	40	.795	44
Dumpers.....	.745	40	.745	44
Molder operators, oven feeders.....	.700	40	.700	44
Rackers, female; oven helpers.....	.650	40	.650	44
Dallas, Tex.				
Bread and cake—Hand shops:				
Foremen.....	.833	48	.833	48
Ovenmen, mixers, first bakers.....	.767	48	.761	48
Benchmen, second bakers.....	.675	48	.667	48
Helpers.....	.525	48	.475	48
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1.020	40	1.000	40
Mixers.....	.920	40	.910	40
Benchmen, twisters, panners, oven dumpers, oven loaders, bread checkers, shipping clerks.....	.810	40	.800	40
Slicing- or wrapping-machine feeders, helpers, bread rackers, pan rackers, machine take-off men.....	.700	40	.570	40
Agreement B:				
Foremen.....	1.020	42	.952	42
Mixers.....	.920	40	.910	40
Cake depositors, molders, dividers, twisters, benchmen, oven dumpers, oven loaders, wrapping- or slicing-machine operators, packers, checkers, ovenmen, pan rackers.....	.800	40	.800	40
Helpers.....	.600	40	.570	40
Female employees:				
Foreladies.....	.514	40	.514	40
General helpers:				
1 to 3 months.....	.350	40	.350	40
4 to 6 months.....	.400	40	.400	40
After 6 months.....	.450	40	.450	40
Agreement C:				
Bread department:				
Foremen.....	1.020	40	1.000	40
Mixers, spongers, ovenmen.....	.920	40	.910	40
Benchmen, molders, twisters, pan rackers, dividers, oven dumpers, loaders, slicing- or wrapping-machine operators.....	.810	40	.800	40
Helpers.....	.600	40	.571	40
Cake department:				
Foremen.....	1.000	40	1.000	40
Ovenmen.....	.910	40	.910	40
Batter or icing mixers.....	.850	40	.850	40
Shipping clerks.....	.810	40	.800	40
Bench hands, ingredient scalers, wrapping-machine operators.....	.800	40	.800	40
Pan greasers, cake dumpers:				
1 to 12 months.....	.500	40	.500	40
After 1 year.....	.570	40	.570	40
Helpers:				
1 to 6 months.....	.500	40	.500	40
After 6 months.....	.570	40	.570	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Dallas, Tex.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement C—Continued.				
Cake department—Continued.				
Foreladies.....	\$0.514	40	\$0.514	40
General female helpers:				
1 to 6 months.....	.350	40	.350	40
7 to 12 months.....	.400	40	.400	40
After 1 year.....	.450	40	.450	40
Bread only—Machine shops:				
Foremen.....	1.010	45	.920	45
Mixers.....	.925	45	.840	45
Machine operators, slicing operators.....	.810	45	.735	45
Slicing feeders.....	.580	45	.525	45
Helpers:				
1 to 6 months.....	.550	45	.500	45
After 6 months.....	.580	45	.525	45
Cake only—Machine shops:				
Ovenmen.....	.920	40	.910	40
Mixers, first scalers, ingredient scalers.....	.805	40	.735	40
Shipping clerks.....	.753	40	.683	40
Second mixers, ovenmen, scalers.....	.638	40	.578	40
Miscellaneous male employees in cake shop and dispensing room.....	.520	40	.450	40
Finishers and wrappers, female:				
1 to 6 months.....	.350	40	.315	40
7 to 18 months.....	.401	40	.368	40
After 18 months.....	.460	40	.420	40
Sweet-yeast department:				
Bench foremen.....	.753	40	.683	40
Ovenmen.....	.690	40	.630	40
Mixers.....	.638	40	.578	40
Bench helpers.....	.575	40	.525	40
Davenport, Iowa				
(See Rock Island (Ill.) district.)				
Dayton, Ohio				
Bread and cake—Machine shops:				
Agreement A:				
Mixers, ovenmen.....	.915	40	.875	40
Machinemen, feeders, dumpers, benchmen, head wrappers.....	.865	40	.825	40
Doughnut-machine operators.....	.825	40	.785	40
Mixers' helpers.....	.815	40	.775	40
Helpers, pan greasers, pan setters, wrappers, packers.....	.720	40	.680	40
Stock clerks.....	.630	40	.590	40
Female icers, wrappers, or packers.....	.600	40	.550	40
Miscellaneous female workers.....	.550	40	.500	40
Agreement B:				
Mixers.....	.800	44	.800	44
Machinemen, ovenmen, benchmen.....	.750	44	.750	44
Doughnut-machine operators.....	.710	44	.710	44
Mixers' helpers.....	.700	44	.700	44
Head wrappers.....	.650	44	.650	44
Pan greasers, pan setters.....	.610	44	.610	44
Packers, wrappers.....	.590	44	.590	44
Female icers, packers, or wrappers.....	.450	44	.450	44
Crackers and cookies—Ice cream cones:				
Mixers, machine captains.....	.790	40	.790	40
Dough carriers, slotters, cutters, handlers, shippers.....	.740	40	.740	40
Packers, wrappers.....	.670	40	.670	40
Packers or wrappers who are new employees.....	.610	40	.610	40
Denver, Colo.				
Bread and cake—Hand shops:				
Day—				
Foremen.....	.916	48	.916	48
Bench hands, machine hands.....	.757	48	.757	48
Night—				
Foremen.....	.987	48	.987	48
Machine operators.....	.825	48	.825	48
Bread and cake—Machine shops:				
Foremen:				
Day.....	1.073	40	1.073	40
Night.....	1.155	40	1.155	40
Part night.....	1.114	40	1.114	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Denver, Colo.—Continued				
Bread and cake—Machine shops—Continued.				
Dough mixers and ovenmen:				
Day.....	\$0.968	40	\$0.968	40
Night.....	1.051	40	1.051	40
Part night.....	1.009	40	1.009	40
Bench or machine operators:				
Day.....	.908	40	.908	40
Night.....	.990	40	.990	40
Part night.....	.949	40	.949	40
Hebrew baking:				
Foremen:				
Rate A:				
Day.....	1.100	40	1.100	40
Night.....	1.183	40	1.183	40
Rate B:				
Day.....	1.073	40	1.073	40
Part night.....	1.114	40	1.114	40
Dough mixers, spongers, ovenmen:				
Day.....	.968	40	.968	40
Night.....	1.051	40	1.051	40
Part night.....	1.009	40	1.009	40
Bench hands, machine operators:				
Day.....	.908	40	.908	40
Night.....	.990	40	.990	40
Part night.....	.949	40	.949	40
Crackers and cookies:				
Agreement A:				
Baking department:				
Machine captains.....	.885	40	.850	40
Heads sponge or sweet mixers, peelers.....	.835	40	.800	40
Bakers.....	.805	40	.770	40
Mixers, roller men, drawmen.....	.785	40	.750	40
Mixers' helpers, stackers.....	.685	40	.650	40
Packing and icing department:				
Icing mixers.....	.785	40	.750	40
Female employees:				
Sponge packers.....	.525	40	.490	40
Bundlers.....	.495	40	.490	40
Machine operators, "Q" formers and stitchers.....	.495	40	.460	40
Sweet and icing packers.....	.475	40	.440	40
Minimum rate.....	.385	40	.350	40
General helpers, male:				
1 to 3 months.....	.535	40	.500	40
4 to 6 months.....	.565	40	.530	40
7 to 9 months.....	.595	40	.560	40
10 to 12 months.....	.625	40	.590	40
13 to 15 months.....	.655	40	.620	40
16 to 18 months.....	.685	40	.650	40
Agreement B:				
Baking department:				
Machine men.....	.850	40	.800	40
Head sponge or sweet mixers, ovenmen, peelers, relief-men, sponge.....	.825	40	.775	40
Roller men, dough mixers.....	.775	40	.725	40
Dough feeders.....	.675	40	.625	40
Mixers' helpers.....	.650	40	.600	40
Pan greasers, sponge-ovenmen's helpers.....	.625	40	.575	40
General helpers:				
First month.....	.450	40	.450	40
2 to 6 months.....	.475	40	.475	40
7 to 12 months.....	.525	40	.525	40
After 1 year.....	.600	40	.600	40
Packing department:				
Wrapping- or labeling-machine men.....	.800	40	.750	40
Head easers, paper-cutting-machine operators.....	.700	40	.650	40
Scalers, wrapping- and labeling-machine helpers.....	.625	40	.575	40
Basement:				
Lard men, assistant warehouse foremen.....	.700	40	.650	40
Stock clerks.....	.660	40	.610	40
Icing department:				
Machine men, mixers.....	.775	40	.725	40
Mixers' helpers, marshmallow men, scalers.....	.625	40	.575	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Denver, Colo.—Continued				
Crackers and cookies—Continued.				
Agreement B—Continued.				
General helpers—Packing department, basement, icing department:				
First month.....	\$0.450	40	\$0.400	40
2 to 6 months.....	.475	40	.425	40
7 to 12 months.....	.525	40	.475	40
After 1 year.....	.600	40	.550	40
Female helpers:				
First month.....	.350	40	.320	40
2 to 6 months.....	.375	40	.350	40
7 to 12 months.....	.440	40	.396	40
After 1 year.....	.490	40	.440	40
Des Moines, Iowa				
Bread and cake—Hand shops:				
First hands.....	.885	48	.802	48
Second hands.....	.781	48	.710	48
Third hands.....	.642	48	.642	48
Bread and cake—Machine shops:				
Foremen.....	1.000	40	1.000	40
Dough mixers, ovenmen, pan setters, pan dumpers.....	.900	40	.900	40
Benchmen, machinemem, checkers.....	.800	40	.800	40
All helpers or stockroom men:				
1 to 6 months.....	.550	40	.550	40
7 to 12 months.....	.600	40	.600	40
After 1 year.....	.650	40	.650	40
Crackers and cookies:				
Mixing or baking department:				
Head mixers.....	.990	40	.915	40
Machinemem.....	.930	40	.855	40
Mixers.....	.895	40	.820	40
Reliefmen, peelers.....	.880	40	.805	40
Bakers.....	.860	40	.785	40
Drawmen.....	.825	40	.750	40
Rollermen.....	.765	40	.690	40
Stackers.....	.735	40	.680	40
Pan passers, floormen.....	.745	40	.670	40
Packing department:				
Floormen.....	.675	40	.600	40
Sponge packers.....	.600	40	.550	40
Machine feeders, sample-room attendants, bundlers, carton formers.....	.550	40	.500	40
Miscellaneous packers.....	.500	40	.450	40
Shipping and receiving department:				
Order clerks.....	.825	40	.750	40
Helpers.....	.675	40	.600	40
Detroit, Mich.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.000	40	.900	40
Senior bakers.....	.970	40	.900	40
Mixers' helpers.....	.945	40	.875	40
Ovenmen's helpers, bakers, dividers, twisters, stockmen, flour blenders.....	.920	40	.850	40
Shipping clerks.....	.920	40	.800	40
Head wrappers.....	.900	40	.800	40
Pan cleaners, bread wrappers.....	.870	40	.800	40
Shipping clerks' helpers.....	.870	40	.750	40
Panners, icers, cake wrappers.....	.720	40	.650	40
Agreement B:				
Foremen.....	1.100	44	1.100	48
Mixers, oven operators.....	.950	44	.950	48
Dividermen, moldermen.....	.900	44	.900	48
Peelers, wrapping-machine operators.....	.850	44	.850	48
Receiving clerks.....	.860	44	.800	48
Bread rackers, pan greasers.....	.700	44	.700	48
Icers.....	.600	44	.600	48
Clean-up help.....	.550	44	.550	48
Agreement C:				
Bakers, expert bench hands; formula men (after 6 months); mixers and ovenmen (after 3 months).....	1.000	48		

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement C—Continued.				
Ingredients scalers, stockmen, senior baking utilitymen (after 6 months); bakers, all-around bench hands; icing and filling cookers (after 3 months)	\$0.950	48	-----	-----
Doughnut friers or cake-depositor operators (after 6 months); bread-wrapping-machine operators or dividers (after 3 months)	.920	48	-----	-----
Oven loaders; panners; mixers' helpers; miscellaneous machine operators; servicemen; junior stockmen (after 6 months)	.900	48	-----	-----
Rackers; oven helpers; pan conditioners; general workers; bakers' helpers (after 3 months)	.850	48	-----	-----
Decorators	.750	48	-----	-----
Expert icers, expert order girls	.720	48	-----	-----
Bench girls, order girls, expert packers	.680	48	-----	-----
General female workers:				
Icers, packers, panners, order helpers:				
1 to 3 months	.550	48	-----	-----
4 to 6 months	.600	48	-----	-----
After 6 months	.650	48	-----	-----
Agreement D:				
Bread department:				
Mixers, ovenmen	.970	40	\$0.950	44
Benchmen	.920	40	.900	44
Flour blenders, ingredientmen, mixers' helpers, dividers, molders, oven feeders, oven dumpers	.870	40	.850	44
Pan rackers, pan greasers, wrapping-machine set-up men	.820	40	.800	44
Bread rackers, wrappers	.770	40	.750	44
Cake department:				
Ingredient scalers, mixers, depositors, ovenmen	.800	40	.870	44
Cookers	.870	40	.850	44
Oven helpers, dumpers	.790	40	.770	44
Pan greasers	.740	40	.720	44
Pan washers	.720	40	.700	44
Decorators	.690	40	.670	44
Icers, wrappers	.620	40	.600	44
Female helpers, packers	.570	40	.550	44
Wrappers; sweet yeast (cake)	.520	40	.500	44
Bread only—Machine shops:				
Mixers, ovenmen	.960	40	.950	47
Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders, oven dumpers	.860	40	.850	47
Molders' helpers, pan rackers, pan greasers, wrapping-room set-up men, checkers	.810	40	.800	47
Bread rackers, machine wrappers, packers	.760	40	.750	47
Stockroom men	.710	40	.700	47
Bread rackers, female	.680	40	.670	47
Wrappers, female	.560	40	.550	47
Cake only—Machine shops:				
Agreement A:				
Mixers, ovenmen, blenders, scalers, icing mixers, cookers, depositors, benchmen	.970	44	.970	44
Dough mixers' or depositors' helpers; oven helpers, feeders, and dumpers; wrapping-machine operators	.820	44	.820	44
Packers, male	.810	44	.810	44
Icing-machine operators, cutters	.790	44	.790	44
Stockroom men	.750	44	.750	44
Pan greasers	.700	44	.700	44
Icers or wrappers, female	.610	44	.610	44
General help, female	.600	44	.600	44
Agreement B:				
Dough mixers	.970	40	.970	40
Ingredient scalers, icing mixers, depositor-men, bench hands, doughnut-machine operators	.900	40	.900	40
Shipping-room helpers, receiving clerks' helpers	.800	40	.800	40
Miscellaneous male helpers:				
1 to 6 months	.700	40	.700	40
After 6 months	.750	40	.750	40
Female helpers:				
First month	.500	40	.450	40
2 to 3 months	.550	40	-----	-----
4 to 6 months	.570	40	-----	-----
After 6 months	.600	40	.550	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Cake only—Machine shops—Continued.				
Agreement C:				
Automatic-oven setters, cake mixers, head icemen.....	\$0.900	40	\$0.850	40
Swingmen, icing mixers, cookie mixers.....	.850	40	.800	40
Doughnut mixers, ingredient scalers, wrapping-machine operators.....	.800	40	.750	40
Miscellaneous workers.....	.750	40	.700	40
Agreement D:				
Dough mixers.....	.960	40	.950	47
Reel-oven helpers, flour blenders, scalers, icing mixers, benchmen.....	.910	40	.900	47
Depositors, dividers.....	.860	40	.850	47
Pan greasers.....	.810	40	.800	47
Panners, dumpers.....	.610	40	.600	47
Rackers, icers, wrappers.....	.560	40	.550	47
Agreement E:				
Males:				
Full-fledged bakers.....	1.075	40		
Production workers:				
1 to 3 months.....	.855	40		
4 to 12 months.....	.885	40		
13 to 24 months.....	.925	40		
25 to 48 months.....	.950	40		
After 4 years.....	1.000	40		
General workers:				
1 to 3 months.....	.730	40		
4 to 6 months.....	.785	40		
6 to 9 months.....	.805	40		
10 to 12 months.....	.855	40		
After 1 year.....	.875	40		
Females:				
Cone-machine and muffin department:				
1 to 3 months:				
Day.....	.692	40		
Night.....	.722	40		
After 3 months:				
Day.....	.722	40		
Night.....	.752	40		
Decorators:				
1 to 3 months:				
Day.....	.670	40		
Night.....	.700	40		
After 3 months:				
Day.....	.725	40		
Night.....	.755	40		
Cookie packers, cake icers, panners:				
1 to 3 months:				
Day.....	.670	40		
Night.....	.700	40		
After 3 months:				
Day.....	.692	40		
Night.....	.722	40		
General workers:				
1 to 3 months:				
Day.....	.615	40		
Night.....	.645	40		
4 to 6 months:				
Day.....	.648	40		
Night.....	.678	40		
After 6 months;:				
Day.....	.670	40		
Night.....	.700	40		
Pie and pastry:				
Agreement A:				
Cookers.....	.880	48	.830	48
Ovenmen, mixers.....	.800	48	.750	48
Shop helpers.....	.750	48	.700	48
Pan washers.....	.630	48	.580	48
Machine operators, female.....	.590	48	.540	48
Wrappers, female.....	.550	48	.500	48
Agreement B:				
Ovenmen, bakers, mixers.....	.900	40	.850	40
Cooks, tart peelers, tart leaders, bench leaders.....	.850	40	.800	40
Scalers, pie-dough mixers, doughnut friers, wrapping-machine operators.....	.800	40	.750	40
Miscellaneous male help.....	.750	40	.700	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Pie and pastry—Continued.				
Agreement B—Continued.				
Females:				
1 to 3 months	\$0.500	40		
4 to 6 months .....	.550	40		
After 6 months .....	.600	40		
Hebrew baking:				
First hands (2 ovens)	1.556	45	\$1.556	45
First hands (1 oven), cake bakers	1.511	45	1.511	45
Second hands	1.444	45	1.444	45
Helpers .....	.889	45	.889	45
Polish baking:				
First hands, ovenmen, mixers	1.188	40	1.188	48
Second dough mixers	1.083	40	1.083	48
Second hands, benchmen	1.021	40	1.021	48
Third hands .....	.625	40	.625	48
Crackers and cookies:				
Agreement A:				
Baking department:				
Machine captains	1.000	40	1.000	40
Peelers .....	.950	40	.950	40
Sponge mixers, sweet mixers .....	.940	40	.940	40
Bakers, sponge .....	.930	40	.930	40
Sponge rollermen, sweet-oven men, oven firemen .....	.920	40	.920	40
Sponge drawmen .....	.900	40	.900	40
Flour dumpers, assemblymen .....	.850	40	.850	40
Ritz mixers .....	.840	40	.840	40
Ritz rollermen, stackers, pan cleaners .....	.800	40	.800	40
Pan feeders .....	.770	40	.770	40
Mixers' helpers .....	.750	40	.750	40
Icing department:				
Mixers .....	.950	40	.950	40
Floormen, foreladies .....	.750	40	.750	40
Supervisors .....	.660	40	.660	40
Machine operators .....	.650	40	.650	40
Icing packers .....	.630	40	.630	40
Other helpers .....	.620	40	.620	40
Packing department:				
Supervisors .....	.850	40	.850	40
Machine set-up men .....	.800	40	.800	40
Foreladies .....	.780	40	.780	40
Floormen .....	.750	40	.750	40
Assistant foreladies .....	.680	40	.680	40
Sponge packers and supervisors, female .....	.660	40	.660	40
Head carton formers, machine operators .....	.650	40	.650	40
Sweet packers, hand carton formers, "Q" formers and stitchers, weighers and closers, hand bundlers, cripple pickers, filling-machine operators, sealers and weighers, staplers, container fillers, sample-room workers .....	.640	40	.640	40
Agreement B:				
Mixers	1.000	40	.850	40
Females:				
First month .....	.400	40	.400	40
2 to 6 months .....	.450	40	.450	40
7 to 12 months .....	.500	40	.470	40
After 1 year .....	.550	40	.520	40
Agreement C:				
Males:				
1 to 3 months .....	.450	40	.400	40
4 to 6 months .....	.500	40	.450	40
7 to 12 months .....	.550	40	.500	40
After 1 year .....	.600	40		
Females:				
First month .....	.400	40		
2 to 6 months .....	.450	40		
7 to 12 months .....	.500	40		
After 1 year .....	.550	40		
Duluth, Minn.				
Bread and cake—Hand shops:				
Day work:				
Foremen .....	.945	44	.945	44
Dough mixers, ovenmen .....	.841	44	.841	44
Bench hands .....	.795	44	.795	44

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Duluth, Minn.—Continued				
Bread and cake—Hand shops—Continued.				
Day work—Continued.				
Helpers:				
1 to 150 days.....	\$0.514	44	\$0.514	44
151 to 300 days.....	.559	44	.559	44
301 to 600 days.....	.632	44	.632	44
After 600 days.....	.668	44	.668	44
Night work:				
Foremen.....	1.014	44	1.014	44
Dough mixers, ovenmen.....	.909	44	.909	44
Helpers (after 60 days).....	.736	44	.736	44
Bread and cake—Machine shops:				
Day work:				
Foremen.....	1.055	40	1.055	40
Dough mixers, ovenmen, shipping foremen.....	.940	40	.940	40
Bench hands, doughnut-machine operators.....	.890	40	.890	40
Machinemen, traveling-oven loaders.....	.825	40	.825	40
Wrapping-machine operators.....	.793	40	.793	40
Stockmen, receiving clerks.....	.790	40	.790	40
Shipping clerks, truck loaders, bread panners, twisters.....	.760	40	.760	40
Foreladies.....	.660	40	.660	40
Helpers:				
1 to 150 days.....	.580	40	.580	40
151 to 300 days.....	.630	40	.630	40
301 to 600 days.....	.710	40	.710	40
After 600 days.....	.750	40	.750	40
Hand wrappers, packers:				
1 to 100 days.....	.530	40	.530	40
After 100 days.....	.590	40	.590	40
Dishwashers:				
1 to 100 days.....	.530	40	.530	40
After 100 days.....	.548	40	.548	40
Night work:				
Foremen.....	1.130	40	1.130	40
Dough mixers, ovenmen.....	1.015	40	1.015	40
Bench hands.....	.965	40	.965	40
Machinemen.....	.900	40	.900	40
Wrapping-machine operators.....	.868	40	.868	40
Helpers (after 600 days).....	.825	40	.825	40
Pie and pastry:				
Fruit cookers.....	.825	40	.825	40
Bakers.....	.750	40	.750	40
Helpers.....	.550	40	.550	40
Female employees:				
Day:				
1 to 150 days.....	.400	40	.400	40
After 150 days.....	.475	40	.475	40
Night.....	.575	40	.575	40
Crackers and cookies:				
Day work:				
Foremen.....	1.038	40	1.038	40
Experienced male employees.....	.835	40	.835	40
Inexperienced male employees.....	.788	40	.788	40
Foreladies.....	.588	40	.588	40
Female employees:				
First year.....	.488	40	.488	40
After 1 year.....	.513	40	.513	40
Night work:				
Experienced male employees.....	.913	40	.913	40
Inexperienced male employees.....	.863	40	.863	40
Female employees:				
First year.....	.563	40	.563	40
After 1 year.....	.588	40	.588	40
Grand Rapids, Mich.				
Bread only—Machine shops:				
Mixers; dividermen; ovenmen, bread.....	.840	48	.770	48
Ovenmen, rolls and mixed goods.....	.780	48	.710	48
Benchmen.....	.730	48	.660	48
Machine wrappers, female.....	.650	48	.....	48
General helpers.....	.620	48	.550	48
Hand wrappers, female (after 2 years).....	.470	48	.440	48

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Houston, Tex.				
Bread and cake—Hand shops:				
Foremen.....	\$0.938	48	\$0.938	48
Dough mixers, ovenmen.....	.792	48	.792	48
Benchmen.....	.750	48	.750	48
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1.071	42	1.071	42
Dough mixers, ovenmen.....	.905	42	.905	42
Benchmen, machinemmen.....	.857	42	.857	42
Counters, checkers.....	.833	42	.833	42
Oven dumpers, oven loaders, peel-oven helpers.....	.786	42	.786	42
Wrappers.....	.738	42	.738	42
Pan rackers, bread rackers.....	.726	42	.726	42
Weigh-up men.....	.667	42	.667	42
Agreement B:				
Foremen.....	1.023	44	1.023	44
Dough mixers, ovenmen, spongers.....	.864	44	.864	44
Benchmen, machinemmen.....	.818	44	.818	44
Counters, checkers.....	.795	44	.795	44
Oven dumpers, loaders, peel-oven helpers.....	.750	44	.750	44
Wrappers.....	.705	44	.705	44
Pan rackers, bread rackers.....	.693	44	.693	44
Weigh-up men.....	.636	44	.636	44
Indianapolis, Ind.				
Bread and cake—Hand shops:				
Foremen.....	.701	48	.656	48
First hands.....	.655	48	.613	48
Second hands.....	.538	48	.503	48
Helpers.....	.409	48	.372	48
Bread and cake—Machine shops:				
Agreement A:				
Bread department:				
Mixers.....	.940	40	.900	40
Oven feeders, oven dumpers, bench hands, machine hands.....	.890	40	.850	40
Head wrappers, head slicers, assistant head checkers.....	.840	40	.800	40
Wrappers, packers.....	.790	40	.750	40
Bake-shop helpers.....	.740	40	.700	40
Flour dumpers.....	.690	40	.650	40
Cake department:				
Mixers.....	1.040	40	1.000	40
Bench hands, oven hands, pastry mixers.....	.890	40	.850	40
Doughnut-machine operators.....	.790	40	.750	40
Pan boys, helpers.....	.740	40	.700	40
Wrappers, icers.....	.615	40	.575	40
Agreement B:				
Bread department:				
Scalers.....	.875	40	.850	40
Dividers, ovenmen.....	.850	40	.825	40
Mixers.....	.825	40	.800	40
Molder-machine men.....	.800	40	.775	40
Helpers.....	.685	40	.660	40
Shipping-room employees.....	.665	40	.640	40
Cake department:				
Ingredient scalers, mixers, depositor-men, ovenmen, wrapping-machine operators.....	.800	40	.750	40
Dumpers, helpers, shipping-room employees.....	.675	40	.625	40
Female employees:				
7 to 12 months.....	.400	40	.400	40
1 to 2 years.....	.450	40	.430	40
2 to 3 years.....	.500	40	.450	40
After 3 years.....	.550	40	.500	40
Agreement C:				
Bread department:				
Dough mixers.....	.900	40	.830	40
Ovenmen, dividers, molders, oven dumpers, mixers' helpers.....	.850	40	.810	40
Wrapping-machine operators.....	.800	40	.740	40
Helpers, rackers, greasers, reliefmen.....	.680	40	.650	40
Roll department:				
Dough mixers.....	.900	40	.830	40
Ovenmen.....	.850	40	.810	40
Bench hands.....	.850	40	.780	40
Helpers.....	.750	40	.700	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Indianapolis, Ind.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement C—Continued.				
Roll department—Continued.				
Icers, wrappers:				
Rate A.....	\$0.580	40	\$0.550	40
Rate B.....	.550	40	.500	40
Cake department:				
Mixers.....	.900	40	.830	40
Bench hands, machine hands.....	.850	40	.750	40
Ovenmen.....	.850	40	.810	40
General helpers, stockroom men, pan washers.....	.630	40	.590	40
Icers, wrappers.....	.580	40	.550	40
Bread only—Machine shops:				
Agreement A:				
Mixers.....	.900	40	.825	40
Molders, dividers.....	.850	40	.803	40
Stockroom men.....	.850	40	.800	40
Traveling-oven men.....	.850	40	.770	40
Wrapping- and slicing-machine operators.....	.800	40	.682	40
Mixers' helpers.....	.780	40	.693	40
Bread rackers.....	.682	40	.682	40
Bake-shop helpers.....	.680	40	.638	40
Agreement B:				
Mixers.....	.900	40	.825	40
Molders, dividers.....	.860	40	.803	40
Traveling-oven men.....	.860	40	.770	40
Stockroom men.....	.850	40	.800	40
Wrapping- and slicing-machine operators.....	.800	40	.682	40
Mixers' helpers.....	.770	40	.693	40
Bread rackers.....	.682	40	.682	40
Bake-shop helpers.....	.680	40	.638	40
Agreement C:				
Mixers.....	.900	40	.900	40
Ovenmen, machinemen.....	.860	40	.860	40
Wrapping-machine operators.....	.800	40	.800	40
Helpers.....	.700	40	.700	40
Wrapping-machine helpers.....	.680	40	.680	40
Jacksonville, Fla.				
Bread and cake—Machine shop:				
Bread department:				
Oven operators.....	.800	40	.800	40
Mixers.....	.775	40	.775	40
Dividers, wrappers.....	.750	40	.750	40
Molders, benchmen, roll-machine operators.....	.700	40	.700	40
Greasers.....	.575	40	.575	40
Panners, rackers, twisters.....	.550	40	.550	40
Oven loaders, oven dumpers, bread rackers, flour dumpers.....	.550	40	.....	.....
Roll panners, female.....	.450	40	.450	40
Cake department:				
Mixers, combination depositors and oven operators, doughnut mixers and operators.....	.775	40	.775	40
Cake-cutters, machine.....	.725	40	.725	40
Foreladies.....	.525	40	.525	40
Pan greasers, cake helpers.....	.500	40	.....	.....
Icers and wrappers, female.....	.450	40	.450	40
Doughnut catchers and packers.....	.450	40	.....	.....
Helpers, female (1 to 6 months).....	.400	40	.....	.....
Shipping department:				
Checkers.....	.725	40	.725	40
Selectors.....	.625	40	.625	40
Wrapping-machine catchers, carton men.....	.500	40	.500	40
Kansas City, Mo.				
Bread—Machine shops:				
Day work:				
Foremen.....	1.222	40	1.113	40
Ovenmen, drawers, mixers, spongers.....	1.121	40	1.025	40
Bench hands.....	1.050	40	.963	40
Wrappers, ingredientmen, icing makers, head checkers.....	.650	40	.650	40
Male helpers.....	.575	40	.575	40
Female helpers.....	.500	40	.500	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Kansas City, Mo.—Continued				
Bread—Machine shops—Continued.				
Night work:				
Foremen.....	\$1.347	40	\$1.238	40
Ovenmen, drawers, mixers, spongers.....	1.246	40	1.150	40
Bench hands.....	1.175	40	1.088	40
Hebrew baking:				
Foremen.....	.942	4 48	.942	4 48
Mixers, ovenmen, drawers.....	.885	4 48	.885	4 48
Bench hands.....	.837	4 48	.837	4 48
Wrapping-room workers.....	.592	4 48	.592	4 48
Crackers and cookies:				
Agreement A:				
Sweet and sponge departments:				
Head mixers.....	.965	40	.945	40
Machine captains.....	.945	40	.925	40
Mixers.....	.895	40	.875	40
Peelers, bakers.....	.865	40	.845	40
Mixers' helpers.....	.845	40	.825	40
Rollermen; drawers, sweet and sponge; icing mixers.....	.815	40	.795	40
Dough feeders.....	.775	40	.755	40
Stackers, female supervisors.....	.715	40	.695	40
Pan cleaners, flour dumpers, conveyormen.....	.695	40	.675	40
Female helpers.....	.555	40	.535	40
Cone department:				
Bakers, machine operators.....	.815	40	.795	40
Mixers.....	.765	40	.745	40
Packers.....	.695	40	.675	40
Packing department:				
Supervisors.....	.715	40	.695	40
Sponge packers, sealers, weighers, and all other female helpers.....	.575	40	.555	40
Agreement B:				
Sweet baking:				
Machinemen.....	.925	40	.925	40
Mixers.....	.900	40	.900	40
Ovenmen.....	.800	40	.800	40
Oven helpers.....	.770	40	.770	40
Mixers' helpers.....	.750	40	.750	40
Reliefmen, dough feeders.....	.700	40	.700	40
Pan feeders, pan greasers.....	.650	40	.650	40
Fig grinders.....	.620	40	.620	40
Cookie packers.....	.580	40	.580	40
Sponge baking:				
Machinemen, night head mixers.....	.900	40	.900	40
Peelermen.....	.845	40	.845	40
Ovenmen, day head mixers.....	.800	40	.800	40
Rollermen.....	.795	40	.795	40
Relief rollermen.....	.790	40	.790	40
Ovenmen's helpers.....	.770	40	.770	40
Night mixers' helpers, sponge helpers, oven firemen.....	.750	40	.750	40
1-pound-carton packers.....	.625	40	.625	40
Other carton packers, sack cleaners, floormen.....	.600	40	.600	40
Agreement C:				
Head mixers.....	1.020	40	1.020	40
Icing-room men, machinemen.....	.875	40	.875	40
Mixers' helpers.....	.800	40	.725	40
Rollermen.....	.795	40	.795	40
Ovenmen.....	.775	40	.775	40
Caddy- or icing-machine operators, stock boys.....	.650	40	.650	40
Cracker and cookie packers.....	.550	40	.475	40
General wrappers, bundlers.....	.520	40	.445	40
Little Rock, Ark.				
Bread and cake—Machine shops:				
Bread department:				
Foremen.....	.960	48	.960	48
Head checkers.....	.860	48	.860	48
Mixers, ovenmen.....	.860	40	.860	40
Dividers.....	.800	40	.800	40
Benchmen, molding-machine operators.....	.750	40	.750	40
Assistant checkers.....	.700	48	.700	48
Wrapping-machine operators, stockroom clerks.....	.700	40	.700	40
Assistant wrapping-machine operators.....	.650	40	.650	40
Twisters.....	.630	40	.630	48

¹ Time and one-half after 40 hours.

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Little Rock, Ark.—Continued				
Bread and cake—Machine shops—Continued.				
Bread department—Continued.				
Helpers:				
1 to 6 months.....	\$0.500	40	\$0.500	40
7 to 12 months.....	.550	40	.550	40
After 1 year.....	.600	40	.600	40
Cake department:				
Foremen.....	.720	48	.720	48
Mixers.....	.720	40	.720	40
Ovenmen, scalers, ingredientmen.....	.630	40	.630	40
Floorladies.....	.500	40	.500	40
Icers, wrappers, pan girls, packers, checkers, boxers.....	.400	40	.400	40
Los Angeles, Calif.				
Bread and cake—Hand and semimachine shops:				
Hand shops:				
Foremen.....	1.123	44	1.023	44
Ovenmen, dough mixers.....	1.055	44	.955	44
Benchmen.....	.964	44	.864	44
Semimachine shops:				
Foremen.....	1.038	48	.938	48
Ovenmen, mixers.....	.975	48	.875	48
Benchmen.....	.892	48	.792	48
Helpers.....	.642	48	.542	48
Bread and cake—Machine shops:				
Bread only:				
Day work:				
Foremen.....	1.225	40	1.225	40
Dough mixers, ovenmen.....	1.150	40	1.150	40
Shipping foremen, machine hands, bench hands.....	1.050	40	1.050	40
Dough mixers' helpers, doughnutmen, moldermen, panners, oven dumpers.....	1.000	40	1.000	40
Oven feeders, ingredientmen, machinemen, shipping checkers, receiving clerks, shipping clerks.....	.950	40	.950	40
Flour dumpers, bread rackers, machine or bench hand helpers.....	.900	40	.900	40
Conveyormen, tailers, bun slicers, packers.....	.825	40	.825	40
Pan greasers, pan washers.....	.775	40	.775	40
Night work:				
Foremen.....	1.275	40	1.275	40
Dough mixers, ovenmen.....	1.200	40	1.200	40
Machine and bench hands, packing foremen, wrapping foremen.....	1.100	40	1.100	40
Dough mixers' helpers, moldermen, doughnutmen, panners, oven dumpers.....	1.050	40	1.050	40
Ingredientmen, oven feeders, shipping clerks, wrapping clerks, machinemen, checkers.....	1.000	40	1.000	40
Machine or bench helpers, flour dumpers, bread rackers, hand wrappers.....	.950	40	.950	40
Conveyors, tailers, slicers, packers.....	.875	40	.875	40
Pan washers, pan greasers.....	.825	40	.825	40
Cake only:				
Day work:				
Foremen.....	1.150	40	1.150	40
Ovenmen.....	1.075	40	1.075	40
Bench hands.....	1.050	40	1.050	40
Mixers.....	.975	40	.975	40
Receiving clerks, shipping-room foremen.....	.950	40	.950	40
Ingredient scalers.....	.925	40	.925	40
Machine operators, depositors.....	.900	40	.900	40
Checkers.....	.850	40	.850	40
Auxiliary workers, oven helpers, foreladies.....	.775	40	.775	40
Packers, helpers, pan washers, unskilled labor.....	.725	40	.725	40
Female employees:				
Icers, machine wrappers.....	.600	40	.600	40
Other experienced help.....	.575	40	.575	40
Inexperienced help.....	.525	40	.525	40
Night work:				
Foremen.....	1.200	40	1.200	40
Ovenmen.....	1.125	40	1.125	40
Bench hands.....	1.100	40	1.100	40
Mixers.....	1.025	40	1.025	40
Ingredient scalers.....	.975	40	.975	40
Machine operators, depositors.....	.950	40	.950	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Los Angeles, Calif.—Continued				
Bread and cake—Machine Shops—Continued.				
Cake only—Continued.				
Night work—Continued.				
Checkers.....	\$0.900	40	\$0.900	40
Auxiliary workers, oven helpers, foreladies.....	.825	40	.825	40
Pan washers, unskilled labor, packers, helpers.....	.775	40	.775	40
Female employees:				
Icers, wrapping-machine operators.....	.650	40	.650	40
Other experienced help.....	.625	40	.625	40
Inexperienced help.....	.575	40	.575	40
Pie and pastry:				
Foremen.....	1.076	43	-----	-----
Head ovenmen.....	.967	43	-----	-----
Head cream or fruit cooks.....	.914	43	-----	-----
Second ovenmen, mixers.....	.816	43	-----	-----
Second cream cooks.....	.755	43	-----	-----
Head checkers.....	.751	43	-----	-----
Topping mixers.....	.718	43	-----	-----
Scalers.....	.697	43	-----	-----
Male wrappers, order fillers, pan washers.....	.588	43	-----	-----
Female employees:				
Cream baggers, rollers.....	.676	40	-----	-----
Helpers.....	.641	40	-----	-----
Foreladies.....	.590	40	-----	-----
Order fillers, pan washers.....	.588	40	-----	-----
Machine operators.....	.540	40	-----	-----
Wrappers.....	.515	40	-----	-----
Hebrew baking:				
First hands.....	1.610	45	1.500	⁶ 37½
Second hands.....	1.457	45	1.367	⁶ 37½
Latin hand shops:				
Foremen, ovenmen, mixers.....	.979	48	.875	48
Mixers or ovenmen under foremen.....	.896	48	.792	48
Benchmen.....	.812	48	.708	48
Machine operators, hand wrappers, checkers, shipping clerks.....	.718	48	.615	48
Helpers:				
First year.....	.646	48	.542	48
Second year.....	.708	48	.604	48
Crackers and cookies:				
Agreement A:				
Foremen.....	.900	40	.900	40
Mixers.....	.850	40	.850	40
Mixers' helpers.....	.750	40	.750	40
Reel-oven men.....	.700	40	.700	40
Traveling-oven feeders and take-out men, drop-cookie-machine operators.....	.675	40	.675	40
Machine feeders and take-out men.....	.650	40	.650	40
Other male help.....	.600	40	.600	40
Female employees:				
Starting rate ⁶.....	.400	40	.400	40
After 6 months.....	.490	40	.490	40
Floorladies, key girls.....	.550	40	.550	40
Agreement B:				
Machinemmen, head mixers.....	1.093	40	1.093	40
Peelers, ovenmen, reliefmen.....	1.043	40	1.043	40
Rollermen.....	.978	40	.978	40
Sponge-oven helpers, mixers' helpers.....	.945	40	.945	40
Icing mixers, wax or cellophane wrapping-machine operators.....	.930	40	.930	40
Baking department helpers, pan greasers, pan feeders, sweet-dough feeders, traveling-oven feeders, assemblymen, sugar-wafer helpers, icing helpers.....	.880	40	.880	40
Packing supervisors.....	.860	40	.860	40
Stackers, shippers, receivers.....	.830	40	.830	40
General helpers.....	.743	40	.743	40
Female employees:				
Supervisors.....	.630	40	.630	40
Weighers, carton formers, wrappers, cellophane-bag-machine operators, sugar-wafer spreaders, sample girls, relief girls, sponge packers, sponge stackers, stitching-machine operators.....	.595	40	.595	40
Can renovators, icing girls, sugar-wafer girls, sweet packers, cookie packers, sugar-wafer oven girls.....	.558	40	.558	40

⁶ Agreement permits 45 hours.

⁶ State law requires 45 cents per hour after 80 hours of work.

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Los Angeles, Calif.—Continued				
Crackers and cookies—Continued.				
Agreement C:				
Dough mixers, machinemen.....	\$0.953	40	\$0.953	40
Packing foremen.....	.950	40	.950	40
Peelers, ovenmen, reliefmen.....	.903	40	.903	40
Sheetmen.....	.870	40	.870	40
Sponge-machine feeders, rollermen, mixers' helpers.....	.838	40	.838	40
Wrapping-machine set-up men.....	.790	40	.790	40
Sweet-oven helpers; icing helpers; sweet-dough feeders; pan greasers, dusters and feeders; oven travelers; assemblymen, spray-machine operators.....	.750	40	.750	40
Receivers, stackers, wrapping-machine helpers, packing-floor supervisors, dough feeders, helpers, traveling-oven feeders.....	.675	40	.675	40
Female employees:				
Foreladies.....	.615	40	.615	40
Key girls.....	.550	40	.550	40
Carton and caddy formers, machine fillers, sponge bundlers, packers, relief girls, stackers, machine operators, stitching-machine operators, breakers, closers.....	.528	40	.528	40
Cellophane-bag-machine operators, icing girls, sugar-wafer girls, sweet packers, sweet weighers.....	.500	40	.500	40
Helpers:				
1 to 3 months.....	.430	40	.430	40
After 3 months.....	.450	40	.450	40
Louisville, Ky.				
Bread only—Machine shops:				
Agreement A:				
Mixers.....	.938	40	.938	40
Batchmen, proof-box oven operators.....	.925	40	.925	40
Utilitymen.....	.900	40	.900	40
Head packers or checkers.....	.850	40	.850	40
Divider operators, roll-machine operators.....	.825	40	.825	40
Oven dumpers.....	.800	40	.800	40
Molder operators, oven feeders, machine helpers, wrapping-machine operators, roll-machine helpers.....	.775	40	.775	40
Flour blenders, wrapping-machine helpers.....	.725	40	.725	40
Pan greasers, bread rackers, packers.....	.700	40	.700	40
Pan rackers, bakery helpers.....	.675	40	.675	40
Inexperienced helpers.....	.550	40	.550	40
Agreement B:				
Head mixers.....	.905	40	.835	40
Mixers, ovenmen.....	.890	40	.820	40
Machinemen, head checkers, male wrapper operators.....	.830	40	.760	40
Feeders, dumpers.....	.800	40	.730	40
Helpers, female assistant wrapping-machine operators.....	.720	40	.650	40
Female helpers.....	.550	40	.485	40
Madison, Wis.				
Bread and cake—Hand shops:				
Ovenmen.....	.963	40	.963	40
Bench hands.....	.878	40	.878	40
Wrappers.....	.700	40	.700	40
Bread and cake—Machine shops:				
Bread only:				
Foremen, baking.....	1.050	48	1.050	48
Foremen, shipping.....	1.050	40	1.050	40
Ovenmen.....	.963	40	.963	40
Dough mixers, sponge mixers.....	.938	40	.938	40
Machinemen.....	.910	40	.910	40
Bench hands.....	.878	40	.878	40
Helpers.....	.728	40	.728	40
Shippers, wrapping-machine operators, checkers.....	.700	40	.700	40
Hand wrappers.....	.560	40	.560	40
Cake only:				
Ovenmen, mixers.....	.863	40	.863	40
Doughnut-machine operators.....	.728	40	.728	40
Manchester, N. H.				
Bread and pastry—Hand shops:				
Foremen, mixers.....	.833	48	.833	48
Second hands.....	.729	48	.729	48
Bench hands.....	.667	48	.667	48

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Memphis, Tenn.				
Bread and cake:				
Combination hand and machine shops:				
Foremen.....	\$0.924	4 44	\$0.924	4 44
Bread ovenmen, mixers, spongers.....	.741	4 44	.741	4 44
Bun ovenmen.....	.696	4 44	.696	4 44
Dividermen.....	.657	4 44	.657	4 44
Machinemmen.....	.609	4 44	.609	4 44
Helpers:				
1 to 6 months.....	.435	4 44	.435	4 44
7 to 12 months.....	.478	4 44	.478	4 44
After 1 year.....	.502	4 44	.502	4 44
Machine shops:				
Foremen.....	1.206	40	1.206	40
Bread—Mixers, spongers, or ovenmen.....	.934	40	.934	40
Bun ovenmen; ingredient scalers.....	.909	40	.909	40
Dividermen.....	.838	40	.838	40
Cake ovenmen.....	.788	40	.788	40
Bread—Machine hands, bench hands, wrapping-machine operators, or pan dumpers.....	.781	40	.781	40
Checkers.....	.769	40	.769	40
Roll pan-dumpers.....	.725	40	.725	40
Bun wrappers, or packers.....	.646	40	.646	40
Helpers:				
1 to 6 months.....	.525	40	.525	40
7 to 12 months.....	.588	40	.588	40
After 1 year.....	.646	40	.646	40
Foreladies, scaling-machine helpers.....	.625	40	.625	40
Cake helpers, female:				
1 to 6 months.....	.338	40	.338	40
7 to 12 months.....	.388	40	.388	40
After 1 year.....	.475	40	.475	40
Crackers and cookies:				
Sweet baking:				
Mixers.....	.945	40	.925	40
Machine captains.....	.925	40	.905	40
Peelers.....	.855	40	.835	40
Bakers, rollermen.....	.825	40	.805	40
Ovenmen.....	.755	40	.735	40
Pan cleaners, pan feeders.....	.645	40	.625	40
Packers.....	.535	40	.515	40
Sponge baking:				
Head mixers.....	.995	40	.975	40
Machine captains.....	.935	40	.915	40
First assemblymen, sponge mixers.....	.895	40	.875	40
Bakers.....	.865	40	.845	40
Peelers.....	.855	40	.835	40
Rollermen.....	.825	40	.805	40
Drawmen.....	.795	40	.775	40
Second assemblymen.....	.745	40	.725	40
Mixers' assistants.....	.725	40	.705	40
Mixers' helpers.....	.695	40	.675	40
Foreladies, packing.....	.645	40	.625	40
Packers, female.....	.565	40	.545	40
Cone baking:				
Bakers.....	.795	40	.775	40
Mixers.....	.745	40	.725	40
Mixers' helpers, bakers' helpers.....	.675	40	.655	40
Packers.....	.625	40	.605	40
Icing:				
Mixers.....	.845	40	.825	40
Machine operators.....	.745	40	.725	40
Supervisors, female.....	.645	40	.625	40
Helpers, female.....	.545	40	.525	40
Milwaukee, Wis.				
Bread and cake—Hand shops:				
Foremen.....	.938	48	.821	48
First bakers.....	.750	48	.717	48
Second bakers.....	.750	48	.675	48
Helpers.....	.700	48	.571	48
Third bakers.....	.550	48	.500	48

*Time and one-half after 40 hours.

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Milwaukee, Wis.—Continued				
Bread and cake—Machine shops:				
Foremen.....	\$0.975	40	\$0.975	40
Ovenmen (first class), mixers.....	.850	40	.850	40
Ovenmen (second class), bench hands.....	.800	40	.800	40
Helpers.....	.705	40	.675	40
Panners, miscellaneous help.....	.700	40	.625	40
Hebrew baking:				
Bread:				
Day work—Ovenmen.....	.950	47	.938	47
Night work:				
Ovenmen.....	1.000	47	.967	47
First hand-benchmen.....	.900	47	.878	47
Second hand-benchmen.....	.800	47	.788	47
Cake—Bakers.....	.950	47	.938	47
Minneapolis, Minn.				
Bread and cake—Hand shops:				
Foremen.....	.956	45	.956	45
Mixers, ovenmen.....	.800	45	.800	45
Bench hands.....	.778	45	.778	45
Helpers:				
1 to 6 months.....	.400	45	.400	45
7 to 24 months.....	.500	45	.500	45
After 2 years.....	.556	45	.556	45
Female hand wrappers or icers:				
First 2 months.....	.400	45	.400	45
After 2 months.....	.456	45	.456	45
Bread and cake—Machine shops:				
Foremen.....	1.075	40	1.075	40
Sponge mixers, dough mixers, oven operators, ovenmen.....	.925	40	.925	40
Bench hands, dividers, moldermen, bun-machine operators, cake ovenmen, icing mixers, batter mixers.....	.875	40	.875	40
Traveling-oven feeders or dumpers, dough-room men, slicing- or wrapping-machine operators.....	.815	40	.815	40
Fruit cookers, kettle friers, ingredient scalers, doughnut-machine operators, depositors, drop-machine operators.....	.775	40	.775	40
Dough-pan-men, bench-hand helpers.....	.725	40	.725	40
Female employees:				
Foreladies.....	.725	40	.725	40
Cake-wrapping-machine operators.....	.700	40	.700	40
Finishers, wrappers, packers:				
1 to 6 months.....	.480	40	.480	40
After 6 months.....	.540	40	.540	40
Helpers:				
1 to 6 months.....	.625	40	.625	40
After 6 months.....	.700	40	.700	40
Hebrew baking—Hand shops:				
All-round cakemen, foremen.....	.978	45	.978	45
General cakemen, mixers, ovenmen.....	.844	45	.844	45
Bench hands.....	.800	45	.800	45
Helpers.....	.622	45	.622	45
Hebrew baking—Machine shops:				
General cakemen, mixers, ovenmen.....	.950	40	.950	40
Helpers.....	.700	40	.700	40
Crackers and cookies:				
Agreement A:				
Baking department:				
Sponge mixers, oven firemen.....	.790	40	.730	40
Sweet mixers.....	.780	40	.720	40
Assembly sweet mixers.....	.740	40	.680	40
Syrup mixers.....	.720	40	.660	40
Assistant assembly sweet mixers.....	.700	40	.640	40
Sponge department:				
Ovenmen.....	.870	40	.810	40
Peelers.....	.850	40	.790	40
Rollermen using paste.....	.810	40	.750	40
Lead-oven men.....	.730	40	.670	40
Take-out men, stackers.....	.700	40	.640	40
Sweet department:				
Ovenmen.....	.780	40	.720	40
Relief ovenmen, ovenmen's helpers, panmen, utilitymen.....	.700	40	.640	40
Icing department:				
Mixers, machinemen.....	.780	40	.720	40
Machinemen's helpers.....	.700	40	.640	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Minneapolis, Minn.—Continued				
Crackers and cookies—Continued.				
Agreement A—Continued.				
Icing department—Continued.				
Floormen.....	\$0.640	40	\$0.580	40
Checker girls, packers.....	.560	40	.530	40
Miscellaneous girls.....	.480	40	.450	40
Packing department:				
Wrapping-machine men.....	.720	40	.560	40
Floormen.....	.640	40	.580	40
Checkers, female relief workers, sponge packers, graham packers.....	.590	40	.560	40
Sweet packers.....	.560	40	.530	40
Carton formers, female senior caddy stitchers.....	.520	40	.490	40
Bundlers, floor help, female junior caddy stitchers.....	.480	40	.450	40
Shipping and receiving department:				
Head shippers.....	.910	40	.830	40
Receiving crew, order clerks.....	.740	40	.660	40
Agreement B:				
Baking department:				
Machine captains.....	.900	40	.....	.....
Mixers.....	.870	40	.....	.....
Pcelers.....	.850	40	.....	.....
Rollermen, bakers.....	.800	40	.....	.....
Drawmen.....	.780	40	.....	.....
Sweet-oven men.....	.750	40	.....	.....
Mixers' helpers.....	.725	40	.....	.....
Stackers, flour dumpers.....	.700	40	.....	.....
Dough feeders, conveyormen, pan cleaners, feeders.....	.680	40	.....	.....
Oven firemen.....	.675	40	.....	.....
Icing department:				
Icing mixers.....	.750	40	.....	.....
Floormen.....	.650	40	.....	.....
Supervisors, female.....	.560	40	.....	.....
Other female help.....	.510	40	.....	.....
Packing department:				
Machine set-up men.....	.680	40	.....	.....
Floormen, female supervisors.....	.650	40	.....	.....
Sponge packers.....	.550	40	.....	.....
Sweet packers, bundlers, machine operators, sealers, weighers, carton formers, weighers and closers, "Q" formers and stitchers.....	.540	40	.....	.....
Cellophane-bag girls.....	.510	40	.....	.....
Moline, Ill.				
(See Rock Island (Ill.) district.)				
Nashville, Tenn.				
Bread—Machine shops:				
Agreement A:				
Mixers, ovenmen.....	.700	40	.630	40
Benchmen, machinemen.....	.600	40	.550	40
Oven loaders, dumpers.....	.540	40	.475	40
Helpers:				
1 to 3 months.....	.460	40	.400	40
After 3 months.....	.490	40	.450	40
Roll- or wrapping-machine girls:				
1 to 3 months.....	.375	40	.350	40
4 to 6 months.....	.400	40	.375	40
After 6 months.....	.425	40	.400	40
Shipping department:				
Wrapping-machine operators.....	.580	40	.525	40
Checkers.....	.560	40	.525	40
Helpers, loaders, packers:				
1 to 3 months.....	.460	40	.400	40
After 3 months.....	.460	40	.440	40
Agreement B:				
Mixers, ovenmen.....	.700	40	.660	40
Oven helpers, dumpers.....	.540	40	.540	40
Helpers (after 3 months).....	.490	40	.490	40
Shipping department:				
Wrapping-machine operators.....	.580	40	.560	40
Checkers.....	.560	40	.560	40
Wrapping-machine operators' helpers.....	.460	40	.460	40

TABLE 9.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued*

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Nashville, Tenn.—Continued				
Crackers and cookies:				
Baking department:				
Machinemen.....	\$0. 630	40	\$0. 500	40
Machine or peeler reliefmen.....	. 630	40	. 500	40
Ovenmen.....	. 605	40	. 475	40
Sponge mixers.....	. 605	40	. 500	40
Peelers-in.....	. 600	40	. 475	40
Sweet mixers.....	. 575	40	. 450	40
Rollermen, peelers-out, panmen.....	. 555	40	. 425	40
Pan catchers, pan greasers.....	. 530	40	. 400	40
Mixers' helpers.....	. 500	40	. 400	40
Pan feeders, pan wipers.....	. 480	40	. 375	40
Icing and sugar-wafer departments:				
Machinemen.....	. 625	40	. 500	40
Enrobermen.....	. 550	40	. 450	40
Mixers' helpers; scalers, male.....	. 500	40	. 400	40
General helpers:				
Male.....	. 475	40	. 375	40
Female.....	. 415	40	. 325	40
Receiving and shipping department:				
Shipping clerks.....	. 600	40	. 500	40
Receiving clerks.....	. 550	40	. 450	40
General helpers.....	. 475	40	. 375	40
Newark, N. J.				
Bread and cake—Hand shops:				
Foremen, oven workers, dough workers.....	1. 000	48	1. 000	48
Bench workers (second class).....	. 896	48	. 896	48
Third-class workers.....	. 771	48	. 771	48
Bread and cake—Machine shops:				
Ovenmen, mixers.....	1. 175	40	1. 175	40
Benchmen, molders, dividers.....	1. 050	40	1. 050	40
Icing makers.....	. 940	40	. 940	40
Peelers, scalers, mixers' helpers, oven helpers.....	. 840	40	. 840	40
Machine helpers, pan greasers, checkers, shippers, icing mixers' helpers.....	. 790	40	. 790	40
Slicers, wrappers, packers, flour dumpers, sifters.....	. 765	40	.....	.....
Bread rackers.....	. 715	40	.....	.....
Female hand wrappers or icers.....	. 540	40	. 540	40
Hebrew baking:				
Foremen, ovenmen.....	1. 644	45	1. 417	48
Second hands, mixers.....	1. 533	45	1. 313	48
New Haven, Conn.				
Bread only—Hand shops:				
Foremen.....	. 917	48	. 917	48
Assistant foremen, mixers, ovenmen.....	. 875	48	. 875	48
Benchmen.....	. 833	48	. 833	48
Bread and cake—Machine shops:				
Bread only:				
Mixers.....	. 965	40	. 945	40
Dividers, oven feeders, head packers.....	. 865	40	. 845	40
Assistant mixers.....	. 840	40	. 820	40
Blenders, batchers.....	. 835	40	.....	.....
Molders.....	. 815	40	. 795	40
Molders' helpers, rackers, wrappers, packers, pan greasers.....	. 775	40	. 755	40
Bake-shop helpers (1 to 6 months).....	. 660	40	. 600	40
Cake only:				
Foremen.....	. 920	40	. 850	40
Dough mixers.....	. 870	40	. 800	40
Ovenmen.....	. 850	40	. 780	40
Head shippers.....	. 820	40	. 750	40
Depositors, receiving clerks, stock clerks.....	. 770	40	. 700	40
Ingredient scalers.....	. 750	40	. 680	40
Icing mixers.....	. 720	40	. 650	40
Depositors' helpers.....	. 685	40	. 625	40
Dumpers.....	. 670	40	. 600	40
Pan greasers, utilitymen, shippers' helpers (first 6 months).....	. 595	40	. 525	40
Female employees:				
Head icers, head wrappers.....	. 530	35	. 480	35
Icers.....	. 500	35	. 450	35
Wrappers.....	. 480	35	. 430	35
Learners.....	. 420	35	. 380	35

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New Haven, Conn.—Continued				
Hebrew baking:				
Foremen, ovenmen.....	\$1.354	48	\$1.250	48
Second hands.....	1.271	48	1.167	48
New Orleans, La.				
Bread and cake—Hand or machine shops:				
Foremen.....	.845	42	.827	42
Ovenmen, mixers.....	.785	42	.773	42
Benchmen, dividermen.....	.705	42	.692	42
Ovenmen (bake-out).....	.675	42	.665	42
Moldermen, twisters.....	.598	42	.586	42
Wrapping-machine operators, miscellaneous helpers.....	.530	42	.521	42
New York, N. Y.				
Bread and cake—Hand shops:				
Agreement A:				
First hands.....	1.267	45	1.133	45
Second hands.....	1.133	45	1.000	45
Third hands.....	1.000	45	.867	45
Agreement B:				
First hands.....	1.188	40	1.188	40
Second hands.....	1.125	40	1.125	40
Helpers.....	.875	40	.875	40
Agreement C:				
First hands.....	1.175	40	1.175	40
Second hands.....	1.075	40	1.075	40
Helpers.....	.813	40	.813	40
Packers:				
Male.....	.659	44	.659	44
Female.....	.598	44	.598	44
Agreement D:				
First hands.....	1.175	40	1.175	40
Second hands.....	1.075	40	1.075	40
Helpers.....	.875	40	.875	40
Shipping department:				
Male.....	.659	44	.659	44
Female.....	.500	44	.500	44
Agreement E:				
First hands.....	1.175	40	1.175	40
Second hands.....	1.075	40	1.075	40
Helpers.....	.875	40	.875	40
Shippers, packers.....	.575	40	.575	40
Agreement F:				
Foremen.....	1.125	48	1.021	48
Bench hands, second hands.....	1.000	48	.896	48
Third hands.....	.938	48	.792	48
Agreement G:				
First hands.....	1.125	48	1.000	48
Second hands.....	1.000	48	.900	48
Helpers.....	.875	48	.700	48
Agreement H:				
Ovenmen, mixers.....	1.113	40	1.113	40
Bench hands:				
Rate A.....	.963	40	.963	40
Rate B.....	.925	40	.925	40
Agreement I:				
First hands.....	1.100	40	1.100	40
Second hands.....	.950	40	.950	40
Helpers.....	.850	40	.850	40
Miscellaneous workers.....	.775	40	.775	40
Rolls (frankfurter) only:				
Ovenmen, mixers, first hands, second hands.....	.896	48	.896	48
Floormen.....	.729	48	.729	48
Cake and pastry only:				
First hands.....	.979	48	.896	48
Second hands.....	.771	48	.688	48
Third hands.....	.708	48	.583	48
Cafeterias and restaurants:				
First hands.....	1.600	45	1.533	45
Second hands.....	1.467	45	1.400	45
Third hands.....	1.067	45	1.000	45

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Retail shops:				
First hands	\$1.700	45	\$1.600	45
Second hands	1.567	45	1.467	45
Third hands	1.167	45	1.067	45
Bread and cake—Hand and semimachine shops:				
Foremen	1.350	40	1.350	40
Ovenmen, mixers	1.200	40	1.200	40
Bench hands	1.100	40	1.100	40
Helpers .....	.900	40	.900	40
Packers .....	.833	48	.833	48
Bread and cake—Machine shops:				
Agreement A:				
Bread department:				
Mixers, ovenmen	1.043	40	1.043	40
Dividers .....	.943	40	.943	40
Benchmen .....	.923	40	.923	40
Molder operators .....	.883	40	.883	40
Mixers' helpers .....	.873	40	.873	40
Ingredient scalers .....	.863	40	.863	40
Oven feeders, oven loaders .....	.853	40	.853	40
Pullman helpers .....	.851	40	.851	40
Oven dumpers, flour dumpers .....	.833	40	.833	40
Checkers; head slicers, wrappers, or packers .....	.813	40	.813	40
Oven helpers, bakery helpers, general helpers, pan greasers, rack pushers .....	.793	40	.793	40
Machine slicers .....	.783	40	.783	40
Slicers, wrappers, packers, wrapping-machine operators .....	.773	40	.773	40
Cake department:				
Ovenmen .....	.983	40	.983	40
Friers .....	.957	40	.957	40
Depositors .....	.943	40	.943	40
Benchmen .....	.923	40	.923	40
Mixers .....	.913	40	.913	40
Griddlemen .....	.851	40	.851	40
Icing mixers .....	.843	40	.843	40
Checkers .....	.813	40	.813	40
Ingredient scalers .....	.803	40	.803	40
Pan greasers, dough scalers .....	.793	40	.793	40
Dumpers .....	.783	40	.783	40
General helpers .....	.733	40	.733	40
Female employees .....	.533	40	.533	40
Agreement B:				
Bread department:				
Ovenmen	1.050	40	-----	-----
Mixers, stockmen .....	.950	40	-----	-----
Dividers, panners, moldermen, oven helpers .....	.870	40	-----	-----
Benchmen, mixers' helpers .....	.850	40	-----	-----
Cake department:				
Ovenmen	1.015	40	-----	-----
Mixers, stockmen .....	.950	40	-----	-----
Oven helpers .....	.870	40	-----	-----
Icers, icing mixers, decorators .....	.860	40	-----	-----
Benchmen .....	.850	40	-----	-----
Decorators' helpers, doughnutmen .....	.800	40	-----	-----
Pan greasers .....	.750	40	-----	-----
Pan washers .....	.650	40	-----	-----
Fruit workers, male; wrappers .....	.550	40	-----	-----
Fruit workers, female .....	.500	40	-----	-----
Bread only—Machine shops:				
Agreement A:				
Mixers, dividers .....	.960	40	.925	40
Flour handlers, panners, twisters, rackers, oven-room helpers, blenders .....	.910	40	.875	40
Checkers .....	.890	40	.855	40
Make-up-room helpers, general floormen .....	.860	40	.825	40
Wrappers, shipping clerks .....	.840	40	.805	40
Floormen, wrapping .....	.790	40	.755	40
Agreement B:				
Head ovenmen	1.100	40	-----	-----
Mixers	1.050	40	-----	-----
Dividers, bread	1.000	40	-----	-----
Dividers or platenmen, English muffins .....	.975	40	-----	-----
Molder operators, bread .....	.925	40	-----	-----
Roundermen .....	.875	40	-----	-----
Ovenmen, wrappers, mixers' helpers .....	.850	40	-----	-----
Ingredient scalers, flour handlers .....	.825	40	-----	-----
General helpers, box carriers, packers, shipping men .....	.800	40	-----	-----

TABLE 9.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued*

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Cake only—Machine shops:				
Agreement A:				
First hands.....	\$1.500	40	\$1.500	40
Mixers, benchmen, ovenmen.....	1.050	40	1.050	40
Packers (rate A).....	.700	40	.700	40
Packers (rate B), helpers.....	.600	40	.600	40
Agreement B:				
Foremen.....	1.125	40	1.125	40
Ovenmen, mixers.....	.925	40	.925	40
Bench hands.....	.825	40	.825	40
Helpers.....	.675	40	.675	40
Pie and pastry:				
Agreement A:				
Foremen.....	1.250	40	1.250	40
First hands.....	1.125	40	1.125	40
Second hands, mixers.....	1.000	40	1.000	40
Third hands.....	.875	40	.875	40
Helpers.....	.750	40	.675	40
Agreement B:				
Foremen, ovenmen.....	.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.....	1.123	40	1.123	40
Mixers.....	1.067	40	1.067	40
Friers.....	1.035	40	1.035	40
Relief mixers, cooks.....	1.023	40	1.023	40
Benchmen.....	.974	40	.974	40
Ingredient scalers, doughnut-machine operators.....	.908	40	.908	40
Helpers, checkers.....	.897	40	.897	40
Packers, sugarers.....	.826	40	.826	40
Doughnuts:				
Agreement A:				
Foremen.....	.895	40	-----	-----
Machine operators.....	.730	40	-----	-----
Foreladies.....	.675	40	-----	-----
Helpers.....	.620	40	-----	-----
Assistant foreladies.....	.525	40	-----	-----
Packers.....	.520	40	-----	-----
Agreement B:				
Machine operators.....	.710	40	.710	40
Belt attendants, helpers.....	.600	40	.600	40
Packers, box makers.....	.575	40	.575	40
Hebrew baking:				
Hand shops:				
Agreement A:				
First hands, ovenmen.....	1.600	45	1.600	45
Second hands.....	1.467	45	1.467	45
Helpers.....	1.067	45	1.067	45
Agreement B:				
First hands.....	1.600	⁵ 30	1.600	⁵ 30
Second hands.....	1.467	⁵ 30	1.467	⁵ 30
Helpers.....	1.067	⁵ 30	1.067	⁵ 30
Agreement C:				
First hands.....	1.413	40	1.413	40
Ovenmen, mixers.....	1.350	40	1.350	40
Second hands.....	1.250	40	1.250	40
Helpers.....	1.025	40	1.025	40
Agreement D:				
First hands.....	1.500	40	1.125	40
Second hands.....	1.250	40	1.000	40
Bench hands.....	1.000	40	.875	40
Agreement E:				
Ovenmen, mixers.....	1.229	48	1.167	48
Bench hands.....	1.188	48	1.125	48
Third hands.....	.938	48	.875	48
Helpers.....	.845	48	.792	48
Machine shops:				
First hands.....	1.714	⁷ 28	1.714	⁷ 28
Second hands.....	1.571	⁷ 28	1.571	⁷ 28
Helpers.....	1.143	⁷ 28	1.143	⁷ 28

⁵ Agreement permits 45 hours.

⁷ Agreement permits 42 hours.

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Bohemian baking:				
Large shops:				
First hands.....	\$1.286	35	\$1.286	35
Second hands.....	1.214	35	1.214	35
Small shops:				
First hands.....	1.214	35	1.071	35
Second hands.....	1.143	35	1.000	35
French baking:				
Bread:				
Agreement A:				
Day work:				
Foremen.....	1.199	37½	1.171	37½
Mixers.....	1.155	37½	1.003	37½
Ovenmen.....	1.129	37½	1.078	37½
Bench hands.....	1.106	37½	.957	37½
Second hands.....	1.059	37½	.955	37½
Third hands.....	1.012	37½	.911	37½
Packers.....	.966	37½		
Night work:				
Mixers.....	1.238	35	1.075	35
Ovenmen.....	1.210	35	1.155	35
Bench hands.....	1.185	35	1.025	35
Second hands.....	1.135	35	1.024	35
Third hands.....	1.085	35	.976	35
Agreement B:				
Day work:				
Foremen.....	1.089	45	1.022	45
Second hands.....	1.044	45	.978	45
Third hands.....	1.000	45	.933	45
Night work:				
Foremen.....	1.167	42	1.095	42
Second hands.....	1.119	42	1.048	42
Third hands.....	1.071	42	1.000	42
Pastry:				
Foremen.....	1.150	40	1.150	40
Mixers, ovenmen.....	1.100	40	1.100	40
Benchmen.....	1.090	40	1.000	40
Bakery helpers.....	.850	40	.850	40
Pan cleaners, pan greasers, packers.....	.595	40	.595	40
Packers' helpers.....	.550	40	.550	40
Italian baking:				
Manhattan:				
Foremen.....	.896	48	.833	48
Second hands.....	.771	48	.708	48
Third hands.....	.646	48	.583	48
Brooklyn:				
First hands:				
Rate A.....	1.019	54		
Rate B.....	.926	54		
Rate C.....	.778	54		
Second hands:				
Rate A.....	.852	54		
Rate B.....	.778	54		
Rate C.....	.685	54		
Polish baking:				
First hands.....	1.288	40	1.288	40
Second hands.....	1.188	40	1.188	40
Helpers.....	.988	40	.988	40
Scandinavian baking:				
Foremen.....	.938	48	.938	48
Second hands.....	.833	48	.833	48
Bench hands.....	.729	48	.729	48
Crackers and cookies:				
Machinemen, peelers.....	1.025	40	1.005	40
Mixers.....	.945	40	.925	40
Bakers, rollers.....	.925	40	.905	40
Bakers' helpers.....	.895	40	.875	40
Spreaders, trimmers.....	.845	40	.825	40
Stackers, conveyormen, floormen.....	.795	40	.775	40
Pan feeders.....	.775	40	.755	40
Icing-department packers.....	.625	40	.605	40
Female employees:				
Inspectors.....	.695	40	.675	40
Cracker packers, machine operators.....	.645	40	.625	40
Carton formers.....	.625	40	.605	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Oklahoma City, Okla.				
Bread and cake—Machine shops:				
Day work:				
Foremen.....	\$1.025	40	\$1.025	40
Mixers, ovenmen.....	.925	40	.925	40
Benchhands, machine hands.....	.825	40	.825	40
Wrapping-machine operators, bakeshop helpers.....	.625	40	.625	40
Night work:				
Foremen.....	1.150	40	1.150	40
Mixers, ovenmen.....	1.000	50	1.000	40
Bench hands, machine hands.....	.900	40	.900	40
Helpers.....	.700	40	.700	40
Wrapping-room helpers.....	.550	40	.550	40
Omaha, Nebr.				
Bread and cake—Machine shops:				
Foremen.....	1.030	40	1.000	40
Cake decorators.....	.910	40	.880	40
Mixers, ovenmen.....	.890	40	.860	40
Benchmen.....	.830	40	.800	40
Cake mixers.....	.820	40	.785	40
Ingredient scalers, machinemen.....	.810	40	.780	40
Oven dumpers, pie mixers, ovenmen, order checkers.....	.780	40	.750	40
Fruit cookers.....	.730	40	.700	40
Dough-room helpers.....	.710	40	.680	40
Coolermen.....	.650	40	.620	40
Pan cleaners.....	.590	40	.560	40
Helpers, other than bake-shop.....	.570	40	.540	40
Packers, bake-shop helpers:				
1 to 6 months.....	.500	40	.560	40
7 to 12 months.....	.630	40	.600	40
After 1 year.....	.680	40	.650	40
Female employees:				
Foreladies.....	.760	40	.....	.....
Cake-machine operators; roll-machine operators.....	.580	40	.550	40
Pie fillers, wrappers.....	.500	40	.475	40
Hand wrappers, icers:				
1 to 6 months.....	.450	40	.420	40
7 to 12 months.....	.470	40	.440	40
After 1 year.....	.500	40	.475	40
Peoria, Ill.				
Bread and cake—Hand shops:				
Foremen.....	.958	48	.896	48
Bench foremen.....	.792	48	.729	48
Benchmen.....	.729	48	.667	48
Bread and cake—Machine shops:				
Foremen.....	1.188	40	1.138	40
Spongers, ovenmen.....	1.063	40	1.013	40
Benchmen, machine operators.....	.988	40	.938	40
Oven helpers.....	.700	42	.700	42
Bake-shop helpers.....	.650	42	.650	42
Wrappers.....	.600	42	.600	42
Miscellaneous helpers.....	.550	42	.550	42
Wrappers, female:				
1 to 3 months.....	.450	42	.450	42
After 3 months.....	.550	42	.550	42
Philadelphia, Pa.				
Bread and cake—Machine shops:				
Agreement A:				
Oven supervisors, rotary-oven men.....	1.000	40	.950	40
Shipping clerks.....	1.000	40	.875	40
Mixers.....	.975	40	.950	40
Icing mixers.....	.950	40	.900	40
Dividemen, moldermen.....	.910	40	.875	40
Benchmen.....	.900	40	.875	40
Dividers, molders, scalers, cake-machine operators, greasing-machine operators, icing-machine operators.....	.900	40	.850	40
Oven feeders, oven dumpers.....	.885	40	.835	40
Mixers' helpers.....	.850	40	.800	40
Bread selectors.....	.825	40	.804	40
Flour blenders, wrapping-machine operators.....	.825	40	.775	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Philadelphia, Pa.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement A—Continued.				
Bakery helpers.....	\$0.760	40	\$0.710	40
Pan greasers.....	.750	40	.700	40
Female employees:				
Floor girls.....	.620	40	.575	40
Wrappers.....	.620	40	.525	40
Depositors.....	.600	40	.525	40
All others.....	.560	40	.510	40
Agreement B:				
Traveling-oven supervisors, peel-oven men, rotary-oven men, oil-oven men.....	1.000	40	.925	40
Mixers, icing makers.....	.950	40	.875	40
Traveling-oven feeders, deliverymen.....	.910	40	.810	40
Benchmen, machinemen, doughnut-machine operators, steam-box tenders, depositors, ingredient scalars.....	.910	40	.835	40
Sandwich-wrapping and sweet-dough machine setters.....	.860	40	.725	40
Mixers' helpers.....	.850	40	.775	40
Packers.....	.825	40	.750	40
Wrapping-machine operators.....	.800	40	.725	40
Peel-oven helpers, pan greasers, flour blenders.....	.775	40	.675	40
Bakery, bench, oven depositor, or stockroom helpers; wrapping-machine truckers; flour pilers or handlers; roll baggers or wrappers; tray boys.....	.755	40	.685	40
Wrappers or icers, female.....	.560	40	.485	40
Chain stores—Retail:				
Head ovenmen.....	1.075	40	1.000	40
Cake decorators, peel-oven men.....	1.000	40	.925	40
Mixers.....	.975	40	.900	40
Benchmen, machinemen, steam-box tenders, ingredient scalars.....	.935	40	.860	40
Traveling-oven-feeders, deliverymen.....	.910	40	.835	40
Bread coolers, mixers' helpers, dough punchers.....	.885	40	.810	40
Packers, bread wrappers.....	.850	40	.775	40
Flour pilers, dumpers, pan greasers, bakery helpers, stockroom helpers.....	.800	40	.725	40
Wrappers or icers, female.....	.583	40	.513	40
Cake only—Machine shops:				
Foremen.....	.900	40	.900	40
Mixers.....	.800	40	.800	40
Ovenmen.....	.750	40	.750	40
Benchmen.....	.700	40	.700	40
Helpers.....	.650	40	.650	40
Female employees.....	.430	40	.430	40
Pie and pastry:				
Ovenmen, cooks, dough mixers, custard mixers.....	.750	40	.750	40
Ingredient scalars, order packers, cook's helpers, ovenmen's helpers.....	.650	40	.650	40
Toppers, pie or shell makers.....	.600	40	.600	40
Dish washers.....	.550	40	.550	40
Apple peelers, crown makers, lemon fillers, pie wrappers.....	.475	40	.475	40
Hebrew baking:				
Bread:				
Foremen, oven hands.....	1.416	45	1.416	45
Second hands, mixers.....	1.353	45	1.353	45
Third hands, helpers.....	1.249	45	1.249	45
Fourth hands.....	.834	45	.834	45
Cake:				
Foremen, first hands.....	.940	45	.940	45
Second hands.....	.807	45	.807	45
Third hands.....	.673	45	.673	45
Fourth hands, helpers.....	.584	45	.584	45
Italian baking:				
Mixers, ovenmen.....	.917	48	.750	54
Bench hands.....	.792	48	.600	54
Helpers.....	.667	48	.500	54
Crackers and cookies:				
Agreement A:				
Head mixers, sponge.....	1.025	40	.925	40
Machine captains, sponge.....	.970	40	.950	40
Sweet mixers.....	.970	40	.900	40
Bakers (traveling-oven).....	.920	40	.900	40
Supplymen.....	.895	40	.825	40
Rollermen.....	.875	40	.855	40
Sweet or sponge mixers' helpers, flour dumpers.....	.825	40	.825	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Philadelphia, Pa.—Continued				
Crackers and cookies—Continued.				
Agreement A—Continued.				
Machine set-up men.....	\$0.825	40	\$0.775	40
Stockmen.....	.775	40	.755	40
Supervisors, female.....	.695	40	.675	40
Packers, icing-department machine operators.....	.605	40	.585	40
Carton formers.....	.605	40	.555	40
Helpers, female (after 90 days).....	.535	40	.515	40
Agreement B:				
Machine captains.....	.970	40	.950	40
Head mixers, sponge.....	.945	40	.925	40
Bakers (travelling-oven), sweet mixers.....	.920	40	.900	40
Bakers, peelers.....	.915	40	.895	40
Rollermen, cuttermen.....	.875	40	.855	40
Ovenmen, drawmen, reel-ovenmen's helpers.....	.855	40	.835	40
Supplymen; tally clerks, male; sponge mixers; mixers' helpers; sweet mixers' helpers; flour dumpers.....	.845	40	.825	40
Icing mixers' helpers, icing-machine set-up men.....	.840	40	.775	40
Traveling-oven helpers.....	.835	40	.815	40
Oven firemen.....	.825	40	.805	40
Pan cleaners, feeders, dumpers.....	.795	40	.775	40
Stackers, stockmen.....	.775	40	.755	40
Slow-pan men, spray-machine operators.....	.765	40	.745	40
Pastemen.....	.755	40	.735	40
Floormen, tallymen.....	.745	40	.725	40
Sealers, weighers.....	.735	40	.715	40
Floormen, packing.....	.725	40	.705	40
Supervisors, female.....	.695	40	.675	40
Machine operators, female; general packers.....	.605	40	.585	40
Other female help, carton formers.....	.575	40	.555	40
Agreement C:				
Bakers.....	.930	40	-----	-----
Mixers.....	.905	40	-----	-----
Peelers.....	.880	40	-----	-----
Stackers.....	.705	40	-----	-----
General helpers, male.....	.630	40	-----	-----
Packers.....	.555	40	-----	-----
General helpers, female.....	.530	40	-----	-----
Phoenix, Ariz.				
Bread and cake—Hand shops:				
Foremen.....	.979	48	.979	48
Ovenmen.....	.938	48	.938	48
Benchmen.....	.854	48	.854	48
Wrapping-machine helpers.....	.583	48	.583	48
Bread and cake—Machine shops:				
Foremen.....	1.175	40	1.175	40
Dough mixers, ovenmen.....	1.125	40	1.125	40
Machinemen, bench hands.....	1.025	40	1.025	40
Shipping foremen, wrapping-machine operators.....	.875	40	.875	40
Shipping clerks.....	.750	40	.750	40
Pan washers, other unskilled help.....	.675	40	.675	40
Checkers.....	.625	40	.625	40
Wrapping-machine helpers:				
1 to 6 months.....	.575	40	.575	40
After 6 months.....	.675	40	.675	40
Pittsburgh, Pa.				
Bread and cake—Hand shops:				
First-hand bakers, dough mixers.....	.875	45	.875	45
Shop helpers.....	.625	45	.625	45
Bread and cake—Machine shops:				
Mixers, ovenmen.....	.950	40	.950	40
Benchmen, machine hands, molders, dividers.....	.900	40	.900	40
Traveling-oven feeders and dumpers.....	.850	40	.850	40
Bake-shop helpers.....	.790	40	.790	40
Checkers.....	.740	40	.740	40
Wrapping-machine setters.....	.730	40	.730	40
Order assemblers.....	.710	40	.710	40
Packers.....	.670	40	.670	40
Wrappers, icers, other female helpers.....	.550	40	.530	40
Pie and pastry:				
First-hand bakers, ovenwomen.....	.455	42½	.455	42½
Dough mixers.....	.375	42½	.375	42½

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Pittsburgh, Pa.—Continued				
Hebrew baking:				
First hands, ovenmen.....	\$1.533	45	\$1.488	45
Second hands, mixers.....	1.467	45	1.421	45
Third hands, bench hands.....	1.378	45	1.333	45
Cake bakers:				
First hands.....	1.467	45	1.421	45
Second hands.....	1.378	45	1.333	45
Unskilled workers:				
Shippers, bread wrappers.....	.667	48	.667	48
Cake bakers' helpers.....	.655	48	.655	48
Pan greasers.....	.575	48	.575	48
Wrappers, female.....	.455	44	.455	44
Portland, Oreg.				
Bread and cake—Hand shops:				
Foremen.....	1.265	40	1.265	40
Ovenmen, mixers.....	1.208	40	1.208	40
Bench hands.....	1.093	40	1.093	40
Head checkers.....	.973	40	.973	40
Assistant checkers.....	.845	40	.845	40
Packers, hand wrappers.....	.816	40	.816	40
Helpers:				
First year.....	.700	40	.700	40
After 1 year.....	.861	40	.861	40
Bread and cake—Machine shops:				
Foremen.....	1.336	36	1.336	36
Ovenmen, mixers.....	1.272	36	1.272	36
Bench hands, machinemen.....	1.208	36	1.208	36
Head checkers, wrappers, receiving clerks, stock clerks, head shipping clerks.....	1.158	36	1.158	36
Wrappers, machine operators.....	1.078	36	1.078	36
Flour blenders.....	1.014	36	1.014	36
Assistant checkers, shipping clerks.....	.997	36	.997	36
Machine operators' helpers.....	.901	36	.901	36
Pan greasers.....	.764	36	.764	36
Females:				
Foreladies in charge of 4 or more girls.....	.796	40	.766	40
Cake decorators.....	.744	40	.714	40
Icing girls.....	.649	40	.609	40
Other female employees (after 1 year).....	.591	40	.551	40
Crackers and cookies:				
Agreement A:				
Machinemen.....	1.015	40	.968	40
Mixers.....	.980	40	.930	40
Peelers.....	.955	40	.905	40
Receiving clerks.....	.910	40	.880	40
Ovenmen.....	.905	40	.855	40
Rollermen.....	.850	40	.820	40
Scalermen, wrappers.....	.845	40	.818	40
Mixers' helpers.....	.810	40	.780	40
Rollermen's helpers, dough feeders, assemblymen.....	.760	40	.730	40
Stackers.....	.740	40	.710	40
Miscellaneous helpers.....	.735	40	.705	40
Females:				
Packers.....	.555	40	.505	40
Icers, miscellaneous help.....	.535	40	.485	40
Agreement B:				
Mixers.....	.930	40	.930	40
Peelers, shipping clerks.....	.880	40	.880	40
Ovenmen.....	.855	40	.855	40
Rollermen.....	.825	40	.825	40
Stackers.....	.755	40	.755	40
Females:				
Packers.....	.505	40	.505	40
Miscellaneous helpers.....	.460	40	.460	40
Providence, R. I.				
Bread and cake—Hand shops:				
Benchmen, who do some mixing daily; foremen.....	.825	44	.825	44
Benchmen.....	.660	44	.660	44
Shippers, wrappers.....	.575	44	.575	44
Pan greasers, general helpers.....	.500	44	.500	44

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Providence, R. I.—Continued				
Bread and cake—Machine shops:				
Bread only:				
Agreement A:				
Mixers.....	\$0.951	40	\$0.925	40
Dividers.....	.876	40	.850	40
Molders, traveling-oven men, doughnut mixers.....	.851	40	.825	40
Helpers, packers.....	.726	40	.700	40
Agreement B:				
Head mixers.....	1.125	40	1.125	40
Second mixers.....	1.000	40	1.000	40
Ovenmen, dividers.....	.925	40	.925	40
Head wrapping operators.....	.900	40	.900	40
Molders.....	.875	40	.875	40
Mixers' helpers, first benchmen.....	.825	40	.825	40
Oven helpers, benchmen.....	.775	40	.775	40
Wrapping-machine operators.....	.720	40	.720	40
Pan greasers.....	.675	40	.675	40
Agreement C:				
Mixers, traveling-oven men.....	1.025	40	1.025	40
Dividers, peel-oven men, head benchmen.....	.925	40	.925	40
Molders.....	.875	40	.875	40
Ingredient scalars.....	.825	40	.825	40
Ovenmen's helpers, molders' helpers, benchmen, head wrappers, utilitymen.....	.750	40	.750	40
Wrappers.....	.675	40	.675	40
Pan greasers.....	.625	40	.625	40
Agreement D:				
Mixers.....	1.025	40	-----	-----
Dividers.....	.925	40	-----	-----
Molders.....	.875	40	-----	-----
Ingredient scalars.....	.825	40	-----	-----
Ovenmen's helpers, molders' helpers.....	.750	40	-----	-----
Flourmen.....	.725	40	-----	-----
Pan greasers.....	.685	40	-----	-----
Wrappers.....	.650	40	-----	-----
Cake only:				
Mixers.....	1.035	40	1.035	40
Ovenmen.....	.950	40	.950	40
Scalars, fried-cake mixers, icing-machine operators, cutting-machine operators, icing mixers.....	.840	40	.840	40
Friers.....	.790	40	.790	40
Flourmen.....	.730	40	.730	40
Helpers:				
1 to 6 months.....	.625	40	.625	40
After 6 months.....	.650	40	.650	40
Female help:				
1 to 6 months.....	.475	40	.475	40
After 6 months.....	.540	40	.540	40
Hebrew baking:				
Foremen.....	1.146	48	1.146	48
Second hands.....	1.042	48	1.042	48
Hellenic baking:				
Foremen:				
Rate A.....	1.000	40	1.000	40
Rate B.....	.875	40	.875	40
Mixers.....	.775	40	.775	40
Ovenmen.....	.750	40	.750	40
Molder operators.....	.700	40	.700	40
Divider operators, first benchmen.....	.675	40	.675	40
Wrapping-machine operators, checkers.....	.625	40	.625	40
Benchmen.....	.600	40	.600	40
General helpers, shipping-room helpers.....	.575	40	.575	40
Pan greasers.....	.525	40	.525	40
Reading, Pa.				
Bread and cake—Machine shops:				
Doughnut mixers.....	.888	40	.888	40
Cakemen, stock clerks.....	.800	40	.800	40
Benchmen, ovenmen, machinemen, dividermen, ingredientmen, moldermen, wrappers.....	.763	40	.763	40
Pan greasers.....	.688	40	.688	40
Helpers.....	.663	40	.663	40

TABLE 9.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued*

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Richmond, Va.				
Bread and cake—Machine shops:				
Agreement A:				
Bread department:				
Foremen, shipping clerks.....	\$1.090	40	\$1.050	40
Mixers.....	.890	40	.850	40
Divider operators, mixers' helpers.....	.840	40	.800	40
Molder operators, wrapping-machine operators, oven feeders.....	.790	40	.750	40
Molders' helpers, wrapping-machine helpers, oven helpers, bread packers.....	.740	40	.700	40
Flour blenders.....	.590	40	.550	49
New employees:				
1 to 6 months.....	.640	40	.600	40
7 to 12 months.....	.665	40	.625	40
13 to 18 months.....	.690	40	.650	40
19 to 24 months.....	.715	40	.675	40
Cake department:				
Mixers.....	.890	40	.850	40
Oven tenders.....	.865	40	.825	40
Doughnut-machine operators.....	.840	40	.800	40
Scalers.....	.740	40	.700	40
Female help; cake wrappers.....	.470	40	.450	40
Agreement B:				
Bread department:				
Dough mixers.....	.850	40	.850	40
Dividers, ovenmen.....	.700	40	.700	40
Molders, benchmen.....	.650	40	.650	40
Rackers.....	.550	40	.550	40
Cake department:				
Mixers.....	.700	40	.700	40
Machine wrappers.....	.650	40	.650	40
Oven tenders.....	.600	40	.600	40
Agreement C:				
Bread department:				
Dough mixers.....	.850	40	.850	40
Divider operators, moldermen.....	.750	40	.750	40
Benchmen.....	.700	40	.700	40
Oven feeders, oven dumpers.....	.600	40	.600	40
Oven helpers, cooler feeders, advanced helpers.....	.550	40	.550	40
Shipping clerks, packers.....	.550	40		
Dough mixers' helpers, bread wrappers.....	.500	40	.500	40
Bread rackers, pan greasers, flour blenders, flour dumpers, pan setters, packers' helpers, bench helpers, general helpers (rate A), wrappers' helpers.....	.450	40	.450	40
Shipping, receiving, and stock clerks' helpers.....	.450	40		
General helpers.....	.400	40		
New employees:				
1 to 6 months.....	.450	40	.450	40
7 to 12 months.....	.500	40	.500	40
13 to 18 months.....	.550	40	.550	40
19 to 24 months.....	.600	40	.600	40
Cake department:				
Doughnut-machine operators.....	.650	40	.650	40
Dough mixers, icing makers, ovenmen.....	.550	40	.550	40
Scaling-machine men.....	.500	40	.500	40
Pan greasers:				
Rate A.....	.450	40	.450	40
Rate B.....	.350	40	.350	40
Icers or wrappers, female; oven dumpers; cake dumpers; scalers' helpers; general help.....	.400	40	.400	40
Rochester, N. Y.				
Bread and cake—Hand shops:				
Day work:				
Foremen, first hands.....	1.023	44	1.023	44
Second hands, ovenmen, mixers.....	.943	44	.943	44
Third hands, bench hands.....	.909	44	.909	44
Night work:				
Foremen, first hands.....	1.080	44	1.080	44
Second hands, mixers, ovenmen.....	1.000	44	1.000	44
Third hands, bench hands.....	.966	44	.966	44

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Rochester N. Y.—Continued				
Bread and cake—Machine shops:				
Agreement A:				
Day work:				
First hands.....	\$0.955	44	\$0.955	44
Second hands.....	.875	44	.875	44
Third hands.....	.841	44	.841	44
Foreladies.....	.650	44	.575	44
Male helpers.....	.636	44	.636	44
Female workers.....	.540	44	.485	44
Night work:				
First hands.....	1.011	44	1.011	44
Second hands.....	.932	44	.932	44
Third hands.....	.898	44	.898	44
Dumpers.....	.852	44	.852	44
Helpers.....	.739	44	.739	44
Agreement B:				
Foremen, first hands.....	.986	48	.896	48
Mixers, ovenmen, second hands.....	.859	48	.781	48
Bench hands, machine hands, third hands.....	.814	48	.740	48
Shipping clerks.....	.688	48	.625	48
General helpers, wrappers.....	.644	48	.585	48
Doughnut makers, cookie fillers.....	.607	48	.552	48
Bun sugarers, general helpers:				
Rate A.....	.598	48	.544	48
Rate B.....	.586	48	.533	48
Agreement C:				
Mixers.....	1.000	40	.950	40
Dividemen.....	.950	40	.900	40
Machinemen, moldermen, bench hands, oven dumpers, oven feeders, assemblymen, batchmen.....	.900	40	.850	40
Oven operators.....	.900	40	.880	40
Flour blenders, mixers' helpers.....	.850	40	.800	40
Wrapping-machine operators.....	.800	40	.750	40
Flour handlers.....	.775	40	.725	40
Pan greasers, oven helpers, machine helpers, bench helpers, bread rackers, checkers, packers.....	.750	40	.700	40
Wrapping helpers, slicing helpers.....	.725	40	.675	40
Female employees:				
Foreladies.....	.620	40	.600	40
Icing-machine operators.....	.500	40	.480	40
Icers, wrappers.....	.470	40	.450	40
Box makers.....	.420	40	.400	40
Hebrew baking:				
Ovenmen, mixers.....	1.406	48	1.302	48
Bench hands.....	1.302	48	1.198	48
First cake bakers.....	1.250	48		
Second cake bakers.....	1.146	48	1.042	48
Third hands.....	1.094	48	.990	48
Rock Island (Ill.) District				
Bread and cake—Hand shops:				
Foremen.....	.900	48	.900	48
First bakers.....	.800	48	.800	48
Second bakers.....	.750	48	.750	48
Helpers.....	.667	48	.667	48
Hand wrappers, female.....	.438	48	.438	48
Bread and cake—Machine shops:				
Foremen.....	1.000	40	1.000	40
Dough mixers, ovenmen.....	.900	40	.900	40
Benchmen, machinemen.....	.850	40	.850	40
Shipping-room foremen, checkers, shipping clerks.....	.725	40	.725	40
Helpers:				
1 to 6 months.....	.580	40	.580	40
After 6 months.....	.660	40	.660	40
Stockroom men, packers, wrapping-machine helpers, truck loaders.....	.660	40	.660	40
Hand wrappers or icers, female.....	.475	40	.475	40
Pie and pastry:				
Foremen.....	1.000	40	1.000	40
First hands.....	.900	40	.900	40
Second hands, scalers.....	.850	40	.850	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
St. Louis, Mo.				
Bread and cake—Hand shops:				
Foremen.....	\$0.958	48	\$0.938	48
Second hands, bench hands.....	.863	48	.850	48
Bread and cake—Machine shops:				
Day work:				
Foremen.....	1.318	40	1.273	40
Spongers, oven hands, ovenmen, cake mixers.....	1.208	40	1.163	40
First bench hands, scalers.....	1.125	40	1.080	40
Bench hands, machine hands.....	1.098	40	1.053	40
Bread counters.....	.933	40	.888	40
Helpers, pan greasers.....	.905	40	.860	40
Icing mixers or ingredient scalers—Cake.....	.874	40	.824	40
Ingredient scalers—Bread.....	.788	40	.738	40
Wrapping- or slicing-machine operators.....	.713	40	.663	40
Beltmen.....	.638	40	.588	40
Packers:				
1 to 6 months.....	.705	40	.655	40
After 6 months.....	.750	40	.700	40
Miscellaneous male helpers:				
1 to 6 months.....	.575	40	.525	40
After 6 months.....	.625	40	.575	40
Foreladies.....	.575	40	.525	40
Female helpers:				
1 to 6 months.....	.475	40	.425	40
After 6 months.....	.525	40	.475	40
Night work:				
Foremen.....	1.373	40	1.328	40
Spongers, oven hands.....	1.263	40	1.218	40
First bench hands, scalers.....	1.190	40	1.135	40
Bench hands, machine hands.....	1.153	40	1.108	40
Helpers, pan greasers.....	.960	40	.915	40
Bread counters.....	.958	40	.913	40
Ingredient scalers.....	.813	40	.763	40
Slicing- or wrapping-machine operators.....	.738	40	.688	40
Beltmen.....	.663	40	.613	40
Hebrew baking:				
Bakers, ovenmen, foremen.....	1.250	48	1.158	48
Second hands.....	1.042	48	.984	48
Miscellaneous helpers.....	.438	48	.394	48
St. Paul, Minn.				
Bread and cake—Hand shops:				
Foremen of 6 or more men.....	.938	48	.938	48
Foremen of 5 or less men; first hands.....	.833	48	.833	48
Ovenmen, mixers.....	.771	48	.771	48
Bench hands.....	.750	48	.750	48
Bread and cake—Machine shops:				
Bread only:				
Foremen.....	1.075	40	1.075	40
Sponge mixers, dough mixers, ovenmen, oven operators.....	.925	40	.925	40
Bench hands, dividers, molders, bun-machine operators.....	.875	40	.875	40
Oven feeders, oven dumpers, slicing- or wrapping-machine operators.....	.815	40	.815	40
Oven helpers, bench helpers, twisters, panners, foreladies, girls-in-charge.....	.725	40	.725	40
Helpers:				
1 to 6 months.....	.625	40	.625	40
After 6 months.....	.700	40	.700	40
Female finishers, packers, or wrappers:				
1 to 6 months.....	.480	40	.480	40
After 6 months.....	.540	40	.540	40
Cake only:				
Foremen.....	1.075	40	1.075	40
Mixers, icers, ovenmen.....	.875	40	.875	40
Ingredient scalers, fruit cookers, depositors, drop-machine operators.....	.775	40	.775	40
Helpers:				
1 to 6 months.....	.625	40	.625	40
After 6 months.....	.700	40	.700	40
Female employees:				
Foreladies.....	.725	40	.725	40
Wrapping-machine operators.....	.700	40	.700	40
Wrappers, packers, finishers:				
1 to 6 months.....	.480	40	.480	40
After 6 months.....	.540	40	.540	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
St. Paul, Minn.—Continued				
Pie and pastry:				
Foremen.....	\$1.000	40	\$1.000	48
Second men.....	.875	40	.875	48
Helpers (after 2 years).....	.650	40	.650	48
Female employees (after 6 months).....	.510	40	.510	48
Crackers and cookies:⁸				
Baking department:				
Head sweet mixers.....	.925	40	.....	.....
Sponge peelers, ovenmen, reliefmen.....	.900	40	.825	40
Head sponge mixers.....	.850	40	.....	.....
Assistant sweet or sponge mixers, stockmen.....	.800	40	.....	.....
Sponge rollermen.....	.775	40	.700	40
Sweet-oven men, machinemen, wrapping-machine operators.....	.750	40	.....	.....
Draw boys, head weighers.....	.725	40	.....	.....
Pan greasers.....	.700	40	.....	.....
Finished stock pilers, female.....	.550	40	.....	.....
Sweet-oven helpers:				
1 to 6 months.....	.550	40	.450	40
7 to 12 months.....	.600	40	.500	40
After 1 year.....	.650	40	.575	40
Icing department:				
Mixers, machinemen.....	.750	40	.....	.....
Paper cutters.....	.625	40	.....	.....
Packers.....	.550	40	.....	.....
Foreladies.....	.525	40	.....	.....
Weighers.....	.500	40	.....	.....
Packing department:				
Female employees:				
Foreladies.....	.600	40	.....	.....
Cracker packers.....	.575	40	.525	40
Cookie packers.....	.550	40	.500	40
Machine operators.....	.550	40	.....	.....
Sample girls.....	.525	40	.....	.....
Wrappers, weighers.....	.500	40	.....	.....
General helpers:				
1 to 6 months.....	.400	40	.350	40
7 to 12 months.....	.410	40	.375	40
13 to 24 months.....	.450	40	.400	40
After 2 years.....	.475	40	.425	40
Salt Lake City, Utah				
Bread and cake—Hand shops:				
Foremen.....	.895	48	.875	48
Ovenmen, doughmen.....	.791	48	.771	48
Bench hands.....	.739	48	.719	48
Wrapping helpers, shipping helpers.....	.593	48	.573	48
Bread and cake—Machine shops:				
Foremen.....	1.070	40	1.050	40
Dough mixers, ovenmen.....	.950	40	.930	40
Scalers.....	.890	40	.870	40
Machinemen, bench hands.....	.840	40	.820	40
Shipping clerks, head wrappers.....	.770	40	.750	40
Checkers.....	.720	40	.700	40
Bread rackers, pan greasers.....	.670	40	.650	40
Foreladies.....	.620	40	.600	40
Wrapping helpers, shipping helpers.....	.570	40	.550	40
Icers, female.....	.550	40	.530	40
Wrappers or packers, female.....	.500	40	.480	40
San Francisco, Calif.				
Bread and cake—Hand shops:				
Agreement A:				
Foremen, ovenmen.....	1.131	40	1.131	40
Bench hands.....	1.063	40	1.063	40
Agreement B:				
Foremen, ovenmen, mixers.....	1.113	42	1.113	42
Bench hands.....	1.052	42	1.052	42
Bread and cake—Machine shops:				
Foremen.....	1.380	38	1.380	38
Dough mixers, ovenmen.....	1.320	38	1.320	38
Bench hands.....	1.230	38	1.230	38
Flour blenders.....	1.140	38	1.140	38
Helpers (after 1 year).....	.980	38	.980	38

⁸ In addition to wage rates listed, employees receive bonuses based on production.

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
San Francisco, Calif.—Continued				
Bread and cake—Machine shops—Continued.				
Ornamental-icing girls.....	\$0.850	40	\$0.850	40
Foreladies.....	.790	40	.790	40
Icing-machine girls, supervisors, cutters, department hands.....	.650	40	.650	40
Icing girls:				
1 to 3 months.....	.650	40	.650	40
After 3 months.....	.700	40	.700	40
Hand or machine wrappers, packers, pan girls, boxers, box asorters, toast girls, other helpers.....	.590	40	.590	40
French and Italian baking:				
Hand shops:				
Foremen, ovenmen, mixers.....	1.123	42	1.123	42
Bench hands.....	1.024	42	1.024	42
Machine shops:				
Foremen, ovenmen, mixers.....	1.209	39	1.209	39
Bench hands.....	1.103	39	1.103	39
Crackers and cookies:				
Agreement A:				
Machinemen, head mixers.....	1.103	40	1.103	40
Peelers, ovenmen, reliefmen.....	1.053	40	1.053	40
Rollermen (laminator operators).....	.988	40	.988	40
Sponge-oven helpers, mixers' helpers.....	.955	40	.955	40
Wrapping-machine set-up men, icing men, sugar-wafer men.....	.940	40	.940	40
Sweet-oven helpers, icing helpers, sweet-dough feeders, pan greasers and feeders, assemblymen, sugar-wafer helpers.....	.890	40	.890	40
Shippers, receivers.....	.860	40	.860	40
Traveling-oven feeders, dough feeders' helpers.....	.815	40	.815	40
Stackers, female; wrapping-machine helpers.....	.790	40	.790	40
General helpers.....	.753	40	.753	40
Supervisors (packing).....	.625	40	.625	40
Sponge packers, wrappers, bundlers, weighers, carton formers.....	.590	40	.590	40
Icing girls, sugar-wafer girls, sweet packers.....	.553	40	.553	40
Agreement B:				
Machinemen, mixers, ovenmen.....	1.135	40	1.135	40
Reliefmen.....	1.060	40	1.060	40
Cellophane or wax-wrapping-machine operators.....	.998	40	.998	40
Icing men.....	.940	40	.940	40
Shippers, receivers.....	.910	40	.910	40
Benchmen.....	.860	40	.860	40
Female employees:				
Supervisors.....	.625	40	.625	40
Weighers, carton and caddy formers, wrappers, bundlers, relief girls, stitchers, cellophane-bag-machine operators.....	.590	40	.590	40
Icing girls, sweet packers.....	.553	40	.553	40
Scranton, Pa.				
Bread and cake—Hand shops:				
Agreement A:				
Ovenmen, dough mixers.....	.813	48	.771	48
Assistant bench hands.....	.625	48		
Helpers.....	.479	48	.438	48
Agreement B:				
Mixers, ovenmen.....	.760	48	.760	48
Bench hands.....	.635	48	.635	48
Utilitymen, wrappers, shippers.....	.438	48	.438	48
Bread and cake—Machine shops:				
Agreement A:				
Reliefmen.....	.975	40	.950	40
Receiving clerks.....	.950	40	.925	40
Mixers.....	.900	40	.875	40
Stockmen, cake depositors, oven operators.....	.825	40	.800	40
Divider or molder operators.....	.800	40	.775	40
Scalers, pan rackers, doughnut-machine operators, flour blenders, benchmen, steam-box men.....	.775	40	.750	40
Depositers' helpers.....	.775	40	.700	40
Oven bread rackers.....	.750	40	.750	40
Mixers' helpers, oven feeders or dumpers, wrapping-machine operators, tray ovenmen, small-roll workers.....	.750	40	.725	40
Pan greasers, male.....	.750	40	.675	40
Bread packers or truckers, cake dumpers, loaders.....	.725	40	.700	40
Carton makers, male.....	.725	40	.650	40
Doughnut-machine helpers, male; industrial pan washers.....	.700	40	.675	40
General baking helpers.....	.700	40	.625	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Scranton, Pa.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement A—Continued.				
Pan greasers, female; cake cutters; machine wrappers, female.	\$0.550	40	\$0.475	40
Bread rackers.....	.550	40	.450	40
Depositor girls.....	.550	40	.425	40
Doughnut-machine helpers, female; selectors, female; bread or roll girls; bench helpers, female; floor girls; icer girls; cake-shop girls; hand-wrapper girls.....	.500	40	.425	40
Agreement B:				
Bread department:				
Shipping clerks.....	1.028	40	.978	40
Molders.....	.925	40	.865	40
Mixers.....	.925	40	.810	40
Ovenmen, proof-box men.....	.875	40	.710	40
Dividers.....	.850	40	.760	40
Flour blenders, mixers' helpers.....	.785	40	.760	40
Assistant shipping clerks.....	.775	40	.675	40
Pan setters.....	.768	40	.710	40
Wrappers.....	.725	40	.625	40
Pan greasers.....	.710	40	.710	40
Bench hands, traveling-oven tenders.....	.700	40	.625	40
Molding-machine helpers.....	.700	40	.650	40
Hand wrappers, packers.....	.700	40	.600	40
Helpers, extra workers.....	.625	40	.550	40
Cake department:				
General utility workers.....	.813	40	-----	-----
Mixers, ovenmen.....	.688	40	-----	-----
Depositor operators, pan greasers.....	.638	40	-----	-----
Male helpers.....	.563	40	-----	-----
Female workers.....	.475	40	-----	-----
Agreement C:				
Bread department:				
Sponge mixers, dough mixers, scalars.....	1.025	40	-----	-----
Tray-oven feeders or dumpers, shipping clerks.....	.975	40	-----	-----
Mixers' helpers.....	.900	40	-----	-----
Bread rackers, first reliefmen.....	.875	40	-----	-----
Dividers, molder operators, second reliefmen.....	.825	40	-----	-----
Flour blenders, receiving clerks.....	.800	40	-----	-----
Assistant shipping clerks.....	.775	40	-----	-----
Wrapping-machine operators, molders' helpers.....	.750	40	-----	-----
Pan greasers.....	.700	40	-----	-----
Cake department:				
Formen, receiving clerks.....	.950	40	-----	-----
Mixers, scalars.....	.775	40	-----	-----
Shipping clerks, first ovenmen, depositors.....	.725	40	-----	-----
Icing mixers.....	.700	40	-----	-----
Oven helpers, wrapping-machine operators, depositors' helpers.....	.650	40	-----	-----
Dumpers.....	.600	40	-----	-----
Packers, shipping-room help, pan greasers.....	.575	40	-----	-----
Box sorters.....	.500	40	-----	-----
Female employees:				
Wrapping-machine operators.....	.488	40	-----	-----
Box makers, packers.....	.475	40	-----	-----
Icers, wrappers:				
1 to 6 months.....	.400	40	-----	-----
7 to 12 months.....	.425	40	-----	-----
After 1 year.....	.475	40	-----	-----
Variety department:				
Sponge mixers, dough mixers, shippers, traveling-oven feeders, and dumpers.....	.825	40	-----	-----
Dough mixers and scalars.....	.775	40	-----	-----
Wrapping-machine operators, junior shipping clerks.....	.700	40	-----	-----
Assistant dough rollers, bench hands, machine panners, machine operators.....	.675	40	-----	-----
Bun packers.....	.525	40	-----	-----
Variety rackers, pan greasers, pan rackers.....	.500	40	-----	-----
Bread only—Machine shops:				
Shipping clerks.....	1.028	40	1.028	40
Utilitymen, peel-oven men, molder operators.....	.950	40	.950	40
Mixers.....	.925	40	.925	40
Divider operators.....	.850	40	.850	40
Flour blenders.....	.815	40	.815	40
Mixers' helpers.....	.785	40	.785	40
Pan greasers.....	.769	40	.769	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Scranton, Pa.—Continued				
Bread only—Machine shops—Continued.				
Pan setters.....	\$0. 735	40	\$0. 735	40
Assistant shippers.....	. 725	40	. 725	40
Wrappers, traveling-oven feeders or dumpers, molders' helpers.....	. 700	40	. 700	40
Crackers and cookies:				
Mixers.....	. 935	40	. 935	40
Foremen.....	. 875	40	. 875	40
Shipping clerks.....	. 750	40	. 750	40
Marshmallow mixers.....	. 660	40	. 660	40
Ovenmen, peelers, machinemen.....	. 610	40	. 610	40
Assistant machinemen.....	. 585	40	. 585	40
Ovenmen's helpers, assistant shipping clerks, mixers, dough rollers.....	. 560	40	. 560	40
Stackers, pan feeders, dough rollers, oven feeders.....	. 485	40	. 485	40
Pan catchers, pan greasers, flour blenders, sugar grinders, general helpers.....	. 410	40	. 410	40
Third utilitymen.....	. 385	40	. 385	40
Female employees:				
Foreladies:				
Rate A.....	. 410	40	. 410	40
Rate B.....	. 385	40	. 385	40
Machine operators and bundlers, marshmallow operators, box makers.....	. 370	40	. 370	40
Packers, bundlers, stackers, all others.....	. 360	40	. 360	40
Seattle, Wash.				
Bread and cake—Hand and machine shops:				
Day work:				
Foremen.....	1. 420	36	1. 420	36
Mixers, ovenmen, machinemen.....	1. 354	36	1. 354	36
Bench hands.....	1. 277	36	1. 277	36
Control-room men.....	. 978	36	. 978	36
Helpers:				
First year.....	. 972	36	. 972	36
After 1 year.....	1. 094	36	1. 094	36
Unskilled help, male:				
Stockmen.....	. 963	40	. 963	40
Assistant stockmen or men-in-charge.....	. 850	40	. 850	40
Helpers (after 1 year).....	. 775	40	. 775	40
Unskilled help, female:				
Floorladies.....	. 750	40	. 750	40
Assistant floorladies.....	. 650	40	. 650	40
Helpers:				
1 to 3 months.....	. 450	40	. 450	40
4 to 12 months.....	. 525	40	. 525	40
13 to 24 months.....	. 563	40	. 563	40
After 2 years.....	. 600	40	. 600	40
Night work:				
Foremen.....	1. 620	36	1. 620	36
Mixers, ovenmen, machinemen.....	1. 554	36	1. 554	36
Bench hands.....	1. 477	36	1. 477	36
Control-room men.....	1. 061	36	1. 061	36
Helpers:				
First year.....	1. 139	36	1. 139	36
After 1 year.....	1. 261	36	1. 261	36
Crackers and cookies:				
Machinemen.....	. 980	40	. 980	40
Mixers.....	. 900	40	. 900	40
Peelers.....	. 880	40	. 880	40
Ovenmen.....	. 835	40	. 835	40
Rollermen.....	. 790	40	. 790	40
Icing helpers.....	. 655	40	. 655	40
Female employees:				
Experienced sponge packers, combination packers.....	. 500	40	. 500	40
Icing and sugar-wafer department workers.....	. 460	40	. 460	40
Plain-sweet packers.....	. 450	40	. 450	40
South Bend, Ind.				
Bread and cake—Hand shops:				
Agreement A:				
First hands.....	1. 042	48	. 833	48
Second hands.....	. 938	48	. 771	48

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
South Bend, Ind.—Continued				
Bread and cake—Hand shops—Continued.				
Agreement B—Bakers:				
First class.....	\$0.771	48	\$0.771	48
Second class.....	.750	48	.750	48
Helpers.....	.417	48	.417	48
Agreement C—Bakers:				
First class.....	.771	48	.688	48
Second class.....	.500	48	.448	48
Helpers.....	.375	48	.375	48
Bread only—Machine shops:				
Agreement A:				
Mixers, dividermen, ovenmen, head benchmen, receiving clerks.....	.950	40	.850	40
Molder operators.....	.920	40	.820	40
Benchmen.....	.900	40	.800	40
Mixers' helpers, molders' helpers, oven dumpers.....	.820	40	.720	40
Checkers.....	.800	40	.700	40
Bake-shop helpers, conveyormen.....	.780	40	.680	40
Stockroom men.....	.750	40	.650	40
Packers.....	.730	40	.630	40
Slicers, wrappers.....	.670	40	.570	40
Stale checkers.....	.650	40	.550	40
Agreement B:				
Mixers, dividermen, molder operators, ovenmen, benchmen.....	.900	42	.900	42
Wrappers.....	.850	42	.850	42
Agreement C:				
Mixers, dividers, ovenmen.....	.950	40	.950	40
Mixers' helpers, moldermen.....	.840	40	.840	40
Moldermen's helpers.....	.740	40	.740	40
Oven feeders, oven dumpers.....	.700	40	.700	40
Checkers.....	.670	40	.670	40
Bake-shop helpers, conveyormen.....	.650	40	.650	40
Packers.....	.600	40	.600	40
Slicers, wrappers.....	.540	40	.540	40
Spokane, Wash.				
Bread and cake—Hand and machine shops:				
Foremen, mixers, ovenmen.....	1.271	40	1.271	40
Machine hands.....	1.213	40	1.213	40
Bench hands.....	1.155	40	1.155	40
Dumpers' helpers.....	.988	40	.988	40
Shipping clerks, stock clerks, flour blenders, packers, machine wrappers, bread rackers.....	.880	40	.880	40
Cake and cookie wrappers, female (after 2 months).....	.604	40	.604	40
Crackers and cookies:				
Agreement A:				
Machinemen.....	.988	40	.918	40
Mixers.....	.950	40	.880	40
Peelers.....	.925	40	.855	40
Ovenmen.....	.875	40	.805	40
Rollermen.....	.840	40	.770	40
Scalemen, wrappers.....	.838	40	.768	40
Ovenmen's helpers.....	.830	40	.760	40
Mixers' helpers.....	.800	40	.730	40
Rollermen's helpers.....	.750	40	.680	40
Stackers.....	.730	40	.660	40
Icing helpers.....	.725	40	.655	40
Pan cleaners, feeders, other helpers.....	.725	40	.....	.....
Female employees:				
Stackers.....	.600	40	.....	.....
Experienced sponge packers, plain-sweet packers.....	.550	40	.480	40
Experienced icing-room girls.....	.530	40	.460	40
All other experienced help.....	.500	40	.430	40
Agreement B:				
Machinemen.....	1.000	40	.920	40
Mixers.....	.950	40	.880	40
Ovenmen.....	.870	40	.805	40
Receiving clerks.....	.870	40	.800	40
Rollermen.....	.840	40	.770	40
Rollermen's helpers, dough feeders.....	.750	40	.680	40
Stackers.....	.730	40	.660	40
General helpers.....	.725	40	.665	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Spokane Wash.—Continued				
Crackers and cookies—Continued.				
Agreement B—Continued.				
Female employees:				
Floorladies.....	\$0.620	40	\$0.550	40
Experienced icing-room girls.....	.540	40	.480	40
Experienced sponge packers, plain-sweet packers.....	.540	40	.480	40
Other experienced help.....	.500	40	.450	40
Springfield, Mass.				
Bread, cake, and pastry—Hand shops:				
Foremen.....	1.100	48	1.000	48
Second hands, dough mixers.....	1.000	48	.917	48
Bench hands.....	.875	48	.802	48
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1.075	40	1.075	40
Dough mixers.....	.975	40	.975	40
Peel-oven men.....	.950	40	.950	40
Floormen, assistant foremen.....	.900	40	.900	40
Cake mixers.....	.875	40	.875	40
Conveyormen.....	.850	40	.825	40
Bench hands.....	.825	40	.825	40
Dividers, scalers.....	.800	40	.800	40
Molder operators.....	.775	40	.775	40
Miscellaneous male help.....	.750	40	.750	40
Foreladies.....	.575	40	.575	40
Miscellaneous female help.....	.440	40	.440	40
Agreement B:				
Foremen.....	1.075	40	1.075	40
Dough mixers.....	.975	40	.975	40
Bench foremen.....	.950	40	.950	40
Peel-oven men.....	.850	40	.850	40
Bench hands.....	.825	40	.825	40
Conveyor-oven men, dividers, scalers, pan greasers.....	.800	40	.800	40
Molder operators.....	.775	40	.775	40
Helpers, male; coolermen.....	.750	40	.750	40
Packers, slicers, receivers.....	.725	40	.725	40
Foreladies.....	.550	40	.550	40
Helpers, female.....	.440	40	.440	40
Agreement C:				
Reliefmen.....	.975	40	.975	40
Dough mixers.....	.925	40	.925	40
Divider operators, oven feeders.....	.825	40	.825	40
Molder operators.....	.775	40	.775	40
Helpers.....	.675	40	.675	40
Agreement D:				
Dough mixers.....	.975	40	.925	40
Ovenmen.....	.900	40	.775	40
Reliefmen, shipping-room men.....	.825	40	.750	40
Divider operators.....	.800	40	.750	40
Molder operators, cake-room helpers.....	.775	40	.700	40
Cake-icing girls.....	.600	40	.450	40
Helpers, female.....	.450	40	.400	40
Hebrew baking:				
Foremen.....	1.208	48	1.100	48
Second hands, dough mixers.....	1.100	48	1.000	48
Bench hands.....	.990	48	.900	48
Tampa, Fla.				
Cake—Hand shops:				
Head cakemen, pastrymen.....	.795	44	.795	44
Second cakemen, pastrymen.....	.614	44	.614	44
Piemen.....	.568	44	.568	44
Doughnutmen.....	.568	44	.568	44
Helpers.....	.477	44	.477	44
Bread and cake—Machine shops:				
Head cakemen.....	.795	44	.795	44
Mixers.....	.705	44	.705	44
Ovenmen.....	.659	44	.659	44
Second cakemen.....	.614	44	.614	44
Wrapping-machine operators, benchmen, machinemen.....	.568	44	.568	44
Helpers.....	.477	44	.477	44
Hand wrappers.....	.432	44	.432	44

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Tampa, Fla.—Continued				
Bread and cake—Machine shops—Continued.				
Bread only:				
Agreement A:				
Foremen.....	\$0.925	40	\$0.925	40
Mixers.....	.775	40	.775	40
Ovenmen.....	.725	40	.725	40
Machinemen, bench hands, bread wrappers, machine.....	.625	40	.625	40
Oven loaders, oven dumpers.....	.600	40	.600	40
Helpers.....	.525	40	.525	40
Agreement B:				
Mixers.....	.720	40	.720	40
Ovenmen.....	.660	40	.660	40
Bread wrappers, machine.....	.450	40	.450	40
Latin hand shops (specialty bread):				
Oven supervisors.....	.751	48	-----	-----
Mixers-in-charge, ovenmen.....	.679	48	-----	-----
Mixers.....	.607	48	-----	-----
Benchmen.....	.511	48	-----	-----
Helpers.....	.416	48	-----	-----
Toledo, Ohio				
Bread and cake—Hand shops:				
First hands.....	1.000	48	.917	48
Second hands.....	.950	48	.799	48
Third hands.....	.900	48	.750	48
Helpers.....	.850	48	.695	48
Bread and cake—Machine shops:				
Agreement A:				
Bread division:				
First mixers.....	.990	40	.940	40
Second mixers.....	.940	40	.890	40
Oven operators.....	.920	40	.870	40
Benchmen.....	.900	40	.850	40
Mixers' helpers, dividers, moldermen, traveling-oven men.....	.860	40	.810	40
Wrapping-machine operators.....	.840	40	.790	40
Molders' helpers.....	.810	40	.760	40
Flour blenders.....	.790	40	.740	40
Bake-shop helpers; wrapping, packing, and shipping workers.....	.760	40	.710	40
Cake division:				
Ingredient scalers, dough mixers, icing mixers, depositors, ovenmen.....	.960	40	.860	40
Wrapping-machine operators.....	.820	40	.740	40
Dough mixers' helpers.....	.811	40	.760	40
Icing-machine operators.....	.780	40	-----	-----
Depositor helpers, dumpers.....	.770	40	.720	40
Stockroom men.....	.760	40	.700	40
Pan greasers, male.....	.740	40	-----	-----
Miscellaneous male helpers.....	.730	40	.670	40
Female icers, packers, or helpers.....	.580	40	.520	40
Agreement B:				
First mixers, first peel-oven men, bread bench foremen.....	.936	40	.900	40
Cake bench foremen, bread bench hands.....	.886	40	.850	40
Second mixers, second pullers or shovers, reel-oven men, roll bench hands.....	.866	40	.830	40
Cake benchmen, ingredientmen, cake mixers, ovenmen.....	.856	40	.820	40
Dividermen, bread-wrapper operators, frymen (yeast products), hand frymen (cake or doughnuts).....	.836	40	.800	40
Moldermen.....	.766	40	.730	40
Helpers, bread slicers or rackers, shipping-room employees, wrapping-machine helpers, automatic-machine frymen (cake and doughnuts).....	.736	40	.700	40
Female employees:				
First month.....	.460	40	-----	-----
After 1 month.....	.580	40	-----	-----
Pie and pastry:				
Ovenmen, mixers.....	.765	40	.740	48
Bench hands, fillers.....	.665	40	.640	48
Helpers, male:				
1 to 3 months.....	.505	40	.480	48
After 3 months.....	.565	40	.540	48
Helpers, female:				
1 to 3 months.....	.385	40	.360	48
After 3 months.....	.455	40	.430	48

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Toledo, Ohio—Continued				
Crackers and cookies:				
Baking department:				
Traveling-oven men.....	\$0.990	40	\$0.990	40
Machinemen.....	.955	40	.955	40
Peelers, head mixers.....	.875	40	.875	40
Ovenmen, roller men.....	.825	40	.825	40
Sponge mixers, ovenmen's helpers, flour dumpers, machine reliefmen.....	.805	40	.805	40
Mixers' helpers.....	.755	40	.755	40
Pan greasers, pan boys.....	.745	40	.745	40
Iceing department:				
Machinemen.....	.855	40	.855	40
Chocolate mixermen.....	.825	40	.825	40
Icers, marshmallow mixers.....	.725	40	.725	40
Female employees:				
Leaders.....	.645	40	.645	40
Icers (rate A), marshmallow-machine feeders and packers, case formers.....	.575	40	.575	40
Assistant icers, supply hands, scalers.....	.555	40	.555	40
Separators.....	.540	40	.540	40
Crump-pack operators, icers (rate B).....	.520	40	.520	40
Packing department:				
Set-up men.....	.875	40	.875	40
Scalers.....	.725	40	.725	40
Packers, sponge, carton makers.....	.595	40	.595	40
Feeders, wrappers.....	.555	40	.555	40
Female employees:				
Leaders, hand bundlers.....	.645	40	.645	40
Machine bundlers.....	.615	40	.615	40
Bench bundlers, scalers.....	.595	40	.595	40
Sweet packers, carton and caddy makers.....	.555	40	.555	40
Packers, stackers.....	.520	40	.520	40
Shipping and receiving department:				
Head shippers.....	1.110	40	1.110	40
Order fillers.....	.907	40	.907	40
Stockmen.....	.845	40	.845	40
Stock clerks, night.....	.820	40	.820	40
Stock clerks, day.....	.805	40	.805	40
Assistant stock clerks, day.....	.770	40	.770	40
Stockmen.....	.725	40	.725	40
Conveyormen.....	.710	40	.710	40
Washington, D. C.				
Bread and cake—Machine shops:				
Day work:				
Journeymen.....	1.180	40	1.150	40
Helpers.....	.780	40	.750	40
Night work:				
Journeymen.....	1.380	40	1.350	40
Helpers.....	.880	40	.850	40
Packers, wrappers.....	.730	40	.700	40
Wichita, Kans.				
Bread and cake—Machine shops:				
Foremen.....	1.025	40	1.025	40
Mixers, spongers, ovenmen, head pastry men.....	.900	40	.900	40
Bench hands, machinemen, second pastry men.....	.800	40	.800	40
Wrapping-machine operators, checkers.....	.700	40	.700	40
Bake-shop helpers.....	.650	40	.650	40
Female help (after 6 months).....	.450	40	.450	40
Crackers and cookies:				
Sponge or graham bakers.....	.640	40	.550	40
Foremen, peel-in and sweet crews.....	.625	40	.575	40
Mixers.....	.605	40	.555	40
Second mixers, peel-out or roller men and sweet crew, sponge or graham dough feeders and sweet crew.....	.550	40	.500	40
Pan feeders.....	.450	40	.400	40
Female packers or wrappers (after 6 months).....	.400	40	.350	40

TABLE 9.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1943, and June 1, 1942—Continued

City, type of baking, and occupation	July 1, 1943		June 1, 1942	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Worcester, Mass.				
Bread and cake—Machine shops:				
Foremen.....	\$1.100	40	\$1.100	40
Peel-oven men.....	.980	40	.980	40
Head benchmen.....	.925	40	.925	40
Mixers.....	.905	40	.905	40
Molders, bench hands, dividermen.....	.875	40	.875	40
Special packers.....	.800	40	.735	40
Gas-oven men.....	.800	40	.800	40
Shipping packers, wrapping-machine operators.....	.735	40	.735	40
Pan rackers.....	.705	40	.705	40
Pan boys.....	.650	40	.650	40
General helpers, male.....	.600	40	.600	40
General helpers, female.....	.550	40		
Bread only—Machine shops:				
Foremen.....	1.125	40	1.050	40
Mixers.....	.950	40	.875	40
Assistant packers.....	.900	40	.825	40
Batchmen.....	.850	40	.750	40
Dividermen, moldermen.....	.800	40	.725	40
Oven dumpers.....	.750	40	.675	40
Mixers' helpers.....	.725	40	.700	40
Oven loaders, flour blenders.....	.700	40	.675	40
Bakery helpers.....	.675	40	.600	40
Machine wrappers.....	.675	40	.650	40
Hand wrappers.....	.675	40	.675	40
Bread rackers, male.....	.625	40	.575	40
General helpers or bread rackers, female.....	.600	40		
Hebrew baking:				
Foremen.....	1.250	48	1.146	48
Second hands.....	1.146	48	1.042	48
Youngstown, Ohio				
Bread only—Hand shops:				
Foremen.....	.930	48	.930	48
Ovenmen, mixers.....	.875	48	.875	48
Bench hands.....	.810	48	.810	48
Helpers, male.....	.600	48	.600	48
Helpers, female.....	.510	48	.510	48
Bread only—Machine shops:				
Mixers, ovenmen.....	.975	40	.900	40
Mixers' helpers, bench hands, machine hands.....	.900	40	.825	40
Dumpers, feeders.....	.900	40	.770	40
Wrapping-machine set-up men.....	.800	40		
Bake-shop helpers.....	.780	40	.730	40
Checkers, shippers.....	.750	40	.720	40
Bread rackers.....	.750	40	.700	40
Packers: wrapping- or slicing-machine feeders and take-off men.....	.750	40	.660	40
Bread rackers, female.....	.675	40	.600	40
Hand wrappers, female.....	.630	40	.580	40
Hebrew baking:				
Ovenmen, dough mixers.....	1.025	48	1.025	48
Mixers.....	.950	48	.950	48
Bench hands.....	.810	48	.810	48
Bench helpers.....	.600	48	.600	48