

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, 1944



Bulletin No. 816

**[Reprinted from the Monthly Labor Review,
February 1945, with additional data]**

Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS.
Washington, D. C., February 28, 1945.

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, 1944.

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.

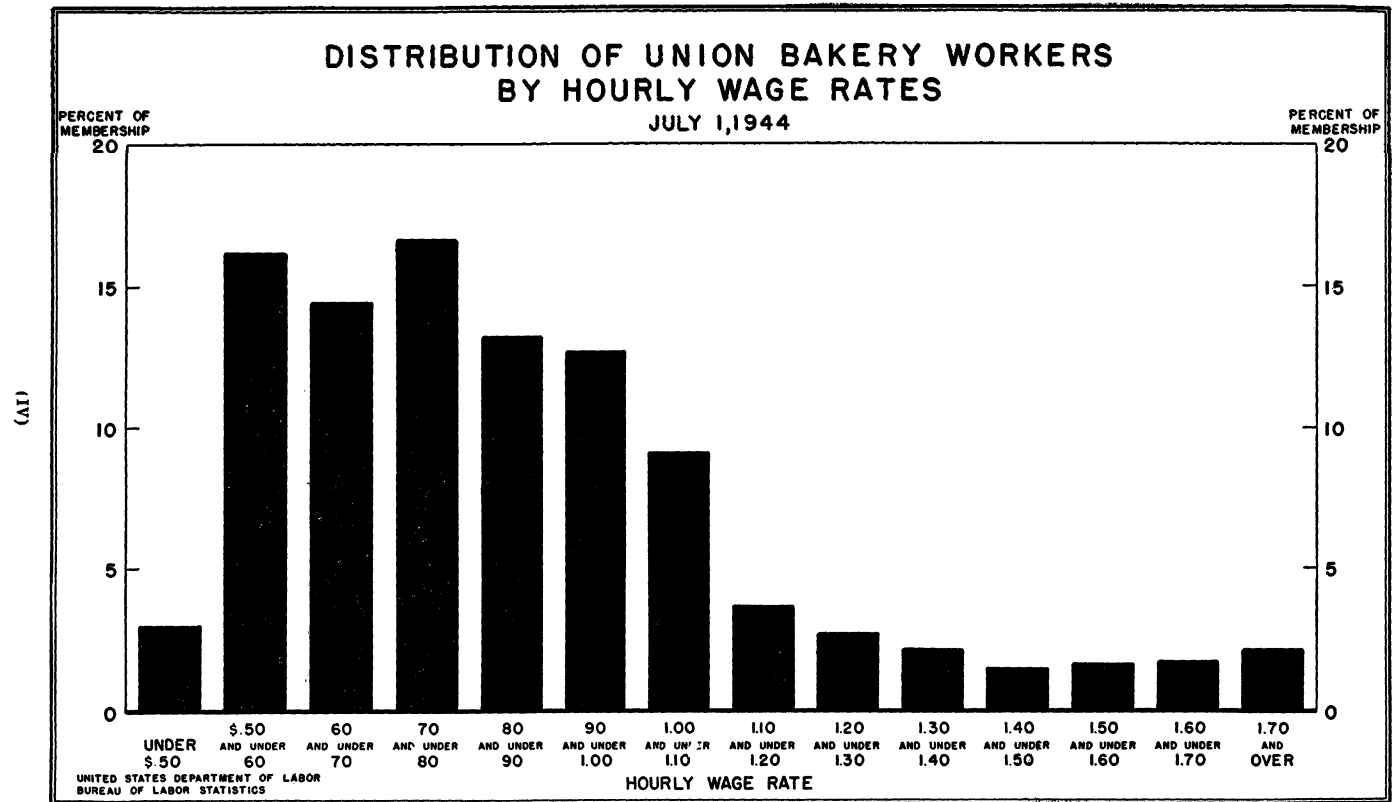
HON. FRANCES PERKINS,
Secretary of Labor.

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United States Bureau of Labor Statistics

[Reprinted from the MONTHLY LABOR REVIEW, February 1945, with additional data]

Union Wages and Hours in the Baking Industry July 1, 1944

Summary

THE average hourly wage rate for union bakery workers in 65 cities was \$0.853 on July 1, 1944. This represented an increase of only 0.7 percent from July 1, 1943. Union workers in Hebrew bakeries had the highest average, \$1.49 per hour, and those in cracker and cooky shops the lowest, 66.9 cents per hour. The highest occupational rate in the industry (\$1.821 per hour) was reported for first hands in Hebrew machine shops in New York; the lowest rate (35 cents per hour) was that of female helpers during their first 30 days of employment in cracker shops in Denver.

Straight-time hours averaged 41 per week, which was about the same as in 1943. Over three-fourths of the bakery workers had straight-time workweeks of 40 hours. An initial overtime rate of time and a half covered most of the union bakery workers. Practically all of the union members were covered by agreements providing for vacations with pay, and over two-thirds received pay for a limited number of holidays not worked.

Scope and Method of Study

This study is one of a series of annual reports of union wage rates in various trades, started in 1907. The original studies included only 39 cities, but the coverage has been gradually extended to include 75 cities in 40 States and the District of Columbia. Reports containing effective union scales for bakery workers were obtained in 65¹

¹ Union scales for bakery workers 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

of these cities in 1944, and included 3,909 quotations covering 65,860 union members.

Scales collected were those in effect on July 1, 1944. Those which were in process of negotiation or before the War Labor Board at that time, but were made retroactive to July 1, are included in this report wherever possible.

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.²

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

Trend of Wage Rates and Hours

Based on comparable quotations for July 1, 1943, and July 1, 1944, average hourly wage rates increased 0.7 percent during the year, bringing the new index number to 122.0, an increase of 22 percent since 1939 as shown in the accompanying tabulation. Wage rates have been advancing rather steadily since 1936, the first year for which sufficient information is available for comparison. The greatest wage increase, 9.6 percent, occurred between 1941 and 1942; the smallest increase occurred between 1943 and 1944.

There was no change in average straight-time weekly hours during the year ending July 1, 1944. Straight-time hours have been gradually decreasing since 1936, although the net change has been a reduction of only 3.5 percent.

	<i>Index (1939=100) of—</i>	
	<i>Rates per hour</i>	<i>Hours per week</i>
1939.....	100.0	100.0
1940.....	102.7	99.5
1941.....	106.1	99.2
1942.....	116.3	99.1
1943.....	121.2	98.6
1944.....	122.0	98.6

¹ Revised in 1944 to include wage changes that were retroactive to July 1, 1943, but were noted too late to be included in the 1943 report.

Average Hourly Wage Rates

Union bakery workers in 65 cities averaged 85.3 cents per hour on July 1, 1944 (table 1). Bakers producing Hebrew products had by far the highest average rate (\$1.49 per hour) for any of the individual branches of the industry. Almost two-thirds of the Hebrew baking was reported in New York City. Bread and cake

² 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 driving and other delivery work) covered by union agreements were added. 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 from year to year in wage rates and hours and the index numbers shown above, however, are based on comparable quotations only, and these, rather than the yearly averages, should be used to determine trends for the bakery trades.

hand shops (\$1.039) and specialized baking shops (\$1.027) had the next highest averages. Cracker and cooky shops had the lowest average, 66.9 cents.

Almost half of the union members received rates between 50 and 80 cents per hour, and over a fourth earned between 80 cents and \$1.00. Wage rates of \$1.00 or more were received by over 24 percent of the members, while rates of less than 50 cents per hour were quoted for only 2.9 percent. The highest union rate (\$1.821) was received by first hands in Hebrew machine shops in New York City, the lowest (35 cents) by women employees during their first 30 days in cracker and cooky shops in Denver.

Wage rates varied greatly among the individual types of baking. Almost two-fifths of the bread and cake hand-shop workers had base rates between \$1.00 and \$1.10; three-fourths were covered by rates between 80 cents and \$1.20. The machine-shop workers generally had lower rates, a substantial majority earning between 70 cents and \$1.00. Only 15 percent had rates of \$1.00 or more. About two-thirds of the pie and pastry and cracker and cooky workers fell in the 50- to 70-cent bracket. A large proportion of the workers in these groups, as well as in the bread and cake machine shops, are women and girls employed in wrapping and packaging the baked goods. In contrast to the workers just mentioned, very few bakers of Hebrew products earn less than \$1.00 per hour, almost three-fourths earn \$1.40 per hour or more, and a fourth earn \$1.70 or over. As previously stated, much of the Hebrew baking is done in New York City where most rates are relatively high. Three-fifths of the workers in other specialized bake shops earned over \$1.00 per hour but none earned as much as \$1.50.

TABLE 1.—*Distribution of Union Members in the Bakery Trades by Hourly Wage Rates, July 1, 1944*

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were—														
		Un- der 50	50 and un- der 60	60 and un- der 70	70 and un- der 80	80 and un- der 90	90 and un- der 100	100 and un- der 110	110 and un- der 120	120 and un- der 130	130 and un- der 140	140 and un- der 150	150 and un- der 160	160 and un- der 170	170 and over	
All baking.....	\$0.853	2.9	16.1	14.4	16.6	13.2	12.6	9.0	3.6	2.6	2.1	1.5	1.6	1.7	2.1	
Bread and cake, hand.....	1.039	.8	3.0	1.9	6.0	10.0	15.2	39.6	10.3	2.3	.5	1.9	2.7	2.0	3.8	
Bread and cake, machine.....	.807	2.8	16.1	8.0	24.8	17.5	15.7	6.4	2.6	2.9	2.1	.4	.5	.2	---	
Pie and pastry.....	.671	1.4	45.6	19.4	9.4	15.0	5.3	2.8	.8	---	---	---	---	---	---	
Cracker and cooky.....	.669	5.4	25.1	42.4	8.5	8.3	7.7	2.2	.3	1	---	(1)	---	---	---	
Hebrew baking.....	1.490	.5	(1)	.7	.4	1.6	2.3	3.5	4.8	5.6	8.0	14.4	14.3	19.3	24.6	
Other specialized baking ²	1.027	.4	2.0	4.3	11.6	7.6	14.1	17.5	20.2	10.5	10.7	1.1	---	---	---	

¹ Less than a tenth of 1 percent.

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

CHANGES IN HOURLY WAGE RATES, 1943-44

Almost a fifth of the quotations, covering 14 percent of the union members, indicated increases in wages during the period July 1, 1943, to July 1, 1944 (table 2). Hebrew bake shops had the largest percentage (30.6) of workers who received higher rates because of wage increases in the large cities of Detroit, New York, Philadelphia, Pittsburgh, and Milwaukee. Almost a quarter of the members in

other specialized bake shops also received higher scales. Bread and cake hand-shop workers had the smallest proportion of quotations (10 percent) calling for increases, as well as the smallest proportion of members receiving raises (9 percent).

Over three-fourths of the quotations reporting increases, covering the same proportion of union members receiving raises, showed changes of less than 10 percent; 45 percent of these quotations, also covering 45 percent of the members benefiting by rate changes, provided increases of less than 5 percent. Increases as high as 15 percent went to fewer than 1 out of each 100 union members.

Hebrew bake shops, in which the largest group of members had increases, reported that 78 percent of these members had raises of less than 5 percent and none had increases as high as 10 percent. With the exception of other specialized baking, a substantial number of the members of each branch of the industry who obtained higher rates received less than 10 percent more on July 1, 1944, than on July 1, 1943. Union members in other specialized bake shops had no increases of less than 5 percent, but 93.5 percent of those receiving increases obtained between 5 and 15 percent more. This branch also had more members than any other (1.4 percent of its total membership) receiving increases of 20 percent or more, as a result of changes in very small shops which were exempt from regulations of the National War Labor Board. The largest increase (43 percent) was reported by small Scandinavian bake shops in Brooklyn, where minimum rates for bench hands increased from \$35 to \$50 and for helpers from \$28 to \$40 per week. Actual rates paid were reported to be \$8 per week above these union minima for bench hands and \$6 for helpers.

TABLE 2.—*Extent of Changes in Union Wage Rates, and Percent of Members Affected by Increases, July 1, 1943, to July 1, 1944*

Type of baking	Number of comparable quotations	Quotations showing increases		Union members receiving increases					
		Number	Percent	Percent of total	Percent receiving increases of—				
					Under 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 percent and over
All baking.....	3,683	702	19.1	14.1	6.3	4.6	2.3	0.5	0.4
Bread and cake, hand.....	243	25	10.3	9.0	.6	5.4	1.5	1.1	.4
Bread and cake, machine.....	2,160	363	16.8	13.3	7.2	3.5	1.8	.5	.3
Pie and pastry.....	148	40	27.0	10.2	4.5	3.4	2.3	-----	-----
Cracker and cooky.....	900	219	24.3	11.8	2.4	5.4	3.1	.3	.6
Hebrew baking.....	111	30	27.0	30.6	23.7	6.9	-----	-----	-----
Other specialized baking ¹ ...	121	25	20.7	24.8	-----	11.4	11.8	.2	1.4

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

AVERAGE UNION RATES AND RATE CHANGES BY CITY ³

The highest average in the baking industry (\$1.593) was found in Hebrew baking in New York (table 3). The nine next highest city

³ These percentage changes are based on specific rates weighted by the number of members working at each rate. Only those quotations showing comparable data for both 1943 and 1944 are included. Specific increases during the 12-month period of this study will reflect larger percentage changes among those classifications with comparatively lower scales; thus, if cracker and cooky bakers in city A increase their scale 10 cents per hour from 50 to 60 cents, an average increase of 20 percent is registered, while if the same increase raises the rate for cracker bakers in city B from 90 cents to \$1.00 per hour the percentage change is only 11.1 percent. For this reason those cities which have lower scales tend to show greater percentage increases than those which have higher scales.

averages were also found in Hebrew baking. Bread and cake machine shops in Seattle had the highest average rate for all other branches of the baking industry (\$1.268 per hour). This average included all hand- and machine-shop workers, as there is no difference in rates for these two branches of the industry in Seattle.

Only 5 of 32 cities reported rate increases for bread and cake hand-shop workers. The largest increase in this branch of the industry (7 percent) was reported in South Bend. The next largest increase (5.2 percent) was reported in Peoria.

Charlotte, N. C., had the greatest percentage increase in the bread and cake machine-shop branch—11.5. Richmond, Va., also reported a substantial increase (7.8 percent) followed by Nashville, Tenn. (5.5 percent). Eighteen other cities reported increases in this branch, and 40 reported no change.

Pie and pastry workers in Baltimore had increases amounting to 10 percent over their 1943 scales. Appreciable increases were also reported in Toledo (8.7 percent) and Providence (8.4 percent).

TABLE 3.—Average Hourly Rates for Union Bakery Workers, by City and Type of Baking, July 1, 1944

Type of baking and city	Average hourly rate	Percent of increase over 1943	Type of baking and city	Average hourly rate	Percent of increase over 1943
Bread and cake, hand:			Bread and cake, machine—Con.		
New York, N. Y.	\$1.221	1.0	Los Angeles, Calif.	\$0.939	0
Portland, Oreg.	1.076	0	Duluth, Minn.	.883	0
Cincinnati, Ohio.	1.065	0	Kansas City, Mo.	.883	0
San Francisco, Calif.	1.065	0	Houston, Tex.	.833	0
Denver, Colo.	1.053	0	St. Louis, Mo.	.833	0
<i>Average for all cities.</i>	<i>1.039</i>		Phoenix, Ariz.	.828	0
Chicago, Ill.	1.012	0	Youngstown, Ohio.	.822	0
Rochester, N. Y.	.976	0	New York, N. Y.	.821	.1
St. Louis, Mo.	.971	0	Newark, N. J.	.817	0
Springfield, Mass.	.945	0	Oklahoma City, Okla.	.811	0
Cleveland, Ohio.	.943	4.7	Buffalo, N. Y.	.808	1.9
Toledo, Ohio.	.930	0	<i>Average for all cities.</i>	<i>.807</i>	
Butte, Mont.	.915	0	Madison, Wis.	.796	0
South Bend, Ind.	.893	7.0	Peoria, Ill.	.796	0
Newark, N. J.	.887	0	Detroit, Mich.	.793	2.2
Los Angeles, Calif.	.876	0	South Bend, Ind.	.791	0
New Haven, Conn.	.863	0	Cincinnati, Ohio.	.786	0
Duluth, Minn.	.852	0	Milwaukee, Wis.	.786	3.1
Peoria, Ill.	.849	5.2	Chicago, Ill.	.785	1.9
Salt Lake City, Utah.	.847	0	Toledo, Ohio.	.784	0
St. Paul, Minn.	.822	0	Wichita, Kans.	.779	0
Des Moines, Iowa.	.802	0	Philadelphia, Pa.	.778	.1
Houston, Tex.	.783	0	Rock Island (Ill.) district ¹	.777	0
Youngstown, Ohio.	.768	0	Rochester, N. Y.	.773	0
Minneapolis, Minn.	.753	0	Worcester, Mass.	.770	0
Phoenix, Ariz.	.744	0	Dayton, Ohio.	.768	1.9
Manchester, N. H.	.724	0	Des Moines, Iowa.	.768	0
Grand Rapids, Mich.	.699	0	Pittsburgh, Pa.	.758	0
Boston, Mass.	.690	.3	Salt Lake City, Utah.	.757	0
Rock Island (Ill.) district ¹	.684	0	Springfield, Mass.	.755	.5
Seranton, Pa.	.683	0	Columbus, Ohio.	.754	.8
Tampa, Fla.	.604	0	Louisville, Ky.	.750	0
Indianapolis, Ind.	.555	0	Reading, Pa.	.748	0
Bread and cake, machine:			Cleveland, Ohio.	.738	1.4
Seattle, Wash.	\$1.268	.5	Indianapolis, Ind.	.737	.4
Portland, Oreg.	1.197	0	Providence, R. I.	.737	0
Washington, D. C.	1.069	0	Boston, Mass.	.734	1.1
Spokane, Wash.	1.032	0	St. Paul, Minn.	.729	0
Denver, Colo.	1.027	0	New Orleans, La.	.720	0
San Francisco, Calif.	1.012	0	New Haven, Conn.	.713	0
Butte, Mont.	.958	0	Minneapolis, Minn.	.700	0

See footnotes at end of table.

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TABLE 3.—Average Hourly Rates for Union Bakery Workers, by City and Type of Baking, July 1, 1944—Continued

Type of baking and city	Average hourly rate	Percent of increase over 1943	Type of baking and city	Average hourly rate	Percent of increase over 1943
Bread and cake, machine—Con.			Cracker and cookie—Con.		
Omaha, Nebr.	\$0.695	0	Atlanta, Ga.	\$0.639	0
Dallas, Tex.	.693	2.9	Milwaukee, Wis.	.622	0
Binghamton, N. Y.	.667	.3	Des Moines, Iowa	.621	0
Scranton, Pa.	.657	2.7	Portland, Oreg.	.620	0
Little Rock, Ark.	.649	0	Memphis, Tenn.	.618	0
Baltimore, Md.	.643	0	Minneapolis, Minn.	.611	2.6
Richmond, Va.	.635	7.8	Cleveland, Ohio	.601	12.2
Charlotte, N. C.	.627	11.5	Wichita, Kans.	.566	17.0
Memphis, Tenn.	.621	0	St. Paul, Minn.	.547	6.6
Tampa, Fla.	.601	0	Denver, Colo.	.539	0
Birmingham, Ala.	.591	2.6	Birmingham, Ala.	.513	6.2
Atlanta, Ga.	.583	2.4	Nashville, Tenn.	.507	0
Nashville, Tenn.	.567	5.5	Scranton, Pa.	.435	0
Jacksonville, Fla.	.555	0	Hebrew baking:		
Pie and pastry:			New York, N. Y.	1.593	.8
Rock Island (Ill.) district ¹	.907	0	Los Angeles, Calif.	1.516	0
New York, N. Y.	.867	.2	<i>Average for all cities</i>	1.490	
Boston, Mass.	.778	2.5	Detroit, Mich.	1.456	2.7
Los Angeles, Calif.	.717	0	Newark, N. J.	1.444	0
St. Paul, Minn.	.714	0	Boston, Mass.	1.390	0
Cleveland, Ohio.	.677	1.5	Chicago, Ill.	1.356	0
Philadelphia, Pa.	.677	0	New Haven, Conn.	1.301	0
<i>Average for all cities</i>	.671		Rochester, N. Y.	1.291	0
Detroit, Mich.	.651	0	Philadelphia, Pa.	1.289	4.3
Toledo, Ohio.	.623	8.7	Cleveland, Ohio.	1.283	0
Portland, Oreg.	.620	0	Baltimore, Md.	1.205	4.3
Buffalo, N. Y.	.607	0	Worcester, Mass.	1.186	0
Chicago, Ill.	.605	0	Springfield, Mass.	1.173	0
South Bend, Ind.	.594	5.3	Pittsburgh, Pa.	1.086	2.0
Providence, R. I.	.594	8.4	Providence, R. I.	1.082	0
Baltimore, Md.	.584	10.0	Denver, Colo.	1.037	0
Duluth, Minn.	.508	0	Milwaukee, Wis.	1.019	4.3
Cracker and cookie:			St. Louis, Mo.	.914	0
San Francisco, Calif.	.776	0	Minneapolis, Minn.	.849	0
Duluth, Minn.	.727	0	Youngstown, Ohio.	.839	0
Spokane, Wash.	.727	2.8	Other specialized baking:²		
New York, N. Y.	.710	0	Detroit, Mich.	1.256	11.2
Dayton, Ohio.	.708	0	Chicago, Ill.	1.113	.6
Boston, Mass.	.702	0	Buffalo, N. Y.	* 1.083	0
Detroit, Mich.	.691	0	San Francisco, Calif.	1.064	0
Philadelphia, Pa.	.690	0	New York, N. Y.	1.039	3.3
Los Angeles, Calif.	.686	2.1	<i>Average for all cities</i>	1.027	
<i>Average for all cities</i>	.689		Cleveland, Ohio.	.944	0
Seattle, Wash.	.668	3.2	Philadelphia, Pa.	.834	0
Toledo, Ohio.	.666	8.1	Los Angeles, Calif.	.777	0
Chicago, Ill.	.653	0	Providence, R. I.	.728	10.6
Kansas City, Mo.	.653	0	Tampa, Fla.	.570	0
Buffalo, N. Y.	.650	.1			

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.

In the cracker and cookie branch, Wichita, Kans., had the highest average increase (17 percent); the next highest (12.2 percent) was in Cleveland. Substantial increases were also reported in cracker shops in Toledo, St. Paul, and Birmingham. Specialized bake shops reported average increases of 11.2 percent for workers in Detroit and 10.6 percent for workers in Providence. Six of the 10 cities reporting shops in this branch had no change in scales between July 1, 1943, and July 1, 1944.

AVERAGE WAGE RATES BY SIZE OF CITY AND REGION

Size of city is a significant, even though not a dominant, factor in average wage rates in the baking industry. Cities in group I (over

1,000,000 population) reported an average 7 cents per hour higher than those in group II (500,000 to 1,000,000); cities in group II had an average 7.9 cents higher than those in group III (250,000 to 500,000); and cities in group III averaged 2.4 cents per hour more than those in group IV (100,000 to 250,000). (See table 4.) However, the average for group V (40,000 to 100,000) was 1.6 cents per hour higher than that for group IV, and direct variation by city size held for only 2 of the 6 individual branches of the industry. The higher average for group V cities was due partly to the absence of organized pie and pastry and cracker and cooky shops in these cities. Low wage scales in these branches of the industry tend to hold down the averages for the larger cities, where they are widely organized. In addition there are large numbers of unskilled women workers in the larger cities, where mass-production methods are common.

Average wage rates in the North and Pacific region are substantially higher than those in the South and Southwest. There are 11 possible comparisons of average wages between the North and Pacific and the South and Southwest regions.⁴ In 10 of these comparisons the North and Pacific region has substantially higher averages than the South and Southwest. For all bakery trades combined, the averages in the North and Pacific region are 15.7 cents higher than those of the South and Southwest in group III, 15 cents in group IV, and 8.5 cents in group V cities. Bread and cake hand shops in group IV cities showed the largest difference in favor of the North and Pacific over the South and Southwest region (21.3 cents per hour).

TABLE 4.—Average Hourly Wage Rates in Cities of Specified Population Groups¹

Trade	Group I ²	Group II ²	Group III			Group IV			Group V		
	North and Pacific	North and Pacific	All regions	North and Pacific	South and Southwest	All regions	North and Pacific	South and Southwest	All regions	North and Pacific	South and Southwest
All baking.....	\$0.917	\$0.847	\$0.768	\$0.813	\$0.656	\$0.744	\$0.771	\$0.621	\$0.760	\$0.799	\$0.714
Bread and cake, hand.	1.124	.971	.921	.928	.783	.810	.817	.604	.803	.839	.744
Bread and cake, machine.	.815	.819	.817	.868	.679	.748	.775	.637	.753	.792	.711
Pie and pastry.....	.677	.674	.....	.608	.....	.....	.687	.....	.....	.....	.....
Cracker and cooky....	.699	.708	.608	.604	.616	.615	.646	.507	.....	.....	.....
Hebrew baking.....	1.547	1.247	.....	1.297	.....	.....	1.140	.....	.....	.....	.....
Other specialized baking ³	1.040	1.023	.....	.728	.....	.....	.570	.....	.....	.....	.....

¹ Group I, over 1,000,000 population; group II, 500,000 to 1,000,000; group III, 250,000 to 500,000; group IV, 100,000 to 250,000; group V, 40,000 to 100,000.

² No city of this size in the South or Southwest.

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

Straight-Time Weekly Hours

On July 1, 1944, union bakery workers in the 65 cities had straight-time hours averaging 41 per week (table 5). Cracker and cooky workers had the shortest hours (40 per week), and bread and cake hand-shop workers the longest (44.8). However, Hebrew and other

⁴ Comparisons are limited to cities in group III, IV, and V, as there is no city in the South or Southwest with a population of 500,000 or more.

specialized shops had average straight-time weeks almost as long (44.6 and 44.5, respectively).

Over three-fourths of the bakery workers included in the study had straight-time workweeks of 40 hours. The next largest group (8 percent) worked regular weeks of 48 hours. Substantial numbers of members also worked 45 or 42 hours per week (5.9 and 4.4 percent, respectively). The shortest straight-time hours (35 per week) were recorded for production workers in Bohemian bakeries in New York; the longest (54 hours per week), for bakers of Italian bread in Brooklyn.

Among the individual branches of the industry, the bread and cake hand shops and other specialized shops reported almost half of their members on a 48-hour straight-time week, and a fourth on the 40-hour week. Three-fifths of the Hebrew shop workers had a 45-hour week. All of the cracker and cooky workers and over 90 percent of the bread and cake machine-shop and pie and pastry workers had 40-hour straight-time weeks.

Practically all of the bakery workers (99.3 percent) operated under the same straight-time hour scales in 1944 as in 1943. A few hour increases were reported for Hebrew and other specialized baking shops, where prior to the war very short weekly hours had been the rule because of "share the work" plans. Bread and cake hand and machine shops reported a few straight-time hour decreases.

TABLE 5.—*Distribution of Union Members in the Bakery Trades, by Straight-Time Hours per Week, July 1, 1944*

Weekly hours	Percent of union members with specified hours per week—						
	All baking	Bread and cake, hand	Bread and cake, machine	Pie and pastry	Cracker and cooky	Hebrew baking	Other specialized baking ¹
35 hours.....	.1						3.7
36 hours.....	1.5		2.7				
37½ hours.....	.1						3.1
38 hours.....	.8		1.5				
40 hours.....	77.8	25.5	90.1	90.9	100.0	8.5	26.3
42 hours.....	4.4	7.9	3.7			15.1	14.3
43 hours.....	.2			6.7			
44 hours.....	.9	5.4	.7	.7		.2	
45 hours.....	5.9	14.2	.2			60.4	1.9
48 hours.....	8.0	47.0	1.1	1.7		14.1	45.3
51 hours.....	.1					1.7	
54 hours.....	.2						5.4
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average weekly hours.....	41.0	44.8	40.1	40.4	40.0	44.6	44.5

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

Overtime

Most (96.7 percent) of the bakery workers were covered by an initial overtime rate of time and a half (table 6). Other overtime rates included only 1.2 percent of the members, and 2.1 percent did not receive any extra pay other than regular rates for work beyond the regular hours.

TABLE 6.—*Overtime Rates Provided in Union Bakery Agreements, July 1, 1944*

Type of baking	Number of quotations showing initial overtime rates			Percent of union members having initial overtime rates		
	Time and a half	No overtime rate specified	Other overtime rates	Time and a half	No overtime rate specified	Other overtime rates
All baking.....	3,849	34	26	96.7	2.1	1.2
Bread and cake, hand.....	232	11	3	89.6	8.5	1.9
Bread and cake, machine.....	2,339	9	6	98.6	1.0	.4
Pie and pastry.....	145	4	—	99.3	.7	—
Cracker and cooky.....	922	—	—	100.0	—	—
Hebrew baking.....	90	10	11	82.7	9.7	7.6
Other specialized baking ¹	121	—	6	93.7	—	6.3

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

Vacations and Holidays

Vacations.—Practically all (98 percent) of the union bakery workers included in this survey were covered by agreements providing for annual vacations with pay. Two-thirds of these members received 1 week's paid vacation after 1 year of service. Over 40 percent of those receiving 1 week after 1 year of service also received a second week after 5 years, and 12 percent received the second week after only 2 years of service. Agreements providing 2 weeks' vacation after 1 year of service, covered about 8 percent of the members.

Paid holidays.—Over two-thirds of the organized bakery workers received pay for a limited number of holidays not worked: Over half of these workers received pay while shops were closed for the six national holidays, and about 20 percent received pay for one or more additional local or religious holidays. Almost 15 percent received five holidays with pay. The remainder were paid for from one to four holidays per year. In most cases, if members were required to work on these holidays they received time and a half or double the regular rate.

Union Scales of Wages and Hours, by City

Table 7 lists the union scales of wages and hours in effect on July 1, 1944, and July 1, 1943, 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 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943**

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Atlanta, Ga.				
Bread and cake—Machine shops:				
Agreement A:				
Foremen, shipping clerks.....	\$0.958	40	\$0.958	40
Mixers, ovenmen, doughnut-machine operators.....	.920	40	.920	40
Checkers.....	.895	40	.895	40
Mixers' helpers, dividers, molders, wrapping-machine operators.....	.770	40	.770	40
Bench hands.....	.720	40	.720	40
Selectors.....	.670	40	.670	40
Pan greasers.....	.645	40	.645	40
Twisters, panners, molders, oven loaders and dumpers, bread rackers, machine catchers, packers.....	.620	40	.620	40
Women icers and wrappers.....	.520	40	.520	40
Agreement B:				
Mixers.....	.700	40	.600	40
Ovenmen.....	.525	40	.450	40
Dividers, scalers.....	.500	40	.450	40
Wrapping-machine operators.....	.480	40	.425	40
Icers, dumpers.....	.490	40	.400	40
Hand wrappers, wrapping-machine helpers.....	.450	40	.400	40
Packers, general help.....	.450	40	.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
Molders, benchmen, rolling-machine men.....	.750	40	.750	40
Bread rackers, oven helpers, pan greasers.....	.500	40	.500	40
Cake department:				
Foremen.....	.900	40	.900	40
Mixers, ovenmen.....	.800	40	.800	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
Cutters, wrappers, packers, icers, checkers.....	.475	40	.475	40
Dumpers, pan greasers.....	.400	40	.400	40
Shipping department:				
Shipping clerks.....	.825	40	.825	40
Bread wrapping-machine operators.....	.725	40	.725	40
Bun wrapping-machine operators, checkers.....	.650	40	.650	40
Bread wrapping-machine helpers.....	.500	40	.500	40
Bun wrapping-machine helpers.....	.450	40	.480	40
Bun trays, hand wrappers.....	.450	40	.450	40
First 9 months.....	.475	40	.475	40
After 9 months.....				
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, bread checkers.....	.700	40	.700	40
Wrapping-machine operators.....	.675	40	.675	40
Oven loaders, dumpers.....	.600	40	.600	40
Mixers' helpers, set-off men, bread rackers' helpers, pan greasers.....	.550	40	.550	40
Cake department:				
Foremen.....	.945	40	.945	40
Mixers, ovenmen.....	.750	40	.750	40
Enrobermen.....	.650	40	.650	40
Wrapping-machine operators.....	.625	40	.625	40
Ingredientmen, scaling-machine operators.....	.600	40	.600	40
Checkers.....	.550	40	.550	40
Cake dumpers, pan greasers, general help.....	.520	40	.520	40
Women packers, icers, general help.....	.475	40	.475	40
Shipping department:				
Shipping clerks—bread.....	.825	40	.825	40
Shipping clerks—cake.....	.800	40	.800	40
Cake only—Machine shop:				
Mixers.....	.650	40	.550	40
Ovenmen's helpers, wrappers.....	.500	40	.400	40
General helpers.....	.450	40	.400	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Atlanta, Ga.—Continued				
Crackers and cookies:				
Sponge department:				
Head mixers.....	\$0.995	40	\$0.995	40
Head bakers.....	.965	40	.965	40
Machine captains.....	.935	40	.935	40
Mixers.....	.895	40	.895	40
Bakers.....	.865	40	.865	40
Rollermen.....	.825	40	.825	40
Rollermen—Ritz.....	.795	40	.795	40
Clerks, sponge and sweet.....	.670	40	.670	40
Tally clerks, sponge and sweet.....	.625	40	.625	40
Sweet department:				
Head mixers.....	.945	40	.945	40
Machine captains.....	.925	40	.925	40
Bakers.....	.865	40	.865	40
Mixers.....	.815	40	.815	40
Ovenmen.....	.745	40	.745	40
Mixer's helpers, dough feeders.....	.695	40	.695	40
Pan cleaners and feeders.....	.645	40	.645	40
Icing department:				
Head mixers.....	.845	40	.845	40
Mixers' helpers.....	.795	40	.795	40
Base cake weighers.....	.745	40	.745	40
Machine set-up men.....	.695	40	.695	40
Floormen.....	.645	40	.645	40
Machine operators.....	.545	40	.545	40
Women employees:				
Working supervisors.....	.645	40	.645	40
General help.....	.545	40	.545	40
Packing and shipping departments:				
Working supervisors, supplymen, paper stockmen.....	.795	40	.795	40
Pastemen, assemblers.....	.745	40	.745	40
Assemblymen.....	.735	40	.735	40
Machine set-up men, wrapping-machine operators, car loaders.....	.695	40	.695	40
Floormen.....	.645	40	.645	40
Beginners, male.....	.550	40	.550	40
Women employees:				
Working supervisors.....	.645	40	.645	40
Sponge packers.....	.565	40	.565	40
Bundlers, sealers and weighers.....	.555	40	.555	40
Wrapping-machine operators, Q formers and stitchers.....	.545	40	.545	40
Weighers and closers, sweet packers.....	.535	40	.535	40
Beginners.....	.550	40	.550	40
Baltimore, Md.				
Bread and cake—Machine shops:				
Bread department:				
Mixers.....	.875	40	.875	40
Ingredient scalers, tray ovenmen, bench hands.....	.825	40	.825	40
Dividers, molders.....	.750	40	.750	40
Wrapping-machine operators.....	.690	40	.690	40
Oven dumpers and helpers.....	.675	40	.675	40
Oven feeders.....	.650	40	.650	40
Mixers' helpers, bread packers.....	.625	40	.625	40
Flour blenders, pan greasers, male general helpers.....	.583	40	.583	40
Women helpers.....	.500	40	.500	40
Cake and sweet department:				
Mixers.....	.875	40	.875	40
Ingredient mixers.....	.825	40	.825	40
Ovenmen (first class).....	.800	40	.800	40
Ovenmen (second class), cake packers.....	.750	40	.750	40
Icing mixers, cake decorators.....	.725	40	.725	40
Utility men, depositor operators.....	.700	40	.700	40
Cookie mixers.....	.675	40	.675	40
Oven feeders.....	.600	40	.600	40
Pan greasers, flour blenders, bakery help.....	.583	40	.583	40
Bakery helpers, cake.....	.550	40	.550	40
Women employees:				
Cake icers.....	.500	40	.500	40
Cake wrappers.....	.475	40	.475	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Baltimore, Md.—Continued				
Bread only—Machine shops:				
Oven operators, dough mixers, shipping clerks.....	\$0. 800	40	\$0. 800	40
Bench hands, doughnut-machine operators, divider and molder operators, wrapping-machine operators.....	. 750	40	. 750	40
Ingredient scalers, oven feeders and dumpers, mixers' helpers, doughnut-room men, stock clerks.....	. 700	40	. 700	40
Pan greasers, molders' helpers, pan rackers, flour handlers, chute and bread packers, pan washers, selectors or order packers.....	. 650	40	. 650	40
Helpers, women.....	. 600	40	. 600	40
Cake only—Machine shops:				
Foremen, mixers.....	. 950	40	. 950	40
Icers.....	. 675	40	. 675	40
Scalers, ovenmen, mixers' and icers' helpers.....	. 525	40	. 525	40
Pan greasers and helpers.....	. 450	40	. 450	40
Wrapper foreladies.....	. 425	40	. 425	40
Wrappers.....	. 400	40	. 400	40
Doughnuts:				
Machine operators, yeast dough mixers, enrobing-machine operators, chief shippers.....	. 650	40	. 600	40
Bench hands, fryers, miscellaneous yeast employees.....	. 600	40	. 550	40
Packers and wrappers (after 6 months).....	. 500	40	. 450	40
Hebrew shops:				
Agreement A—Hand:				
Ovenmen.....	1. 400	45	1. 333	45
Second hands.....	1. 333	45	1. 267	45
Agreement B—Hand and machine:				
Dough mixers.....	. 833	48	. 833	48
Journeymen bakers.....	. 729	48	. 729	48
Helpers.....	. 604	48	. 604	48
Binghamton, N. Y.				
Bread and cake—Machine shops:				
Bread department:				
Utility men.....	. 850	40	. 850	40
Supervisors of checkers.....	. 820	40	. 820	40
Tray ovenmen.....	. 805	40	. 805	40
Mixers.....	. 800	40	. 800	40
Checkers, molders, traveling-oven feeders and dumpers.....	. 770	40	. 770	40
Dividers.....	. 750	40	. 750	40
Bench hands.....	. 745	40	. 745	40
Ingredient scalers.....	. 720	40	. 720	40
Flour handlers.....	. 700	40	. 700	40
Wrappers, pan rackers.....	. 670	40	. 670	40
Mixers' helpers, cooler pick-up men.....	. 650	40	. 650	40
Oven and machine helpers.....	. 600	40	. 600	40
Pan greasers and women helpers.....	. 500	40	. 475	40
Cake and cruller department:				
Mixers.....	. 800	40	. 800	40
Icing mixers.....	. 750	40	. 750	40
Cake scalers.....	. 725	40	. 725	40
Helpers.....	. 600	40	. 600	40
Shipping department:				
Cruller-box makers.....	. 720	40	. 720	40
Packers, loaders.....	. 700	40	. 700	40
Birmingham, Ala.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	. 750	40	. 750	40
Ovenmen.....	. 625	40	. 625	40
Head benchmen, rolling-machine operators (rate A).....	. 600	40	. 600	40
Dividers and molders.....	. 575	40	. 575	40
Benchmen, utility men, rolling-machine operators (rate B).....	. 550	40	. 550	40
Oven helpers, bake shop helpers, machine wrappers.....	. 475	40	. 475	40
Pan greasers, shipping helpers.....	. 425	40	. 425	40
Agreement B:				
Bread department:				
Mixers.....	. 885	40	. 885	40
Ingredient scalers.....	. 810	40	. 810	40
Dividers, ovenmen.....	. 785	40	. 785	40
Molders.....	. 710	40	. 710	40
Feeders and dumpers.....	. 635	40	. 635	40

TABLE 7.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued*

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Birmingham, Ala.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement B—Continued.				
Bread department—Continued.				
Helpers:				
Under 3 months.....	\$0.485	40	\$0.485	40
3 months and over.....	.585	40	.585	40
Cake department:				
Working foremen.....	.960	40	.960	40
Mixers.....	.885	40	.885	40
Ovenmen.....	.785	40	.785	40
Icing mixers.....	.760	40	.760	40
Ingredient scalers.....	.735	40	.735	40
Dividers.....	.720	40	.720	40
Sugar grinders.....	.635	40	.635	40
Head icers.....	.595	40	.550	40
Oven dumpers.....	.585	40		
Flour dumpers.....	.535	40	.535	40
Bake shop helpers:				
First 3 months.....	.485	40	.485	40
After 3 months.....	.585	40	.585	40
Icers and wrappers:				
First 3 months.....	.400	40	.355	40
After 3 months.....	.500	40	.455	40
Shipping department:				
Wrapping-machine operators.....	.700	40	.635	40
Checkers and order fillers.....	.610	40	.610	40
Packers.....	.585	40	.560	40
Agreement C:				
Bread department:				
Head mixers.....	.885	40	.885	40
Head ovenmen.....	.850	40	.850	40
Head machinemen, head benchmen.....	.820	40	.820	40
Mixers.....	.800	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
Pan greasers.....	.550	40	.500	40
Wrapping helpers.....	.510	40	.510	40
Cake department:				
Head ovenmen, mixers.....	.750	40	.730	40
Ovenmen.....	.700	40	.650	40
Mixers' helpers.....	.680	40	.680	40
Scalers.....	.635	40	.585	40
Dumpers, stock clerks.....	.585	40	.585	40
Pan greasers.....	.500	40	.500	40
Icers, wrappers.....	.500	40	.455	40
Shipping department:				
Shippers.....	.610	40	.610	40
Packers.....	.585	40	.585	40
Bread only—Machine shops:				
Mixers.....	.885	40	.885	40
Dividers, ovenmen.....	.785	40	.785	40
Molders.....	.710	40	.710	40
Machine wrappers.....	.650	40	.635	40
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.....	.730	40	.700	40
Head mixers.....	.710	40	.680	40
Mixers, sponge peelers (after 6 months), sponge-oven bakers, head marshmallow mixers.....	.630	40	.600	40
Machine feeders, stackers, sweet-oven bakers, marshmallow mixers, wrapping-machine operators, checkers, greasers, shipping clerks.....	.580	40	.550	40
Mixers' helpers, sponge- and sweet-oven helpers, sponge peelers (first 6 months), dough rollers, tray men, icing mixers, syrup cookers, issue clerks.....	.560	40	.530	40
Sponge packers, sample girls, large-carton makers, large-wafer-machine operators, cold-run packers, checkers, trayers, tray and pan dumpers, stock room helpers.....	.510	40	.480	40
General helpers, male.....	.480	40	.450	40
Packers and bundlers.....	.460	40	.430	40
Women helpers, stacker learners, caddy and carton makers.....	.430	40	.400	40

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TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Boston, Mass.				
Hand shops:				
Agreement A—Bread and rolls:				
Night foremen.....	\$1.068	44	\$1.068	44
Mixers.....	.886	44	.886	44
Ovenmen.....	.818	44	.818	44
Benchmen.....	.750	44	.750	44
Agreement B—Bread and pastry:				
Dough mixers.....	.958	48	.958	48
Ovenmen, bench hands.....	.750	48	.750	48
Molders, divider operators.....	.646	48	.646	48
Bakers' helpers, wrapping-machine operators, shippers.....	.604	48	.604	48
Women helpers.....	.500	48	.500	48
Agreement C—Pie, bread, and pastry:¹				
Foremen, second hands, mixers, cake decorators.....	.909	44	.909	44
Head benchmen.....	.886	44	.886	44
Ovenmen.....	.841	44	.841	44
Frosting makers.....	.795	44	.795	44
Filling cooks.....	.750	44	.750	44
Benchmen.....	.727	44	.727	44
Greasers, bread wrapping-machine operators, general helpers, shippers.....	.545	44	.545	44
Frosters, after 1 year.....	.477	44	.477	44
Agreement D—Bread and pastry:				
Foremen.....	.990	48	.938	48
Ovenmen and dough mixers.....	.844	48	.792	48
Benchmen.....	.781	48	.729	48
Frosters.....	.510	48	.468	48
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.080	40	1.070	40
Dividermen.....	.960	40	.950	40
Mixers' helpers, ingredient scalers, moldermen, oven feeders.....	.910	40	.900	40
Flour blenders, wrappers.....	.875	40	.865	40
Floormen.....	.860	40	.850	40
Molders' helpers, rackers, pan greasers, packers.....	.825	40	.815	40
Agreement B:				
Mixers.....	1.013	40	1.013	40
Ovenmen, molder operators, machinemen.....	.925	40	.925	40
Mixers' helpers, ingredient scalers, ovenmen's helpers.....	.888	40	.888	40
Benchmen.....	.878	40	.878	40
Bakery helpers, pan greasers.....	.818	40	.818	40
Checkers and rackers, packers, wrappers, and slicing-machine operators:				
First year.....	.738	40	.738	40
Second to fifth year.....	.825	40	.825	40
5 years and after.....	.850	40	.850	40
Bread only—Machine shops:				
Mixers.....	1.000	40	1.000	40
Divider operators.....	.900	40	.900	40
Mixers' helpers.....	.870	40	.870	40
Molder operators.....	.860	40	.860	40
Wrapping-machine operators.....	.830	40	.830	40
Ovenmen, benchmen, benchwomen.....	.820	40	.820	40
Bakery helpers.....	.780	40	.780	40
Wrapping-machine helpers.....	.715	40	.715	40
Packers.....	.680	40	.680	40
Stockmen, flour dumpers.....	.650	40	.650	40
Roll packers, trippers, baggers.....	.600	40	.600	40
Cake only—Machine shops:				
Agreement A:				
Mixers.....	.945	40	.925	40
Ovenmen.....	.920	40	.900	40
Ingredient scalers.....	.850	40	.830	40
Helpers:				
First 3 months.....	.620	40		
After 3 months.....	.720	40		
Table heads.....	.640	40	.620	40
Women helpers.....	.540	40	.520	40
Packers, icers, wrappers:				
First 3 months.....	.460	40		
After 3 months.....	.540	40		

¹ Sept. 1 to May 31, 48-hour week at reduced hourly rates. Agreement provided same weekly rate throughout the year.

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Boston, Mass.—Continued				
Cake only—Machine shops—Continued.				
Agreement B:				
Mixers.....	\$0.950	40	\$0.950	40
Icing mixers.....	.925	40	.925	40
Ovenmen.....	.900	40	.900	40
Ingredient scalers.....	.830	40	.830	40
Shippers.....	.800	40	.800	40
Helpers.....	.750	40	.750	40
Table heads.....	.620	40	.620	40
Wrappers, female:				
First 3 months.....	.440	40		
After 3 months.....	.520	40		
Pie and pastry:				
Agreement A:				
Ovenmen.....	.900	40	.900	40
Soft-pie ovenmen, oven firemen, pie dough mixers.....	.888	40	.888	40
Flour handlers.....	.838	40	.838	40
Helpers.....	.763	40	.763	40
Agreement B:				
Foremen.....	.958	48	.908	48
Ovenmen, bench hands.....	.800	48	.750	48
Wrappers and frosters.....	.613	48	.563	48
Bakery helpers.....	.500	48	.450	48
Crackers and cookies:				
Sponge department:				
Machine captain.....	.965	40	.965	40
Peelers.....	.890	40	.890	40
Mixers, bakers.....	.870	40	.870	40
Mixers' helpers.....	.845	40	.845	40
Rollermen.....	.840	40	.840	40
Through-pullers.....	.785	40	.785	40
Utility men.....	.775	40	.775	40
Bakers' helpers.....	.745	40	.745	40
Boardmen.....	.730	40	.730	40
Edgers.....	.705	40	.705	40
Flour-bag cleaners.....	.680	40	.680	40
Floormen.....	.675	40	.675	40
Dog-food department:				
Mixers, machine captains.....	.865	40	.865	40
Bakers.....	.840	40	.840	40
Reliefmen.....	.835	40	.835	40
Dough feeders.....	.790	40	.790	40
Mixers' helpers.....	.740	40	.740	40
Pan feeders.....	.705	40	.705	40
Kibblers.....	.675	40	.675	40
Packing department:				
Receiving clerks.....	.830	40	.830	40
Receivers.....	.780	40	.780	40
Wax-wrapping-machine feeders.....	.790	40	.790	40
Floormen and coopers, dog-food packing.....	.740	40	.740	40
Working supervisors.....	.635	40	.635	40
Carton formers.....	.590	40	.590	40
Sponge packers and caddy stitchers.....	.570	40	.570	40
Bundlers and labelers, dog-food packers, wax-wrapping-machine feeders, handlers of broken and rejected goods.....	.560	40	.560	40
Shipping department:				
Night shippers.....	.865	40	.865	40
Car checkers.....	.830	40	.830	40
Head carloaders.....	.805	40	.805	40
Shippers, assemblers, car assemblers.....	.780	40	.780	40
Carloaders.....	.765	40	.765	40
Stock clerks.....	.745	40	.745	40
Stockmen.....	.695	40	.695	40
Hebrew shops:				
Foremen.....	1.536	48	1.536	48
Second hands.....	1.415	48	1.415	48
Third hands.....	1.294	48	1.294	48

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Buffalo, N. Y.				
Bread and cake—Hand and semimachine shops:				
Day work: ²				
Oven hands and mixers.....	\$0.955	3 44	\$0.955	3 44
Bench hands.....	.909	3 44	.909	3 44
Helpers.....	.682	3 44	.682	3 44
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1.100	4 40	1.100	4 40
Oven hands and mixers.....	1.050	4 40	1.050	4 40
Bench hands.....	1.000	4 40	1.000	4 40
Scalers, machine operators.....	.925	4 40	.925	4 40
Ingredientmen.....	.875	4 40	.875	4 40
Oven dumpers.....	.800	4 40	.800	4 40
Helpers, pan greasers, packers, checkers, flour dumpers and blenders.....	.750	4 40	.750	4 40
Bread and pan stackers.....	.725	4 40	.725	4 40
Women icers and wrappers.....	.575	4 40	.575	4 40
Agreement B:				
Mixers, cake decorators.....	1.000	42	1.000	42
Fried-cake machine operators, ovenmen.....	.950	42	.950	42
Dividermen, bench hands.....	.930	42	.930	42
Moldermen.....	.900	42	.900	42
Receiving department foremen.....	.884	42	.884	42
Mixers' helpers, doughnut fryers.....	.850	42	.850	42
Receiving department helpers.....	.831	42	.831	42
Wrapping-machine operators.....	.830	42	.830	42
Flour sifters and blenders, bench helpers, packers, cooky-machine operators, oven helpers.....	.800	42	.800	42
Flour sifters' and blenders' helpers, washing-machine operators, bake-shop helpers.....	.750	42	.750	42
Fried-cake coolers, cooler men.....	.700	42	.700	42
Women icers, wrappers, and packers.....	.570	42	.570	42
Agreement C:				
Bread:				
Foremen.....	1.113	40	1.073	40
Mixers.....	1.000	40	.960	40
Assemblymen, traveling-ovenmen.....	.950	40	.910	40
Dividermen, bench hands.....	.930	40	.890	40
Machine and molder men.....	.900	40	.860	40
Wrapping-machine operators, male.....	.825	40	.785	40
Bench helpers, oven helpers, checkers.....	.800	40	.760	40
Flour handlers.....	.775	40	.739	40
Wrapping and slicing helpers, utility men, packers, cooler men.....	.775	40	.735	40
Pan greasers, male.....	.750	40	.710	40
Women employees:				
Dividers.....	.830	40	.790	40
Cooler women.....	.775	40	-----	-----
Wrapping-machine operators.....	.725	40	.685	40
Bench helpers.....	.700	40	.660	40
Oven helpers.....	.700	40	-----	-----
Pan greasers.....	.650	40	-----	-----
Cake:				
Foremen.....	1.065	40	1.025	40
Mixers.....	.990	40	.950	40
Assemblymen, traveling ovenmen.....	.940	40	.900	40
Scalers.....	.920	40	.880	40
Fried-cake machine men.....	.865	40	.825	40
Wrapping-machine operators.....	.815	40	.775	40
Machine helpers, oven helpers.....	.790	40	.750	40
Pan greasers.....	.740	40	.700	40
Pie-machine boys (after 6 months).....	.690	40	.650	40
Women employees:				
Assemblywomen.....	.840	40	.800	40
Foreladies.....	.795	40	.755	40
Oven helpers.....	.690	40	.650	40
Cake decorators.....	.590	40	.550	40
Icers, packers, wrappers, pie-machine operators.....	.570	40	.530	40

² \$2 weekly bonus for night workers.

³ 48 hours guaranteed, time and a half after 44 hours. Base rates for members working less than 48 hours are higher than those reported.

⁴ 48 hours guaranteed, time and a half after 40 hours. Base rates for members working less than 48 hours are higher than those reported.

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Buffalo, N. Y.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement D:				
Foremen, working.....	\$1.113	40	\$1.073	40
Mixers.....	1.000	40	.960	40
Assemblymen, ovenmen.....	.950	40	.910	40
Dividers, bench hands.....	.930	40	.890	40
Machine and molder men.....	.900	40	.860	40
Mixers' helpers.....	.850	40	.810	40
Assembly helpers.....	.825	40	.785	40
Bench helpers, oven feeders and dumpers, wrapping-machine operators, checkers.....	.800	40	.760	40
Cooler men, wrapping-machine helpers, flour handlers, packers.....	.775	40	.735	40
Pan greasers, machine-hand helpers.....	.750	40	.710	40
Icers.....	.600	40	-----	-----
Cake only—Machine shops:				
Agreement A:				
Mixers.....	.825	40	.825	40
Ovenmen, depositors.....	.800	40	.800	40
Bench hands, assemblymen.....	.750	40	.750	40
Helpers, shipping-room foremen.....	.725	40	.725	40
Wrapping-machine operators.....	.700	40	.700	40
Miscellaneous helpers.....	.675	40	.675	40
Forcladies.....	.575	40	.575	40
Miscellaneous women helpers.....	.500	40	.500	40
Agreement B:				
Mixers.....	.875	40	.875	40
Roller mixers, scaling-machine depositors.....	.825	40	.825	40
Ovenmen.....	.800	40	.800	40
Icing mixers.....	.750	40	.750	40
Jam cooks, helpers.....	.725	40	.725	40
Forcladies.....	.625	40	.625	40
Women:				
Icers, packers, wrappers, rollers, boxers.....	.510	40	.510	40
Pie and pastry:				
Doughnuts:				
Machine operators.....	.750	40	.750	40
Packers and wrappers, female.....	.575	40	.575	40
Crackers and cookies:				
Agreement A:				
Mixing department:				
Head mixers.....	.945	40	.945	40
Sponge mixers.....	.875	40	.875	40
Sweet mixers.....	.835	40	.835	40
Mixers' helpers.....	.805	40	.805	40
Flour dumpers.....	.715	40	.715	40
Baking department:				
Machine captains.....	.935	40	.935	40
Peelers.....	.895	40	.895	40
Reel-oven bakers.....	.865	40	.865	40
Cuttermen.....	.845	40	.845	40
Sponge rollermen.....	.835	40	.835	40
Traveling-oven unloaders, sponge drawmen, reel-oven take-out men.....	.795	40	.795	40
Traveling-oven loaders.....	.745	40	.745	40
Pan feeders and greasers, general helpers.....	.715	40	.715	40
Towermen.....	.625	40	.625	40
Women stackers.....	.615	40	.615	40
Scrap girls.....	.565	40	.565	40
Icing and cello-bag department:				
Head mixers.....	.865	40	.865	40
Machine set-up men.....	.795	40	.795	40
Paper cutters, icing mixers' helpers.....	.775	40	.775	40
Machine men.....	.745	40	.745	40
Checkers, truckers, general help.....	.715	40	.715	40
Women employees:				
Working supervisors.....	.665	40	.665	40
Packers and feeders.....	.565	40	.565	40
General helpers.....	.525	40	.525	40
Packing department:				
Checkers and truckers, men.....	.715	40	.715	40
Working supervisors.....	.665	40	.665	40
Sponge packers.....	.615	40	.615	40
Hand bundlers, carton formers (machine).....	.575	40	.575	40
Sweet packers, carton formers (hand), "Q" formers, cover stickers, repack and breakage girls.....	.565	40	.565	40
General helpers.....	.525	40	.525	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Buffalo, N. Y.—Continued				
Crackers and cookies—Continued.				
Agreement B:				
Mixing department:				
Head mixers.....	\$1.020	40	\$0.945	40
Sponge mixers.....	.895	40	.895	40
Sponge helpers.....	.835	40	.835	40
Flour dumpers.....	.775	40	.775	40
Baking department:				
Machine captains.....	.935	40	.935	40
Peelers.....	.895	40	.895	40
Bakers, traveling- and peel-oven.....	.865	40	.865	40
Cuttermen.....	.845	40	.845	40
Sponge rollers.....	.835	40	.835	40
Sponge drawmen.....	.795	40	.795	40
Bakery clerks, graham-oven feeders, oven firemen.....	.765	40	.765	40
Stackers, pan feeders and greasers.....	.715	40	.715	40
Ritz baking department:				
Machine captains.....	.875	40	.875	40
Mixers, rollers.....	.775	40	.775	40
Mixers' helpers.....	.745	40	.745	40
Spray-machine operators, oven feeders and takers-out.....	.715	40	.715	40
Icing department:				
Head mixers.....	.925	40	.925	40
Mixers.....	.875	40	.875	40
Machinemen, mixers' helpers.....	.815	40	.815	40
Machine set-up men.....	.795	40	.795	40
Working supervisors, women.....	.655	40	.655	40
Clerks.....	.605	40	.605	40
Machine operators.....	.575	40	.575	40
Packers, feeders, handlers.....	.565	40	.565	40
Cone department:				
Assistant foremen.....	.895	40	.895	40
Mixers.....	.775	40	.775	40
Clerks, supervisors.....	.695	40	.695	40
Miscellaneous baking and packing workers.....	.645	40	.645	40
Warehouse and assembly departments:				
Division heads.....	.785	40	.785	40
Assemblymen.....	.765	40	.765	40
Clerks.....	.765	40	.745	40
Packing department:				
Pan dumpers.....	.725	40	.725	40
Checkers and truckers.....	.715	40	.715	40
Working supervisors, repack girls.....	.665	40	.665	40
Sponge packers, tally clerks.....	.615	40	.615	40
Hand bundlers, carton formers (machine).....	.575	40	.575	40
Sweet packers, scalers and weighers, carton closers, filling-machine operators, carton formers (hand), "Q" formers and stitchers, machine operators.....	.565	40	.565	40
Shipping department:				
Loading foremen.....	.865	40	.865	40
Assemblers, car loaders.....	.795	40	.795	40
Hebrew and Polish shops:				
Night work:				
First hands.....	1.173	37½	1.173	37½
Second hands.....	1.067	37½	1.067	37½
Day work:				
First hands.....	1.050	40	1.050	40
Second hands.....	.950	40	.950	40
Butte, Mont.				
Hand shops:				
Foremen.....	1.270	44	1.270	44
Journeyman.....	1.133	44	1.133	44
Women wrappers.....	.542	44	.542	44
Machine shops:				
Foremen, dough mixers, ovenmen.....	1.274	42	1.274	42
Bench hands.....	1.167	42	1.167	42
Men wrappers.....	.818	44	.818	44
Women wrappers.....	.542	44	.542	44

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Charlotte, N. C.				
Bread and cake—Machine shop:				
Bread:				
Ovenmen.....	\$0.850	40	\$0.800	40
Mixers.....	.825	40	.775	40
Dividers, wrappers.....	.800	40	.750	40
Molders.....	.750	40	.700	40
Scalers.....	.725	40	.675	40
Receiving clerks, selectors.....	.675	40	.625	40
Oven loaders, dumpers, twistlers, panners, rackers.....	.610	40	.550	40
Pan greasers.....	.605	40	.575	40
Bread-wrapping-machine catchers, bread packers, bread line-up men.....	.560	40	.500	40
Carton makers.....	.500	40	.400	40
Cake:				
Ovenmen.....	.850	40	.800	40
Mixers, doughnut-machine operators.....	.825	40	.775	40
Wrapping-machine operators.....	.800	40	.750	40
Depositor operators.....	.775	40	.725	40
Mixers' helpers.....	.725	40	.695	40
Dumpers, rackers, pan greasers.....	.660	40	.500	40
Icers, wrappers, women packers.....	.530	40	.450	40
Chicago, Ill.				
Bread and cake—Hand shops:				
Agreement A:				
First hands or spongers, ovenmen.....	1.041	48	1.041	48
Second hands.....	.941	48	.941	48
Third hands.....	.841	48	.841	48
Agreement B:				
Retail:				
First hands.....	1.020	48	1.020	48
Second hands.....	.979	48	.979	48
Wholesale:				
First hands, mixers, ovenmen, spongers.....	1.075	40	1.075	40
Second hands, bench and machine hands, molders, dividers.....	1.025	40	1.025	40
Bread and cake—Machine shops:				
Bread only:				
Working foremen.....	1.125	40	1.125	40
Ingredient scalers, mixers.....	1.020	40	1.020	40
Ovenmen, dividers.....	.970	40	.970	40
Dough dumpers, soft-roll scaling-machine men, molders, traveling-oven dumpers and feeders, bench hands.....	.920	40	.920	40
Bake-shop helpers:				
First 60 days.....	.600	40	.600	40
60-90 days.....	.700	40	.700	40
After 90 days.....	.810	40	.810	40
Cake only:				
Agreement A:				
Cake mixers, icing mixers, ovenmen, first scalers, doughnut mixers, head cookers.....	.910	40	.860	40
Ingredientmen, stockmen, benchmen.....	.850	40	.800	40
Mixers' helpers, oven helpers, second scalers, all other shop helpers.....	.770	40	.720	40
Dumpers and truckers.....	.700	40	.650	40
Wrapping-machine feeders, pie-machine crew.....	.570	40	.520	40
Women helpers:				
First 6 months.....	.480	40	.430	40
Second 6 months.....	.500	40	.450	40
1-5 years.....	.550	40	.500	40
After 5 years.....	.570	40	.520	40
Agreement B:				
Working foremen.....	1.125	40	1.125	40
Mixers.....	1.020	40	1.020	40
Scalers, cake and yeast oven feeders and dumpers, cooky-machine operators.....	.970	40	.970	40
Bench hands.....	.920	40	.920	40
Helpers:				
First 60 days.....	.600	40	.600	40
60-90 days.....	.700	40	.700	40
After 90 days.....	.810	40	.810	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	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 B—Continued.				
Women employees:				
Foreladies.....	\$0.750	40	\$0.750	40
Icers.....	.650	40	.650	40
Dough handlers, machine feeders.....	.600	40	.600	40
General helpers:				
First year.....	.500	40	.500	40
After 1 year.....	.550	40	.550	40
Pie and pastry:				
Ingredientmen, ovenmen, cooks, dough mixers.....	.850	40	.850	40
Dough breakers, fruit mixers or servicemen, men helpers.....	.650	40	.650	40
Pie-machine operators.....	.570	40	.570	40
Apple slicers.....	.540	40		
Toppers; wrappers; cream-pie fillers; cake icers; fruit cleaners; plate washers, sorters, or inspectors; women helpers:				
Rate A.....	.510	40	.510	40
Rate B.....	.550	40	.550	40
Crackers and cookies:				
Agreement A:				
Mixing room:				
Mixers.....	.970	40	.970	40
Raw-material scalers.....	.950	40	.950	40
Mix-room helpers.....	.850	40	.850	40
Flour dumpers.....	.750	40	.750	40
Sponge-baking department:				
Machine captains.....	1.050	40	1.050	40
Dough feeders, rollmen.....	.975	40	.975	40
Ovenmen.....	.900	40	.900	40
Dough cutters.....	.850	40	.850	40
Scrap boys.....	.725	40	.725	40
Sweet-baking department:				
Machine captains.....	1.050	40	1.050	40
Machine sheeters, ovenmen.....	.900	40	.900	40
Dough feeders.....	.775	40	.775	40
Icing department:				
Machinemen.....	.850	40	.850	40
Head mixers.....	.750	40	.750	40
Packers.....	.610	40	.610	40
Head sample girls.....	.585	40	.585	40
Cellophane packers, sample helpers, female stitchers, trolley packers.....	.540	40	.540	40
Packing department:				
Stacking-machine captains (after 3 months).....	.950	40	.950	40
Wrapping-machine operators.....	.800	40	.800	40
Scalers, men.....	.700	40	.700	40
General helpers, men.....	.650	40	.650	40
Bundlers, sponge packers.....	.620	40	.620	40
Sweet packers.....	.580	40	.580	40
Carton formers.....	.560	40	.560	40
Women carton and caddy stitchers.....	.540	40	.540	40
Receiving department:				
Flour unloaders.....	.820	40	.820	40
Order fillers, stockmen.....	.780	40	.780	40
Receiving clerks.....	.775	40	.775	40
Paper cutters, sugar grinders.....	.725	40	.725	40
Shipping department:				
Head shipping clerks.....	1.000	40	1.000	40
Men-in-charge, commission department.....	.900	40	.900	40
Men-in-charge, wholesale department.....	.850	40	.850	40
Stockmen.....	.700	40	.700	40
Agreement B:				
Sponge-mixing department:				
Mixers.....	.970	40	.970	40
Mixers' helpers.....	.920	40	.920	40
General helpers.....	.625	40	.625	40
Sponge-baking department:				
Machine captains.....	1.060	40	1.060	40
Peelers-in.....	1.020	40	1.020	40
Rollermen.....	.970	40	.970	40
Draw boys.....	.825	40	.825	40
Stackers.....	.725	40	.725	40
Sweet-mixing department:				
Mixers.....	.970	40	.970	40
Mixers' helpers.....	.920	40	.920	40

**TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued**

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Chicago, Ill.—Continued				
Crackers and cookies—Continued.				
Agreement B—Continued.				
Sweet-baking department:				
Ovenmen	\$0.900	40	\$0.900	40
Machinemen	.850	40	.850	40
Ovenmen's helpers	.825	40	.825	40
Pan feeders and greasers	.650	40	.650	40
Icing room:				
Machinemen	.850	40	.850	40
Mixers	.800	40	.800	40
Packers	.560	40	.560	40
Feeders and stackers	.510	40	.510	40
Packing department:				
Wrapping-machine men	.820	40	.820	40
Fiber-case stitchers and sealers	.800	40	.800	40
Sponge packer	.620	40	.620	40
Sweet packers	.580	40	.580	40
Glassine packers, sample-room girls, fiber-case sealers, women	.540	40	.540	40
Hebrew shops:				
Foremen or first hands	1.385	48	1.385	48
Second hands	1.323	48	1.323	48
Third hands	1.094	48	1.094	48
Bohemian shops—Bread:				
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 shops—Bread:				
Hand shops:				
First-class bakers:				
Without unemployment insurance	.938	48	.938	48
With unemployment insurance	.917	48	.917	48
Second-class bakers:				
Without unemployment insurance	.875	48	.875	48
With unemployment insurance	.854	48	.854	48
Machine shops:				
First-class bakers	1.100	40	1.100	40
Second-class bakers	1.025	40	1.025	40
Polish shops:				
Retail shops:				
Day work:				
Foremen, spongers	1.125	48	1.063	48
Second hands	1.000	48	.938	48
Night work:				
Foremen, spongers	1.325	48	1.263	48
Second hands	1.200	48	1.138	48
Wholesale shops:				
Day work:				
Foremen, spongers	1.229	48	1.229	48
Second hands	1.104	48	1.104	48
Night work:				
Foremen, spongers	1.429	48	1.429	48
Second hands	1.304	48	1.304	48
Machine shops:				
Day work:				
Foremen, spongers	1.100	48	1.100	48
Second hands	1.000	48	1.000	48
Night work:				
Foremen, spongers	1.200	48	1.200	48
Second hands	1.000	48	1.000	48
South-side shops:				
Foremen, spongers	1.188	48	1.188	48
Second hands	1.063	48	1.063	48
Cincinnati, Ohio				
Bread and cake—Hand shops:				
Foremen, first hands	1.065	40	1.065	40
Bread and cake—Machine shops:				
Foremen or first hands	1.065	40	1.065	40
Ovenmen, mixers	.983	40	.983	40
Bench and machine hands, icing mixers, ingredient scalers	.920	40	.920	40
Helpers	.795	40	.795	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Cincinnati, Ohio—Continued				
Bread and cake—Machine shops—Continued.				
Machine-wrapper operators.....	\$0. 760	40	\$0. 760	40
Packers and shippers.....	. 660	40	. 660	40
Chutemen and machine helpers.....	. 620	40	. 620	40
Utility helpers.....	. 610	40	. 610	40
Foreladies, working.....	. 600	40	. 600	40
Women helpers:				
First 6 months.....	. 530	40	. 530	40
After 6 months.....	. 550	40	. 550	40
Cleveland, Ohio				
Hand shops—Bread and cake:				
First hands.....	1. 066	48	1. 021	48
Second hands.....	1. 003	48	. 985	48
Third hands.....	. 878	48	. 833	48
Women, all classes.....	. 589	48	. 556	48
Bread and cake—Machine shops:				
Ovenmen, mixers, ingredientmen, cake decorators.....	. 950	40	. 940	40
Bench and machine hands.....	. 900	40	. 890	40
Mixers' helpers, oven feeders and dumpers, wrapper and slicer adjusters.....	. 850	40	. 840	40
Bread slicers, open-kettle fryers, bake-shop and shipping room helpers.....	. 800	40	. 790	40
Women:				
Bread wrappers, slicers, bake-shop and shipping room helpers.....	. 700	40	. 690	40
Inexperienced employees.....	. 530	40	. 520	40
Pie and pastry:				
Ovenmen, fruit cookers, dough mixers.....	. 950	40	. 940	40
Doughnut-machine operators.....	. 850	40	. 840	40
Dough cutters, bake-shop helpers.....	. 800	40	. 790	40
Machine girls.....	. 640	40	. 630	40
Box makers, fruit cleaners, cream fillers and toppers, apple workers, wrapper girls.....	. 550	40	. 540	40
Crackers and cookies—Machine shops:				
Mixers, ovenmen, machinemen, peelers, cracker ovenmen.....	. 880	40	. 800	40
Rollers.....	. 780	40	. 700	40
Mixers' helpers, bake-shop helpers and cake oven helpers.....	. 730	40	. 650	40
Women helpers, all classes.....	. 530	40	. 470	40
Hebrew shops:				
Oven workers, dough mixers.....	1. 400	45	1. 400	45
Bench workers.....	1. 289	45	1. 289	45
Cake bakers.....	1. 133	45	1. 133	45
Helpers.....	. 867	45	. 867	45
Bohemian shops:				
First hands.....	. 979	48	. 979	48
Second hands.....	. 917	48	. 917	48
Polish shops:				
First hands, ovenmen, mixers.....	1. 042	48	1. 042	48
Second hands.....	. 938	48	. 938	48
Third hands, shipping clerks, doughnut fryers, pan-cleaners.....	. 750	48	. 750	48
Columbus, Ohio				
Bread—Machine shops:				
Agreement A:				
Foremen:				
Baking department.....	1. 100	40	1. 100	44
Wrapping department.....	1. 050	40	1. 050	44
Mixers.....	. 875	40	. 875	44
Ovenmen.....	. 850	40	. 850	44
Divider and molder operators, bun-machine operators.....	. 800	40	. 800	44
Wrapping-machine operators.....	. 750	40	. 750	44
Twisters and panners.....	. 725	40	. 725	44
Wrappers, checkers, oven feeders and dumpers, benchmen.....	. 700	40	. 700	44
Oven helpers.....	. 675	40	. 675	44
Bake-shop helpers.....	. 650	40	. 650	44
Extra bake-shop helpers.....	. 625	40	. 625	44
Agreement B:				
Working foremen.....	1. 603	40	1. 063	40
Mixers.....	. 900	40	. 885	40
Ovenmen.....	. 820	40	. 765	40
Bench and machine hands, checkers.....	. 800	40	. 765	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Columbus, Ohio—Continued				
Bread—Machine shops—Continued.				
Agreement B—Continued.				
Stockmen.....	\$0.720	40		
Wrappers.....	.700	40	\$0.675	40
Shop helpers, pan greasers.....	.670	40	.650	40
Flour blenders.....	.650	40	.580	40
Agreement C:				
Mixers, ovenmen.....	.845	40	.845	40
Oven helpers, feeders and dumpers, divider and molder operators, head wrappers.....	.795	40	.795	40
Mixers' helpers.....	.745	40	.745	40
Wrapping-machine operators.....	.700	40	.700	40
Rackers, molders' helpers, pan greasers.....	.670	40	.670	40
Flour blenders.....	.630	40	.630	40
Agreement D:				
Mixers, ovenmen.....	.900	40	.900	40
Wrapping-machine operators.....	.875	40	.800	40
Bench foremen.....	.850	40	.850	40
Bench and machine operators, oven feeders and dumpers.....	.800	40	.800	40
Checkers.....	.750	40	.750	40
Flour dumpers, rackers and packers, bake-shop helpers.....	.700	40	.700	40
Women:				
Rackers and packers.....	.650	40	.650	40
Pan cleaners.....	.550	40	.550	40
Dallas, Tex.				
Bread and cake—Machine shops:				
Agreement A:				
Working foremen.....	1.020	40	1.020	40
Mixers.....	.920	40	.920	40
Benchmen, twisters, panners, dividers, oven dumpers and loaders, bread checkers, shipping clerks.....	.810	40	.810	40
Agreement B:				
Working foremen.....	1.020	40	1.020	40
Mixers.....	.920	40	.920	40
Twisters, benchmen, wrapping- and slicing-machine operators.....	.810	40	.800	40
Helpers.....	.600	40	.600	40
Packers, checkers.....	.600	40		
Women employees:				
Foreladies.....	.600	40	.514	40
General helpers:				
First 3 months.....	.400	40	.350	40
4-6 months.....	.450	40	.400	40
After 6 months.....	.500	40	.450	40
Agreement C:				
Bread:				
Working foremen.....	1.100	45	1.010	45
Mixers.....	.920	45	.920	45
Machine operators.....	.880	45	.810	45
Slicing-machine operators and feeders.....	.810	45	.810	45
Helpers.....	.630	45	.580	45
Cake:				
Working foremen.....	1.020	45		
Bench, oven, and machine operators.....	.850	45		
Foreladies.....	.650	45		
Cake decorators, wrapping-machine operators, helpers.....	.600	45		
Icers and wrappers (after 3 months).....	.500	45		
Agreement D:				
Bread:				
Working foremen.....	1.020	40	1.020	40
Mixers, spongers, ovenmen.....	.920	40	.920	40
Benchmen, molders, twisters, pan rackers, dividers, oven dumpers and loaders, slicing- and wrapping-machine operators.....	.810	40	.810	40
Helpers.....	.630	40	.600	40
Cake:				
Working foremen.....	1.020	40	1.000	40
Batter and icing mixers.....	.920	40	.850	40
Ovenmen.....	.900	40	.900	40
Shipping clerks.....	.810	40	.810	40
Bench hands, ingredient scalers, depositors.....	.810	40	.800	40
Helpers, pan greasers, dumpers.....	.600	40		

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Dallas, Tex.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement D—Continued.				
Cake—Continued.				
Women:				
Foreladies.....	\$0. 600	40	\$0. 514	40
Helpers:				
1-3 months.....	. 400	40	. 350	40
4-6 months.....	. 450	40	. 400	40
After 6 months.....	. 500	40	. 450	40
Cake only—Machine shops:				
Mixers, first scalers.....	. 920	40	.....	.....
Ovenmen.....	. 900	40	. 900	40
Ingredient scalers.....	. 810	40	. 805	40
Shipping-room clerks.....	. 810	40	. 753	40
Second mixers, ovenmen, scalers.....	. 750	40	. 638	40
Miscellaneous male helpers in cake shop and dispensing room.....	. 550	40	. 520	40
Finishers and wrappers, female:				
First 3 months.....	. 400	40	.....	.....
4-6 months.....	. 450	40	.....	.....
After 6 months.....	. 500	40	.....	.....
Davenport, Iowa				
(See Rock Island (Ill.) District)				
Dayton, Ohio				
Bread and cake—Semimachine shops:				
Agreement A:				
Dividers, moldermen.....	. 865	44	. 785	44
Wrapping-machine men.....	. 720	44	. 640	44
Agreement B:				
Foremen.....	. 852	44	.....	.....
Mixers.....	. 800	44	.....	.....
Ovenmen, benchmen.....	. 750	44	.....	.....
Wrappers and packers.....	. 590	44	.....	.....
Women icers, wrappers, and packers.....	. 450	44	.....	.....
Agreement C:				
Working foremen.....	1. 023	44	. 852	44
Mixers.....	. 840	44	. 800	44
Bench and machine hands.....	. 840	44	. 750	44
Doughnut-machine operators.....	. 750	44	. 710	44
Head wrappers and slicers.....	. 725	44	. 650	44
Men wrappers and packers.....	. 650	44	. 590	44
Women icers.....	. 550	44	. 450	44
Bread and cake—Machine shops:				
Production department:				
Mixers, oven operators.....	. 915	40	. 915	40
Dividers, moldermen, oven feeders and dumpers.....	. 865	40	. 865	40
Benchmen.....	. 840	40	. 840	40
Doughnut-machine operators.....	. 825	40	. 825	40
Mixers' helpers.....	. 815	40	. 815	40
Other bake-shop helpers.....	. 720	40	. 720	40
Wrapping department:				
Set-up men.....	. 800	40	. 800	40
Wrapping-machine helpers.....	. 720	40	. 720	40
Women icers, wrappers, and packers (on cakes, buns, and rolls).....	. 550	40	. 550	40
Crackers and cookies—Ice cream cones:				
Mixers, machine captains.....	. 790	40	. 790	40
Dough carriers, slotters and cutters, handlers, and shippers.....	. 740	40	. 740	40
Packers and wrappers.....	. 670	40	. 670	40
Denver, Colo.				
Bread and cake—Hand shops:				
Day work:				
Foremen.....	1. 140	48	1. 140	48
Ovenmen and dough mixers.....	1. 010	48	1. 010	48
Bench hands.....	. 950	48	. 950	48
Night work:				
Foremen.....	1. 185	48	1. 185	48
Ovenmen and dough mixers.....	1. 085	48	1. 085	48

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Denver, Colo.—Continued				
Bread and cake—Machine shops:				
Foremen:				
Day work.....	\$1.110	40	\$1.110	40
Night work.....	1.193	40	1.193	40
Part night work.....	1.151	40	1.151	40
Dough mixers and ovenmen:				
Day work.....	1.010	40	1.010	40
Night work.....	1.093	40	1.093	40
Part night work.....	1.051	40	1.051	40
Bench hands and machine operators:				
Day work.....	.950	40	.950	40
Night work.....	1.033	40	1.033	40
Part night work.....	.991	40	.991	40
Crackers and cookies:				
Agreement A:				
Machine captains.....	.885	40	.885	40
Head sponge and sweet mixers, peelers.....	.835	40	.835	40
Bakers.....	.805	40	.805	40
Mixers, rollermen, drawmen, icing mixers.....	.785	40	.785	40
Mixers' helpers, stackers.....	.685	40	.685	40
General helpers (men):				
First 3 months.....	.535	40	.535	40
4-6 months.....	.565	40	.565	40
7-9 months.....	.595	40	.595	40
10-12 months.....	.625	40	.625	40
13-15 months.....	.655	40	.655	40
After 15 months.....	.685	40	.685	40
Women employees:				
Sponge packers.....	.525	40	.525	40
Bundlers, machine operators, "Q" formers and stitchers.....	.495	40	.495	40
Sweet and icing packers.....	.475	40	.475	40
Starting rate.....	.385	40	.385	40
Agreement B:				
Baking department:				
Machinemen.....	.850	40	.850	40
Sponge and sweet head-mixers, ovenmen, peelers, sponge reliefmen.....	.825	40	.825	40
Rollermen, dough mixers.....	.775	40	.775	40
Dough feeders.....	.675	40	.675	40
Mixers' helpers.....	.650	40	.650	40
Pan greasers, sponge ovenmen's helpers.....	.625	40	.625	40
Packing department:				
Wrapping- and labeling-machine men.....	.800	40	.800	40
Head casers, paper-cutting machine operators.....	.700	40	.700	40
Scalers, wrapping- and labeling-machine helpers.....	.625	40	.625	40
Basement:				
Lard man.....	.700	40	.700	40
Stock clerks.....	.660	40	.660	40
Icing room:				
Jelly, cream, and icing mixers; machinemen.....	.775	40	.775	40
Jelly, cream, and icing helpers; scalers; marshmallow men.....	.625	40	.625	40
Women helpers:				
First month.....	.350	40	.350	40
2-6 months.....	.375	40	.375	40
7-12 months.....	.440	40	.440	40
After 1 year.....	.490	40	.490	40
General helpers, all departments (men):				
First month.....	.450	40	.450	40
2-6 months.....	.475	40	.475	40
7-12 months.....	.525	40	.525	40
After 1 year.....	.600	40	.600	40
Hebrew shops:				
Foremen of 1 to 5 journeymen:				
Day work.....	1.140	40	1.140	40
Night work.....	1.223	40	1.223	40
Foremen of more than 5 journeymen:				
Day work.....	1.110	40	1.110	40
Night work.....	1.193	40	1.193	40
Part night work.....	1.151	40	1.151	40
Dough mixers, spongers, ovenmen:				
Day work.....	1.010	40	1.010	40
Night work.....	1.093	40	1.093	40
Part night work.....	1.051	40	1.051	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Denver, Colo.—Continued				
Hebrew shops—Continued.				
Bench hands, machine operators:				
Day work.....	\$0.950	40	\$0.950	40
Night work.....	1.033	40	1.033	40
Part night work.....	.991	40	.991	40
Des Moines, Iowa				
Bread and cake—Hand shops:				
First hands.....	.889	48	.889	48
Second hands.....	.781	48	.781	48
Third hands.....	.688	48	.688	48
Bread and cake—Machine shops:				
Working foremen.....	1.000	40	1.000	40
Dough mixers, ovenmen, pan setters and dumpers.....	.900	40	.900	40
Benchmen, machinemen, checkers.....	.800	40	.800	40
Helpers:				
First 6 months.....	.550	40	.550	40
7-12 months.....	.600	40	.600	40
After 1 year.....	.650	40	.650	40
Crackers and cookies:				
Mixing and baking department:				
Head mixers.....	.990	40	.990	40
Machinemen.....	.930	40	.930	40
Mixers.....	.895	40	.895	40
Reliefmen, peelers.....	.880	40	.880	40
Bakers.....	.860	40	.860	40
Drawmen.....	.825	40	.825	40
Rollermen.....	.765	40	.765	40
Stackers.....	.755	40	.755	40
Pan passers and floormen.....	.745	40	.745	40
Packing department:				
Floormen.....	.675	40	.675	40
Sponge packers.....	.600	40	.600	40
Machine feeders, sample room attendants, carton formers.....	.550	40	.550	40
Female helpers.....	.500	40	.500	40
Shipping and receiving department:				
Order clerks.....	.825	40	.825	40
Helpers.....	.675	40	.675	40
Detroit, Mich.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.000	40	1.000	40
Senior bakers, dividermen, bun panners, benchmen, ovenmen.....	.970	40	.970	40
Mixers' helpers.....	.945	40	.945	40
Oven feeders and dumpers, bread rackers, stockmen, flour blenders, shipping clerks, twisters.....	.920	40	.920	40
Shipping clerks' helpers, bread wrappers, pan cleaners, setters, rackers and greasers.....	.870	40	.870	40
Women wrappers, dumpers, rackers, packers, panners, icers.....	.720	40	.720	40
Cake wrappers.....	.720	40	.720	40
Agreement B:				
Foremen.....	1.100	40	1.100	44
Mixers, oven operators.....	.990	40	.950	44
Bench hands.....	.940	40	.900	44
Dividermen, moldermen.....	.900	40	.900	44
Peelers.....	.890	40	.850	44
Wrapping-machine operators, receiving clerks.....	.840	40	.800	44
Bread rackers, pan greasers.....	.740	40	.700	44
Icers.....	.640	40	.600	44
Panners, wrappers.....	.610	40	.550	44
Agreement C: [§]				
Ovenmen, bread and roll mixers, bakers (expert bench hands), formulamen, cake mixers, cake decorators.....	1.000	40		
Bakers (all-round bench hands) icing and filling cooks, ingredient scalers, senior stockmen, receiving stockmen.....	.950	40		
Bread-wrapping-machine operators, bread-divider operators, doughnut fryers, cake depositor operators.....	.920	40		

[§] Rates for inexperienced employees in each classification (during their first 3 to 6 months of employment) are somewhat lower than those reported.

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement C—Continued.				
Bread-oven loaders, machine operators (not otherwise classified), pan pullers to washing machines, shipping-room servicemen, junior stockmen, washing-machine operators	\$0.900	40	-----	-----
Bread rackers, oven helpers, pan conditioners and general bakery workers, bakers' helpers	.850	40	-----	-----
Decorators, finishing department	.750	40	-----	-----
Women helpers:				
Starting rate	.550	40	-----	-----
2-3 months	.600	40	-----	-----
4-12 months	.650	40	-----	-----
After 1 year	.720	40	-----	-----
Agreement D:				
Bread department:				
Mixers, ovenmen	1.000	40	\$0.970	40
Benchmen	.950	40	.920	40
Flour blenders, ingredientmen, mixers' helpers, divider and molder men, oven feeders and dumpers	.900	40	.870	40
Pan rackers and greasers, wrapping-machine set-up men	.850	40	.820	40
Bread rackers, wrapping-machine helpers	.800	40	.770	40
Cake and sweet-goods department:				
Dough mixers, ovenmen	.930	40	.890	40
Cookers, scalers, icing mixers, depositors	.900	40	.890	40
Oven helpers and dumpers	.830	40	-----	-----
Packers, miscellaneous help	.760	40	-----	-----
Icers (cake shop)	.650	40	-----	-----
Wrappers	.610	40	-----	-----
Icers, wrappers, panners (sweet goods)	.630	40	-----	-----
Bread only—Machine shops:				
Mixers, ovenmen	1.000	40	.960	40
Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers	.900	40	.860	40
Molder helpers, pan rackers, greasers, wrapping-room set-up men, checkers	.850	40	.810	40
Packers, bread rackers, machine wrappers	.800	40	.760	40
Stockroom men	.750	40	.710	40
Women employees:				
Bun panners	.650	40	-----	-----
Wrappers, bun wrappers	.620	40	.560	40
Sweet-goods department:				
Dough mixers	1.000	40	.960	40
Benchmen, reel-oven helpers	.950	40	.910	40
Flour blenders, scalers, icing mixers, cookers, depositors, dividers	.900	40	.900	40
Pan greasers	.850	40	.810	40
Dumpers, panners	.650	40	.610	40
Rackers, icers, wrappers	.620	40	.560	40
Cake only—Machine shops:				
Agreement A:				
Dough mixers, oven operators	1.000	40	.970	44
Ingredient scalers, icing mixers, depositors	.970	40	.970	44
Mixers' helpers, oven helpers and dumpers	.850	40	.820	44
Depositor helpers, wrapping-machine operators	.820	40	.820	44
Pan greasers	.820	40	.700	44
Packers, men	.810	40	.810	44
Icing-machine operators, cutters	.790	40	.790	44
Stockroom men	.750	40	.750	44
Women employees:				
Icers, wrappers	.620	40	.610	44
General helpers	.610	40	.610	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 helpers, men:				
First 6 months	.700	40	.700	40
After 6 months	.750	40	.750	40
Women helpers:				
First 30 days	.500	40	.500	40
30 to 90 days	.550	40	.550	40
3 to 6 months	.570	40	.570	40
After 6 months	.600	40	.600	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Cake only—Machine shops—Continued.				
Agreement C:				
Depositors, cake mixers, head icing mixers, oven operators.....	\$0.900	40	\$0.900	40
Cooky mixers, finish leaders, icing mixers, shipping-room leaders, swing men.....	.850	40	.850	40
Doughnut mixers, head ingredient scalers, wrapping-machine operators.....	.800	40	.800	40
Shipping clerks, miscellaneous helpers:				
First 3 months.....	.650	40	.650	40
4-6 months.....	.700	40	.700	40
After 6 months.....	.750	40	.750	40
Miscellaneous helpers, women:				
First 3 months.....	.500	40	.500	40
4-6 months.....	.550	40	.550	40
After 6 months.....	.600	40	.600	40
Agreement D:				
Full-fledged bakers.....	1.075	40	1.075	40
Production workers:				
First 3 months.....	.855	40		
4-9 months.....	.895	40		
10-18 months.....	.925	40		
19-36 months.....	.950	40		
After 3 years.....	1.000	40		
General workers:				
First month.....	.730	40		
After 1 month.....	.805	40		
After 3 months.....	.875	40		
Women employees:				
Cone-machine and muffin workers:				
Day work:				
First 3 months.....	.692	40	.692	40
After 3 months.....	.722	40	.722	40
Night work:				
First 3 months.....	.722	40	.722	40
After 3 months.....	.752	40	.752	40
Decorators (day work, after 3 months).....	.725	40	.725	40
Fanners, cooky packers, cake icers:				
Day work:				
First 3 months.....	.670	40	.670	40
After 3 months.....	.692	40	.692	40
Night work:				
First 3 months.....	.700	40	.700	40
After 3 months.....	.722	40	.722	40
General workers:				
Day work:				
First month.....	.615	40	.615	40
1-3 months.....	.648	40	.648	40
After 3 months.....	.670	40	.670	40
Night work:				
First month.....	.645	40	.645	40
1-3 months.....	.678	40	.678	40
After 3 months.....	.700	40	.700	40
Pie and pastry:				
Agreement A:				
Cookers.....	.880	40	.880	40
Ovenmen, mixers.....	.800	40	.800	40
Shop helpers.....	.750	40	.750	40
Fan washers.....	.630	40	.630	40
Women:				
Machine operators.....	.590	40	.590	40
Wrappers.....	.550	40	.550	40
Agreement B:				
Bakers, Boston-cream mixers, dough mixers, bench leaders, head icing mixers.....	.900	40	.900	40
Cooks, tart leaders and peelers, icing mixers.....	.850	40	.850	40
Ingredient scalers, dough mixers, machine wrappers.....	.800	40	.800	40
Miscellaneous men helpers.....	.750	40	.750	40
Miscellaneous women helpers:				
First 3 months.....	.500	40	.500	40
4-6 months.....	.550	40	.550	40
After 6 months.....	.600	40	.600	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Crackers and cookies:				
Agreement A:				
Baking department:				
Machine captains.....	\$1.000	40	\$1.000	40
Peelers.....	.950	40	.950	40
Sponge and sweet mixers.....	.940	40	.940	40
Sponge bakers.....	.930	40	.930	40
Sponge rollermen, sweet ovenmen, 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 and pan cleaners.....	.800	40	.800	40
Pan feeders.....	.770	40	.770	40
Mixers' helpers.....	.750	40	.750	40
Icing department:				
Head mixers.....	.950	40	.950	40
Working supervisors.....	.660	40	.660	40
Machine operators.....	.650	40	.650	40
Icing packers.....	.630	40	.630	40
Clerks, other help.....	.620	40	.620	40
Packing department:				
Working supervisors, men.....	.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, working supervisors, women.....	.660	40	.660	40
Machine operators, head carton formers.....	.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, weight clerks, sample-room girls.....	.640	40	.640	40
Agreement B:				
Mixers (after 1 year).....	1.500	40	1.500	40
Women employees (after 1 year).....	.550	40	.550	40
Agreement C:				
Mixers.....	1.000	40	1.000	40
Women employees:				
First month.....	.400	40	.400	40
2-6 months.....	.450	40	.450	40
7-12 months.....	.500	40	.500	40
After 1 year.....	.550	40	.550	40
Hebrew shops:				
First hands (2 ovens).....	1.556	6 45	1.556	7 45
First hands (1 oven), cake helpers.....	1.511	6 45	1.511	7 45
Second hands.....	1.444	6 45	1.444	7 45
Helpers.....	.889	6 45	.889	7 45
Polish shops:				
First hands (handling 2 ovens or mixing dough).....	1.363	40		
First hands (1 oven).....	1.313	40	1.188	40
Second hands.....	1.146	40	1.021	40
Partial dough mixers.....	1.221	40	1.096	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
Helpers:				
First 150 days.....	.514	44	.514	44
151-300 days.....	.559	44	.559	44
301-600 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 600 days).....	.736	44	.736	44

* 51 hours per week guaranteed, time and a half after 45 hours.

† 48 hours per week guaranteed, time and a half after 45 hours.

**TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued**

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Duluth, Minn.—Continued				
Bread and cake—Machine shops:				
Day work: ^a				
Working foremen.....	\$1.055	40	\$1.055	40
Dough mixers, ovenmen.....	.940	40	.940	40
Bench hands, doughnut-machine operators.....	.890	40	.890	40
Machinemen (dividers, molders), traveling-oven loaders.....	.825	40	.825	40
Wrapping-machine operators.....	.793	40	.793	40
Bread panners and twisters.....	.760	40	.760	40
Helpers:				
First 150 days.....	.630	40	.630	40
151-300 days.....	.710	40	.710	40
After 300 days.....	.750	40	.750	40
Foreladies.....	.660	40	.660	40
Hand wrappers and packers:				
First 100 days.....	.530	40	.530	40
After 100 days.....	.590	40	.590	40
Dishwashers:				
First 100 days.....	.530	40	.530	40
After 100 days.....	.548	40	.548	40
Shipping department:				
Foremen.....	.940	40	.940	40
Shipping clerks (when only 1 in plant).....	.850	40	.850	40
Stockmen, receiving clerks.....	.790	40	.790	40
Shipping clerks and truck loaders:				
First 30 days.....	.630	40	.630	40
31-90 days.....	.710	40	.710	40
After 90 days.....	.760	40	.760	40
Pie and pastry:				
Fruit cookers.....	.825	40	.825	40
Bakers.....	.750	40	.750	40
Helpers.....	.550	40	.550	40
Women employees:				
First 150 days.....	.400	40	.400	40
After 150 days.....	.475	40	.475	40
Crackers and cookies:				
Day: ^a				
Foremen.....	1.038	40	1.038	40
Men employees:				
Inexperienced.....	.788	40	.788	40
Experienced.....	.838	40	.838	40
Women employees:				
Foreladies.....	.588	40	.588	40
Inexperienced.....	.488	40	.488	40
Experienced.....	.513	40	.513	40
Grand Rapids, Mich.				
Bread—Machine shops:				
Mixers, dividers, bread ovenmen.....	.840	48	.840	48
Ovenmen (rolls and mixed goods).....	.780	48	.780	48
Machine wrappers.....	.750	48	.750	48
Benchmen.....	.730	48	.730	48
General helpers.....	.620	48	.620	48
Women hand wrappers (after 2 years).....	.470	48	.470	48
Houston, Tex.				
Bread and cake—Hand shops:				
Foremen.....	.938	48	.938	48
Dough mixers, ovenmen.....	.792	48	.792	48
Benchmen.....	.750	48	.750	48
Bread and cake—Semimachine shops:				
Foremen.....	1.023	44	1.023	44
Dough mixers, ovenmen, spongers.....	.864	44	.864	44
Benchmen, machinemen.....	.818	44	.818	44
Counters, checkers.....	.795	44	.795	44
Oven dumpers and loaders, peel-oven helpers.....	.750	44	.750	44
Wrappers.....	.705	44	.705	44
Pan and bread rackers.....	.693	44	.693	44
Weigh-up men.....	.636	44	.636	44

^a \$3 per week additional for night work.

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Houston, Tex.—Continued				
Bread and cake—Machine shops:				
Foremen.....	\$1. 071	42	\$1. 071	42
Dough mixers, ovenmen.....	.905	42	.905	42
Benchmen, machinemen.....	.857	42	.857	42
Counters, checkers.....	.833	42	.833	42
Oven dumpers and loaders, peel-oven helpers.....	.786	42	.786	42
Wrappers.....	.738	42	.738	42
Pan and bread rackers.....	.726	42	.726	42
Weigh-up men.....	.667	42	.667	42
Indianapolis, Ind.				
Bread—Hand shops:				
Foremen.....	.701	48	.701	48
First hands.....	.655	48	.655	48
Second hands.....	.538	48	.538	48
Helpers.....	.409	48	.409	48
Bread and cake—Machine shops:				
Agreement A:				
Bread department:				
Mixers.....	.940	40	.940	40
Oven feeders and dumpers, bench and machine hands.....	.890	40	.890	40
Head wrappers and slicers, assistant head checkers.....	.840	40	.840	40
Wrappers, packers.....	.790	40	.790	40
Bake-shop helpers.....	.740	40	.740	40
Flour dumpers.....	.690	40	.690	40
Cake department:				
Mixers.....	1. 040	40	1. 040	40
Bench hands, oven hands, pastry mixers.....	.890	40	.890	40
Doughnut-machine operators.....	.790	40	.790	40
Pan boys and helpers.....	.740	40	.740	40
Wrappers and icers.....	.615	40	.615	40
Agreement B:				
Bread department:				
Scalers.....	.875	40	.875	40
Dividers, ovenmen.....	.850	40	.850	40
Mixers.....	.825	40	.825	40
Molder-machine men.....	.800	40	.800	40
Helpers.....	.685	40	.685	40
Shipping-room employees.....	.665	40	.665	40
Cake department:				
Ingredient scalars, mixers, icing mixers, depositor men, ovenmen, wrapping-machine operators.....	.800	40	.800	40
Depositor helpers.....	.725	40	.725	40
Dumpers.....	.700	40	.700	40
Shipping-room employees and all other helpers.....	.675	40	.675	40
Women employees:				
First 30 days.....	.400	40	.400	40
2-12 months.....	.450	40	.450	40
1-3 years.....	.500	40	.500	40
After 3 years.....	.550	40	.550	40
Agreement C:				
Bread department:				
Dough mixers.....	.900	40	.900	40
Ovenmen, dividers, molders, oven dumpers, mixers' helpers.....	.850	40	.850	40
Wrapping-machine operators.....	.800	40	.800	40
Helpers, rackers, greasers, reliefmen.....	.680	40	.680	40
Roll department:				
Dough mixers.....	.900	40	.900	40
Ovenmen, bench hands.....	.850	40	.850	40
Helpers.....	.750	40	.750	40
Icers and wrappers:				
Inexperienced.....	.550	40	.550	40
Experienced.....	.580	40	.580	40
Cake department:				
Mixers.....	.900	40	.900	40
Bench and machine hands, ovenmen.....	.850	40	.850	40
General helpers, stockroom men, pan washers.....	.630	40	.630	40
Bread only—Machine shops:				
Agreement A:				
Mixers.....	.900	40	.900	40
Ovenmen, machinemen.....	.860	40	.860	40
Wrapping-machine operators.....	.800	40	.800	40
Helpers.....	.750	40	.700	40
Wrapping-machine helpers.....	.730	40	.680	40

TABLE 7.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued*

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Indianapolis, Ind.—Continued				
Bread only—Machine shops—Continued.				
Agreement B:				
Mixers.....	\$0.900	40	\$0.900	40
Traveling ovenmen, molders, dividers.....	.860	40	.860	40
Stockroom men.....	.850	40	.850	40
Slicing- and wrapping-machine operators.....	.800	40	.800	40
Mixers' helpers.....	.770	40	.770	40
Bread rackers.....	.682	40	.682	40
Bake-shop helpers.....	.680	40	.680	40
Agreement C:				
Mixers.....	.900	40	.900	40
Traveling ovenmen, stockroom men, molders, dividers.....	.850	40	.800	40
Slicing- and wrapping-machine operators.....	.800	40	.800	40
Mixers' helpers.....	.780	40	.780	40
Bread rackers.....	.682	40	.682	40
Bake-shop helpers.....	.680	40	.680	40
Jacksonville, Fla.				
Bread and cake—Machine shops:				
Bread department:				
Oven operators.....	.800	40	.800	40
Mixers.....	.775	40	.775	40
Dividers, wrappers.....	.750	40	.750	40
Molders, roll-machine operators, benchmen.....	.700	40	.700	40
Pan greasers.....	.575	40	.575	40
Pan rackers, oven loaders and dumpers, bread rackers, flour dumpers.....	.550	40	.550	40
Roll panners, women.....	.450	40	.450	40
Cake department:				
Mixers, doughnut-machine operators, combination depositors and oven operators.....	.775	40	.775	40
Foreladies.....	.525	40	.525	40
Pan greasers, men cake helpers.....	.500	40	.500	40
Machine cutters, doughnut catchers and packers, women icers, wrappers, and packers.....	.450	40	.450	40
Women helpers (first 6 months).....	.400	40	.400	40
Shipping department:				
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	1.222	40
Ovenmen, drawers, mixers, spongers.....	1.121	40	1.121	40
Bench hands.....	1.050	40	1.050	40
Wrappers, ingredientmen, icing makers, head checkers.....	.650	40	.650	40
Men helpers.....	.575	40	.575	40
Women helpers.....	.500	40	.500	40
Night work:				
Foremen.....	1.347	40	1.347	40
Ovenmen, drawers, mixers, spongers.....	1.246	40	1.246	40
Bench hands.....	1.175	40	1.175	40
Crackers and cookies:				
Agreement A:				
Sweet and sponge departments:				
Head mixers.....	.965	40	.965	40
Machine captains.....	.945	40	.945	40
Mixers.....	.875	40	.875	40
Peelers.....	.865	40	.865	40
Bakers.....	.845	40	.845	40
Drawers, rollermen, icing mixers.....	.815	40	.815	40
Mixers' helpers.....	.795	40	.795	40
Flour dumpers, dough feeders.....	.765	40	.765	40
Stackers, working supervisors.....	.715	40	.715	40
Pan cleaners, conveyormen.....	.695	40	.695	40
Women helpers.....	.545	40	.545	40
Cone department:				
Bakers, machine operators.....	.815	40	.815	40
Mixers.....	.765	40	.765	40
Packers.....	.665	40	.665	40
Packers, working supervisors.....	.715	40	.715	40
Packing department:				
Working supervisors.....	.715	40	.715	40
Sponge packers, sealers, weighers, other female help.....	.575	40	.575	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Kansas City, Mo.—Continued				
Crackers and cookies—Continued.				
Agreement B:				
Sweet baking:				
Machinemen.....	\$0.965	40	\$0.965	40
Head mixers.....	.940	40	.940	40
Ovenmen.....	.840	40	.840	40
Oven helpers.....	.810	40	.810	40
Mixers' helpers.....	.790	40	.790	40
Reliefmen, dough feeders.....	.740	40	.740	40
Pan greasers and feeders.....	.690	40	.690	40
Cooky packers, graham packers.....	.620	40	.620	40
Sponge baking:				
Machinemen, head mixers.....	.940	40	.940	40
Peelermen.....	.885	40	.885	40
Ovenmen, mixers.....	.840	40	.840	40
Rollermen.....	.830	40	.830	40
Ovenmen's helpers.....	.810	40	.810	40
Mixers' helpers, oven firemen, sponge helpers.....	.790	40	.790	40
Tray boys and edgers.....	.710	40	.710	40
1-pound-carton packers.....	.665	40	.665	40
Other carton packers, sack cleaners, floormen.....	.640	40	.640	40
Stitchers.....	.620	40	.620	40
Agreement C:				
Head mixers.....	1.100	40	1.100	40
Head machinemen.....	.970	40	.970	40
Head icing-room men.....	.950	40	.950	40
Ovenmen.....	.875	40	.875	40
Rollermen.....	.825	40	.825	40
Mixers' helpers, caddy- and icing-machine operators, stock boys.....	.725	40	.725	40
Cracker packers.....	.600	40	.600	40
Women sweet-work wrappers and bundlers.....	.570	40	.570	40
Little Rock, Ark.				
Bread and cake—Machine shops:				
Bread department:				
Foremen.....	.960	40	.960	40
Mixers, ovenmen, head checkers.....	.860	40	.860	40
Dividers.....	.800	40	.800	40
Benchmen, molding-machine operators.....	.750	40	.750	40
Wrapping-machine operators, stockroom clerks, assistant checkers.....	.700	40	.700	40
Assistant wrapping-machine operators.....	.650	40	.650	40
Twisters.....	.630	40	.630	40
Helpers:				
First 6 months.....	.500	40	.500	40
7-12 months.....	.550	40	.550	40
After 12 months.....	.600	40	.600	40
Cake department:				
Foremen, mixers.....	.720	40	.720	40
Ovenmen, scalers, ingredientmen.....	.630	40	.630	40
Helpers, male.....	.500	40	.500	40
Women:				
Floorladies.....	.500	40	.500	40
Icers, wrappers, pan girls, packers, checkers, boxers.....	.400	40	.400	40
Los Angeles, Calif.				
Bread and cake:				
Hand shops:				
Working foremen.....	1.038	48	1.038	48
Ovenmen, mixers.....	.975	48	.975	48
Benchmen.....	.892	48	.892	48
Helpers.....	.642	48	.642	48
Semimachine shops:				
Working foremen.....	1.123	44	1.123	44
Ovenmen, dough mixers.....	1.055	44	1.055	44
Benchmen.....	.964	44	.964	44
Bread—Machine shops:				
Day work: *				
Foremen.....	1.225	40	1.225	40
Dough mixers, ovenmen.....	1.150	40	1.150	40
Shipping-department foremen, machine and bench hands.....	1.050	40	1.050	40
Twisters, moldermen, doughnut men, dough mixers' helpers, panners, oven dumpers.....	1.000	40	1.000	40

* \$2 per week additional for night work.

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Los Angeles, Calif.—Continued				
Bread—Machine shops—Continued.				
Day work—Continued.				
Oven feeders, ingredientmen, machinememen, shipping checkers, receiving and shipping clerks.....	\$0.950	40	\$0.950	40
Hand wrappers, machine and bench hand helpers, flour dumpers, bread rackers.....	.900	40	.900	40
Conveyormen, tallers, bun slicers, packers.....	.825	40	.825	40
Pan washers and greasers.....	.775	40	.775	40
Cake—Machine shops:				
Day work:¹				
Foremen.....	1.225	40	1.225	40
Ovenmen, mixers, icing mixers.....	1.150	40	1.150	40
Bench hands, depositors, machine operators.....	1.050	40	1.050	40
Shipping-room foremen.....	1.000	40	1.000	40
Ingredient scalars, receiving clerks.....	.950	40	.950	40
Checkers.....	.900	40	.900	40
Oven helpers.....	.855	40	.855	40
Auxiliary workers.....	.800	40	.800	40
Packers, helpers.....	.775	40	.775	40
Pan washers, unskilled laborers.....	.725	40	.725	40
Women employees:				
Foreladies.....	.850	40	.850	40
Machine wrappers.....	.700	40	.700	40
Icers.....	.675	40	.675	40
Helpers:				
Inexperienced.....	.550	40	.550	40
Experienced.....	.650	40	.650	40
Pie and pastry:				
Foremen.....	1.076	43	1.076	43
Head ovenmen.....	.967	43	.967	43
Head cream cooks, fruit cooks.....	.914	43	.914	43
Second ovenmen, dough mixers, cake mixers.....	.816	43	.816	43
Second cream cooks.....	.755	43	.755	43
Head checkers.....	.751	43	.751	43
Topping mixers.....	.718	43	.718	43
Scalars.....	.697	43	.697	43
Pan washers, order fillers, wrappers.....	.588	43	.588	43
Women employees:				
Cream baggers, roller women.....	.676	40	.676	40
General helpers.....	.641	40	.641	40
Foreladies.....	.590	40	.590	40
Order fillers, pan washers.....	.588	40	.588	40
Machine operators.....	.540	40	.540	40
Wrappers:				
Rate A.....	.515	40	.515	40
Rate B.....	.588	40	.588	40
Beginners.....	.500	40	.500	40
Crackers and cookies:				
Agreement A:				
Machinememen, head mixers.....	1.093	40	1.093	40
Peelers, ovenmen, reliefmen.....	1.043	40	1.043	40
Rollermen.....	.978	40	.978	40
Sponge-oven and mixers' helpers.....	.943	40	.943	40
Wrapping-machine men, icing and sugar-wafer mixers.....	.930	40	.930	40
Sweet-oven helpers, sweet-dough feeders, pan greasers and feeders, traveling-oven feeders and take-out men, icing mixers' helpers, assemblymen, wax and cellophane wrapping-machine helpers, sugar-wafer mixers' helpers.....	.880	40	.880	40
Packing-department supervisors, men.....	.860	40	.860	40
Stackers, shippers, receivers.....	.830	40	.830	40
General helpers, men.....	.745	40	.745	40
Women employees:				
Supervisors.....	.660	40	.660	40
Icing and sugar-wafer girls, sugar-wafer oven girls, spreaders, weighers, carton and caddy formers, wrappers, bundlers, cello-bag-machine operators, sample and relief girls, sponge stackers and packers.....	.625	40	.625	40
Sweet packers, can renovators.....	.588	40	.588	40
Agreement B:				
Working foremen.....	1.050	40	.900	40
Assistant foremen.....	1.000	40		
Mixers, head machinememen.....	.950	40	.850	40
Mixers' helpers.....	.850	40	.750	40

¹ \$2 per week additional for night work.

TABLE 7.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued*

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Los Angeles, Calif.—Continued				
Crackers and cookies—Continued.				
Agreement B—Continued.				
Reel ovenmen.....	\$0.800	40	\$0.700	40
Traveling-oven feeders and take-out men, drop-cooky-machine operators.....	.725	40	.675	40
Machine feeders and take-out men.....	.700	40	.650	40
Miscellaneous helpers.....	.650	40	.600	40
Women employees:				
Floorladies, key girls.....	.640	40	.550	40
Helpers:				
First 3 months.....	.500	40	.400	40
4-6 months.....	.530	40	.420	40
After 6 months.....	.530	40	.490	40
Hebrew shops—Bread only:				
First hands.....	1.610	45	1.610	45
Second hands.....	1.457	45	1.457	45
Latin hand shops:				
Foremen, ovenmen, mixers.....	.979	48	.979	48
Mixers and ovenmen under a foreman.....	.896	48	.896	48
Benchmen.....	.812	48	.812	48
Machine operators, hand wrappers, checkers, shipping clerks.....	.718	48	.718	48
Helpers:				
First year.....	.646	48	.646	48
Second year.....	.708	48	.708	48
Shipping room.....	.687	48	.687	48
Louisville, Ky.				
Bread—Machine shops:				
Agreement A:				
Dough mixers.....	.938	40	.938	40
Batchmen, proof-box oven operators.....	.925	40	.925	40
Utility men.....	.900	40	.900	40
Head packers and checkers.....	.850	40	.850	40
Divider operators.....	.825	40	.825	40
Oven dumpers.....	.800	40	.800	40
Wrapping-machine operators, divider operators' helpers, roll-machine helpers, oven feeders, molder operators, reliefmen.....	.775	40	.775	40
Wrapping-machine operators' helpers, bread twistlers and helpers, flour blenders.....	.725	40	.725	40
Wrapping-machine helpers, packers' helpers, pan greasers, bread rackers (rate A).....	.700	40	.700	40
Bread rackers (rate B), bakery help, pan rackers.....	.675	40	.675	40
Inexperienced help.....	.550	40	.550	40
Agreement B:				
Head mixers.....	.905	40	.905	40
Mixers, ovenmen.....	.890	40	.890	40
Benchmen, machinemen, head checkers, head wrappers and slicers.....	.830	40	.830	40
Feeders, dumpers.....	.800	40	.800	40
Slicing- and wrapping-machine men, helpers.....	.720	40	.720	40
Women helpers.....	.555	40	.555	40
Madison, Wis.				
Bread and cake—Machine shops:				
Bread department:				
Working foremen.....	1.050	48	1.050	48
Ovenmen.....	.963	40	.963	40
Dough and sponge mixers.....	.938	40	.938	40
Machinemen.....	.910	40	.910	40
Bench hands.....	.878	40	.878	40
Helpers.....	.560	40	.560	40
Cake department:				
Ovenmen, mixers.....	.863	40	.863	40
Doughnut-machine operators.....	.728	40	.728	40
Women wrappers and icers (after 6 months).....	.420	40	.420	40
Shipping department:				
Foremen.....	.875	48	.875	48
Shippers, checkers, wrapping-machine operators.....	.700	40	.700	40
Truck loaders.....	.616	40	.616	40
Hand wrappers, helpers.....	.560	40	.560	40
Pan cleaners.....	.532	40	.532	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Manchester, N. H.				
Bread and pastry—Hand shops:				
Foremen, mixers.....	\$0.833	48	\$0.833	48
Second hands.....	.729	48	.729	48
Bench hands.....	.667	48	.667	48
Memphis, Tenn.				
Bread and cake—Combination hand and machine shops:				
Working foremen.....	.935	10 40	.935	10 40
Bread ovenmen, mixers, spongers.....	.709	10 40	.709	10 40
Bun ovenmen.....	.666	10 40	.666	10 40
Dividers.....	.628	10 40	.628	10 40
Machine men.....	.583	10 40	.583	10 40
Helpers:				
First year.....	.416	10 40	.416	10 40
Second year.....	.457	10 40	.457	10 40
After 2 years.....	.480	10 40	.480	10 40
Bread only—Machine shops:				
Foremen.....	1.206	40	1.206	40
Mixers, spongers, bread ovenmen.....	.934	40	.934	40
Ingredient scalers, bun ovenmen.....	.909	40	.909	40
Dividers.....	.838	40	.838	40
Machine and bench hands, pan dumpers (bread), wrapping-machine operators.....	.781	40	.781	40
Checkers.....	.769	40	.769	40
Pan dumpers (rolls).....	.725	40	.725	40
Helpers:				
First 6 months.....	.525	40	.525	40
Second 6 months.....	.588	40	.588	40
After 1 year.....	.646	40	.646	40
Cake only—Machine shops:				
Agreement A:				
Ovenmen.....	.788	40	.788	40
Foreladies.....	.675	40	.675	40
Scaling-machine helpers.....	.625	40	.625	40
Head icers.....	.625	40		
Assistant foreladies.....	.575	40		
Women helpers:				
First 6 months.....	.425	40	.425	40
Second 6 months.....	.475	40	.475	40
After 1 year.....	.525	40	.525	40
Agreement B:				
Cake mixers.....	.750	40		
Icing mixers.....	.730	40		
Ovenmen.....	.700	40		
Ingredient scalers.....	.680	40		
Scaling-machine operators.....	.630	40		
Shipping clerks.....	.600	40		
Scaling-machine helpers.....	.580	40		
Shipping helpers.....	.520	40		
Cake dumpers, pan greasers.....	.500	40		
Women helpers:				
First 6 months.....	.400	40		
Second 6 months.....	.440	40		
After 1 year.....	.480	40		
Crackers and cookies:				
Sweet-baking department:				
Head mixers.....	.945	40	.945	40
Machine captains.....	.935	40	.935	40
Bakers.....	.845	40	.845	40
Rollermen.....	.825	40	.825	40
Ovenmen.....	.755	40	.755	40
Pan cleaners and feeders.....	.645	40	.645	40
Packers.....	.535	40	.535	40
Icing department:				
Mixers.....	.845	40	.845	40
Machine operators.....	.745	40	.745	40
Women employees:				
Supervisors.....	.645	40	.645	40
Helpers.....	.545	40	.545	40
Sponge-baking department:				
Head mixers.....	.995	40	.995	40
Machine captains.....	.935	40	.935	40
Mixers, assistant foremen.....	.895	40	.895	40

¹⁰ 44 hours guaranteed, time and a half after 40 hours. Base rates for members working less than 44 hours are higher than those reported.

**TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued**

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Memphis, Tenn.—Continued				
Crackers and cookies—Continued.				
Sponge-baking department—Continued.				
Bakers.....	\$0.865	40	\$0.865	40
Peelers.....	.855	40	.855	40
Rollermen.....	.825	40	.825	40
Drawmen.....	.795	40	.795	40
Assemblymen.....	.745	40	.745	40
Assistant mixers.....	.725	40	.725	40
Mixers' helpers.....	.695	40	.695	40
Women employees:				
Working foreladies, supervisors.....	.645	40	.645	40
Sponge packers.....	.565	40	.565	40
Cone department:				
Bakers.....	.795	40	.795	40
Mixers.....	.745	40	.745	40
Assistant mixers and bakers.....	.675	40	.675	40
Packers.....	.625	40	.625	40
Milwaukee, Wis.				
Bread and cake—Machine shops:				
Working foremen.....	.975	40	.975	40
Mixers.....	.890	40	.850	40
Ovenmen.....	.875	40	.850	40
Bench hands, moldermen.....	.825	40	.800	40
Helpers.....	.725	40	.705	40
Panners, miscellaneous helpers.....	.725	40	.700	40
Crackers and cookies:				
Machine captains.....	.970	40	.970	40
Head sweet mixers.....	.900	40	.900	40
Peelers.....	.890	40	.890	40
Head sponge mixers.....	.870	40	.870	40
Bakers, mixers' helpers, rollermen, icing mixers.....	.850	40	.850	40
Draw men.....	.830	40	.830	40
Ovenmen, assembly clerks.....	.800	40	.800	40
Pan cleaners, assemblymen.....	.750	40	.750	40
Stackers, conveyors.....	.700	40	.700	40
Women employees:				
Working supervisors.....	.570	40	.570	40
Sponge packers, icing supervisors.....	.550	40	.550	40
Sweet packers, bundlers, "Q" formers.....	.520	40	.520	40
General workers in icing department.....	.500	40	.500	40
Hebrew shops—Bread and cake:				
Day bread workers and cake bakers.....	.992	45	.950	47
Night work:				
Bread workers.....	1.042	45	1.000	47
First-hand bread men.....	1.021	45	.980	47
Minneapolis, Minn.				
Bread and cake—Hand shops:				
Foremen.....	.970	45	.970	45
Mixers, ovenmen.....	.814	45	.814	45
Bench hands.....	.792	45	.792	45
Helpers:				
First 6 months.....	.414	45	.414	45
7-24 months.....	.514	45	.514	45
After 2 years.....	.570	45	.570	45
Women—hand wrappers and icers:				
First 2 months.....	.414	45	.414	45
After 2 months.....	.470	45	.470	45
Bread and cake—Machine shops:				
Foremen.....	1.075	40	1.075	40
Sponge and dough mixers, oven operators, ovenmen.....	.925	40	.925	40
Bench hands, dividers, moldermen, bun-machine operators, cake ovenmen, icing and batter mixers.....	.875	40	.875	40
Traveling-oven feeders and dumpers, slicing- and wrapping-machine operators, dough-room men.....	.815	40	.815	40
Fruit cookers, kettle fryers, ingredient scalers (cake), doughnut-machine operators, depositors, drop-machine operators.....	.775	40	.775	40
Twisters, dough panners, oven and bench helpers.....	.725	40	.725	40
Helpers:				
First 6 months.....	.625	40	.625	40
After 6 months.....	.700	40	.700	40

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TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Minneapolis, Minn.—Continued				
Bread and cake—Machine shops—Continued.				
Women employees:				
Foreladies.....	\$0. 725	40	\$0. 725	40
Wrapping-machine operators (cake).....	. 700	40	. 700	40
Finishers, wrappers, packers:				
First 6 months.....	. 480	40	. 480	40
After 6 months.....	. 540	40	. 540	40
Crackers and cookies:				
Agreement A:				
Baking department:				
Sponge mixers.....	. 815	40	. 790	40
Sweet mixers.....	. 805	40	. 780	40
Assembly sweet mixers.....	. 765	40	. 740	40
Assistant assembly sweet mixers.....	. 725	40	. 700	40
Syrup mixers.....	. 745	40	. 720	40
Sponge department:				
Ovenmen.....	. 895	40	. 870	40
Peelers.....	. 875	40	. 850	40
Rollermen using paste.....	. 835	40	. 810	40
Lead ovenmen.....	. 750	40	. 730	40
Take-out men, stackers.....	. 725	40	. 700	40
Sweet department:				
Oven firemen.....	. 845	40	. 790	40
Ovenmen.....	. 805	40	. 780	40
Ovenmen's helpers, panmen.....	. 725	40	. 700	40
Icing department:				
Mixers, machinemen.....	. 850	40	. 780	40
Machinemen's helpers.....	. 725	40	. 700	40
Floormen.....	. 665	40	. 640	40
Checker girls.....	. 585	40	. 560	40
Miscellaneous girls.....	. 505	40	. 480	40
Packing department:				
Wrapping-machine men.....	. 745	40	. 720	40
Floormen.....	. 665	40	. 640	40
Checkers and relief workers, women.....	. 615	40	. 590	40
Caddy stitchers, carton formers.....	. 545	40	. 520	40
Bundlers, miscellaneous girls.....	. 505	40	. 480	40
Agreement B:				
Baking department:				
Machine captains.....	. 900	40	. 900	40
Mixers, sponge and sweet.....	. 870	40	. 870	40
Peelers.....	. 850	40	. 850	40
Rollermen, sweet bakers.....	. 800	40	. 800	40
Drawmen.....	. 780	40	. 780	40
Sweet ovenmen.....	. 750	40	. 750	40
Mixers' helpers.....	. 725	40	. 725	40
Flour dumpers, stackers, pan cleaners, and feeders.....	. 700	40	. 700	40
Dough feeders, conveyormen.....	. 680	40	. 680	40
Icing department:				
Mixers.....	. 780	40	. 780	40
Floormen.....	. 650	40	. 650	40
Women employees:				
Working supervisors.....	. 620	40	. 620	40
Helpers:				
First 3 years.....	. 510	40	-----	-----
After 3 years.....	. 540	40	. 540	40
Packing department:				
Machine set-up men.....	. 680	40	. 680	40
Floormen; working supervisors, women.....	. 650	40	. 650	40
Bundlers, machine operators, scalers and weighers, carton formers, weighers and closers, "Q" formers and stitchers, sample room girls.....	. 540	40	. 540	40
Sponge packers:				
First 3 years.....	. 550	40	-----	-----
After 3 years.....	. 590	40	. 590	40
Sweet packers:				
First 3 years.....	. 540	40	. 540	40
After 3 years.....	. 560	40	. 560	40
Cellophane bag girls.....	. 510	40	. 510	40
Hebrew hand shops:				
Foremen, all-round cakemen.....	. 978	45	. 978	45
Mixers, ovenmen, general cakemen.....	. 844	45	. 844	45
Bench hands.....	. 800	45	. 800	45
Helpers:				
Inexperienced.....	. 467	45	. 467	45
Experienced.....	. 622	45	. 622	45

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Minneapolis, Minn.—Continued				
Hebrew machine shops:				
Mixers, ovenmen, general cakemen.....	\$0.950	40	\$0.950	40
Bench hands, machinememen.....	.900	40	.900	40
Helpers.....	.700	40	.700	40
Moline, Ill.				
See Rock Island (Ill.) District				
Nashville, Tenn.				
Bread—Machine shops:				
Mixers, ovenmen.....	.730	40	.700	40
Bench and machine men.....	.630	40	.600	40
Oven helpers, dumpers.....	.570	40	.540	40
Helpers:				
First 3 months.....	.490	40	.460	40
After 3 months.....	.520	40	.490	40
Women roll wrappers:				
First 3 months.....	.400	40	.375	40
4-6 months.....	.425	40	.400	40
After 6 months.....	.450	40	.425	40
Shipping department:				
Wrapping-machine operators.....	.610	40	.580	40
Checkers.....	.580	40	.560	40
Helpers, loaders, packers.....	.490	40	.460	40
Crackers and cookies:				
Baking department:				
Machinemen, relief for machinememen and peelers.....	.630	40	.630	40
Sponge mixers, ovenmen, peelers-in.....	.605	40	.605	40
Sweet mixers.....	.575	40	.575	40
Fanmen, peelers-out, rollermen.....	.555	40	.555	40
Fan catchers and greasers.....	.530	40	.530	40
Mixers' helpers.....	.500	40	.500	40
Fan feeders and wipers.....	.480	40	.480	40
Icing and sugar-wafer department:				
Machinemen.....	.625	40	.625	40
Enrobermen.....	.550	40	.550	40
Scalers, mixers' helpers.....	.500	40	.500	40
General workers, men.....	.475	40	.475	40
General workers, women.....	.415	40	.415	40
Receiving and shipping department:				
Shipping clerk.....	.600	40	.600	40
Receiving clerk.....	.550	40	.550	40
General helpers.....	.475	40	.475	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, cake.....	.940	40	.940	40
Peelers, scalers, mixers' helpers, oven helpers, dumpers.....	.840	40	.840	40
Machine helpers, pan greasers, checkers, icing makers' helpers, shippers.....	.790	40	.790	40
Slicers, wrappers, packagers, flour dumpers and sifters.....	.765	40	.765	40
Bread rackers.....	.715	40	.715	40
Women icers and hand wrappers.....	.540	40	.540	40
Hebrew shops—Bread only:				
Foremen, ovenmen.....	1.644	45	1.644	45
Second hands, mixers.....	1.533	45	1.533	45
Bread carriers, helpers.....	.889	45	.889	45
New Haven, Conn.				
Bread and cake—Hand shops:				
Foremen.....	.917	48	.917	48
Assistant foremen, mixers, ovenmen.....	.875	48	.875	48
Benchmen.....	.833	48	.833	48

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New Haven, Conn.—Continued				
Bread and cake—Machine shops:				
Bread:				
Mixers.....	\$0.975	40	\$0.975	40
Dividers, oven feeders.....	.875	40	.875	40
Assistant mixers.....	.850	40	.850	40
Molders.....	.825	40	.825	40
Wrappers (rate A).....	.820	40	.820	40
Pan rackers and greasers.....	.785	40	.785	40
Wrappers (rate B).....	.760	40	.760	40
Bake-shop helpers, inexperienced.....	.650	40	.650	40
Cake:				
Foremen.....	.970	40	.970	40
Dough mixers.....	.920	40	.920	40
Ovenmen.....	.900	40	.900	40
Head shippers.....	.870	40	.870	40
Depositors, receivers, stock clerks.....	.820	40	.820	40
Ingredient scalers.....	.800	40	.800	40
Icing mixers.....	.770	40	.770	40
Depositors' helpers.....	.745	40	.745	40
Dumpers.....	.720	40	.720	40
Pan greasers, utilitymen, shippers helpers:				
First 6 months.....	.645	40	.645	40
7-12 months.....	.670	40	.670	40
After 1 year.....	.690	40	.690	40
Women employees:				
Head icers, head wrappers.....	.580	40	.580	40
Icers.....	.550	40	.550	40
Hebrew shops—Bread and rolls:				
Foremen, ovenmen.....	1.354	48	1.354	48
Second hands.....	1.271	48	1.271	48
New Orleans, La.				
Bread and cake—Hand and machine shops:				
Foremen.....	.845	42	.845	42
Oven and mixer men.....	.785	42	.785	42
Bench hands, molders, dividers, reliefmen.....	.705	42	.705	42
Ingredientmen.....	.598	42	.598	42
Wrapping-machine operators and helpers, mixers' helpers, flour blenders, pan greasers, bakers' helpers, crumb packers, rackers.....	.530	42	.530	42
New York, N. Y.				
Bread and cake—Hand shops:				
Agreement A:				
First hands.....	1.267	45	1.267	45
Second hands.....	1.133	45	1.133	45
Third hands.....	1.000	45	1.000	45
Agreement B:				
First hands.....	1.188	40	1.188	40
Second hands.....	1.125	40	1.125	40
Third hands.....	.875	40	.875	40
Agreement C:				
First hands.....	1.175	40	1.175	40
Second hands.....	1.075	40	1.075	40
Helpers.....	.875	40	.875	40
Shipping department:				
Men.....	.659	44	.659	44
Women.....	.500	44	.500	44
Agreement D:				
First hands.....	1.175	40	1.175	40
Second hands.....	1.075	40	1.075	40
Helpers.....	.813	40	.813	40
Packers:				
Men.....	.725	40	.659	44
Women.....	.625	40	.568	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	1.125	48
Bench and second hands.....	1.000	48	1.000	48
Third hands.....	.938	48	.938	48

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Bread and cake—Hand shops—Continued.				
Agreement G:				
First hand cake baker.....	\$1.300	48	\$1.125	48
First hand bread baker.....	1.250	48	1.125	48
Second hands.....	1.175	48	1.000	48
Helpers.....	1.000	48	.875	48
Agreement H:				
Ovenmen, mixers.....	1.175	40	1.175	40
Bench hands.....	1.050	40	1.050	40
Packers, slicers.....	.750	48	.750	48
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
Frankfurter rolls—Hand shops:				
Mixers.....	1.000	48	.896	48
Ovenmen.....	.937	48	.896	48
Machine feeders.....	.916	48	.854	48
Floormen.....	.813	48	.729	48
Cafeterias and restaurants—Hand shops:				
First hands.....	1.600	45	1.600	45
Second hands.....	1.467	45	1.467	45
Third hands.....	1.067	45	1.067	45
Cake and pastry—Hand shops:				
First hands.....	1.200	48	.979	48
Second hands.....	.975	48	.771	48
Retail—Hand shops:				
First hands.....	1.700	45	1.700	45
Second hands.....	1.567	45	1.567	45
Third hands.....	1.167	45	1.167	45
Bread and cake—Semimachine shops:				
Agreement A:				
Foremen.....	1.425	40	1.350	40
Ovenmen, mixers.....	1.275	40	1.200	40
Bench hands.....	1.175	40	1.100	40
Agreement B:				
Foremen.....	1.375	40	1.375	40
Ovenmen and mixers.....	1.175	40	1.175	40
Bench hands.....	1.050	40	1.050	40
Helpers.....	.925	40	.925	40
Packers and slicers.....	.750	40	.750	40
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 loaders and feeders.....	.853	40	.853	40
Oven dumpers, flour dumpers.....	.833	40	.833	40
Head wrappers, rackers, packers, slicers, checkers.....	.813	40	.813	40
Oven and bakery helpers, pan greasers.....	.793	40	.793	40
Slicers, wrappers.....	.783	40	.783	40
Wrapping-machine operators, packers.....	.773	40	.773	40
Machine cleaners.....	.763	40	.763	40
Cake department:				
Ovenmen.....	.983	40	.983	40
Fryers.....	.957	40	.957	40
Depositors.....	.943	40	.943	40
Benchmen.....	.923	40	.923	40
Mixers.....	.913	40	.913	40
Griddle men.....	.851	40	.851	40
Icing makers.....	.843	40	.843	40
Ingredient scalers and cookers.....	.803	40	.803	40
Pan greasers, dough scalers.....	.793	40	.793	40
Cake dumpers.....	.783	40	.783	40
General helpers.....	.733	40	.733	40
Women helpers, cake wrappers.....	.533	40	.533	40
Agreement B:				
Tray-oven operators.....	.960	40	-----	-----
Mixers.....	.950	40	-----	-----
Confectioners, dividers, steam-box operators.....	.920	40	-----	-----
Tray-oven helpers.....	.910	40	-----	-----

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement B—Continued.				
Ring twisters, roll-in operators, oven operators, dough brake operators, mixers' helpers.....	\$0.900	40	-----	-----
Icing makers.....	.890	40	-----	-----
Ring makers, depositors, blenders.....	.880	40	-----	-----
Icing-machine operators.....	.870	40	-----	-----
Benchmen, finishers, scalers, cooky bakers.....	.860	40	-----	-----
Benchmen's helpers, finishers' helpers, kitchen operators.....	.820	40	-----	-----
Packers, pan greasers.....	.750	40	-----	-----
Women employees:				
Pie workers.....	.700	40	-----	-----
General workers.....	.590	40	-----	-----
Agreement C:				
Oven tenders.....	1.070	40	\$1.070	40
Dividers, mixers.....	.960	40	.960	40
Oven-room helpers, blenders, panners, twisters, rackers.....	.910	40	.910	40
Checkers.....	.890	40	.890	40
Flour handlers, general floormen.....	.860	40	.860	40
Bread wrappers, shipping clerks.....	.840	40	.840	40
Wrapping floormen.....	.790	40	.790	40
Agreement D:				
Head ovenmen.....	1.100	40	1.100	40
Mixers.....	1.050	40	1.050	40
Dividers, bread.....	1.000	40	1.000	40
Dividers and platenmen, English muffins.....	.975	40	.975	40
Molder operators, bread.....	.925	40	.925	40
Roundmen, English muffins.....	.875	40	.875	40
Ovenmen, mixers' helpers, wrappers.....	.850	40	.850	40
Ingredient scalers, flour handlers.....	.825	40	.825	40
General bakery help, box carriers, packers, shipping men.....	.800	40	.800	40
Cake only—Machine shops:				
Agreement A:				
First hands.....	1.500	40	1.500	40
Mixers, ovenmen, benchmen.....	1.050	40	1.050	40
Helpers, packers (first class).....	.750	40	.750	40
Washers, packers (second class).....	.650	40	.650	40
Agreement B:				
Foremen.....	1.250	40	1.250	40
Ovenmen, mixers.....	1.100	40	1.100	40
Bench hands.....	1.000	40	1.000	40
Helpers.....	.900	40	.900	40
Agreement C:				
Ovenmen.....	.983	40	.965	40
Benchmen.....	.923	40	.890	40
Mixers.....	.913	40	.830	40
Icing makers.....	.843	40	.795	40
Checkers.....	.813	40	.780	40
Sweet-yeast men.....	.793	40	.720	40
Packers, floormen.....	.773	40	.685	40
Bake-shop helpers.....	.733	40	.665	40
Helpers.....	.713	40	.655	40
Women wrappers and icers.....	.633	40	.490	40
Pie and pastry:				
Agreement A:				
Foremen.....	1.250	40	1.250	40
First hands.....	1.125	40	1.125	40
Second hands.....	1.000	40	1.000	40
Third hands.....	.875	40	.875	40
Helpers.....	.750	40	.750	40
Agreement B:				
Foremen, oven workers.....	.909	44	.909	44
Meringue fillers, fruit mixers.....	.705	44	.705	44
Machine hands.....	.682	44	.682	44
Helpers.....	.523	44	.523	44
Agreement C—Crullers:				
Assistant foremen.....	1.123	40	1.123	40
Mixers.....	1.067	40	1.067	40
Cruller fryers.....	1.035	40	1.035	40
Cooks, relief mixers.....	1.023	40	1.023	40
Benchmen.....	.974	40	.974	40
Doughnut-machine operators, ingredient scalers.....	.908	40	.908	40
Helpers, checkers.....	.897	40	.897	40
Sugarers, packers.....	.826	40	.826	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Pie and pastry—Continued.				
Agreement D—Doughnuts:				
Foremen.....	\$1.000	40	\$1.000	40
Machine operators.....	.790	40	.790	40
Foreladies.....	.735	40	.735	40
Helpers.....	.650	40	.650	40
Assistant foreladies.....	.625	40	.625	40
Packers.....	.570	40	.570	40
Agreement E—Doughnuts:				
Machine operators.....	.790	40	.710	40
Belt attendants.....	.650	40	.600	40
Packers.....	.575	40	.575	40
Crackers and cookies:				
Agreement A:				
Machinemen, peelers.....	1.025	40	1.025	40
Mixers.....	.945	40	.945	40
Rollermen, bakers.....	.925	40	.925	40
Bakers' helpers.....	.895	40	.895	40
Spreaders, trimmers, assemblers, carloaders, shippers.....	.845	40	.845	40
Stackers, conveyormen, floormen.....	.795	40	.795	40
Pan feeders.....	.775	40	.775	40
Women employees:				
Inspectors.....	.695	40	.695	40
Cracker packers, machine operators.....	.645	40	.645	40
Carton formers; packers, icing department.....	.625	40	.625	40
Agreement B—Dog food:				
Machine operators, tally girls.....	.595	40	.595	40
Fillers, scalers, weight girls.....	.575	40	.575	40
Hebrew hand shops:				
Agreement A:				
First hands.....	1.740	45	1.700	45
Second hands.....	1.607	45	1.567	45
Third hands.....	1.207	45	1.167	45
Agreement B:				
First hands.....	1.700	45	1.700	45
Second hands.....	1.567	45	1.567	45
Helpers.....	1.167	45	1.167	45
Agreement C:				
First hands.....	1.500	40	1.500	40
Second hands.....	1.250	40	1.250	40
Third hands.....	1.000	40	1.000	40
Agreement D:				
First hands.....	1.463	40	1.463	40
Mixers and ovenmen.....	1.400	40	1.400	40
Second hands.....	1.300	40	1.300	40
Third hands.....	1.075	40	1.075	40
Agreement E:				
Ovenmen and mixers.....	1.266	48	1.229	48
Bench hands.....	1.224	48	1.188	48
Third hands.....	.974	48	.938	48
Helpers.....	.891	48	.854	48
Hebrew machine shops:				
First hands.....	1.821	42	1.821	42
Second hands.....	1.679	42	1.679	42
Helpers.....	1.250	42	1.250	42
Bohemian shops:				
Agreement A—Large shops:				
First hands.....	1.286	35	1.286	35
Second hands.....	1.214	35	1.214	35
Agreement B—Small shops:				
First hands.....	1.214	35	1.214	35
Second hands.....	1.143	35	1.143	35
Helpers.....	.722	45	.722	45
French shops:				
Bread:				
Agreement A—Night work:				
Mixers.....	1.238	37½	1.238	35
Ovenmen.....	1.210	37½	1.210	35
Bench hands.....	1.185	37½	1.185	35
Agreement B:				
Day work:				
Working foremen.....	1.156	45	1.089	45
Second hands.....	1.111	45	1.044	45
Third hands.....	1.067	45	1.000	45
Night work:				
Working foremen.....	1.238	42	1.167	42
Second hands.....	1.190	42	1.119	42
Third hands.....	1.143	42	1.071	42

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
French shops—Continued.				
Pastry:				
Foremen.....	\$1.150	40	\$1.150	40
Ovenmen and mixers.....	1.100	40	1.100	40
Benchmen.....	1.000	40	1.000	40
Bakery helpers.....	.850	40	.850	40
Fan cleaners, packers.....	.595	42	.595	42
Italian shops:				
First hands:				
Rate A.....	1.019	54	1.019	54
Rate B.....	.926	54	.926	54
Rate C.....	.778	54	.778	54
Second hands:				
Rate A.....	.852	54	.852	54
Rate B.....	.778	54	.778	54
Rate C.....	.685	54	.685	54
Polish shops:				
First hands.....	1.288	40	1.288	40
Second hands.....	1.188	40	1.188	40
Helpers.....	.988	40	.988	40
Scandinavian shops:				
Foremen.....	1.250	48	.938	48
Second hands.....	1.146	48	.833	48
Bench hands.....	1.042	48	.729	48
Helpers.....	.833	48	.583	48
Spanish shops:				
First hands.....	1.641	48	.895	48
Second hands.....	.978	48	.813	48
Oklahoma City, Okla.				
Bread and cake—Machine shops:				
Day work:				
Foremen.....	1.025	40	1.025	40
Mixers, ovenmen.....	.925	40	.925	40
Bench and machine hands.....	.825	40	.825	40
Wrapping-machine operators, helpers.....	.625	40	.625	40
Night work:				
Foremen.....	1.150	40	1.150	40
Mixers and ovenmen.....	1.000	40	1.000	40
Bench and machine men.....	.900	40	.900	40
Helpers.....	.700	40	.700	40
Wrapping-room helpers.....	.550	40	.550	40
Omaha, Nebr.				
Bread and cake—Machine shops:				
Working foremen.....	1.030	40	1.030	40
Cake decorators.....	.910	40	.910	40
Dough mixers, ovenmen.....	.890	40	.890	40
Benchmen.....	.830	40	.820	40
Cake mixers.....	.820	40	.810	40
Ingredient scalers, machinemen.....	.810	40	.810	40
Oven dumpers, pie mixers, ovenmen, order checkers.....	.780	40	.780	40
Fruit cookers.....	.730	40	.730	40
Dough-room helpers.....	.710	40	.710	40
Cooler men.....	.650	40	.650	40
Fan cleaners.....	.590	40	.590	40
Helpers, other than bake-shop.....	.570	40	.570	40
Bake-shop helpers and packers:				
First 6 months.....	.590	40	.590	40
Second 6 months.....	.630	40	.630	40
After 1 year.....	.680	40	.680	40
Women employees:				
Working foreladies.....	.760	40	.760	40
Cake and roll wrapping-machine operators.....	.580	40	.580	40
Pie fillers and wrappers.....	.500	40	.500	40
Hand wrappers and icers:				
First 6 months.....	.450	40	.450	40
Second 6 months.....	.470	40	.470	40
After 1 year.....	.500	40	.500	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Peoria, Ill.				
Bread and cake—Hand shops:				
Foremen.....	\$1. 000	48	\$0. 958	48
Foremen on bench.....	. 833	48	. 792	48
Benchmen.....	. 771	48	. 729	48
Bread and cake—Machine shops:				
Foremen.....	1. 188	40	1. 188	40
Spongers, ovenmen.....	1. 063	40	1. 063	40
Benchmen, machine operators.....	. 988	40	. 988	40
Oven helpers.....	. 750	42	. 750	42
Bake-shop helpers:				
First 3 months.....	. 600	42	. 600	42
After 3 months.....	. 700	42	. 700	42
Wrappers, men:				
First 3 months.....	. 550	42	. 550	42
After 3 months.....	. 650	42	. 650	42
Wrappers, women:				
First 3 months.....	. 500	42	. 500	42
After 3 months.....	. 600	42	. 600	42
Philadelphia, Pa.				
Bread and cake—Machine shops:				
Agreement A:				
Traveling-oven supervisors, peel-, oil-, and rotary-oven men.....	1. 000	40	1. 000	40
Mixers.....	. 950	40	. 950	40
Traveling-oven feeders and deliverymen, bench and machine men, doughnut-machine operators, steam-box tenders, depositor operators, ingredient scalars.....	. 910	40	. 910	40
Sandwich-wrapping and sweet-dough machine setters.....	. 860	40	. 860	40
Mixers' helpers.....	. 850	40	. 850	40
Route packers.....	. 825	40	. 825	40
Wrapping-machine operators.....	. 800	40	. 800	40
Bakery, oven, bench, and depositors' helpers, wrapping-machine truckers, tray boys, crumb-department men, stockroom helpers, flour pilers and handlers, roll baggers, men wrappers, flour blenders, pan greasers.....	. 775	40	. 775	40
Women wrappers and icers.....	. 560	40	. 560	40
Agreement B:				
Shippers, receivers.....	1. 025	40	1. 025	40
Oven supervisors, rotary ovenmen.....	1. 000	40	1. 000	40
Steam-box tenders.....	. 975	40	. 975	40
Mixers.....	. 950	40	. 950	40
Benchmen, greasing-machine operators, dividers, icing-machine and depositor operators, ingredient scalars, moldermen, decorators, oven feeders and deliverymen.....	. 910	40	. 910	40
Mixers' helpers.....	. 850	40	. 850	40
Wrapping-machine operators (cake and sweet goods), bread selectors, flour blenders.....	. 825	40	. 825	40
Pan greasers, bakery helpers.....	. 775	40	. 775	40
Women employees:				
Floor girls, wrappers.....	. 620	40	. 620	40
Deposit girls.....	. 600	40	. 600	40
All other girls.....	. 560	40	. 560	40
Agreement C:				
Head ovenmen.....	1. 075	40	1. 075	40
Cake decorators, peel ovenmen.....	1. 000	40	1. 000	40
Dough and icing mixers.....	. 975	40	. 975	40
Bench and machine men, steam-box tenders, ingredient scalars.....	. 935	40	. 935	40
Traveling-oven feeders and deliverymen.....	. 910	40	. 910	40
Bread coolers, mixers' helpers, dough punchers.....	. 885	40	. 885	40
Route packers, pastry packers, bread wrappers and packers.....	. 850	40	. 850	40
Flour pilers and dumpers, pan greasers, bakery and stockroom helpers.....	. 800	40	. 800	40
Women wrappers and icers.....	. 583	40	. 583	40
Cake—Machine shops:				
Working foremen.....	. 985	40	. 970	40
Dough mixers, ovenmen.....	. 885	40	. 870	40
Benchmen.....	. 785	40	. 770	40
Helpers.....	. 635	40	. 620	40
Women employees.....	. 515	40	. 500	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Philadelphia, Pa.—Continued				
Pie and pastry:				
Agreement A:				
First hands.....	\$1.000	40	\$1.000	40
Second hands.....	.910	40	.910	40
Third hands.....	.775	40	.775	40
Women helpers:				
Machine operators.....	.600	40	.600	40
Wrappers.....	.560	40	.560	40
Agreement B:				
Ovenmen, cooks, dough and custard mixers.....	.835	40	.835	40
Cooks' helpers, ovenmen's helpers, ingredient scalers, order packers.....	.735	40	.735	40
Pie makers, toppers, shell markers.....	.685	40	.685	40
Dishwashers, utilitymen.....	.635	40	.635	40
Apple peelers, pie wrappers, crown makers, lemon fillers, women.....	.560	40	.560	40
Crackers and cookies:				
Agreement A:				
Mixing department:				
Supervisors.....	1.045	40	1.025	40
Dough mixers.....	.970	40	.970	40
Dough mixers' helpers, assemblers.....	.845	40	.825	40
Mixing-room laborers.....	.770	40		
Bake house:				
Machinemen.....	.970	40	.970	40
Ovenmen.....	.920	40	.920	40
Rollermen.....	.875	40	.875	40
Stockroom packing material:				
Stockmen.....	.945	40	.895	40
Paper-cutting machine operators, packing-material helpers.....	.770	40	.770	40
Icing, wrapping, and packing departments:				
Set-up men.....	.820	40	.820	40
Women employees:				
Working supervisors.....	.695	40	.695	40
Packers, bundlers, inspectors, hand carton formers, weighers, stitchers, machine operators, sugarers and stackers of lady fingers, lady finger baggers and bag crimpers.....	.605	40	.605	40
Miscellaneous helpers.....	.535	40	.535	40
Agreement B:				
Sponge and sweet baking:				
Machine captains, sponge.....	.970	40	.970	40
Head mixers, sponge.....	.945	40	.945	40
Sweet mixers and travel-oven bakers.....	.920	40	.920	40
Sponge peelers and bakers.....	.915	40	.915	40
Rollermen.....	.875	40	.875	40
Drawmen, ovenmen, reel-oven helpers.....	.855	40	.855	40
Mixers' helpers.....	.845	40	.845	40
Travel-oven helpers.....	.835	40	.835	40
Oven firemen.....	.825	40	.825	40
Pan cleaners, feeders.....	.795	40	.795	40
Stackers.....	.775	40	.775	40
Slow-pan men, spray-machine operators.....	.765	40	.765	40
Packing and icing departments:				
Supply men, tally clerks.....	.845	40	.845	40
Icing-machine set-up men and mixers' helpers.....	.840	40	.840	40
Stockmen.....	.775	40	.775	40
Pastemakers.....	.755	40	.755	40
Tally men.....	.745	40	.745	40
Sealers and weighers.....	.735	40	.735	40
Floormen.....	.725	40	.725	40
Women employees:				
Working supervisors.....	.695	40	.695	40
Machine operators, general packers.....	.605	40	.605	40
Other packers, carton formers.....	.575	40	.575	40
Agreement C:				
Mixers.....	.905	40	.905	40
Bakers, ovenmen, peelers-in.....	.880	40	.880	40
Stackers.....	.705	40	.705	40
General helpers, male.....	.630	40	.630	40
Women employees:				
Packing helpers.....	.555	40	.555	40
Baking and icing helpers.....	.530	40	.530	40

**TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued**

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Philadelphia, Pa.—Continued				
Hebrew shops—Bread:				
Foremen, oven hands.....	\$1.482	45	\$1.416	45
Second hands, dough mixers.....	1.420	45	1.353	45
Third hands, helpers.....	1.316	45	1.249	45
Fourth hands.....	.900	45	.834	45
Hebrew shops—Cake:				
First hands, foremen.....	.940	45	.940	45
Second hands.....	.807	45	.807	45
Third hands.....	.673	45	.673	45
Fourth hands.....	.584	45	.584	45
Italian shops:				
Ovenmen, dough mixers.....	.917	48	.917	48
Bench hands.....	.792	48	.792	48
Helpers.....	.667	48	.667	48
Phoenix, Ariz.				
Bread and cake—Hand shops:				
Foremen.....	.979	48	.979	48
Dough mixers, ovenmen.....	.938	48	.938	48
Benchmen.....	.854	48	.854	48
Wrapping-machine operators.....	.730	48	.730	48
Shipping clerks.....	.625	48	.625	48
Wrapping-machine helpers:				
First 3 months.....	.521	48	.521	48
After 3 months.....	.595	48	.595	48
Checkers, hand wrappers.....	.575	48	.575	48
Pan washers:				
First month.....	.470	48	.470	48
After 1 month.....	.563	48	.563	48
Bread and cake—Machine shops:				
Production department:				
Foremen.....	1.175	40	1.175	40
Dough mixers, ovenmen.....	1.125	40	1.125	40
Machinememen, bench hands.....	1.025	40	1.025	40
Pan washers, unskilled help (after 6 months).....	.675	40	.675	40
Wrapping and shipping department:				
Foremen, machine operators.....	.875	40	.875	40
Shipping clerks.....	.750	40	.750	40
Checkers.....	.625	40	.625	40
Machine helpers:				
First 6 months.....	.575	40	.575	40
After 6 months.....	.675	40	.675	40
Pittsburgh, Pa.				
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, stock handlers.....	.740	40	.740	40
Wrapping-machine setters.....	.730	40	.730	40
Order assemblers.....	.710	40	.710	40
Packers.....	.670	40	.670	40
Women helpers.....	.550	40	.550	40
Hebrew shops:				
Bread:				
First hands.....	1.556	45	1.533	45
Second hands.....	1.489	45	1.467	45
Third hands.....	1.400	45	1.378	45
Cake:				
First hands.....	1.489	45	1.467	45
Second hands.....	1.400	45	1.378	45
Unskilled help:				
Shippers, bread wrappers.....	.688	48	.667	48
Cake bakers' helpers.....	.675	48	.655	48
Stock handlers.....	.615	48	.594	48
Pan greasers.....	.596	48	.575	48
Women wrappers.....	.477	48	.455	48

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
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
Helpers:				
First year.....	.700	40	.700	40
After 1 year.....	.861	40	.861	40
Packers, hand wrappers.....	.816	40	.816	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 and wrappers, receiving clerks, stock clerks, head shipping clerks.....	1.158	36	1.158	36
Wrapping-machine operators.....	1.078	36	1.078	36
Flour blenders.....	1.014	36	1.014	36
Shipping clerks, assistant checkers.....	.997	36	.997	36
Machine operators' helpers.....	.901	36	.901	36
Pan greasers (first year).....	.764	36	.704	36
Women employees:				
Foreladies (in charge of 4 or more girls).....	.796	40	.796	40
Cake decorators.....	.744	40	.744	40
Icing girls.....	.649	40	.649	40
Other helpers (after 1 year).....	.591	40	.591	40
Crackers and cookies:				
Agreement A:				
Machinemen.....	1.015	40	1.015	40
Mixers.....	.980	40	.980	40
Peelers.....	.955	40	.955	40
Ovenmen.....	.905	40	.905	40
Rollermen.....	.850	40	.850	40
Scalemen, wrappers.....	.845	40	.845	40
Mixers' helpers.....	.810	40	.810	40
Miscellaneous helpers.....	.765	40	.765	40
Dough feeders, rollermen's helpers, assemblymen.....	.760	40	.760	40
Stackers.....	.740	40	.740	40
Women employees:				
Packers.....	.555	40	.555	40
Icers and other helpers.....	.535	40	.535	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
Women employees:				
Packers.....	.505	40	.505	40
Other helpers.....	.460	40	.460	40
Providence, R. I.				
Bread and cake—Hand shops:				
Working foremen, benchmen who do some mixing daily.....	.825	44	.825	44
Benchmen.....	.660	44	.660	44
Shippers, wrappers.....	.575	44	.575	44
Pan greasers, general helpers.....	.500	44	.500	44
Bread—Machine shops:				
Agreement A:				
Mixers.....	.976	40	.976	40
Dividers.....	.926	40	.926	40
Molders.....	.876	40	.876	40
Traveling ovenmen, doughnut mixers, bread wrappers, machine adjusters.....	.851	40	.851	40
Utilitymen, helpers, packers, doughnut wrappers.....	.726	40	.726	40
Agreement B:				
Head mixers.....	1.125	40	1.125	40
Ovenmen, dividers.....	.925	40	.925	40
Head wrapping operators.....	.900	40	.900	40
Molders.....	.875	40	.875	40
First benchmen, mixers' helpers.....	.825	40	.825	40
Oven helpers, benchmen.....	.775	40	.775	40
Wrapping-machine operators.....	.720	40	.720	40
Pan greasers.....	.675	40	.675	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Providence, R. I.—Continued]				
Bread—Machine shops.—Continued.				
Agreement C:				
Mixers, traveling ovenmen.....	\$1.025	40	\$1.025	40
Dividers, peel ovenmen, head benchmen.....	.925	40	.925	40
Molders.....	.875	40	.875	40
Ingredient scalers.....	.825	40	.825	40
Ovenmen's helpers, molders' helpers, benchmen, head wrappers, utilitymen.....	.750	40	.750	40
Wrappers.....	.675	40	.675	40
Agreement D:				
Mixers.....	1.025	40	1.025	40
Dividers.....	.925	40	.925	40
Molders.....	.875	40	.875	40
Batchmen, ingredient scalers.....	.775	40	.775	40
Ovenmen's and molders' helpers.....	.750	40	.750	40
Wrappers (after 4 weeks), flourmen.....	.725	40	.725	40
Pan greasers.....	.685	40	.685	40
Cake—Machine shops:				
Mixers.....	1.035	40	1.035	40
Ovenmen.....	.950	40	.950	40
Scalers, fried-cake mixers, icing and cutting-machine operators, icing mixers.....	.840	40	.840	40
Fryers.....	.790	40	.790	40
Wrapping flourmen.....	.730	40	.730	40
Cake and fried-cake helpers:				
First 6 months.....	.625	40	.625	40
After 6 months.....	.650	40	.650	40
Women helpers:				
First 6 months.....	.475	40	.475	40
After 6 months.....	.540	40	.540	40
Pie and pastry:				
Night bakers.....	.750	40	.690	40
Cooks.....	.720	40	.690	40
Bakers.....	.680	40	.650	40
Receiving clerks.....	.660	40	.630	40
Filling mixers.....	.635	40	.605	40
Dough breakers and helpers.....	.630	40	.590	40
Washers, cleaners, miscellaneous workers.....	.590	40	.550	40
Women employees:				
Wrappers.....	.470	40	.425	40
Machine operators.....	.490	40	.445	40
Hebrew shops:				
Foremen.....	1.146	48	1.146	48
Second hands.....	1.042	48	1.042	48
Hellenic shops:				
Working foremen.....	1.000	40	.875	40
Mixers.....	.875	40	.775	40
Ovenmen.....	.875	40	.750	40
Molder operators.....	.775	40	.700	40
Divider operators, first benchmen.....	.750	40	.675	40
Wrapping-machine operators, checkers.....	.700	40	.625	40
Benchmen.....	.650	40	.600	40
General helpers.....	.600	40	.575	40
Pan greasers.....	.550	40	.525	40
Reading, Pa.				
Bread and cake—Machine shops:				
Doughnut-machine operators, mixers.....	.888	40	.888	40
Cakemen, stock clerks.....	.800	40	.800	40
Benchmen, ovenmen, machinememen, dividermen, ingredientmen, moldermen, wrappers.....	.763	40	.763	40
Pan greasers.....	.688	40	.688	40
Helpers.....	.663	40	.663	40
Richmond, Va.				
Bread and cake—Machine shops:				
Agreement A:				
Bread department:				
Shipping foremen.....	1.125	40	1.090	40
Divider operators.....	.890	40	.840	40
Wrapping-machine operators.....	.870	40	.790	40
Molder operators, oven feeders.....	.820	40	.790	40
Molders' helpers, wrapping-machine helpers, oven helpers, bread packers.....	.740	40	.740	40
Flour blenders.....	.590	40	.590	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Richmond, Va.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement A—Continued.				
Cake department:				
Foremen.....	\$1.125	40		
Mixers.....	.890	40	\$0.890	40
Oven tenders.....	.865	40	.865	40
Doughnut machinists.....	.840	40	.840	40
Women employees:				
Foreladies.....	.750	40		
Wrapping-machine operators.....	.625	40		
Slicers, icers, depositor operators, wrappers, general helpers.....	.470	40	.470	40
Agreement B:				
Dough mixers.....	.850	40	.850	40
Dividers.....	.825	40	.700	40
Ovenmen.....	.750	40	.700	40
Cake mixers.....	.700	40	.700	40
Machine wrappers, molders.....	.650	40	.650	40
Rackers.....	.650	40	.550	40
Wrapping-machine helpers.....	.600	40		
Pan greasers, oven set-up men.....	.500	40		
Agreement C:				
Bread department:				
Dough mixers.....	.920	40	.850	40
Divider operators.....	.800	40	.750	40
Benchmen.....	.750	40	.700	40
Oven feeders and dumpers.....	.750	40	.600	40
Moldermen.....	.700	40	.700	40
Bread packers.....	.625	40	.550	40
Pan greasers, flour blenders.....	.600	40	.450	40
Cake department:				
Head ovenmen.....	.850	40		
Scaling-machine men.....	.700	40		
Dumpers, pan greasers, women helpers.....	.600	40		
Women wrappers.....	.475	40		
Shipping department:				
Shipping clerks, packers.....	.550	40	.550	40
Agreement D:				
Bread:				
Dough mixers.....	.860	40	.850	40
Dividers, moldermen.....	.750	40	.750	40
Roll-machine operators.....	.750	40		
Oven feeders and dumpers.....	.700	40	.600	40
Wrapping-machine operators.....	.690	40		
Flour dumpers.....	.570	40	.450	40
Cooler feeders.....	.550	40	.550	40
Rackers.....	.550	40	.450	40
Wrappers' helpers.....	.500	40	.450	40
General helpers.....	.470	40	.450	40
Pan greasers.....	.450	40	.450	40
Rochester, N. Y.				
Bread and cake—Hand shops:				
Day work:¹¹				
Foremen or first hands.....	1.023	44	1.023	44
Ovenmen, mixers.....	.943	44	.943	44
Bench hands.....	.909	44	.909	44
Bread and cake—Machine shops:				
Agreement A:				
First hands.....	¹¹ 1.050	40	¹¹ 1.050	40
Second hands.....	¹¹ .963	40	¹¹ .963	40
Third hands.....	¹¹ .925	40	¹¹ .925	40
Skilled helpers.....	¹² .700	40	¹² .700	40
Foreladies.....	.650	44	.650	44
Women employees.....	.540	44	.540	44
Agreement B:				
Mixers.....	1.000	40	1.000	40
Dividers.....	.950	40	.950	40
Oven operators, assemblymen, hatchmen, machine-men, moldermen, dividers, bench hands, oven dumpers and feeders.....	.900	40	.900	40
Flour blenders, mixers' helpers.....	.850	40	.850	40

¹¹ \$2.50 per week additional for night work.

¹² \$4.50 per week additional for night work.

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Rochester, N. Y.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement B.—Continued.				
Wrapping-machine operators.....	\$0.800	40	\$0.800	40
Flour handlers.....	.775	40	.775	40
Oven and machine helpers, bench helpers, bread racks, pan greasers, checkers and packers.....	.750	40	.750	40
Wrapping and slicing helpers.....	.725	40	.725	40
Women employees:				
Floorladies.....	.620	40	.620	40
Icing-machine operators.....	.500	40	.500	40
Icers, wrappers.....	.470	40	.470	40
Box makers.....	.420	40	.420	40
Hebrew shops:				
Ovenmen, mixers.....	1.406	48	1.406	48
Bench hands.....	1.302	48	1.302	48
First cake bakers.....	1.250	48	1.250	48
Second cake bakers.....	1.146	48	1.146	48
Third hands.....	1.094	48	1.094	48
Rock Island (Ill.) District				
Bread—Hand shops:				
Foremen.....	.910	48	.910	48
First bakers.....	.810	48	.810	48
Second bakers.....	.760	48	.760	48
Helpers.....	.577	48	.577	48
Women hand wrappers.....	.448	48	.448	48
Bread and rolls—Machine shops:				
Working foremen.....	1.010	40	1.010	40
Dough mixers, ovenmen.....	.910	40	.910	40
Benchmen, machinemen.....	.860	40	.860	40
Shipping-room foremen, checkers, shipping clerks.....	.735	40	.735	40
Stockroom men, packers, wrapping-machine helpers, truck loaders, general helpers:				
First 6 months.....	.590	40	.590	40
After 6 months.....	.670	40	.670	40
Women hand wrappers and icers:				
First 6 months.....	.410	40	.410	40
After 6 months.....	.485	40	.485	40
Pie and pastry:				
Working foremen.....	1.010	40	1.010	40
First hands.....	.910	40	.910	40
Second hands and scalers.....	.860	40	.860	40
St. Louis, Mo.				
Bread and cake—Hand shops, night work:				
Foremen.....	1.042	48	1.042	48
Second hands, bench hands.....	.946	48	.946	48
Bread—Machine shops:				
Day work:				
Foremen.....	1.318	40	1.318	40
Spongers, oven hands.....	1.208	40	1.208	40
First bench hands, scalers.....	1.125	40	1.125	40
Bench and machine hands.....	1.098	40	1.098	40
Counters.....	.933	40	.933	40
Pan greasers, helpers.....	.905	40	.905	40
Ingredient scalers.....	.788	40	.788	40
Wrapping- and slicing-machine operators.....	.713	40	.713	40
Packers:				
Inexperienced.....	.705	40	.705	40
Experienced.....	.750	40	.750	40
Car crews:				
Inexperienced.....	.700	40	.700	40
Experienced.....	.750	40	.750	40
Beltmen.....	.638	40	.638	40
Miscellaneous helpers:				
Inexperienced.....	.575	40	.575	40
Experienced.....	.625	40	.625	40
Foreladies.....	.575	40	.575	40
Women helpers:				
Inexperienced.....	.475	40	.475	40
Experienced.....	.525	40	.525	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
St. Louis, Mo.—Continued				
Bread—Machine shops—Continued.				
Night work:				
Foremen.....	\$1.373	40	\$1.373	40
Spongers, oven hands.....	1.263	40	1.263	40
First bench hands, scalers.....	1.180	40	1.180	40
Bench and machine hands.....	1.153	40	1.153	40
Counters.....	.988	40	.988	40
Pan greasers, helpers.....	.960	40	.960	40
Ingredient scalers.....	.843	40	.843	40
Slicing- and wrapping-machine operators.....	.768	40	.768	40
Beltmen.....	.693	40	.693	40
Cake—Machine shops:				
Foremen.....	1.318	40	1.318	40
Ovenmen, mixers.....	1.208	40	1.208	40
Machine hands.....	1.098	40	1.098	40
Helpers.....	.905	40	.905	40
Icing mixers, ingredient scalers.....	.874	40	.874	40
Miscellaneous helpers:				
Inexperienced.....	.575	40	.575	40
Experienced.....	.625	40	.625	40
Foreladies.....	.575	40	.575	40
Women helpers:				
Inexperienced.....	.475	40	.475	40
Experienced.....	.525	40	.525	40
Hebrew hand shops:				
Foremen, ovenmen, bakers.....	1.250	48	1.250	48
Second hands.....	1.042	48	1.042	48
Third hands.....	.788	48	.788	48
Miscellaneous helpers.....	.438	48	.438	48
St. Paul, Minn.				
Bread and cake—Hand shops:				
Agreement A—Bakery association members:				
Foremen of 6 or more.....	.979	48	.979	48
Foremen of 5 or less, first hands.....	.875	48	.875	48
Ovenmen, mixers.....	.813	48	.813	48
Bench hands.....	.792	48	.792	48
Helpers:				
First 2 years.....	.458	48	.458	48
After 2 years.....	.563	48	.563	48
Agreement B—Shops with under 8 employees:				
Foremen of 5 or less, first hands.....	.896	48	.896	48
Ovenmen, mixers.....	.833	48	.833	48
Bench hands.....	.813	48	.813	48
Bread—Machine shops:				
Foremen.....	1.075	40	1.075	40
Sponge and dough mixers, oven operators, ovenmen.....	.925	40	.925	40
Bench hands, dividers, molders, bun-machine operators.....	.875	40	.875	40
Oven feeders and dumpers, slicing- and wrapping-machine operators.....	.815	40	.815	40
Oven and bench helpers, twistors, panners.....	.725	40	.725	40
Helpers:				
First 6 months.....	.625	40	.625	40
After 6 months.....	.700	40	.700	40
Women employees:				
Foreladies, girls-in-charge.....	.725	40	.725	40
Finishers, packers, wrappers:				
First 6 months.....	.480	40	.480	40
After 6 months.....	.540	40	.540	40
Cake—Machine shops:				
Foremen.....	1.075	40	1.075	40
Mixers, icers, ovenmen.....	.875	40	.875	40
Ingredient scalers, fruit cookers, depositor- and drop-machine operators.....	.775	40	.775	40
Helpers:				
First 6 months.....	.625	40	.625	40
After 6 months.....	.700	40	.700	40
Women employees:				
Foreladies.....	.725	40	.725	40
Wrapping-machine operators.....	.700	40	.700	40
Wrappers, packers, finishers:				
First 6 months.....	.480	40	.480	40
After 6 months.....	.540	40	.540	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	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	40
Second men.....	.890	40	.890	40
Helpers:				
1-6 months.....	.550	40	.550	40
7-12 months.....	.600	40	.600	40
After 1 year.....	.650	40	.650	40
Women employees:				
First 6 months.....	.480	40	.480	40
After 6 months.....	.540	40	.540	40
Crackers and cookies:				
Head sweet-dough mixers.....	.935	40	.925	40
Peelers, reliefmen, sponge ovenmen.....	.910	40	.900	40
Head sponge mixers.....	.860	40	.850	40
Assistant sponge-dough mixers.....	.820	40	.800	40
Rollermen.....	.800	40	.775	40
Marshmallow mixers, sweet ovenmen.....	.780	40	.750	40
Firemen, draw boys.....	.760	40	.725	40
Pangreasers.....	.740	40	.700	40
Unclassified helpers:				
First 6 months.....	.625	40	.625	40
Second 6 months.....	.650	40	.650	40
After 1 year.....	.700	40	.700	40
Women employees:				
Packers.....	.600	40	.575	40
Cooky packers.....	.575	40	.550	40
Wrappers.....	.550	40	.500	40
Unclassified helpers:				
First 6 months.....	.450	40	.400	40
Second 6 months.....	.475	40	.410	40
Second year.....	.500	40	.450	40
After 2 years.....	.525	40	.475	40
Salt Lake City, Utah				
Bread and cake—Hand shops:				
Foremen.....	.990	48	.990	48
Oven and dough men, bench hands.....	.833	48	.833	48
Bread and cake—Machine shops:				
Foremen.....	1.070	40	1.070	40
Dough mixers, ovenmen.....	.950	40	.950	40
Scalers.....	.890	40	.890	40
Machinememen, bench hands.....	.840	40	.840	40
Shipping clerks, head wrappers.....	.770	40	.770	40
Checkers.....	.720	40	.720	40
Bread rackers, pan greasers.....	.670	40	.670	40
Helpers (first year).....	.570	40	.570	40
Women employees:				
Foreladies.....	.620	40	.620	40
Icers, wrappers, packers, labelers, sweet-roll panners.....	.550	40	.550	40
Wrapping-machine operators.....	.500	40	.500	40
San Francisco, Calif.				
Bread and cake—Hand shops:				
Dairy lunches, restaurants and cafeterias:				
Foremen, ovenmen.....	1.131	40	1.131	40
Bench hands.....	1.063	40	1.063	40
Retail shops:				
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
Depositor men, 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
Women employees:				
Foreladies.....	.790	40	.790	40
Icing girls:				
First 3 months.....	.650	40	.650	40
After 3 months.....	.700	40	.700	40
Ornamental work.....	.850	40	.850	40
Icing-machine operators, supervisors, cutters, department heads.....	.650	40	.650	40
Hand and machine wrappers, packers, pan girls, boxers, box assorters, toast girls, other helpers.....	.590	40	.590	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
San Francisco, Calif.—Continued				
Crackers and cookies:				
Agreement A:				
Machinemen, head mixers.....	\$1. 113	40	\$1. 113	40
Peelers, ovenmen, reliefmen.....	1. 063	40	1. 063	40
Rollermen.....	. 998	40	. 998	40
Mixers' and sponge-oven helpers.....	. 965	40	. 965	40
Wax and cellophane wrapping-machine set-up men, icing men, sugar-wafer men.....	. 950	40	. 950	40
Sweet-oven helpers, icing helpers, sweet-dough feeders, pan greasers and feeders, assemblymen, sugar-wafer helpers.....	. 900	40	. 900	40
Shippers, receivers.....	. 870	40	. 870	40
Traveling-oven feeders, dough feeders' helpers.....	. 825	40	. 825	40
General help, bench boys, packers.....	. 763	40	. 763	40
Women employees:				
Stackers.....	. 800	40	. 800	40
Supervisors.....	. 635	40	. 635	40
Sponge stackers and packers, stitching-machine operators, wrappers, bundlers, weighers, carton formers, sugar-wafer oven girls and spreaders, cellophane-bag-machine operators, sample girls, relief girls.....	. 600	40	. 600	40
Can renovators, icing and sugar-wafer girls, sweet packers.....	. 563	40	. 563	40
Agreement B:				
Machinemen, mixers, ovenmen.....	1. 145	40	1. 145	40
Cellophane and wax wrapping-machine operators.....	1. 008	40	1. 008	40
Icing men.....	. 950	40	. 950	40
Shippers, receivers.....	. 920	40	. 920	40
Benchmen.....	. 870	40	. 870	40
Women employees:				
Supervisors.....	. 635	40	. 635	40
Weighers, carton and caddy formers, wrappers, bundlers, relief girls, stitchers, cellophane-bag-machine operators.....	. 600	40	. 600	40
Icing girls, sweet packers.....	. 563	40	. 563	40
French and Italian hand shops:				
Foremen, ovenmen, mixers.....	1. 123	42	1. 123	42
Bench hands.....	1. 024	42	1. 024	42
French and Italian machine shops:				
Foremen, ovenmen, mixers.....	1. 179	40	1. 179	40
Bench hands.....	1. 075	40	1. 075	40
Scranton, Pa.				
Bread and cake—Hand shops:				
Agreement A:				
Ovenmen, dough mixers.....	. 813	48	. 813	48
Bench hands.....	. 708	48	. 708	48
Helpers.....	. 479	48	. 479	48
Agreement B:				
Mixers, ovenmen, first hands.....	. 844	48	. 844	48
Bench hands, oven helpers.....	. 729	48	. 729	48
Shippers.....	. 542	48	. 542	48
Wrappers, utilitymen.....	. 500	48	. 500	48
General helpers.....	. 417	48	. 417	48
Bread and cake—Machine shops:				
Agreement A:				
Bread and rolls department:				
Shipping clerks.....	1. 058	40	1. 058	40
Mixers, molders.....	. 980	40	. 980	40
Oven and proof-box men, dividers.....	. 905	40	. 905	40
Assistant shipping clerks.....	. 850	40	. 850	40
Flour blenders, mixers' helpers, third mixers.....	. 840	40	. 840	40
Pan setters.....	. 798	40	. 798	40
Wrappers, traveling-oven feeders and receivers.....	. 755	40	. 755	40
Pan greasers.....	. 740	40	. 740	40
Bench hands, hand wrappers, packers, molding-machine helpers.....	. 730	40	. 730	40
General helpers.....	. 655	40	. 655	40
Cake department:				
General utilitymen.....	. 843	40	. 843	40
Ovenmen, mixers.....	. 763	40	. 763	40
Depositor operators, pan greasers.....	. 668	40	. 668	40
General helpers.....	. 593	40	. 593	40
Women employees:				
Machine operators.....	. 513	40	. 513	40
Iceers, other helpers.....	. 500	40	. 500	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Scranton, Pa.—Continued				
Bread and cake—Machine shops—Continued.				
Agreement B:				
Bread department:				
Mixers, sponge-dough scalers.....	\$1.025	40	\$1.025	40
Traveling-oven feeders and dumpers, shipping clerks.....	.975	40	.975	40
Assistant mixers.....	.900	40	.900	40
Bread rackers.....	.875	40	.875	40
Dividers, molder operators, reliefmen.....	.825	40	.825	40
Receiving clerks, flour blenders.....	.800	40	.800	40
Assistant shipping clerks.....	.775	40	.775	40
Molders' helpers, wrapping-machine operators.....	.750	40	.750	40
Pan greasers.....	.700	40	.700	40
Cake department:				
Working foremen, receiving clerks.....	.950	40	.950	40
Mixers, scalers.....	.775	40	.775	40
Shipping clerks, ovenmen, depositors.....	.725	40	.725	40
Icing mixers.....	.715	40	.715	40
Oven helpers, wrapping-machine operators, depositors' helpers.....	.685	40	.650	40
Dumpers, stockmen.....	.635	40	.600	40
Pan greasers.....	.610	40	.575	40
Packers.....	.580	40	.525	40
Box sorters.....	.565	40	.500	40
Women employees:				
Wrapping machine operators.....	.530	40	.488	40
Boxmakers, packers.....	.530	40	.475	40
Wrappers, icers:				
First 6 months.....	.450	40	.400	40
Second 6 months.....	.530	40	.425	40
After 1 year.....	.543	40	.475	40
Variety department:				
Shippers, sponge and dough mixers, traveling-oven feeders and dumpers.....	.825	40	.825	40
Dough mixers and scalers.....	.775	40	.775	40
Wrapping-machine operators.....	.715	40	.700	40
Junior shipping clerks.....	.700	40	.700	40
Assistant dough rollers and bench hands, machine panners, machine operators.....	.690	40	.675	40
Bun packers.....	.555	40	.525	40
Pan greasers and rackers, variety rackers.....	.555	40	.500	40
Agreement C:				
Reliefmen.....	.975	40	.975	40
Receiving clerks.....	.950	40	.950	40
Mixers.....	.900	40	.900	40
Stockmen, cake depositors, oven operators.....	.825	40	.825	40
Divider and molder operators, industrial pan washers.....	.800	40	.800	40
Scalers, pan rackers, doughnut-machine operators, flour blenders, benchmen, steam-box men, depositors' helpers.....	.775	40	.775	40
Oven bread rackers, mixers' helpers, oven feeders and dumpers, wrapping-machine operators, tray ovenmen, small-roll workers, pan greasers.....	.750	40	.750	40
Bread packers and truckers, cake dumpers, loaders, carton makers.....	.725	40	.725	40
Industrial pan washers' helpers, doughnut-machine helpers, general baking helpers.....	.700	40	.700	40
Women employees:				
Pan greasers, cake cutters, machine wrappers, bread rackers, depositor girls.....	.550	40	.550	40
Doughnut-machine helpers, selectors, bread and roll girls, bench helpers, floor girls, icers, hand wrappers, cake shop girls.....	.500	40	.500	40
Bread only—Machine shops:				
Shipping clerks.....	1.058	40	1.058	40
Feed-ovenmen, molder operators, mixers, divider operators, utilitymen.....	.980	40	.980	40
Flour blenders.....	.845	40	.845	40
Mixers' helpers.....	.815	40	.815	40
Molder's helpers.....	.805	40	.805	40
Pan greasers.....	.799	40	.799	40
Traveling-oven dumpers and feeders, assistant shippers.....	.755	40	.755	40
Machine wrappers.....	.730	40	.730	40
Bread rackers and pick-up men:				
First 6 months.....	.655	40	.....	.....
After 6 months.....	.755	40	.....	.....

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Scranton, Pa.—Continued				
Pie and cake:				
Mixers.....	\$0.900	40	-----	-----
Ovenmen, fruit cookers.....	.875	40	-----	-----
Shipping clerks.....	.763	40	-----	-----
Ovenmen's helpers, scalers.....	.625	40	-----	-----
Pan greasers, depositor operators.....	.600	40	-----	-----
Cake dumpers.....	.575	40	-----	-----
Bowl and pan washers; depositors and fruit cookers' helpers; women icers, packers, box makers, hand and machine wrappers.....	.500	40	-----	-----
Crackers and cookies:				
Agreement A:				
Mixers.....	.935	40	\$0.935	40
Working 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
Assistant shipping clerks, mixers and dough rollers, ovenmen's helpers.....	.560	40	.560	40
Stackers, pan feeders, dough rollers, oven feeders.....	.485	40	.485	40
General helpers, flour blenders, sugar grinders, pan catchers and greasers.....	.410	40	.410	40
Utilitymen.....	.385	40	.385	40
Women employees:				
Working foreladies:				
Rate A.....	.410	40	.410	40
Rate B.....	.385	40	.385	40
Machine operators and handlers, marshmallow operators, box maker operators.....	.370	40	.370	40
Packers, bundlers, stackers, other helpers.....	.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:				
After 1 year.....	.972	36	.972	36
After 2 years.....	1.094	36	1.094	36
Unskilled help:				
Stockmen.....	.963	40	.963	40
Men-in-charge, assistant stockmen.....	.850	40	.850	40
General helpers:				
1-6 months.....	.625	40	.625	40
7-12 months.....	.688	40	.688	40
After 1 year.....	.775	40	.775	40
Women:				
Floorladies.....	.825	40	.750	40
Assistant floorladies.....	.775	40	.700	40
General workers:				
First 3 months.....	.500	40	.450	40
4-12 months.....	.575	40	.525	40
13-24 months.....	.613	40	.563	40
After 2 years.....	.650	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
Helpers:				
After 1 year.....	1.139	36	1.139	36
After 2 years.....	1.261	36	1.261	36
Control-room men.....	1.061	36	1.061	36
Crackers and cookies:				
Agreement A:				
Machinemen.....	1.080	40	1.060	40
Mixers.....	1.000	40	.980	40
Peelers.....	.980	40	.960	40
Receiving clerks.....	.940	40	.920	40
Ovenmen.....	.935	40	.915	40
Rollermen.....	.890	40	.870	40
Scalers, wrappers, oven helpers.....	.870	40	.850	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Seattle, Wash.—Continued				
Crackers and cookies—Continued.				
Agreement A—Continued.				
Mixers' helpers.....	\$0.830	40	\$0.810	40
Icing helpers.....	.755	40	.735	40
Pan cleaners, feeders, and other helpers:				
First 6 months.....	.705	40	.685	40
After 6 months.....	.755	40	.735	40
Women employees:				
Experienced sponge packers, combination packers..	.600	40	.580	40
Icers and sugar-wafer girls.....	.560	40	.540	40
Plain sweet packers.....	.550	40	.530	40
Agreement B:				
Mixers, machinemen.....	1.250	40	-----	-----
Peelers, ovenmen.....	1.100	40	-----	-----
Rollermen, scalers, wrappers, oven helpers.....	1.000	40	-----	-----
Mixers' helpers.....	.900	40	-----	-----
Pan cleaners, feeders, and other helpers:				
First 6 months.....	.700	40	-----	-----
After 6 months.....	.850	40	-----	-----
Women employees:				
Experienced sponge packers.....	.620	40	-----	-----
Icing and sugar-wafer girls, plain sweet packers, combination packers.....	.570	40	-----	-----
South Bend, Ind.				
Bread and cake—Hand shops:				
Agreement A:				
First hands.....	1.146	48	1.042	48
Second hands.....	1.042	48	.938	48
Agreement B:				
Bakers:				
First class.....	.771	48	.771	48
Second class.....	.500	48	.500	48
Helpers.....	.375	48	.375	48
Agreement C:				
Bakers:				
First class.....	.875	48	.875	48
Second class.....	.625	48	.625	48
Helpers.....	.375	48	.375	48
Bread—Machine shops:				
Agreement A:				
Mixers, dividermen, ovenmen, head benchmen, receiving clerks.....	.950	40	.950	40
Molder operators.....	.920	40	.920	40
Benchmen.....	.900	40	.900	40
Mixers' helpers, molders' helpers.....	.820	40	.820	40
Checkers.....	.800	40	.800	40
Conveyormen, bake-shop helpers.....	.780	40	.780	40
Stockroom men.....	.750	40	.750	40
Packers.....	.730	40	.730	40
Slicers, wrappers.....	.670	40	.670	40
Stale checkers.....	.650	40	.650	40
Agreement B:				
Mixers, dividers, ovenmen.....	.950	40	.950	40
Mixers' helpers, moldermen.....	.840	40	.840	40
Molders' helpers.....	.740	40	.740	40
Oven feeders and dumpers.....	.700	40	.700	40
Checkers.....	.670	40	.670	40
Conveyormen, bake-shop helpers.....	.650	40	.650	40
Packers.....	.600	40	.600	40
Slicers, wrappers.....	.540	40	.540	40
Agreement C:				
Mixers, dividermen, ovenmen, benchmen, molder operators.....	.900	42	.900	42
Wrappers.....	.850	42	.850	42
Pie and pastry:				
Loaders, doughmen, cooks, ingredient mixers.....	.780	40	.750	40
Receiving clerks, foremen.....	.750	40	.720	40
Fruit mixers, receivers.....	.680	40	.650	40
Dough choppers, machine operators, oven helpers.....	.630	40	.600	40
Women employees:				
Supervisors.....	.550	40	.520	40
Helpers.....	.500	40	.470	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
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
Oven dumpers helpers.....	.988	40	.988	40
Shipping and stock clerks, conveyormen, flour blenders, packers, bread rackers, machine wrappers.....	.888	40	.888	40
Women cake and cooky wrappers:				
First 2 months.....	.520	40	.520	40
After 2 months.....	.604	40	.604	40
Crackers and cookies:				
Agreement A:				
Machinememen.....	1.000	40	.988	40
Mixers.....	.970	40	.950	40
Peelers.....	.945	40	.925	40
Receiving clerks.....	.920	40	.900	40
Ovenmen.....	.895	40	.875	40
Rollermen.....	.860	40	.840	40
Scalemen, wrappers.....	.857	40	.838	40
Ovenmen's helpers.....	.850	40	.830	40
Mixers' helpers.....	.820	40	.800	40
Dough feeders, rollermen's helpers, assemblymen.....	.770	40	.750	40
Stackers.....	.750	40	.730	40
Pan cleaners and feeders, icing helpers, other helpers.....	.745	40	.725	40
Women employees:				
Working supervisors.....	.645	40		
Experienced sponge, and plain sweet packers, stackers, other helpers.....	.570	40	.550	40
Experienced icing room girls.....	.550	40	.530	40
Agreement B:				
Machinememen.....	1.020	40	1.000	40
Mixers.....	.970	40	.950	40
Peelers.....	.910	40	.890	40
Ovenmen, receiving clerks.....	.890	40	.870	40
Rollermen.....	.860	40	.840	40
Dough feeders, rollermen's helpers.....	.770	40	.750	40
Stackers.....	.750	40	.730	40
Icing helpers, pan cleaners and feeders other helpers.....	.745	40	.725	40
Women employees:				
Floorladies.....	.645	40	.620	40
Experienced icing room girls, experienced sponge and plain sweet packers, other helpers.....	.560	40	.540	40
Springfield, Mass.				
Bread, cake, and pies—Hand shops:				
Foremen.....	1.100	48	1.100	48
Second hands, dough mixers, bench hands.....	1.000	48	1.000	48
Bread and cake—Machine shops:				
Agreement A:				
Dough mixers.....	1.000	40	.975	40
Ovenmen.....	1.000	40	.900	40
Reliefmen.....	.900	40	.825	40
Shipping-room workers.....	.825	40	.825	40
Divider operators.....	.825	40	.800	40
Molder operators.....	.800	40	.775	40
Oven helpers.....	.800	40		
Cake-room helpers.....	.775	40	.775	40
Women employees:				
Icing girls.....	.550	40	.500	40
Helpers.....	.500	40	.450	40
Agreement B:				
Foremen.....	1.075	40	1.075	40
Dough mixers, peel ovenmen.....	1.000	40	1.000	40
Floormen, assistant foremen.....	.975	40	.975	40
Cake mixers.....	.900	40	.900	40
Cake ovenmen.....	.900	40		
Conveyor ovenmen.....	.850	40	.850	40
Dividers, molder-operators, bench hands.....	.825	40	.825	40
Dough-room helpers.....	.825	40		
Scalers.....	.800	40		
Women employees:				
Foreladies.....	.650	40	.650	40
Hand cake icers.....	.600	40		
Other helpers.....	.550	40	.550	40

TABLE 7.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued*

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Springfield, Mass.—Continued				
Bread only—Machine shops:				
Agreement A:				
Foremen.....	\$1. 075	40	\$1. 075	40
Bench foremen, dough mixers.....	. 975	40	. 975	40
Assistant foremen.....	. 900	40		
Peel ovenmen.....	. 850	40	. 850	40
Dividers, scalers, molder operators, bench hands.....	. 825	40	. 825	40
Conveyor ovenmen, pan greasers, dough-room helpers.....	. 800	40	. 800	40
Helpers.....	. 750	40	. 750	40
Packers, slicers, receivers.....	. 725	40	. 725	40
Coolers.....	. 725	40		
Women employees:				
Foreladies.....	. 650	40	. 650	40
Helpers.....	. 500	40	. 500	40
Agreement B:				
Reliefmen.....	1. 000	40	1. 000	40
Dough mixers.....	. 950	40	. 950	40
Divider operators, oven feeders.....	. 850	40	. 850	40
Molder operators.....	. 800	40	. 800	40
Other men.....	. 750	40	. 750	40
Hebrew hand shops:				
Foremen.....	1. 289	45	1. 289	45
Second hands, dough mixers.....	1. 173	45	1. 173	45
Bench hands.....	1. 056	45	1. 056	45
Tampa, Fla.				
Bread and cake—Machine shops:				
Foremen.....	. 841	44	. 841	44
Head cake men.....	. 795	44	. 795	44
Mixers.....	. 705	44	. 705	44
Ovenmen, proofing and baking.....	. 659	44	. 659	44
Second cake men.....	. 614	44	. 614	44
Bench and machine men, wrapping-machine operators.....	. 568	44	. 568	44
Oven loaders and dumpers.....	. 545	44	. 545	44
Wrapping-machine helpers, cake-shop and other helpers, cake icers.....	. 477	44	. 477	44
Hand wrappers.....	. 432	44	. 432	44
Bread only—Machine shops:				
Agreement A:				
Foremen.....	. 925	40	. 925	40
Dough mixers.....	. 775	40	. 775	40
Ovenmen.....	. 725	40	. 725	40
Machinemen, bench hands, machine wrappers.....	. 625	40	. 625	40
Oven loaders and dumpers.....	. 600	40	. 600	40
Bread rackers, pan greasers, helpers.....	. 525	40	. 525	40
Bread wrappers' helpers.....	. 475	40	. 475	40
Agreement B:				
Dough mixers.....	. 720	40	. 720	40
Ovenmen.....	. 660	40	. 660	40
Wrappers and helpers.....	. 450	40	. 450	40
Latin-American hand shops:				
Specialty bread:				
Master bakers, ovenmen-in-charge.....	. 751	48	. 751	48
Ovenmen, dough mixers-in-charge.....	. 679	48	. 679	48
Dough mixers.....	. 607	48	. 607	48
Bench hands.....	. 511	48	. 511	48
Helpers.....	. 416	48	. 416	48
Cake:				
Agreement A:				
Head cake and pastry men.....	. 795	44	. 795	44
Second cake and pastry men, ovenmen.....	. 614	44	. 614	44
Piemen.....	. 568	44	. 568	44
Helpers.....	. 477	44	. 477	44
Agreement B:				
First cake men.....	. 795	48		
Toledo, Ohio				
Bread and cake—Hand shops:				
First hands.....	1. 000	48	1. 000	48
Second hands.....	. 950	48	. 950	48
Third hands.....	. 900	48	. 900	48
Helpers.....	. 850	48	. 850	48

**TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities,
July 1, 1944, and July 1, 1943—Continued**

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Toledo, Ohio—Continued				
Bread and cake—Machine shops:				
Agreement A—Small shops:				
First mixers, first peel ovenmen, bread bench foremen..	\$0.936	40	\$0.936	40
Cake bench foremen.....	.886	40	.886	40
Second mixers, second peel ovenmen, reel ovenmen, roll and bread bench hands.....	.866	40	.866	40
Cake benchmen, ingredientmen, cake mixers and oven- men.....	.856	40	.856	40
Dividersmen, machine bread wrappers, frymen for yeast-raised products, hand frymen for cake and doughnuts.....	.836	40	.836	40
Moldermen.....	.766	40	.766	40
Bread slicers and rackers, bread wrappers' helpers, machine frymen for cake and doughnuts, shipping room helpers.....	.736	40	.736	40
Agreement B—Major shops:				
Bread department:				
First mixers.....	.990	40	.990	40
Second mixers.....	.940	40	.940	40
Oven operators.....	.920	40	.920	40
Benchmen.....	.900	40	.900	40
Traveling ovenmen, mixers' helpers, dividers, moldermen.....	.860	40	.860	40
Wrapping-machine set-up men.....	.840	40	.840	40
Molders' helpers.....	.810	40	.810	40
Flour blenders.....	.790	40	.790	40
Helpers in bake shop and wrapping, packing, and shipping rooms.....	.760	40	.760	40
Cake department:				
Ingredient scalers, dough mixers, icing mixers, oven- men, depositormen.....	.960	40	.960	40
Wrapping-machine set-up men.....	.820	40	.820	40
Dough and icing-mixers' helpers.....	.810	40	.810	40
Icing-machine operators.....	.780	40	.780	40
Depositor helpers, dumpers, checkers.....	.770	40	.770	40
Stockroom men.....	.760	40	.760	40
Pan greasers.....	.740	40	.740	40
Loaders, miscellaneous helpers.....	.730	40	.730	40
Women packers, wrappers, icers, helpers.....	.580	40	.580	40
Pie and pastry:				
Pie makers, ovenmen.....	.815	48	.765	48
Bench hands, fillers.....	.715	48	.665	48
Helpers (after 30 days).....	.615	48	.665	48
Women helpers (after 30 days).....	.505	48	.455	48
Crackers and cookies:				
Baking department:				
Oven No. 1:				
Machinemen.....	1.005	40	.955	40
Peelers-in.....	.900	40	.850	40
Ovenmen, spray-machine operators.....	.875	40	.825	40
Rollermen, peelers-out.....	.865	40	.805	40
Intermediate rollermen.....	.825	40	.775	40
Tray and pan boys.....	.775	40	.725	40
Oven No. 2:				
Machinemen.....	1.005	40	.955	40
Peelers-in.....	.925	40	.875	40
Ovenmen, rollermen.....	.875	40	.825	40
Peelers-out.....	.855	40	.805	40
Intermediate rollermen.....	.825	40	.775	40
Tray boys.....	.795	40	.745	40
Oven No. 3: Oven and machinemen.....				
General laborers, all ovens.....	1.040	40	.990	40
.....	.695	40	.645	40
Mixing department:				
Head mixers.....	.925	40	.875	40
Sponge mixers, assistant mixers, flour dumpers.....	.855	40	.805	40
Mixers' helpers.....	.805	40	.755	40
Packing department:				
Machine operators.....	.925	40	.875	40
Scalers.....	.775	40	.725	40
General laborers.....	.695	40	.645	40
Women employees:				
Working leaders.....	.695	40	.645	40
Machine bundlers.....	.665	40	.615	40
Sponge packers, carton formers.....	.645	40	.595	40
Caddy and case formers, sweet packers, wrapper feeders.....	.605	40	.550	40
Stackers.....	.570	40	.520	40
General helpers.....	.500	40	.450	40

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Toledo, Ohio—Continued				
Crackers and cookies—Continued.				
Icing department:				
Machinemen.....	\$0.905	40	\$0.855	40
Chocolate mixers.....	.875	40	.825	40
Icing and marshmallow mixers.....	.775	40	.725	40
Supply workers.....	.660	40	.610	40
Women employees:				
Working leaders.....	.695	40	.645	40
Marshmallow packers and feeders, scalers.....	.625	40	.575	40
Sandwich-machine feeders and packers, caddy and case formers, supply and lining men.....	.605	40	.555	40
Separators.....	.595	40	.545	40
Crimp-pack operators.....	.570	40	.520	40
Receiving and shipping department:				
Head loaders, night working leaders.....	1.160	40	1.110	40
Stockmen.....	.895	40	.845	40
Receiving stock clerks.....	.855	40	.805	40
Shipping laborers.....	.825	40	.775	40
Receiving stock handlers.....	.775	40	.725	40
Washington, D. C.				
Bread and cake—Machine shops:				
Day work:				
Journeyman.....	1.180	40	1.180	40
Helpers.....	.780	40	.780	40
Night work:				
Journeyman.....	1.380	40	1.380	40
Helpers.....	.880	40	.880	40
Packers, wrappers.....	.730	40	.730	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
Women helpers (after 6 months).....	.450	40	.450	40
Crackers and cookies:				
Sponge and graham bakers.....	.690	40	.640	40
Peelers-in, sweet bakers and crew.....	.675	40	.625	40
Mixers.....	.655	40	.605	40
Pan feeders, setters, greasers.....	.550	40	.450	40
Women helpers (after 6 months).....	.500	40	.400	40
Worcester, Mass.				
Bread and cake—Machine shops:				
Foremen.....	1.100	40	1.100	40
Peel ovenmen.....	.980	40	.980	40
Head benchmen.....	.925	40	.925	40
Mixers.....	.905	40	.905	40
Molders, bench hands, dividersmen.....	.850	40	.850	40
Special packers, gas ovenmen.....	.800	40	.800	40
Shipping packers, wrapping-machine operators.....	.735	40	.735	40
Pan rackers.....	.705	40	.705	40
Pan greasers.....	.650	40	.650	40
General helpers.....	.600	40	.600	40
Bread only—Machine shops:				
Foremen:				
Bakery.....	1.125	40	1.125	40
Sweet goods.....	1.050	40		
Mixers.....	.950	40	.950	40
Assistant packers.....	.900	40	.900	40
Batchmen.....	.850	40	.850	40
Molders, dividersmen.....	.900	40	.800	40
Oven dumpers.....	.750	40	.750	40
Mixers' helpers.....	.725	40	.725	40
Oven loaders, flour blenders.....	.700	40	.700	40
Machine wrappers, bakery helpers.....	.675	40	.675	40
Hand wrappers.....	.625	40	.625	40
Women helpers.....	.600	40	.600	40
Hebrew shops:				
Foremen.....	1.250	48	1.250	48
Second hands.....	1.146	48	1.146	48

TABLE 7.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1944, and July 1, 1943—Continued

City and classification	July 1, 1944		July 1, 1943	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Youngstown, Ohio				
Bread—Hand shops:				
Working foremen.....	\$0.930	48	\$0.930	48
Ovenmen, mixers.....	.870	48	.870	48
Bench hands.....	.810	48	.810	48
Helpers.....	.600	48	.600	48
Women helpers.....	.510	48	.510	48
Bread—Machine shops:				
Mixers, ovenmen.....	.975	40	.975	40
Mixers' helpers, bench and machine hands, dumpers and feeders.....	.900	40	.900	40
Wrapping-machine set-up men.....	.800	40	.800	40
Bake-shop helpers.....	.780	40	.780	40
Bread rackers, checkers, shippers, packers, wrappers, slicing-machine feeders and take-off men.....	.750	40	.750	40
Women employees:				
Bread rackers.....	.725	40	.725	40
Hand wrappers.....	.630	40	.630	40
Hebrew shops—bread only:				
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