

UNITED STATES DEPARTMENT OF LABOR

L. B. Schwellenbach, *Secretary*

BUREAU OF LABOR STATISTICS

Ewan Clague, *Commissioner*



Union Wages and Hours in the Baking Industry

July 1, 1945



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UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS,
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The SECRETARY OF LABOR:

I have the honor to transmit herewith the annual report on union wages and hours in the baking industry, July 1, 1945.

This report was prepared in the Bureau's Wage Analysis Branch by J. P. Corkery and Annette V. Simi, under the direction of Donald H. Gerrish.

EWAN CLAGUE, *Commissioner.*

Hon. L. B. SCHWELLENBACH,
Secretary of Labor.

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Bulletin No. 871 of the United States Bureau of Labor Statistics

[Reprinted from the Monthly Labor Review, March 1946 (with additional data)]

Union Wages and Hours in the Baking Industry, July 1, 1945

Summary

Hourly wages of union bakery workers in 59 cities averaged \$0.873 per hour on July 1, 1945, an advance of 1.3 percent since July 1, 1944. One of every 5 workers received a wage increase, but practically all of the increases were less than 10 percent.

Pie and pastry shop workers had the highest average increase during the year (2.9 percent) and also the largest percentage of members affected by raises (37.8 percent). As in previous years, bakers of Hebrew products, a highly skilled group, had the highest average rate (\$1.528 per hour) and cracker and cooky bakers the lowest (68 cents).

The straight-time workweek averaged 41 hours, although more than three-fourths of the workers were covered by collective agreements providing a 40-hour week. Agreements stipulating time and a half for work beyond the regular hours affected practically all of the union members. For over two-fifths of the workers, time and a half was also the prescribed rate for the seventh consecutive workday or Sunday.

Scope and Method of Study

The Bureau of Labor Statistics has made annual studies of union wage rates in various industries since 1907. The number of cities surveyed, ranging in population from 40,000 to over a million, has been gradually increased from 39 to 75. They are located in 40 States and the District of Columbia. Union scales effective on July 1, 1945, in the baking industry were collected by field agents of the Bureau from local trade-union officials in 59 of these cities and include 4,021 quotations covering 65,724 union members.¹ The rates reported for the various trade classifications are union scales effective July 1, 1945. A union scale may be defined as a minimum wage rate or maximum schedule of hours agreed upon through collective bargaining between employers and trade-unions. Scales in excess of the agreed minimum may be paid to union members because of long service, for special qualifications, or for personal or other reasons. Premium rates were not used in the preparation of this report.

¹ Bread and cake hand shops comprised 10.3 percent of total membership tabulated, bread and cake machine shops 53.1 percent, pie and pastry shops 3.9 percent, Hebrew baking shops 7.1 percent, other specialized baking shops 3.3 percent, and cracker and cooky shops 22.3 percent.

Prior to 1939 only one classification—that of bread baking—was included in this study. In that year the survey was expanded to cover all occupations in all types of baking except delivery drivers and plant-maintenance workers. Since 1941, the data presented have been segregated by type of baking involved, e. g., hand shop, machine shop, pie and pastry shop, cracker and cookie shop, Hebrew baking, and other specialized (national) baking such as French, Polish, Bohemian, Scandinavian, Spanish, and Italian.

Because of these changes in coverage, the averages shown in reports through the years are not comparable. For the purpose of measuring changes in scales from year to year the Bureau has constructed an index series, using 1939 as the base year, which minimizes the effect of shifts in union membership that obscure real changes in wages and hours. This index series, rather than the actual averages of rates presented in this and previous reports, should be used to determine the trend of hourly wage rates.

Trend of Wage Rates and Hours

Comparable quotations for July 1, 1944, and July 1, 1945, showed that average hourly wage rates increased 1.3 percent during the year, raising the index to 123.6 (1939=100).² The greatest average improvement (2.9 percent) was registered in the low-wage pie and pastry branch, reflecting gains of 1 to 13 cents per hour in 8 cities; these increases benefited approximately 38 percent of the workers in the group. The higher-wage bread and cake hand-shop bakers, whose members constitute 10 percent of the trade coverage, showed an average rise in rates of 2.3 percent.

Wage rates in the baking trades have risen steadily since 1939, the greatest gains being realized between 1940 and 1943, in which period wages of union workers increased an average of 18 percent.

No change in average straight-time weekly hours was indicated for the year ending July 1, 1945. The regular workweek gradually decreased between 1939 and 1942. Since 1942 there have been no changes in hours sufficient to cause any change in the index series.

	<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
1945.....	123.6	98.6

*Average Hourly Wage Rates*³

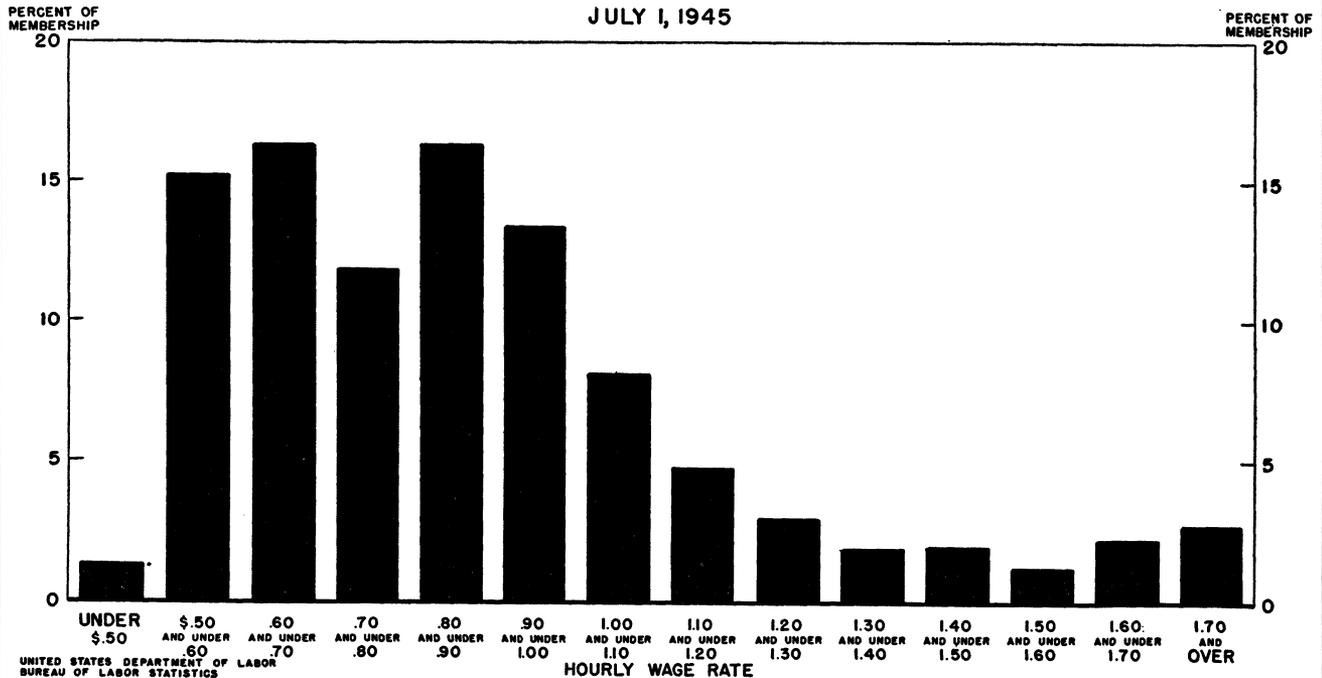
Hourly wage rates for organized bakery workers averaged \$0.873 on July 1, 1945, in the 59 cities surveyed (table 1). The

² In this index series the annual percent of change was computed from aggregates of the quotations of unions which furnished reports for identical classifications in two consecutive years. The membership weights in both of the aggregates used for each year-to-year comparison were those reported for the second year. The index numbers were constructed on this basis in order to minimize the influence of shifts in union membership which might obscure real changes in wages and hours.

³ The averages appearing in this report were based on union scales weighted by the number of union members actually employed at each individual scale.

DISTRIBUTION OF UNION BAKERY WORKERS BY HOURLY WAGE RATES

JULY 1, 1945



highest trade average was indicated for the branch producing Hebrew products (\$1.528). Averages exceeding the combined average for all branches of the trade were also recorded for bread and cake hand shops (\$1.091) and specialized baking shops (\$1.087). Cracker and cooky bakers had the lowest average (\$0.680); this was due primarily to the influence of the low wage rates prevailing in the unskilled occupations (such as female wrappers and packers) which make up a significant part of this branch of the industry.

TABLE 1.—*Distribution of Union Members in the Bakery Trades, by Hourly Wage Rates, July 1, 1945*

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were—														
		Under 50 cents	50 and under 60	60 and under 70	70 and under 80	80 and under 90	90 and under 100	100 and under 110	110 and under 120	120 and under 130	130 and under 140	140 and under 150	150 and under 160	160 and under 170	170 and over	
All types	\$0.873	1.3	15.1	16.3	11.8	16.3	13.4	8.1	4.7	3.0	1.9	2.0	1.2	2.2	2.7	
Bread and cake, hand	1.091	.3	1.8	1.9	3.8	9.9	15.7	27.7	17.8	3.0	3.1	.6	7.2	5.6	1.6	
Bread and cake, machine	.824	1.1	16.1	9.2	16.7	23.4	16.7	6.9	3.5	3.4	1.2	1.2	.4	.2	-----	
Pie and pastry	.699	2.7	43.1	33.1	10.9	16.4	8.0	2.8	.9	.3	-----	-----	-----	-----	-----	
Cracker and cooky	.680	2.8	23.9	44.6	8.9	8.6	8.2	2.6	.2	.2	-----	-----	-----	-----	-----	
Hebrew baking	1.528	.5	(¹)	.3	.4	1.3	1.8	2.6	1.7	6.1	7.2	17.5	3.5	21.1	36.0	
Other specialized baking ²	1.087	-----	-----	1.6	2.1	4.7	19.4	22.7	25.8	11.8	10.8	1.1	-----	-----	-----	

¹ Less than a tenth of 1 percent.

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

Comparisons among the various trade branches revealed that more than half of the workers producing Hebrew products had hourly rates in excess of \$1.60, while the same proportion of bread and cake machine-shop bakers were covered by rates ranging from 70 cents to \$1.00; less than 17 percent of the latter group were paid more than \$1.00. Over 61 percent of the bread and cake hand-shop bakers had rates ranging from 90 cents to \$1.20. Almost three-fourths of the cracker and cooky bakers and over three-fifths of the pie and pastry workers were concentrated in the rate range of 50 to 70 cents. More than 7 of every 10 bakers in specialized (nationality) shops received between \$1.00 and \$1.40 per hour, but none reported rates in excess of \$1.50.

Individual hourly rates ranged from a low of 37.5 cents for hand-shop helpers in South Bend, Ind., to a high of \$1.864 for first-hand Hebrew-products bakers in New York City, where almost 70 percent of this branch of the trade is concentrated.

Changes in Hourly Wage Rates, 1944-1945

Increases between 1944 and 1945 were indicated for over 20 percent of the quotations reported, covering about the same proportion of union members engaged in the baking industry (table 2). Over 85 percent of the members receiving raises had rate changes of less than 10 percent; two-thirds of these amounted to at least 5 percent. The pie and pastry shop workers were most successful in obtaining increases (37.8 percent benefited). For more than four-fifths of these workers the advances in rates did not exceed 10 percent.

TABLE 2.—Extent of Changes in Union Wage Rates and Percent of Members Affected by Increases, July 1, 1944, to July 1, 1945

Type of baking	Number of comparable quotations	Quotations showing increase		Union members receiving increases					
		Number	Percent	Percent of total	Percent receiving increase of—				
					Under 5 percent	5 percent and under 10 percent	10 percent and under 15 percent	15 percent and under 20 percent	20 percent and over
All types.....	3,868	858	22.2	21.1	6.2	12.1	1.6	0.4	0.8
Bread and cake, hand.....	220	52	23.6	28.6	7.5	15.9	.2	.....	5.0
Bread and cake, machine...	2,257	416	18.4	22.7	6.6	14.3	1.6	.1	.1
Pie and pastry.....	187	71	38.0	37.8	14.0	17.1	3.6	2.9	.3
Hebrew baking.....	98	23	23.5	9.5	5.1	4.4	.....	.....	.....
Other specialized baking ¹ ...	88	2	2.3	.5	.....	.3	.....	.....	.2
Cracker and cooky.....	1,018	294	28.9	17.8	4.7	8.5	2.5	1.0	1.1

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

The bread and cake hand shops had the next largest percentage of their members (28.6) reporting increased rates; gains of at least 5 but less than 10 percent applied to over half of these members. Over a fifth of the members in the bread and cake machine shops were recipients of wage increases, which for almost two-thirds of the workers amounted to less than 10 percent.

The cracker and cooky branch, the lowest paid in the industry, was the only one to report as many as a fourth of its workers affected by raises of as much as 10 percent.

Hebrew bake shops showed less than 10 percent of their members receiving higher rates, and none had increases as high as 10 percent. Other specialized bake shops benefited least, with less than 1 percent of their members participating in wage increases. However, for this small group the increases reported exceeded 10 percent.

Average Union Rates and Rate Changes by City⁴

Bakers of Hebrew products generally commanded the highest rates in the baking industry, and, as a result, the five highest city averages were in this branch (table 3). New York's average (\$1.625) was followed in order by Los Angeles (\$1.515), Detroit (\$1.434), Boston (\$1.396), and Chicago (\$1.380). The next highest city average was found in the bread and cake hand-shop branch, in which New York also led with an average of \$1.342. Large proportions of the members in both of these branches of the industry were in New York.

⁴ These percentage changes were based on specific rates weighted by the number of members working at each rate. Only those quotations showing comparable data for both 1944 and 1945 were included. Specific increases during the 12-month period of this study reflect larger percentage changes among those classifications with comparatively lower scales. Thus, if cracker and cooky bakers in City A increased their rate 10 cents per hour from 50 to 60 cents, an average increase of 20 percent was registered, while if the same absolute increase raised the rate for cracker bakers in City B from 90 cents to \$1.00 per hour the percentage change was only 11.1 percent.

TABLE 3.—Average Hourly Rates for Union Bakery Workers, by City and Type of Baking, July 1, 1945, and Percent of Increase Over Previous Year

Type of baking and city	Average hourly rate	Percent of increase	Type of baking and city	Average hourly rate	Percent of increase
Bread and cake, hand:			Bread and cake, machine—Con.		
New York, N. Y.	\$1.342	3.5	Cleveland, Ohio	\$0.739	0
San Francisco, Calif.	1.134	6.5	Minneapolis, Minn.	.736	0
Denver, Colo.	1.121	4.0	St. Paul, Minn.	.733	0
<i>Average, all cities</i>	<i>1.091</i>		Cincinnati, Ohio	.729	0
Cincinnati, Ohio	1.078		Des Moines, Iowa	.724	0
Portland, Oreg.	1.076	0	Omaha, Nebr.	.712	0
Los Angeles, Calif.	1.074	0	Columbus, Ohio	.711	0
Springfield, Mass.	1.020	0	Worcester, Mass.	.711	0
Cleveland, Ohio	1.014	7.5	Grand Rapids, Mich.	.702	0
Chicago, Ill.	1.011	0	Baltimore, Md.	.697	2.9
Butte, Mont.	1.003	0	Milwaukee, Wis.	.691	.9
Rochester, N. Y.	.976	0	Little Rock, Ark.	.675	0
St. Louis, Mo.	.970	0	Binghamton, N. Y.	.674	8.0
New Haven, Conn.	.950	0	Scranton, Pa.	.668	1.2
Toledo, Ohio	.930	0	El Paso, Tex.	.637	1.4
Newark, N. J.	.909	0	Birmingham, Ala.	.575	.1
Madison, Wis.	.901	0	Pie and pastry:		
Peoria, Ill.	.880	0	Rock Island (Ill.) district ¹	.910	0
St. Paul, Minn.	.877	6.5	New York, N. Y.	.884	1.1
South Bend, Ind.	.864	0	Boston, Mass.	.825	0
Des Moines, Iowa	.832	6.3	Philadelphia, Pa.	.787	4.1
Manchester, N. H.	.802	10.8	Detroit, Mich.	.760	10.2
Phoenix, Ariz.	.791	0	Los Angeles, Calif.	.718	0
Houston, Tex.	.783	0	Toledo, Ohio	.710	13.9
Salt Lake City, Utah	.779	2.2	<i>Average, all cities</i>	<i>.699</i>	
Minneapolis, Minn.	.758	0	Indianapolis, Ind.	.693	0
Youngstown, Ohio	.757	1.1	Cleveland, Ohio	.688	0
Indianapolis, Ind.	.753	0	York, Pa.	.656	4.0
Rock Island (Ill.) district ¹	.744	0	South Bend, Ind.	.631	6.3
Duluth, Minn.	.736	0	Scranton, Pa.	.630	0
Baltimore, Md.	.703	0	Chicago, Ill.	.622	2.9
Boston, Mass.	.691	4.3	Portland, Oreg.	.620	0
Scranton, Pa.	.650	0	Baltimore, Md.	.610	9.1
Bread and cake, machine:			Buffalo, N. Y.	.607	0
Portland, Oreg.	1.199	0	Omaha, Nebr.	.597	0
Seattle, Wash.	1.188	0	Providence, R. I.	.573	7.2
Washington, D. C.	1.109	6.7	Columbus, Ohio	.569	0
Denver, Colo.	1.079	5.1	Duluth, Minn.	.564	0
San Francisco, Calif.	1.055	0	Hebrew baking:		
Butte, Mont.	1.030	0	New York, N. Y.	1.625	.4
Spokane, Wash.	1.979	0	<i>Average, all cities</i>	<i>1.528</i>	
Los Angeles, Calif.	.944	.1	Los Angeles, Calif.	1.515	0
Kansas City, Mo.	.890	0	Detroit, Mich.	1.434	0
Duluth, Minn.	.880	0	Boston, Mass.	1.396	0
York, Pa.	.855	3.6	Chicago, Ill.	1.380	2.3
Phoenix, Ariz.	.850	2.8	New Haven, Conn.	1.299	0
St. Louis, Mo.	.841	.1	Rochester, N. Y.	1.291	0
New York, N. Y.	.834	.3	Philadelphia, Pa.	1.289	0
Newark, N. J.	.834	0	Cleveland, Ohio	1.283	0
Houston, Tex.	.832	0	Springfield, Mass.	1.243	6.4
<i>Average, all cities</i>	<i>.824</i>		Worcester, Mass.	1.184	0
Toledo, Ohio	.821	4.7	Pittsburgh, Pa.	1.118	0
Oklahoma City, Okla.	.820	1.1	Providence, R. I.	1.075	0
Rochester, N. Y.	.814	0	Milwaukee, Wis.	1.066	4.4
Detroit, Mich.	.807	3.4	Denver, Colo.	1.041	.5
Philadelphia, Pa.	.803	0	Minneapolis, Minn.	.944	0
New Orleans, La.	.801	0	St. Louis, Mo.	.921	0
Madison, Wis.	.801	0	Other specialized baking:²		
Buffalo, N. Y.	1.800	0	Detroit, Mich.	1.240	0
South Bend, Ind.	.800	0	New York, N. Y.	1.121	.2
Peoria, Ill.	.799	0	Chicago, Ill.	1.111	0
Chicago, Ill.	.791	0	<i>Average, all cities</i>	<i>1.087</i>	
Wichita, Kans.	.787	1.7	Buffalo, N. Y.	1.081	0
Springfield, Mass.	.777	1.9	San Francisco, Calif.	1.063	0
Pittsburgh, Pa.	.771	6.0	Cleveland, Ohio	.948	0
Providence, R. I.	.770	.2	Los Angeles, Calif.	.937	0
Indianapolis, Ind.	.768	0	Cracker and cooky:		
Dayton, Ohio	.763	0	San Francisco, Calif.	.827	11.8
Dallas, Tex.	.756	3.7	Duluth, Minn.	.752	0
New Haven, Conn.	.755	0	Spokane, Wash.	.732	0
Salt Lake City, Utah	.754	0	St. Louis, Mo.	.718	1.3
Boston, Mass.	.753	1.1	Boston, Mass.	.716	1.4
Rock Island (Ill.) district ¹	.750	0	New York, N. Y.	.710	.1
Louisville, Ky.	.748	0	Dayton, Ohio	.705	0

See footnotes at end of table.

TABLE 3.—Average Hourly Rates for Union Bakery Workers, by City and Type of Baking, July 1, 1945, and Percent of Increase Over Previous Year—Continued

Type of baking and city	Average hourly rate	Percent of increase	Type of baking and city	Average hourly rate	Percent of increase
Cracker and cooky—Continued.			Cracker and cooky—Continued.		
Los Angeles, Calif.-----	\$0.701	0	Portland, Oreg.-----	\$0.640	0
Detroit, Mich.-----	.693	.4	Denver, Colo.-----	.618	10.2
Rochester, N. Y.-----	.687	0	Louisville, Ky.-----	.615	0
Philadelphia, Pa.-----	.685	1.1	Minneapolis, Minn.-----	.612	.3
Average, all cities-----	.680	-----	Des Moines, Iowa.-----	.612	0
Cincinnati, Ohio.-----	.675	0	Columbus, Ohio.-----	.603	-----
Kansas City, Mo.-----	.674	4.6	Wichita, Kans.-----	.594	0
Seattle, Wash.-----	.668	0	Milwaukee, Wis.-----	.593	1.7
Toledo, Ohio.-----	.666	0	Salt Lake City, Utah.-----	.583	-----
Indianapolis, Ind.-----	.661	10.1	St. Paul, Minn.-----	.557	.1
Chicago, Ill.-----	.654	0	Birmingham, Ala.-----	.537	5.1
Cleveland, Ohio.-----	.647	8.4	Scranton, Pa.-----	.518	0
Buffalo, N. Y.-----	.644	0			

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 bread and cake machine shops, where most of the organized workers were employed, the highest city average (\$1.199) was recorded for Portland, Oreg. In addition, Seattle, Washington (D. C.), Denver, San Francisco, and Butte all had averages exceeding \$1.00. Averages in this branch were generally lower than in the hand-shop and Hebrew branches because of the inclusion of substantial numbers of relatively unskilled workers (usually women) engaged in routine icing, decorating, wrapping, and packing operations. This was also true of the cracker and cooky branch of the industry.

Detroit (\$1.24) had the highest average rate for bakers of specialized products other than Hebrew. Rock Island district (\$0.910) led the pie and pastry branch and San Francisco had the highest average in the cracker and cooky group (\$0.827). The lowest city averages in the industry were found in this branch—Birmingham (\$0.537) and Scranton (\$0.518).

Less than a third of the 34 cities having organized bread and cake hand-shop workers reported rate increases. The largest increase in this branch of the industry (10.8 percent) was reported in Manchester, followed by Cleveland (7.5 percent), San Francisco and St. Paul (6.5 percent).

In the bread and cake machine-shop branch, Binghamton showed the greatest relative increase (8 percent). Washington also reported a substantial increase (6.7 percent), followed by Pittsburgh (6.0 percent) and Denver (5.1 percent). An additional 18 cities reported increases in this branch and 35 reported no change.

Nine of the twenty-two cities reporting rates in the pie and pastry branch registered increases over their 1944 scales. Toledo's increase of 13.9 percent was the highest. Other important increases were recorded for Detroit (10.2 percent), Baltimore (9.1 percent), Providence (7.2 percent), and South Bend (6.3 percent).

In the cracker and cooky branch, increases were reported for 14 of 31 cities. San Francisco with an average increase of 11.8 percent headed the list, followed by Denver (10.2 percent) and Indianapolis (10.1 percent). Substantial increases were also found in cracker shops in Cleveland and Birmingham.

Among the 7 cities reporting specialized bake shops, only New York City showed any increase in wage scales between July 1, 1944 and July 1, 1945.

Hebrew bakers had rate changes in 5 of 17 cities reporting, Springfield having the greatest average increase (6.4 percent).

Straight-Time Weekly Hours

The average straight-time workweek of union bakery workers in 59 cities on July 1, 1945, was 41 hours. Bread and cake machine-shop and cracker and cooky workers had the shortest average hours (40 per week), while bread and cake hand-shop workers had the longest (45.4).

Forty hours constituted the straight-time workweek for over three-fourths of all workers covered by the study. Almost 9 percent had a regular 48-hour week, and a week of 42 or 45 hours was worked by 4.7 and 4.8 percent, respectively, of all members. Forty-eight hours was the longest workweek reported and 35 hours (recorded for first and second hands in Bohemian bakeries in New York) the shortest.

Among the individual branches of the industry, all of the workers in cracker and cooky shops, practically all in pie and pastry shops, and nine-tenths of the members in bread and cake machine shops had a regular workweek of 40 hours. In bread and cake hand shops three-fifths of the members reported a 48-hour week. Over three-fifths of all Hebrew bakers had a normal week of 45 hours while the regular week for over two-fifths of the workers in other specialized baking was 48 hours.

With few exceptions workers in the baking industry worked under the same straight-time hour scales in 1945 as in 1944. No increases in hours were recorded in any branch, and only slight decreases in the bread and cake and specialized bakery branches, affecting less than 1 percent of the total membership reported.

Overtime and Sunday Rates

Time and a half for overtime was stipulated in the collective agreement in 98.5 percent of the quotations tabulated, covering over nine-tenths of the membership. Although 71 percent of the Hebrew baking quotations indicated initial overtime rates of time and a half, only one-third of the branch was so affected. Agreements not specifying overtime rates or prescribing regular rates for work beyond the contract workweek were found in less than 1 percent of the quotations, affecting 3 percent of the organized workers. Other overtime rates covered 2.7 percent of the workers.

Time and a half for work performed on the seventh consecutive day or Sunday applied to 42 percent of the bakers studied. Over a third of the members worked under agreements providing double time for Sunday work; about a fifth were covered by contracts in which no Sunday rate was specified. Contracts covering shops producing Hebrew and other specialized bakery products frequently neglected to specify any special rate for Sunday or the seventh consecutive day. About half of the members in each of these branches were covered by such agreements. Various other overtime rates were applicable to almost 3 percent of the union bakers

and a negligible portion (0.5 percent) were under agreements prohibiting Sunday work.

Union Scales of Wages and Hours, by City

Table 4 lists the union rates of wages per hour and hours per week in effect July 1, 1945, and July 1, 1944. The table includes data for bakery trades workers by occupation and type of baking for each of the cities included in the annual union wage rate surveys. This listing lacks a full complement of cities as the Bureau was unable to obtain cooperation from a few unions and no organization was found in some of the covered areas.

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.

Daily or weekly rates reported in union agreements have been converted to hourly rates to facilitate comparisons.

Table 5 gives approximate wage increases negotiated between the date of the survey and April 1946. Data for this table were obtained from newspapers, union reports, trade journals, and other publications. This material is meant only to give an indication of the trend of negotiations since July 1945, and the figures shown in this appendix have not been verified by direct contact with either the unions or the employers.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BALTIMORE, MD.			
Hand shops:			
Agreement A:			
Dough mixers, journeymen bakers.....	\$. 625	40	-----
Helpers.....	. 550	40	-----
Agreement B:			
Dough mixers.....	. 833	48	\$. 833
Journeymen bakers.....	. 729	48	. 729
Helpers.....	. 604	48	. 604
Bread and cake—Machine shops:			
Foremen.....	1. 100	40	-----
Mixers.....	1. 040	40	-----
Peel ovenmen.....	. 970	40	-----
Traveling-oven men.....	. 950	40	-----
Ingredient scalars.....	. 920	40	-----
Bench hands, machine operators.....	. 880	40	-----
Bread checkers.....	. 820	40	-----
Icers, bread and cake wrappers.....	. 780	40	-----
General help, men.....	. 740	40	-----
General help, women.....	. 560	40	-----
Bread department:			
Agreement A:			
Mixers.....	. 875	40	. 875
Bench hands, ingredient scalars, oven operators.....	. 825	40	. 825
Dividers, molders.....	. 750	40	. 750
Wrapping-machine operators.....	. 690	40	. 690

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BALTIMORE, MD.—continued			
Bread and cake—Machine shops—Continued			
Bread department—Continued			
Agreement A—Continued			
Oven dumpers and helpers.....	\$0. 875	40	\$0. 675
Oven feeders.....	. 650	40	. 650
Mixers' helpers, bread packers.....	. 625	40	. 625
Women bread wrappers.....	. 600	40	. 600
Male bakery helpers, pan greasers, flour blenders.....	. 583	40	. 583
Women helpers.....	. 500	40	. 500
Agreement B:			
Mixers, ovenmen.....	. 890	40	. 890
Set-up men.....	. 835	40	. 835
Dividers.....	. 790	40	. 790
Oven dumpers.....	. 740	40	. 740
Molders, ovenmen's helpers, cooler men, bake-shop helpers.....	. 690	40	. 690
Pan greasers.....	. 640	40	. 640
Wrappers and slicers, men.....	. 615	40	. 615
Molders' helpers.....	. 600	40	. 600
Wrappers and slicers, women.....	. 525	40	. 500
Cake and sweet department:			
Agreement A:			
Mixers.....	. 875	40	. 875
Ingredient mixers.....	. 825	40	. 825
Ovenmen (first class).....	. 800	40	. 800
Cake packers, ovenmen (second class).....	. 750	40	. 750
Cake decorators, icing mixers.....	. 725	40	. 725
Depositor operators, utility men, bench hands.....	. 700	40	. 700
Cooky mixers, decorators.....	. 675	40	. 675
Oven feeders.....	. 600	40	. 600
Pan greasers, bakery help.....	. 583	40	. 583
Bakers' helpers.....	. 550	40	. 550
Packers.....	. 500	40	. 500
Women employees:			
Cake icers.....	. 500	40	. 500
Cake wrappers.....	. 475	40	. 475
Agreement B:			
Mixers, ovenmen.....	. 890	40	. 890
Icing makers.....	. 880	40	. 880
Ingredient and dough scalers.....	. 740	40	. 740
Scalers' helpers, over dumpers.....	. 690	40	. 690
Flour blenders.....	. 665	40	. 665
Oven helpers.....	. 640	40	. 640
Packers and shippers.....	. 600	40	. 585
Pan greasers.....	. 600	40	. 565
Tray and mold boys.....	. 585	40	. 565
Icers.....	. 575	40	. 500
Wrappers, women.....	. 525	40	. 500
Bread only—Machine shops:			
Oven operators, dough mixers, shipping clerks.....	. 875	40	. 800
Doughnut-machine operators, divider and molder operators, wrapping-machine operators, bench hands.....	. 825	40	. 750
Ingredient scalers, oven feeders and dumpers, mixers' helpers, stock clerks, doughnut-room men.....	. 775	40	. 700
Pan rakers, flour handlers, chute and bread packers, pan washers and greasers, molders' helpers, selectors and order packers.....	. 725	40	. 650
Helpers, women.....	. 600	40	. 600
Cake only—Machine shops:			
Foremen, mixers.....	. 950	40	. 950
Icers.....	. 675	40	. 675
Scalers, ovenmen, mixers' and icers' helpers.....	. 525	40	. 525
Pan greasers and helpers.....	. 450	40	. 450
Wrapper foreladies.....	. 425	40	. 425
Wrappers.....	. 400	40	. 400
Doughnuts:			
Agreement A:			
Machine operators, mixers, enrobing-machine operators.....	. 700	40	. 650
Bench hands, fryers, miscellaneous yeast employees.....	. 650	40	. 600
Packers and wrappers (women), after 6 months.....	. 550	40	. 500
Agreement B:			
Doughnut-machine operators.....	. 775	40	-----
Bakery helpers.....	. 700	40	-----
Packers.....	. 550	40	-----

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BINGHAMTON, N. Y.			
Bread and cake—Machine shops:			
Bread department:			
Utility men	\$0.920	40	\$0.850
Supervisor of checkers	.870	40	.820
Tray-oven men	.870	40	.805
Mixers	.870	40	.800
Checkers	.870	40	.770
Divider operators	.820	40	.750
Benchmen	.820	40	.745
Travelling-oven feeders and dumpers, molders	.820	40	.770
Ingredient scalers	.770	40	.720
Wrapping-machine operators	.770	40	.670
Flour handlers	.720	40	.700
Mixers' helpers	.720	40	.650
Cooler pick-up men	.670	40	.650
Machine helpers	.670	40	.600
Pan greasers, women helpers	.570	40	.475
Cake and cruller department:			
Mixers	.800	40	.800
Icing mixers	.770	40	.750
Cake scalers	.770	40	.725
Sugar grinders	.770	40	.720
Loaders, packers	.720	40	.700
Kitchen helpers	.670	40	.600
Helpers, general	.620	40	.600
BIRMINGHAM, ALA.			
Bread and cake—Machine shops:			
Agreement A:			
Mixers	.800	40	.800
Ovenmen	.675	40	.675
Head benchmen, rolling-machine operators	.650	40	.650
Utility men	.630	40	.630
Dividers, molders, shipping clerks, and checkers	.625	40	.635
Benchmen	.600	40	.600
Oven helpers, bake-shop helpers, machine wrappers	.525	40	.525
Shipping helpers, after 3 months	.475	40	.475
Agreement B:			
Bread department:			
Mixers	.885	40	.885
Ingredient scalers	.810	40	.810
Dividers, ovenmen	.785	40	.785
Molders	.710	40	.710
Feeders and dumpers	.635	40	.635
Helpers:			
First 3 months	.485	40	.485
After 3 months	.585	40	.585
Cake department:			
Head mixers	.960	40	.960
Mixers	.885	40	.885
Ovenmen	.785	40	.785
Icing mixers	.760	40	.760
Ingredient scalers	.735	40	.735
Dividers	.720	40	.720
Sugar grinders	.635	40	.635
Head icers	.595	40	.595
Oven dumpers	.585	40	.585
Flour dumpers	.535	40	.535
Bake-shop helpers:			
First 3 months	.485	40	.485
After 3 months	.585	40	.585
Icers and wrappers	.500	40	.500
Shipping department:			
Checkers and order fillers	.610	40	.610
Wrapping-machine operators	.595	40	.595
Packers	.585	40	.585
Agreement C:			
Bread department:			
Head mixers	.885	40	.885
Head ovenmen	.850	40	.850
Head benchmen, head machinemen	.820	40	.820

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BIRMINGHAM, ALA.—continued			
Bread and cake—Machine shops—Continued			
Agreement C—Continued			
Bread department—Continued			
Mixers.....	\$0.800	40	\$0.800
Ovenmen.....	.760	40	.760
Head wrappers.....	.740	40	.740
Benchmen, machinemen.....	.730	40	.730
Second wrappers.....	.650	40	.650
Bake-shop helpers.....	.585	40	.585
Pan greasers.....	.550	40	.550
Wrapping helpers.....	.510	40	.510
Cake department:			
Head ovenmen, mixers.....	.750	40	.750
Ovenmen.....	.700	40	.700
Mixers' helpers.....	.680	40	.680
Scalers.....	.635	40	.635
Dumpers, stock clerks.....	.585	40	.585
Stock checkers.....	.555	40	.530
Pan greasers, icers, wrappers.....	.500	40	.500
Shipping department:			
Shippers.....	.610	40	.610
Packers.....	.585	40	.585
Bread only—Machine shops:			
Mixers.....	.885	40	.885
Dividers, ovenmen.....	.785	40	.785
Molders.....	.710	40	.710
Machine wrappers.....	.650	40	.650
Feeders and dumpers.....	.635	40	.635
Packers and checkers.....	.610	40	.610
Helpers and pan greasers.....	.585	40	.585
Slicer feeders.....	.510	40	.510
Crackers and cookies:			
Machine operators.....	.760	40	.730
Head mixers.....	.735	40	.710
Sponge peelers (after 6 months), sponge-oven bakers.....	.660	40	.630
Mixers, head marshmallow mixers.....	.655	40	.630
Sweet-oven bakers, stackers, machine feeders.....	.610	40	.580
Checkers, wrapping-machine operators, marshmallow mixers.....	.605	40	.580
Sponge peelers (first 6 months), sponge bakers' helpers, dough rollers, sweet-oven helpers, tray men.....	.590	40	.560
Mixers' helpers, issue clerks, icing mixers, syrup cookers.....	.585	40	.560
Stock checkers.....	.555	40	.530
Tray and pan dumpers, stock helpers, cold-room packers, checkers, trays, sponge packers, large-carton makers, large-wafer-machine operators.....	.535	40	.510
General helpers, male.....	.505	40	.480
Packers and bundlers.....	.485	40	.460
Stacker learners.....	.460	40	.430
Women helpers, caddy and carton makers.....	.455	40	.430
BOSTON, MASS.			
Hand shops:			
Agreement A—Bread and rolls:			
Night foremen.....	1.114	44	1.068
Mixers.....	.977	44	.932
Ovenmen.....	.864	44	.818
Benchmen.....	.841	44	.795
Agreement B—Bread and pastry:			
Dough mixers.....	.958	48	.958
Ovenmen, bench hands.....	.750	48	.750
Molders, divider operators.....	.646	48	.646
Bakers' helpers, wrapping-machine operators, shippers.....	.604	48	.604
Women helpers.....	.500	48	.500
Agreement C—Pie, bread, and pastry:			
Foremen, second hands, mixers, cake decorators.....	.875	48	.833
Head benchmen.....	.853	48	.813
Ovenmen.....	.813	48	.771
Frosting makers.....	.771	48	.729
Filling cooks.....	.719	48	.688
Benchmen.....	.708	48	.667
Shippers, cleaners and greasers, bread-wrapping-machine operators.....	.542	48	.500
General helpers.....	.531	48	.500
Frosters.....	.477	48	.438

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BOSTON, MASS.—continued			
Hand shops—Continued			
Agreement D—Pie, bread, and pastry:			
Foremen.....	\$0.990	48	\$0.990
Ovenmen, dough mixers.....	.844	48	.844
Benchmen.....	.781	48	.781
Frosters.....	.610	48	.610
Bread and cake—Machine shops:			
Agreement A:			
Mixers.....	1.080	40	1.080
Dividormen.....	.960	40	.960
Mixers' helpers, moldermen, oven feeders, ingredient scalers.....	.910	40	.910
Flour blenders, wrappers.....	.875	40	.875
Floormen.....	.860	40	.860
Molders' helpers, rackers, pan greasers, packers.....	.825	40	.825
Agreement B:			
Mixers.....	1.013	40	1.013
Molder operators, ovenmen, machinemen.....	.925	40	.925
Mixers' and ovenmen's helpers, ingredient scalers.....	.888	40	.888
Benchmen.....	.878	40	.878
Bakery helpers, pan greasers.....	.818	40	.818
Checkers and rackers, packers, wrappers, slicing-machine operators:			
First year.....	.738	40	.738
2 to 5 years.....	.825	40	.825
After 5 years.....	.850	40	.850
Bread only—Machine shops:			
Mixers.....	1.000	40	1.000
Divider operators.....	.900	40	.900
Mixers' helpers.....	.870	40	.870
Molder operators.....	.860	40	.860
Wrapping-machine operators.....	.830	40	.830
Benchmen, ovenmen, benchwomen.....	.820	40	.820
Bakery helpers.....	.780	40	.780
Wrapping-machine helpers.....	.715	40	.715
Packers.....	.680	40	.680
Stockmen, flour dumpers.....	.650	40	.650
Roll packers, strippers, and baggers.....	.600	40	.600
Cake only—Machine shops:			
Agreement A:			
Mixers.....	.980	40	.945
Ovenmen.....	.950	40	.920
Ingredient scalers.....	.850	40	.850
Helpers:			
First 6 weeks.....	.620	40	.620
After 6 weeks.....	.720	40	.720
Table heads.....	.640	40	.640
Women helpers.....	.560	40	.540
Packers, icers, wrappers:			
First 6 weeks.....	.500	40	.460
After 6 weeks.....	.560	40	.540
Agreement B:			
Mixers.....	.970	40	.950
Icing mixers.....	.925	40	.925
Ovenmen.....	.920	40	.900
Ingredient scalers.....	.830	40	.830
Shippers.....	.800	40	.800
Helpers.....	.750	40	.750
Table heads.....	.620	40	.620
Wrappers, women:			
First 3 months.....	.500	40	.440
After 3 months.....	.540	40	.520
Pie and pastry:			
Agreement A:			
Ovenmen.....	.900	40	.900
Soft-pie ovenmen, mixers.....	.888	40	.888
Flour handlers.....	.838	40	.838
Helpers.....	.763	40	.763
Agreement B:			
Foremen.....	.958	48	.958
Ovenmen, bench hands.....	.800	48	.800
Wrappers and frosters.....	.613	48	.613
Helpers.....	.500	48	.500

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BOSTON, MASS.—continued			
Crackers and cookies:			
Sponge department:			
Machine captains	\$0.975	40	\$0.965
Peelers .....	.900	40	.890
Mixers, bakers .....	.880	40	.870
Mixers' helpers .....	.855	40	.845
Rollermen .....	.850	40	.840
Oven firemen .....	.800	40	.790
Utility men .....	.785	40	.775
Bakers' helpers .....	.755	40	.745
Edgers .....	.715	40	.705
Flour-bag cleaners .....	.690	40	.680
Floormen .....	.685	40	.675
Dog-food department:			
Machine captains, mixers .....	.875	40	.865
Bakers .....	.850	40	.840
Reliefmen .....	.845	40	.835
Kibblers .....	.685	40	.675
Dough feeders .....	.800	40	.790
Mixers' helpers .....	.750	40	.740
Pan feeders .....	.715	40	.705
Bakers' helpers .....	.755	40	.745
Packing department:			
Receiving clerks .....	.840	40	.830
Wax-wrapping-machine operators .....	.800	40	.790
Receivers .....	.790	40	.780
Floormen and cooks, dog-food packing .....	.750	40	.740
Utility floormen .....	.685	40	.675
Working supervisors .....	.645	40	.635
Carton formers .....	.600	40	.590
Wax-wrapping-machine feeders .....	.590	40	.580
Sponge packers and caddy stitchers .....	.580	40	.570
Bundlers and labelers, dog-food packers, handlers of broken and rejected goods .....	.570	40	.560
Shipping department:			
Light shippers .....	.875	40	.865
Car checkers .....	.840	40	.830
Head carloaders .....	.815	40	.805
Shippers, assemblers, car assemblers .....	.790	40	.780
Carloaders .....	.775	40	.765
Stock clerks .....	.755	40	.745
Stockmen .....	.705	40	.695
Hebrew shops:			
Foremen	1.521	48	1.521
Second hands	1.417	48	1.417
Third hands	1.313	48	1.313
BUFFALO, N. Y.			
Bread and cake—Hand and semimachine shops:			
Day work:			
Oven hands and mixers .....	.955	44	.955
Bench hands .....	.909	44	.909
Helpers .....	.682	44	.682
Night work:			
Oven hands and mixers	1.000	44	1.000
Bench hands .....	.955	44	.955
Helpers .....	.727	44	.727
Bread and cake—Machine shops:			
Agreement A:			
Foremen	1.100	40	1.100
Oven hands and mixers	1.050	40	1.050
Bench hands	1.000	40	1.000
Scalers and machine operators .....	.925	40	.925
Ingredientmen .....	.875	40	.875
Oven dumpers .....	.800	40	.800
Helpers and pan greasers, packers and checkers, flour dumpers and blenders .....	.750	40	.750
Bread and pan stackers .....	.725	40	.725
Icers and wrappers, women .....	.575	40	.575
Agreement B:			
Mixers, cake decorators	1.000	42	1.000
Assemblymen, ovenmen, fried-cake-machine operators .....	.950	42	.950
Dividermen, bench hands .....	.930	42	.930

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BUFFALO, N. Y.—continued			
Bread and cake—Machine shops—Continued			
Agreement B—Continued			
Moldermen.....	\$0.900	42	\$0.900
Mixers' helpers, doughnut fryers, icing-machine operators.....	.850	42	.850
Wrapping-machine operators.....	.830	42	.830
Bench helpers, packers, cooky-machine operators, oven helpers, flour sifters and blenders.....	.800	42	.800
Bake-shop helpers, flour sifters' and blenders' helpers.....	.750	42	.750
Cooler men, fried-cake coolers.....	.700	42	.700
Icers, wrappers and packers (women).....	.570	42	.570
Agreement C:			
Bread:			
Foremen, wrapping-machine foremen.....	1.113	40	1.113
Mixers.....	1.000	40	1.000
Assemblymen, traveling-oven men.....	.950	40	.950
Dividermen, bench hands.....	.930	40	.930
Machine and molder men.....	.900	40	.900
Dividers, women.....	.830	40	.830
Wrapping-machine operators, men.....	.825	40	.825
Bench and oven helpers, checkers.....	.800	40	.800
Wrapping and slicing helpers, flour handlers, utility men, packers, cooler men, cooler women.....	.775	40	.775
Pan greasers.....	.750	40	.750
Wrapping-machine operators (women).....	.725	40	.725
Bench and oven helpers (women).....	.700	40	.700
Pan greasers (women).....	.650	40	.650
Cake:			
Foremen.....	1.065	40	1.065
Mixers.....	.990	40	.990
Assemblymen, traveling-oven men.....	.940	40	.940
Scalers.....	.920	40	.920
Fried-cake-machine men.....	.865	40	.865
Wrapping-machine operators.....	.815	40	.815
Foreladies.....	.795	40	.795
Oven helpers.....	.790	40	.790
Pan greasers.....	.740	40	.740
Pie-machine boys, after 6 months.....	.690	40	.690
Cake decorators (women).....	.690	40	.690
Icers, packers, wrappers, pie-machine operators (women).....	.570	40	.570
Agreement D:			
Working foremen.....	1.113	40	1.113
Mixers.....	1.000	40	1.000
Assemblymen, ovenmen.....	.950	40	.950
Dividermen, bench hands.....	.930	40	.930
Machine and moldermen.....	.900	40	.900
Mixers' helpers.....	.850	40	.850
Assembly helpers.....	.825	40	.825
Wrapping-machine operators, checkers, bench helpers, oven feeders and dumpers.....	.800	40	.800
Packers; male, wrapping-machine helpers, flour handlers, cooler men.....	.775	40	.775
Pan greasers.....	.750	40	.750
Icers and wrappers (women).....	.600	40	.600
Cake only—Machine shops:			
Agreement A:			
Mixers.....	.950	40	.950
Assemblymen, assemblywomen.....	.910	40	.910
Ovenmen.....	.890	40	.890
Depositors, scalers (women).....	.880	40	.880
Assembly helpers, bench hands.....	.850	40	.850
Shipping-room foremen.....	.800	40	.800
Miscellaneous help (men).....	.765	40	.765
Wrapping-machine operators.....	.760	40	.760
Foreladies'.....	.700	40	.700
Miscellaneous help (women).....	.635	40	.635
Agreement B:			
Mixers.....	.950	40	.950
Rollette mixers, scaling-machine depositors.....	.900	40	.900
Ovenmen.....	.890	40	.890
Helpers, jam cookers.....	.750	40	.750
Foreladies, pan greasers.....	.725	40	.725
Icing-machine operators (women).....	.680	40	.680
Icers, packers, wrappers, rollers, boxers (women).....	.635	40	.635

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BUFFALO, N. Y.—continued			
Pie and pastry:			
Doughnuts:			
Machine operators	\$0. 750	40	\$0. 750
Packers and wrappers (women) .....	. 875	40	. 675
Crackers and cookies:			
Agreement A:			
Mixing department:			
Sponge mixers .....	. 895	40	. 895
Sponge helpers .....	. 835	40	. 835
Flour dumpers .....	. 775	40	. 775
Baking department:			
Machine captains .....	. 935	40	. 935
Peelers .....	. 895	40	. 895
Bakers, traveling- and reel-ovens .....	. 865	40	. 865
Cuttermen .....	. 845	40	. 845
Sponge rollermen .....	. 835	40	. 835
Sponge drawmen .....	. 795	40	. 795
Graham-oven men feeders, oven firemen .....	. 765	40	. 765
Stackers, pan feeders and greasers .....	. 715	40	. 715
Ritz baking department:			
Machine captains .....	. 875	40	. 875
Mixers, rollermen .....	. 775	40	. 775
Mixers' helpers .....	. 745	40	. 745
Spray-machine operators, oven feeders and takers-out .....	. 715	40	. 715
Icing department:			
Head mixers .....	. 925	40	. 925
Mixers .....	. 875	40	. 875
Machinemen, mixers' helpers .....	. 815	40	. 815
Machine set-up men .....	. 795	40	. 795
Working supervisors (women) .....	. 655	40	. 655
Machine operators .....	. 675	40	. 675
Packers, feeders, handlers (women) .....	. 565	40	. 565
Cone department:			
Assistant foremen .....	. 895	40	. 895
Mixers .....	. 775	40	. 775
Supervisors .....	. 695	40	. 695
Miscellaneous baking and packing workers .....	. 645	40	. 645
Packing department:			
Pan dumpers .....	. 725	40	. 725
Checkers and truckers .....	. 715	40	. 715
Working supervisors, repack girls .....	. 665	40	. 665
Sponge packers .....	. 615	40	. 615
Hand bundlers, carton formers, machine sweet packers, scalers and weighers, filling and machine operators, "Q" formers and stitchers, hand-carton formers, machine operators .....	. 565	40	. 565
Agreement B:			
Mixing department:			
Head mixers .....	. 945	40	. 945
Sponge mixers .....	. 865	40	. 865
Sweet mixers .....	. 835	40	. 835
Mixers' helpers .....	. 805	40	. 805
Flour dumpers .....	. 715	40	. 715
Baking department:			
Machine captains .....	. 935	40	. 935
Peelers .....	. 895	40	. 895
Reel-oven bakers .....	. 865	40	. 865
Cuttermen .....	. 845	40	. 845
Sponge rollermen .....	. 835	40	. 835
Traveling-oven unloaders, sponge drawmen, reel-oven take-out men .....	. 795	40	. 795
Traveling-oven loaders .....	. 745	40	. 745
Pan feeders and greasers, general help .....	. 715	40	. 715
Towermen .....	. 625	40	. 625
Stackers (female) .....	. 615	40	. 615
Scrap girls .....	. 565	40	. 565
Icing and cello-bag department:			
Head mixers .....	. 865	40	. 865
Machine set-up men .....	. 795	40	. 795
Paper cutters, icing mixers' helpers .....	. 775	40	. 775
Machinemen .....	. 745	40	. 745
Checkers and truckers, general help (men) .....	. 715	40	. 715
Working supervisors (women) .....	. 665	40	. 665
Packers and feeders (women) .....	. 665	40	. 565
General help (women) .....	. 525	40	. 525

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
BUFFALO, N. Y.—continued			
Crackers and cookies—Continued			
Agreement B—Continued			
Packing department:			
Checkers and truckers (men)	\$0. 715	40	\$0. 715
Working supervisors .....	. 665	40	. 665
Sponge packers .....	. 615	40	. 615
Hand bundlers, carton formers (machine) .....	. 575	40	. 575
Sweet packers, carton formers (hand), "Q" formers, cover stitchers, repack girls .....	. 565	40	. 565
General helpers .....	. 525	40	. 525
Polish and Hebrew shops:			
Night work:			
First hands	1. 173	1 40	1. 173
Second hands	1. 067	1 40	1. 067
Day work:			
First hands	1. 050	40	1. 050
Second hands .....	. 950	40	. 950
BUTTE, MONT.			
Hand shops:			
Foremen	1. 270	44	1. 270
Journeymen	1. 133	44	1. 133
Women wrappers .....	. 642	44	. 642
Machine shops:			
Foremen, dough mixers	1. 297	42	1. 297
Ovenmen	1. 261	42	1. 261
Bench hands	1. 187	42	1. 187
Men wrappers .....	. 900	44	. 900
Women wrappers .....	. 642	44	. 642
CHICAGO, ILL.			
Bread and cake—Hand shops:			
Agreement A:			
First hands or spongers, ovenmen	1. 041	48	1. 041
Second hands .....	. 941	48	. 941
Third hands .....	. 841	48	. 841
Agreement B:			
Retail:			
First hands	1. 020	48	1. 020
Second hands .....	. 979	48	. 979
Wholesale:			
First hands, mixers, ovenmen, spongers	1. 075	40	1. 075
Second hands, bench and machine hands, molders, dividers ..	1. 025	40	1. 025
Bread and cake—Machine shops:			
Bread only:			
Working foremen	1. 125	40	1. 125
Ingredient scalers, mixers	1. 020	40	1. 020
Ovenmen, dividermen .....	. 970	40	. 970
Dough dumpers, soft-roll scaling-machine men, molders, travel- ing-oven dumpers and feeders, bench hands .....	. 920	40	. 920
Bake-shop helpers:			
First 60 days .....	. 600	40	. 600
60-90 days .....	. 700	40	. 700
After 90 days .....	. 810	40	. 810
Cake only:			
Agreement A:			
Cake mixers, icing mixers, ovenmen, first scalers, doughnut mixers, head cookers .....	. 910	40	. 910
Ingredientmen, stockmen, benchmen .....	. 850	40	. 850
Mixers' helpers, oven helpers, second scalers, all other shop helpers .....	. 770	40	. 770
Dumpers and truckers .....	. 700	40	. 700
Wrapping-machine feeders, pie-machine crew .....	. 570	40	. 570
Women employees:			
First 6 months .....	. 480	40	. 480
Second 6 months .....	. 500	40	. 500
After 1 year .....	. 550	40	. 550
After 5 years .....	. 570	40	. 570
Agreement B:			
Working foremen	1. 125	40	1. 125
Mixers	1. 020	40	1. 020

¹ 37½-hour week on July 1, 1944.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
CHICAGO, ILL.—continued			
Bread and cake—Machine shops—Continued			
Cake only:—Continued			
Agreement B—Continued			
Scalers, cake and yeast oven feeders and dumpers, cooky-machine operators.....	\$0.970	40	\$0.970
Bench hands.....	.920	40	.920
Helpers:			
First 60 days.....	.600	40	.600
60 to 90 days.....	.700	40	.700
After 90 days.....	.810	40	.810
Women employees:			
Foreladies.....	.750	40	.750
Icers.....	.650	40	.650
Dough handlers, machine feeders.....	.600	40	.600
General helpers:			
First year.....	.500	40	.500
After 1 year.....	.550	40	.550
Pie and pastry:			
Ingredientmen, ovenmen, cooks, dough mixers.....	.850	40	.850
Dough breakers, fruit mixers, servicemen, helpers.....	.650	40	.650
Pie-machine operators.....	.620	40	.670
Apple slicers.....	.540	40	.540
Toppers, wrappers, cream-pie fillers, cake icers, fruit cleaners, women helpers, plate washers, sorters, inspectors:			
Rate A.....	.510	40	.510
Rate B.....	.550	40	.550
Crackers and cookies:			
Agreement A:			
Mixing room:			
Mixers.....	.970	40	.970
Raw-material scalers.....	.950	40	.950
Mix-room helpers.....	.850	40	.850
Flour dumpers.....	.750	40	.750
Sponge-baking department:			
Machine captains.....	1.050	40	1.050
Dough feeders, rollermen.....	.975	40	.975
Ovenmen.....	.900	40	.900
Dough cutters.....	.850	40	.850
Scrap boys.....	.725	40	.725
Sweet-baking department:			
Machine captains.....	1.050	40	1.050
Machine sheeters, ovenmen.....	.900	40	.900
Dough feeders.....	.775	40	.775
Icing department:			
Machinemen.....	.850	40	.850
Head mixers, icers.....	.750	40	.750
Packers.....	.610	40	.610
Head sample girls.....	.585	40	.585
Cellophane packers, sample helpers, female stitchers, trolley packers.....	.540	40	.540
Packing department:			
Stacking-machine captains.....	.950	40	.950
Wrapping-machine operators.....	.800	40	.800
Scalers.....	.700	40	.700
General helpers.....	.650	40	.650
Bundlers, sponge packers.....	.620	40	.620
Sweet packers.....	.580	40	.580
Carton formers.....	.560	40	.560
Women carton and caddy stitchers.....	.540	40	.540
Stackers, feeder girls.....	.510	40	.510
Receiving department:			
Flour unloaders.....	.820	40	.820
Order fillers, stockmen.....	.780	40	.780
Receiving clerks.....	.775	40	.775
Paper cutters, sugar grinders.....	.725	40	.725
Shipping department:			
Head shipping clerks.....	1.000	40	1.000
Men-in-charge, commission department.....	.900	40	.900
Men-in-charge, wholesale department.....	.850	40	.850
Stockmen.....	.700	40	.700
Agreement B:			
Sponge-mixing department:			
Mixers.....	.970	40	.970
Mixers' helpers.....	.920	40	.920
General helpers.....	.625	40	.625

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
CHICAGO, ILL.—continued			
Crackers and cookies—Continued			
Agreement B—Continued			
Sponge-baking department:			
Machine captains	\$1.060	40	\$1.060
Peelers-in	1.020	40	1.020
Rollermen .....	.970	40	.970
Draw boys .....	.825	40	.825
Stackers .....	.725	40	.725
Sweet-mixing department:			
Mixers .....	.970	40	.970
Mixers' helpers .....	.920	40	.920
Sweet-baking department:			
Ovenmen .....	.900	40	.900
Machinemen .....	.850	40	.850
Ovenmen's helpers .....	.825	40	.825
Pan feeders and greasers .....	.650	40	.650
Icing room:			
Machinemen .....	.850	40	.850
Mixers .....	.800	40	.800
Packers .....	.560	40	.560
Feeders and stackers .....	.510	40	.510
Packing department:			
Wrapping-machine men .....	.820	40	.820
Fiber-case stitchers and sealers .....	.800	40	.800
Sponge packers, bundlers .....	.620	40	.620
Sweet packers .....	.580	40	.580
Glassine packers, sample-room girls, fiber-case sealers (women) .....	.540	40	.540
Hebrew shops:			
Foremen or first hands	1.417	48	1.385
Second hands	1.354	48	1.325
Third hands	1.125	48	1.094
Bohemian shops—Bread:			
Small shops, hand:			
First hands	1.042	48	1.042
Second hands .....	.979	48	.979
Large shops, machine:			
First hands	1.250	40	1.250
Second hands	1.175	40	1.175
Italian shops:			
Hand shops:			
First-class bakeries:			
Without unemployment insurance .....	.938	48	.938
With unemployment insurance .....	.917	48	.917
Second-class bakeries:			
Without unemployment insurance .....	.875	48	.875
With unemployment insurance .....	.854	48	.854
Machine shops:			
First-class bakeries	1.100	40	1.100
Second-class bakeries	1.025	40	1.025
Polish shops:			
Retail shops:			
Day work:			
Foremen, spongers	1.125	48	1.125
Second hands	1.000	48	1.000
Night work:			
Foremen, spongers	1.325	48	1.325
Second hands	1.200	48	1.200
Wholesale shops:			
Day work:			
Foremen, spongers	1.229	48	1.229
Second hands	1.104	48	1.104
Night work:			
Foremen, spongers	1.429	48	1.429
Second hands	1.304	48	1.304
Machine shops:			
Day work:			
Foremen, spongers	1.100	48	1.100
Second hands	1.000	48	1.000
Night work:			
Foremen, spongers	1.200	48	1.200
Second hands	1.000	48	1.000
South-side shops:			
Foremen, spongers	1.188	48	1.188
Second hands	1.063	48	1.063

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
CINCINNATI, OHIO			
Bread and cake—Hand shops:			
Foremen, first hands	\$1.190	42	-----
Bakers	1.071	42	-----
Bread and cake—Machine shops:			
Foremen and first hands	1.065	40	\$1.065
Ovenmen, mixers .....	.983	40	.983
Bench and machine hands, icing mixers, ingredient scalers .....	.920	40	.920
Helpers .....	.795	40	.795
Machine-wrapper operators .....	.760	40	.760
Packers and shippers .....	.660	40	.660
Chutemen and machine helpers .....	.620	40	.620
Utility helpers .....	.610	40	.610
Foreladies, working .....	.600	40	.600
Women helpers:			
First 6 months .....	.500	40	.500
After 6 months .....	.550	40	.550
Crackers and cookies:			
Head mixers, cutting-machine operators .....	.950	40	.950
Band-oven captains (night), reel-oven operators .....	.900	40	.900
Machine set-up captains, peelers .....	.870	40	.870
Upright-brake rollermen, baking and icing mixers, band-oven men .....	.850	40	.850
Marshmallow depositor operators, receiving clerks, stock clerks, truck shipping clerks, assistant reel-oven operators, inspectors; men, checker captains, assistant cutting-machine operators .....	.810	40	.810
Assistant mixers, order checkers, spray-machine operators, auto-brake operators .....	.770	40	.770
Marshmallow beaters, order fillers, flour dumpers .....	.730	40	.730
Captains .....	.700	40	.700
Syrup mixers, enrober helpers, grinding mill operators, slotting-machine operators, order chasers, car packers, cheese and fig grinders, spray-machine cleaners, shortening weighers .....	.690	40	.690
Machine operators (class A), packers, ingredient weighers, oven tenders, box tapers .....	.650	40	.650
Bundlers, magazine feeders, machine feeders, stock clerks, nesting makers, machine operators (class B), breakers (stacker), variable sealers, dump fillers .....	.600	40	.600
Carton weighers, general help .....	.550	40	.550
Women employees:			
Inspectors .....	.650	40	.650
Machine helpers, scrap pickers, carton handlers and assemblers, supply girls .....	.550	40	.550
CLEVELAND, OHIO			
Bread and cake—Hand shops:			
First hands	1.145	48	1.066
Second hands	1.083	48	1.003
Third hands .....	.958	48	.878
Women, all classes .....	.625	48	.589
Bread and cake—Machine shops:			
Ovenmen, mixers, ingredientmen, cake decorators .....	.950	40	.950
Bench or machine hands .....	.900	40	.900
Mixers' helpers, oven feeders and dumpers, wrapper and slicer adjusters .....	.850	40	.850
Bread slicers, open-kettle fryers, bake-shop and shipping-room helpers .....	.800	40	.800
Women shipping-room and bake-shop helpers, bread slicers and wrappers .....	.700	40	.700
Shop helpers, inexperienced, female .....	.530	40	.530
Pie and pastry:			
Mixers, ovenmen, fruit cookers .....	.950	40	.950
Doughnut-machine operators .....	.850	40	.850
Dough cutters, bake-shop helpers .....	.800	40	.800
Machine girls .....	.640	40	.640
Women wrappers .....	.550	40	.550
Hebrew shops:			
First hands	1.400	45	1.400
Second hands	1.289	45	1.289
Cake bakers	1.133	45	1.133
Helpers .....	.867	45	.867
Bohemian shops:			
First hands .....	.979	48	.979
Second hands .....	.917	48	.917

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
CLEVELAND, OHIO—continued			
Polish shops:			
First hands, ovenmen, mixers	\$1.042	48	\$1.042
Second hands .....	.938	48	.938
Third hands, shipping clerks, doughnut fryers, pan cleaners .....	.750	48	.750
Crackers and cookies:			
Mixers, ovenmen, machinemen, peelers .....	.930	40	.880
Rollermen .....	.830	40	.780
Helpers .....	.780	40	.730
All women help .....	.580	40	.630
COLUMBUS, OHIO			
Bread and cake—Machine shops:			
Agreement A:			
Mixers .....	.925	40	-----
Ovenmen .....	.875	40	-----
Dividers, oven feeders and dumpers, icing mixers, doughnut-machine operators .....	.860	40	-----
Bench hands, tunnel-oven feeders and dumpers, shippers, molders, depositors .....	.810	40	-----
Order workers .....	.760	40	-----
Helpers, panners, greasers, packers, blenders .....	.720	40	-----
General help, first 30 days .....	.650	40	-----
Women employees:			
Helpers, carton strippers .....	.530	40	-----
General helpers, first 30 days .....	.480	40	-----
Agreement B:			
Bread:			
Mixers, ovenmen .....	.900	40	.900
First-class machinemen, ingredient scalers, benchmen .....	.850	40	.850
Mixers' helpers, oven loaders and unloaders .....	.820	40	.820
Dividers, molder operators .....	.800	40	.800
Second-class benchmen, ingredient scalers .....	.750	40	.750
Branch loaders .....	.700	40	-----
Panners, roll .....	.700	40	.700
Hand icers, after 1 year .....	.650	40	.650
Wrapping-machine operators:			
30-90 days .....	.600	40	.600
90 days-1 year .....	.650	40	.650
After 1 year .....	.700	40	.700
Pan and rack washers—bread:			
90 days-1 year .....	.600	40	.600
After 1 year .....	.650	40	.650
Pan washers and greasers—Rolls:			
30-90 days .....	.550	40	.550
90 days-1 year .....	.600	40	.600
Cake:			
Mixers .....	.900	40	.900
Ovenmen, decorators .....	.850	40	.850
Machinemen, depositors .....	.800	40	.800
Machine operators .....	.750	40	.750
Machine helpers, pan washers and greasers:			
30-90 days .....	.550	40	.550
90 days-1 year .....	.600	40	.600
After 1 year .....	.650	40	.650
Women employees:			
30-90 days .....	.500	40	.500
3-6 months .....	.550	40	.550
6 months-1 year .....	.600	40	.600
After 1 year .....	.650	40	.650
Bread—Machine shops:			
Agreement A:			
Foremen:			
Bread department	1.100	40	1.100
Wrapping department	1.050	40	1.050
Mixers .....	.875	40	.875
Ovenmen .....	.850	40	.850
Dividers, molders, bun-machine operators .....	.800	40	.800
Wrapping-machine operators .....	.750	40	.750
Twisters, panners .....	.725	40	.725
Feeders, dumpers, benchmen, wrappers, checkers .....	.700	40	.700
Oven helpers675	40	.675
Bake-shop helpers650	40	.650
Extra helpers625	40	.625

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TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
COLUMBUS, OHIO—continued			
Bread—Machine shops—Continued			
Agreement B:			
Working foremen.....	\$1.063	40	\$1.063
Mixers.....	.900	40	.900
Ovenmen.....	.820	40	.820
Checkers, bread and machinemen.....	.800	40	.800
Stockmen.....	.720	40	.720
Wrappers.....	.700	40	.700
Helpers.....	.670	40	.670
Flour blenders.....	.650	40	.650
Agreement C:			
Mixers, ovenmen.....	.845	40	.845
Oven helpers, feeders, dumpers, dividers, head wrappers, molders.....	.795	40	.795
Mixers' helpers.....	.745	40	.745
Wrapping-machine operators.....	.700	40	.700
Pan greasers, molders' helpers, bread rackers.....	.670	40	.670
Flour blenders.....	.630	40	.630
Agreement D:			
Mixers, ovenmen.....	.900	40	.900
Wrapping-machine operators.....	.875	40	.875
Bench foremen.....	.850	40	.850
Bench and machine operators, feeders, dumpers.....	.800	40	.800
Checkers.....	.750	40	.750
Flour dumpers, rackers, packers, helpers.....	.700	40	.700
Women rackers, packers.....	.650	40	.650
Pie and pastry:			
Oven, ingredient scalers, cookers.....	.650	40	.650
Trimmers, rollers, fillers, toppers, pan washers and greasers:			
30-90 days.....	.500	40	.500
90 days-1 year.....	.550	40	.550
After 1 year.....	.600	40	.600
Shipping department:			
Wrapping-machine operators.....	.800	40	.800
Wrapping-machine helpers, packers, and shippers:			
30-90 days.....	.600	40	.600
90 days-1 year.....	.650	40	.650
After 1 year.....	.700	40	.700
Order fillers:			
30-90 days.....	.500	40	.500
90 days-1 year.....	.550	40	.550
After 1 year.....	.600	40	.600
Stockroom and receiving clerks, freight handlers and flour dumpers:			
First 3 months.....	.650	40	.650
After 3 months.....	.700	40	.700
Crackers and cookies:			
Head mixers.....	.925	40	-----
Ovenmen, pan pullers.....	.875	40	-----
Machine operators, dough mixers.....	.860	40	-----
Receiving clerks, machine feeders, oven tenders.....	.810	40	-----
Mixers' helpers, dough-break roll feeders.....	.760	40	-----
Ingredient scalers, stockmen.....	.720	40	-----
Packers, wrapping-machine operators, dumpers, feeders, cleaners.....	.650	40	-----
General help, first 30 days.....	.630	40	-----
Scrap pickers, tray and carton scalers.....	.580	40	-----
Stitchers, packers, magazine feeders.....	.630	40	-----
Women employees:			
Ingredient scalers.....	.650	40	-----
Helpers, first 30 days.....	.480	40	-----
DALLAS, TEX.			
Bread and cake—Machine shops:			
Agreement A:			
Working foremen.....	1.040	40	1.020
Mixers.....	.940	40	.920
Ovenmen.....	.920	40	.900
Twisters, panners, dividers, oven dumpers or loaders, benchmen, second bakers, bread checkers, shipping clerks.....	.830	40	.810
Helpers.....	.610	40	.600
Agreement B:			
Working foremen.....	1.040	40	1.020
Mixers.....	.940	40	.920

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
DALLAS, TEX.—continued			
Bread and cake—Machine shops—Continued			
Agreement B—Continued			
Cake depositors, molders, dividers, twisters, benchmen, wrapping- and slicing-machine operators	\$0.830	40	\$0.810
Helpers, packers, checkers	.610	40	.600
Women employees:			
Foreladies	.650	40	.600
General helpers:			
First 6 months	.500	40	-----
After 6 months	.550	40	.500
Agreement C:			
Bread:			
Working foremen	1.100	45	1.100
Mixers	.920	45	.920
Machine operators	.880	45	.880
Slicing-machine operators, feeders	.810	45	.810
Helpers	.630	45	.630
Cake:			
Foremen	1.020	45	1.020
Bench, oven, and machine operators	.850	45	.850
Foreladies	.700	45	.650
Cake decorators, wrapping-machine operators	.650	45	.600
Helpers	.600	45	.600
Iciers and wrappers:			
First 3 months	.500	45	.450
After 3 months	.550	45	.500
Agreement D:			
Bread:			
Foremen	1.040	40	1.020
Mixers, spongers, ovenmen	.940	40	.920
Benchmen, molders, twisters, pan rackers, dividers, oven dumpers or loaders, slicing- and wrapping-machine operators	.830	40	.810
Dispensing checkers	.830	40	.800
Dispensing and stock-room workers, helpers	.640	40	.630
Cake:			
Working foremen	1.040	40	1.020
Batter and icing mixers	.940	40	.920
Ovenmen	.920	40	.900
Bench hands, ingredient scalars	.830	40	.810
Shipping clerks	.825	40	.810
Pan greasers, cake dumpers	.610	40	.600
Women employees:			
Foreladies	.650	40	.600
Helpers:			
First 3 months	.500	40	.400
4-6 months	.550	40	.450
After 6 months	.600	40	.600
Cake only—Machine shops:			
Mixers, first scalars	.940	40	.920
Ovenmen	.920	40	.900
Ingredient scalars, shipping-room clerks	.830	40	.810
Miscellaneous male employees	.700	40	.600
Finishers and wrappers (female):			
First 6 months	.500	40	-----
7-12 months	.550	40	-----
After 12 months	.600	40	-----
DAVENPORT, IOWA (See Rock Island (Ill.) District)			
DAYTON, OHIO			
Bread and cake—Semimachine shops:			
Agreement A:			
Moldermen	.865	44	.865
Benchmen	.840	44	.840
Wrapping-machine men	.720	44	.720
Agreement B:			
Foremen	.852	44	.852
Mixers	.800	44	.800
Ovenmen, benchmen	.750	44	.750
Wrappers and packers	.590	44	.595
Women iciers, wrappers, packers	.550	44	.500

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
DAYTON, OHIO—continued			
Bread and cake—Machine shops:			
Production department:			
Mixers, oven operators	\$0.915	40	\$0.915
Dividormen, moldermen, oven feeders and dumpers	.865	40	.865
Benchmen	.840	40	.840
Doughnut-machine operators	.825	40	.825
Mixers' helpers	.815	40	.815
Other bake-shop helpers	.720	40	.720
Wrapping department:			
Set-up men	.800	40	.800
Wrapping-machine helpers	.720	40	.720
Women icers, wrappers and packers on cakes, buns, and rolls	.550	40	.550
Crackers and cookies—Ice cream cones:			
Mixers, machine captains	.790	40	.790
Dough carriers, slotters and cutters, handlers and shippers	.740	40	.740
Packers and wrappers	.670	40	.670
DENVER, COLO.			
Bread and cake—Hand shops:			
Day work:			
Foremen	1.140	48	1.140
Ovenmen and dough mixers	1.050	48	1.010
Bench hands	1.000	48	.950
Night work:			
Foremen	1.240	48	1.185
Ovenmen and dough mixers	1.150	48	1.085
Bench hands	1.100	48	.990
Bread and cake—Machine shops:			
Foremen:			
Day work	1.140	40	1.110
Night work	1.240	40	1.193
Dough mixers, spongers, ovenmen:			
Day work	1.050	40	1.010
Night work	1.150	40	1.093
Bench hands and machine operators:			
Day work	1.000	40	.950
Night work	1.100	40	1.033
Crackers and cookies:			
Agreement A:			
Baking department:			
Machine captains	.925	40	.885
Head sponge and sweet mixers, peelers	.875	40	.835
Bakers	.845	40	.806
Mixers, roller-men, drawmen	.825	40	.785
Mixers' helpers, stackers	.730	40	.685
General helpers, male:			
First 3 months	.585	40	.535
4-6 months	.615	40	.565
7-9 months	.645	40	.595
10-12 months	.675	40	.625
13-15 months	.705	40	.655
After 15 months	.730	40	.685
Packing and icing department:			
Icing mixers	.825	40	.785
Wrapping machine set-up men	.775	40	-----
Floormen	.680	40	-----
Women employees:			
Sponge packers	.575	40	.525
Bundlers, machine operators, "Q" formers and stitchers	.550	40	.495
Sweet and icing packers	.550	40	.475
Graham packers	.550	40	-----
Unclassified helpers:			
First 3 months	.450	40	.385
4-6 months	.480	40	.420
7-9 months	.510	40	.450
10-12 months	.540	40	.480
After 1 year	.550	40	.510
Agreement B:			
Baking department:			
Machine men	.975	40	.925
Sponge and sweet head mixers, ovenmen, peelers, sponge reliefmen	.925	40	.875
Dough mixers, roller-men	.875	40	.825

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
DENVER, COLO.—continued			
Crackers and cookies—Continued			
Agreement B—Continued			
Baking department—Continued			
Dough feeders	\$0.815	40	\$0.765
Mixers' helpers .....	.780	40	.730
Sponge-oven helpers .....	.770	40	.720
Pan greasers .....	.745	40	.695
Packing department:			
Wrapping- and labeling-machinemen .....	.890	40	.840
Head caser, paper-cutting-machine operators .....	.815	40	.765
Wrapping- and labeling-machine helpers .....	.745	40	.695
Basement:			
Lard men .....	.815	40	.765
Stock clerks .....	.780	40	.730
Icing room:			
Jelly, cream, and icing mixers; machinemen .....	.875	40	.825
Jelly, cream, and icing helpers; marshmallow men .....	.745	40	.695
Women helpers:			
First 3 months .....	.500	40	.400
4-6 months .....	.525	40	.425
7-9 months .....	.550	40	.500
10-12 months .....	.575	40	.525
After 1 year .....	.600	40	.550
General helpers, all departments (men):			
First month .....	.600	40	.550
2-3 months .....	.625	40	.575
4-6 months .....	.650	40	.600
7-9 months .....	.675	40	.625
10-12 months .....	.700	40	.650
After 1 year .....	.725	40	.675
Hebrew shops:			
Working foremen:			
Day work	1.140	40	1.140
Night work	1.240	40	1.223
Shift foremen:			
Day work	1.110	40	1.110
Night work	1.210	40	1.193
Dough mixer, spongers, ovenmen:			
Day work	1.010	40	1.010
Night work	1.110	40	1.093
Bench hands, machine operators:			
Day work .....	.950	40	.950
Night work	1.050	40	1.033
DES MOINES, IOWA			
Bread and cake—Hand shops:			
First hands .....	.938	48	.899
Second hands .....	.833	48	.781
Third hands .....	.740	48	.688
Bread and cake—Machine shops:			
Agreement A:			
Working foremen	1.000	40	1.000
Dough mixers, ovenmen, pan setters, pan dumpers .....	.900	40	.900
Benchmen, machinemen, shipping clerks .....	.800	40	.800
Helpers:			
First 6 months .....	.550	40	.550
7-12 months .....	.600	40	.600
After 1 year .....	.650	40	.650
Agreement B:			
Working foremen	1.000	40	1.000
Mixers, scalers, ovenmen .....	.900	40	.900
Benchmen:			
First 6 months .....	.800	40	.800
After 1 year .....	.900	40	.900
Machine men, shipping clerks, assemblers, carton makers .....	.800	40	.800
Helpers:			
First 6 months .....	.550	40	.550
Second 6 months .....	.600	40	.600
After 1 year .....	.650	40	.650

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
DES MOINES, IOWA—continued			
Bread and cake—Machine shops—Continued			
Agreement B—Continued			
Women employees:			
Foreladies.....	\$ 0.700	40	\$ 0.700
Cake wrappers, packers, carton makers, packers of doughnuts or bread on conveyor line:			
First 6 months.....	.550	40	.550
7-12 months.....	.575	40	.575
After 1 year.....	.610	40	.610
Crackers and cookies:			
Mixing and baking department:			
Head mixers.....	.990	40	.990
Machine men.....	.930	40	.930
Mixers' helpers.....	.895	40	.895
Reliefmen, peelers.....	.880	40	.880
Bakers.....	.860	40	.860
Drawmen.....	.825	40	.825
Rollermen.....	.765	40	.765
Stacker.....	.755	40	.755
Pan passers.....	.745	40	.745
Packing department:			
Machinemen.....	.725	40	.725
Floormen.....	.675	40	.675
Sponge packers.....	.600	40	.600
Stock boys.....	.575	40	.575
Machine feeders, sample-room attendants, bundlers, carton formers.....	.550	40	.550
Women helpers:			
First 30 days.....	.450	40	.450
After 30 days.....	.500	40	.500
Shipping and receiving department:			
Order clerks.....	.825	40	.825
Helpers.....	.675	40	.675
DETROIT, MICH.			
Bread and cake—Machine shops:			
Agreement A:			
Mixers.....	1.000	40	1.000
Dividermen, benchmen, bun panners, ovenmen.....	.970	40	.970
Mixers' helpers.....	.945	40	.945
Oven feeders, dumpers, dividers, twisters, bread rackers, stockmen, flour blenders, shipping clerks.....	.920	40	.920
Head wrappers.....	.900	40	.900
Bread wrappers, shipping clerks' helpers, pan cleaners, setters.....	.870	40	.870
Cake wrappers; women wrappers, dumpers, packers, rackers, panners, and icers.....	.720	40	.720
Agreement B:			
Foremen.....	1.130	40	1.100
Mixers, ovenmen.....	1.020	40	.990
Bench hands.....	.970	40	.940
Dividermen, moldermen, doughnut men.....	.930	40	.900
Peelers.....	.920	40	.890
Wrapping-machine operators, receiving clerks.....	.870	40	.840
Bread rackers, pan greasers.....	.770	40	.740
Icers.....	.670	40	.640
Panners, wrappers.....	.640	40	.610
Agreement C:			
Bread department:			
Mixers, ovenmen.....	1.030	40	1.000
Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers.....	.930	40	.900
Molders' helpers, pan rackers, checkers, greasers, wrapping-room set-up men.....	.880	40	.850
Bread rackers, machine wrappers, packers.....	.830	40	.800
Stockroom men.....	.780	40	.750
Women employees:			
Bun panners.....	.680	40	.650
Bun wrappers, wrappers.....	.650	40	.620
Cake and sweet-goods department:			
Dough mixers, ovenmen, icing scalers, icing mixers, depositors.....	1.030	40	1.000
Mixers' helpers, oven helpers and dumpers, depositors' helpers, pan greasers, wrapping-machine operators.....	.880	40	.850

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
DETROIT, MICH.—continued			
Bread and cake—Machine shops—Continued			
Agreement C—Continued			
Cake and sweet-goods department—Continued			
Packers.....	\$0.870	40	\$0.840
Icing-machine operators, cutters.....	.850	40	.820
Stockroom and miscellaneous helpers.....	.810	40	.780
Icers, wrappers, and other female helpers.....	.650	40	.620
Agreement D:			
Bread department:			
Mixers, ovenmen.....	1.030	40	1.000
Benchmen.....	.980	40	.950
Flour blenders, ingredientmen, mixers' helpers, divider and moldermen, oven feeders and dumpers.....	.930	40	.900
Pan rackers, greasers, wrapping-machine set-up men, checkers	.880	40	.850
Bread rackers, wrapping-machine helpers.....	.830	40	.800
Cake and sweet-goods department:			
Icing mixers, cookers, scalers, depositors.....	.930	40	.900
Checkers.....	.880	40	.850
Oven helpers and dumpers.....	.860	40	.830
Pan greasers.....	.810	40	.780
Packers, miscellaneous helpers.....	.790	40	.760
Decorators.....	.730	40	.700
Icers, cake shop.....	.680	40	.650
Icers, sweet goods, wrappers, sweet goods.....	.660	40	.630
Wrappers, cake shop.....	.640	40	.610
Agreement E:			
Bread department:			
Oven leaders, baker leaders, specialty baker leaders.....	1.135	40	-----
Bread and rolls mixers.....	1.120	40	-----
Bakers.....	1.085	40	-----
Scalers—leaders.....	1.060	40	-----
Ovenmen No. 1.....	1.040	40	-----
Scalers, blenders, molders.....	1.010	40	-----
Oven men No. 2.....	.990	40	-----
Bench helpers.....	.940	40	-----
General utility men.....	.885	40	-----
Panners, female.....	.700	40	-----
Cake and sweet-goods department:			
Decorators.....	1.140	40	-----
Bakers—leaders.....	1.135	40	-----
Mixers.....	1.120	40	-----
Icing leaders.....	1.090	40	-----
Bakers.....	1.085	40	-----
Icers, benchmen.....	1.040	40	-----
Depositers.....	1.010	40	-----
Icers' helpers, mixers' helpers, depositors' helpers.....	.940	40	-----
Women employees:			
Decorators—leader.....	.780	40	-----
Icers—leader.....	.750	40	-----
Finishing, general-utility and muffin girls, decorators' helpers.....	.730	40	-----
Icers, helpers.....	.700	40	-----
Cake only—Machine shops:			
Agreement A:			
Depositers, cake mixers, oven operators, head icing mixers.....	.980	40	.900
Cooky and dough mixers.....	.980	40	-----
Finish leaders, icing mixers, shipping-room leaders, swing men	.930	40	.850
Receiving-room leaders, raw-material stock leaders, doughnut mixers, head ingredient scalers, wrapping-machine operators.....	.860	40	.800
Shipping-room clerks.....	.830	40	.750
Men helpers.....	.810	40	-----
Women helpers.....	.650	40	-----
Agreement B:			
Dough mixers.....	1.030	40	.970
Oven operators.....	1.030	40	1.000
Ingredient scalers, icing mixers, depositor men, bench hands, doughnut-machine operators.....	.930	40	.900
Fruit cooks.....	.900	40	-----
Shipping-room clerks, receiving clerks' helpers.....	.870	40	.840
Miscellaneous helpers (men):			
After 6 months.....	.810	40	.780
Women helpers:			
Starting rate.....	.550	40	.520
After 30 days.....	.600	40	.570

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
DETROIT, MICH.—continued			
Cake only—Machine shops—Continued			
Agreement B—Continued			
Women helpers—Continued			
After 90 days.....	\$0.620	40	\$0.590
After 6 months.....	.650	40	.620
Pie and pastry:			
Agreement A:			
Cookers, pie men.....	.930	40	.880
Ovenmen, mixers.....	.930	40	.800
Tart peelers, tart leaders.....	.880	40	.....
General miscellaneous helpers.....	.780	40	.....
Shop helpers.....	.730	40	.700
Pan washers.....	.730	40	.630
Apple-machine operators.....	.630	40	.....
Women employees:			
Pie-machine operators.....	.660	40	.590
Wrappers.....	.630	40	.550
Agreement B:			
Bakers, Boston-cream mixers, dough mixers, bench leaders, head icing mixers.....	.980	40	.900
Tart leaders, cooks.....	.980	40	.....
Tart peelers, icing mixers.....	.930	40	.850
Ingredient sealers, dough mixers, machine wrappers.....	.860	40	.800
Shipping clerks.....	.830	40	.....
Miscellaneous helpers (women):			
First 3 months.....	.550	40	.500
4-6 months.....	.600	40	.550
After 6 months.....	.650	40	.600
Agreement C:			
Specialty bakers—leaders.....	1.135	40	.....
Bakers.....	1.085	40	.....
Fried-cake helpers.....	.990	40	.....
Helpers.....	.940	40	.....
General utility men.....	.885	40	.....
Panners (women)—leaders.....	.750	40	.....
Panners (women).....	.700	40	.....
Crackers and cookies:			
Agreement A:			
Baking department:			
Machine captains.....	1.030	40	1.000
Peelers.....	1.000	40	.950
Sponge and sweet mixers.....	.970	40	.940
Sponge bakers.....	.930	40	.930
Sponge rollermen, sweet-oven men, oven firemen.....	.920	40	.920
Sponge drawmen.....	.900	40	.900
Assemblymen.....	.900	40	.850
Flour dumpers.....	.850	40	.850
Ritz mixers.....	.840	40	.840
Ritz rollermen, stackers, pan cleaners.....	.800	40	.800
Pan feeders.....	.770	40	.770
Mixers' helpers, sweet mixers' helpers.....	.750	40	.750
Icing department:			
Head mixers.....	1.000	40	.950
Machine operators.....	.650	40	.650
Icing packers.....	.630	40	.630
Clerks, other help.....	.620	40	.620
Packing department:			
Working supervisors.....	.900	40	.850
Foreladies.....	.830	40	.830
Machine set-up men.....	.800	40	.800
Floormen, assistant foreladies.....	.750	40	.750
Sponge packers, working supervisors, women.....	.660	40	.660
Head carton formers, machine operators.....	.650	40	.650
Sweet packers, hand carton formers, "Q" formers and stitchers, weighers and sealers, hand bundlers, cripple-packers, filling-machine operators, staplers, container fillers, weight clerks, sample-room girls.....	.640	40	.640
Agreement B:			
Mixers.....	1.000	40	1.000
Women employees:			
First 6 months.....	.550	40	.....
After 6 months.....	.600	40	.....

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
DETROIT, MICH.—continued			
Crackers and cookies—Continued			
Agreement C:			
Mixers.....	\$1.120	40	.....
Bakers.....	1.085	40	.....
Depositors.....	1.010	40	.....
General utility men.....	.680	40	.....
Women employees:			
Packers—leaders.....	.750	40	.....
Packers.....	.700	40	.....
Hebrew shops:			
First hands (1 oven), cake bakers.....	1.511	45	\$1.511
First hands (2 ovens).....	1.458	45	1.458
Second hands.....	1.444	45	1.444
Helpers.....	.889	45	.889
Polish shops:			
First hands (handling 2 ovens or mixing dough).....	1.363	40	1.363
First hands (1 oven).....	1.313	40	1.313
Second hands.....	1.146	40	1.146
Partial dough mixers.....	1.221	40	1.221
DULUTH, MINN.			
Bread and cake—Machine shops:			
Day work:			
Foremen.....	.945	44	.945
Dough mixers, ovenmen.....	.841	44	.945
Bench hands.....	.795	44	.795
Helpers:			
First 150 days.....	.514	44	.514
151-300 days.....	.559	44	.559
301-600 days.....	.632	44	.632
After 600 days.....	.668	44	.668
Night work:			
Foremen.....	1.014	44	1.014
Dough mixers, ovenmen.....	.909	44	.909
Helpers (after 600 days).....	.736	44	.736
Bread and cake—Machine shops:			
Day work: ¹			
Working foremen.....	1.055	40	1.055
Dough mixers, ovenmen.....	.940	40	.940
Bench hands, doughnut-machine operators.....	.890	40	.890
Machine men (dividers, molders), traveling-oven loaders.....	.825	40	.825
Wrapping-machine operators.....	.793	40	.793
Bread panners and twisters.....	.760	40	.760
Foreladies.....	.660	40	.660
Helpers:			
First 150 days.....	.630	40	.630
151-300 days.....	.710	40	.710
After 300 days.....	.750	40	.750
Hand wrappers and packers:			
First 100 days.....	.530	40	.530
After 100 days.....	.590	40	.590
Dishwashers:			
First 100 days.....	.530	40	.530
After 100 days.....	.548	40	.548
Shipping department:			
Foremen.....	.940	40	.940
Shipping clerks (when only 1 in a plant).....	.850	40	.850
Shipping clerks and truck leaders:			
First 30 days.....	.630	40	.630
31-90 days.....	.710	40	.710
After 90 days.....	.760	40	.760
Pie and pastry:			
Fruit cookers.....	.825	40	.825
Bakers.....	.750	40	.750
Helpers.....	.550	40	.550
Women employees:			
First 150 days.....	.400	40	.400
After 150 days.....	.475	40	.475

¹ 7½ cents per hour additional for night work.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
DULUTH MINN.—continued			
Pie and pastry—Continued			
Crackers and cookies:			
Day work: †			
Men employees:			
Foremen.....	\$1.038	40	\$1.038
Inexperienced.....	.788	40	.788
Experienced.....	.838	40	.838
Women employees:			
Foreladies.....	.588	40	.588
Inexperienced.....	.488	40	.488
Experienced.....	.513	40	.513
EL PASO, TEXAS			
Bread and cake—Machine shops:			
Dough mixers.....	.900	40	.900
Ovenmen.....	.780	40	.780
Dividers, scalers, machine bread wrappers.....	.740	40	.740
Oven helpers (sweet shop).....	.700	40	.700
Oven helpers, first class.....	.700	40	.620
Moldermen; oven helpers, second class.....	.620	40	.620
Doughnut fryers.....	.600	40	.600
Moldermen's helpers, machine wrappers' helpers, checkers.....	.670	40	.670
Head hand wrappers.....	.550	40	.550
Hand wrappers.....	.620	40	.620
GRAND RAPIDS, MICH.			
Bread—Machine shops:			
Mixers, dividers, head ovenmen, foremen.....	.840	‡ 40	.840
Ovenmen, oven dumpers.....	.780	‡ 40	.780
Machine wrappers.....	.750	‡ 40	.750
Benchmen, molders.....	.730	‡ 40	.730
Pan rackers.....	.670	‡ 40	.670
Ingredientmen.....	.640	‡ 40	.640
Women hand wrappers (after 2 years), mixers' helpers, pan greasers, general helpers.....	.620	40	.620
HOUSTON, TEXAS			
Bread and cake—Hand shops:			
Foremen.....	.938	48	.938
Dough mixers, ovenmen.....	.792	48	.792
Benchmen.....	.750	48	.750
Bread—Semimachine shops:			
Foremen.....	1.023	44	1.023
Mixers, ovenmen, spongers.....	.864	44	.864
Benchmen, machinemen.....	.818	44	.818
Counters, checkers.....	.795	44	.795
Oven dumpers and loaders.....	.750	44	.750
Wrappers.....	.705	44	.705
Pan and bread rackers.....	.693	44	.693
Weigh-up men.....	.636	44	.636
Bread and cake—Machine shops:			
Foremen.....	1.071	42	1.071
Dough mixers, ovenmen.....	.905	42	.905
Benchmen, machinemen.....	.857	42	.857
Counters, checkers.....	.833	42	.833
Oven dumpers and loaders.....	.786	42	.786
Wrappers.....	.738	42	.738
Pan and bread rackers.....	.726	42	.726
Weigh-up men.....	.667	42	.667
INDIANAPOLIS, IND.			
Bread—Hand shops:			
Foremen or first hands.....	.850	44	.850
Second hands.....	.800	‡ 44	.800
Helpers.....	.700	‡ 44	.700

† 7½ cents per hour additional for night work.

‡ 48-hour week on July 1, 1944.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
INDIANAPOLIS, IND.—continued			
Bread and cake—Machine shops:			
Agreement A:			
Bread department:			
Mixers.....	\$0.940	40	\$0.940
Oven feeders and dumpers, bench and machine hands, head wrappers and slicers.....	.890	40	.890
Assistant head checkers.....	.840	40	.840
Wrappers, packers.....	.790	40	.790
Bake-shop helpers.....	.740	40	.740
Flour dumpers.....	.690	40	.690
Cake department:			
Head mixers.....	1.040	40	1.040
Mixers.....	.940	40	.940
Bench hands, oven hands.....	.890	40	.890
Doughnut-machine operators.....	.790	40	.790
Pan boys and helpers.....	.740	40	.740
Cake wrappers and icers.....	.615	40	.615
Agreement B:			
Bread department:			
Scalers.....	.875	40	.875
Dividersmen, ovenmen.....	.850	40	.850
Mixers.....	.825	40	.825
Molder-machinemmen.....	.800	40	.800
Helpers.....	.685	40	.685
Shipping-room employees.....	.665	40	.665
Cake department:			
Ingredient scalers, mixers, ovenmen, depositor men, wrapping-machine operators, icing mixers.....	.800	40	.800
Depositors' helpers.....	.725	40	.725
Dumpers.....	.700	40	.700
Helpers, shipping-room employees.....	.675	40	.675
Women employees:			
First 4 months.....	.500	40	.400
5-8 months.....	.540	40	.450
9-12 months.....	.580	40	.450
After 1 year.....	.620	40	.....
Agreement C:			
Dough mixers, oven operators, bread shipping supervisors.....	.930	40	.830
Cake-depositor operators, bread machine wrappers.....	.900	40	.900
Machine and bench hands, cake wrappers.....	.880	40	.880
First hands, foremen.....	.850	40	.850
Bread checkers.....	.830	40	.830
Second hands.....	.800	40	.800
Cake decorators, foreladies.....	.780	40	.780
Crew supervisors, order fillers, bread and cake helpers.....	.750	40	.750
Stockroom helpers.....	.700	40	.700
Cleaners and pan-room helpers, bun slicers and wrappers, carton fillers.....	.650	40	.650
Cake icers.....	.620	40	.620
Pie and pastry:			
Ingredient scalers, machine operators, pie-filling cooks.....	.850	40	.850
Pie-oven operators.....	.800	40	.800
Foreladies.....	.780	40	.780
Rollers, fillers, toppers, trimmers.....	.620	40	.620
KANSAS CITY, MO.			
Bread—Machine shops:			
Day work:			
Foremen.....	1.222	40	1.222
Ovenmen, drawers, mixers, spongers.....	1.121	40	1.121
Bench hands.....	1.050	40	1.050
Wrappers, ingredientmen, icing makers.....	.650	40	.650
Foreladies.....	.675	40	.....
Head checkers.....	.650	40	.650
Men helpers.....	.575	40	.575
Women helpers.....	.500	40	.500
Night work:			
Foremen.....	1.347	40	1.347
Ovenmen, drawers, mixers, spongers.....	1.246	40	1.246
Bench hands.....	1.176	40	1.176
Foreladies.....	.738	40	.....
Wrappers, ingredientmen, icing makers, bread checkers.....	.713	40	.....
Men helpers.....	.633	40	.....
Women helpers.....	.563	40	.....

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
KANSAS CITY, MO.—continued			
Crackers and cookies:			
Agreement A:			
† Sweet and sponge departments:			
Head mixers.....	\$0.965	40	\$0.965
Machine captains.....	.965	40	.945
Mixers.....	.925	40	.875
Peelers.....	.885	40	.865
Icing mixers.....	.865	40	.815
Bakers.....	.845	40	.845
Rollermen.....	.830	40	.815
Drawers, sponge and sweet.....	.815	40	.815
Mixers' helpers.....	.795	40	.795
Flour dumpers.....	.785	40	.765
Dough feeders.....	.765	40	.765
Stackers, working supervisors.....	.715	40	.715
Pan cleaners, conveyormen.....	.695	40	.695
Women helpers.....	.595	40	.545
Cone department:			
Bakers, machine operators.....	.855	40	.815
Machine helpers.....	.810	40	.810
Mixers.....	.795	40	.765
Graham-pan feeders.....	.760	40	.760
Sack binders.....	.745	40	.745
Cone packers.....	.665	40	.665
Sponge packers.....	.640	40	.575
Packing department:			
Stackers, working supervisors.....	.715	40	.715
Sponge packers, sealers, weighers, other women helpers.....	.620	40	.575
Agreement B:			
Head mixers.....	1.100	40	1.100
Head icing-room men.....	.980	40	.950
Machinemmen.....	.970	40	.970
Ovenmen.....	.875	40	.875
Rollermen.....	.830	40	.830
Mixers' helpers.....	.790	40	.750
Sandwich-machine operators, wrapping-machine operators.....	.700	40	.700
Cracker packers.....	.660	40	.660
Women sweet-work wrappers and bundlers.....	.620	40	.600
Packers, cookies.....	.590	40	.590
LITTLE ROCK, ARK.			
Bread and cake—Machine shops:			
Bread department:			
Foremen.....	.960	40	.960
Mixers, ovenmen.....	.860	40	.860
Head checkers.....	.860	48	.860
Dividers.....	.800	40	.800
Benchmen, molding-machine operators.....	.750	40	.750
Wrapping-machine operators, stockroom clerks.....	.700	40	.700
Assistant checkers.....	.700	48	.700
Assistant wrapping-machine operators.....	.650	40	.650
Twisters.....	.630	40	.630
Helpers:			
First 6 months.....	.500	40	.500
7-12 months.....	.550	40	.550
After 12 months.....	.600	40	.600
Cake department:			
Foremen.....	.820	48	.820
Mixers.....	.770	40	.770
Ovenmen.....	.730	40	.730
Scalers, ingredientmen.....	.700	40	.700
Cake-machine operators.....	.650	40	.650
Deposit-machine helpers.....	.600	40	.600
Floorladies.....	.600	40	.600
Icers, wrappers, pan girls, packers, checkers and boxers:			
First month.....	.400	40	.400
2-3 months.....	.450	40	.450
After 3 months.....	.500	40	.500

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
LOS ANGELES, CALIF.			
Bread—Hand and semimachine shops:			
Working foremen	\$1.225	48	\$1.225
Ovenmen, mixers	1.150	48	1.150
Benchmen	1.050	48	1.050
Helpers .....	.900	48	.900
Bread—Machine shops:			
Day: ⁴			
Foremen	1.225	40	1.225
Dough mixers, ovenmen, doughnut men	1.150	40	1.150
Machine and bench hands, shipping foremen	1.050	40	1.050
Dough mixers' helpers, twistlers, molders, panners, oven dumpers	1.000	40	1.000
Oven feeders, ingredientmen, machinemen, shipping checkers, receiving and shipping clerks .....	.950	40	.950
Machine and bench-hand helpers, hand wrappers, flour dumpers, bread rackers .....	.900	40	.900
Conveyormen, bun slicers, packers, tailers .....	.825	40	.825
Pan washers and greasers .....	.775	40	.775
Cake—Machine shops:			
Day: ⁴			
Foremen	1.225	40	1.225
Ovenmen, mixers, icing mixers	1.150	40	1.150
Bench hands, machine operators, depositors	1.050	40	1.050
Shipping-room foremen	1.000	40	1.000
Ingredient scalers, receiving clerks .....	.950	40	.950
Checkers .....	.900	40	.900
Oven helpers .....	.855	40	.855
Auxiliary workers .....	.800	40	.800
Packers, helpers .....	.775	40	.775
Pan washers, unskilled help .....	.725	40	.725
Women employees:			
Foreladies .....	.850	40	.850
Machine wrappers .....	.700	40	.700
Icers .....	.675	40	.675
Experienced help .....	.650	40	.650
Inexperienced help .....	.550	40	.550
Pie and pastry:			
Foremen	1.075	40	1.075
Head ovenmen .....	.968	40	.968
Head cream cooks, fruit cooks .....	.914	40	.914
Second ovenmen, dough mixers, cake mixers .....	.817	40	.817
Second cream cooks .....	.755	40	.755
Head checkers .....	.751	40	.751
Topping mixers .....	.719	40	.719
Scalers .....	.698	40	.698
Cream baggers, roller men .....	.677	40	.677
Helpers .....	.645	40	.645
Foreladies .....	.590	40	.590
Pan washers, order fillers .....	.589	40	.589
Wrapping-machine operators .....	.540	40	.540
Wrappers .....	.520	40	.520
Beginners .....	.500	40	.500
Crackers and cookies:			
Agreement A:			
Machinemen, head mixers	1.093	40	1.093
Peelers, ovenmen, reliefmen	1.043	40	1.043
Rollermen .....	.978	40	.978
Sponge-oven and mixers' helpers .....	.943	40	.943
Wrapping-machine men, icing and sugar-wafer mixers .....	.930	40	.930
Sweet-oven helpers, sweet-dough feeders, pan greasers and feeders, icing mixers' helpers, assemblymen, wrapping-machine helpers, travelling-oven feeders and take-out men, sugar-wafer mixers' helpers .....	.880	40	.880
Supervisors—packing department .....	.860	40	.860
Stackers, shippers, receivers .....	.830	40	.830
Traveling-oven feeders, dough feeders' helpers .....	.805	40	.805
General helpers .....	.745	40	.745
Women employees:			
Supervisors .....	.660	40	.660
Sponge stackers and packers, icing and sugar-wafer girls, sugar-wafer oven girls, spreaders, weighers, carton and caddy formers, wrappers and bundlers, cello-bag-machine operators, sample and relief girls .....	.625	40	.625
Can renovators, sweet packers .....	.588	40	.588

⁴ \$2 per week additional for night work.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
LOS ANGELES, CALIF.—continued			
Crackers and cookies—Continued			
Agreement B:			
Machinemen, mixers	\$1.003	40	\$1.003
Ovenmen, reliefmen, peelers .....	.953	40	.953
Sheeters .....	.920	40	.920
Mixers' helpers, roller men .....	.888	40	.888
Pan greasers, dusters, feeders, sweet-dough feeders .....	.800	40	.800
Sponge-machine feeders .....	.725	40	.725
Agreement C:			
Foremen	1.050	40	1.050
Assistant foremen	1.000	40	1.000
Mixers, head machinemen .....	.950	40	.950
Mixers' helpers .....	.850	40	.850
Reel-oven men .....	.800	40	.800
Traveling-oven feeders and take-but men, drop-cooky-machine operators .....	.725	40	.725
Machine feeders and take-out men .....	.700	40	.700
Miscellaneous help .....	.650	40	.650
Women employees:			
Floorladies, key girls .....	.640	40	.640
Helpers:			
First 3 months .....	.500	40	.500
After 3 months .....	.530	40	.530
Hebrew shops—Bread:			
First hands	1.610	45	1.610
Second hands	1.457	45	1.457
Latin hand shops:			
Foremen, ovenmen, mixers	1.125	48	1.125
Mixers and ovenmen under a foreman	1.050	48	1.050
Benchmen .....	.950	48	.950
Machine operators, hand wrappers, checkers and shipping clerks .....	.850	48	.850
Helpers:			
First year .....	.800	48	.800
Second year .....	.900	48	.900
Shipping room .....	.725	48	.725
LOUISVILLE, KY.			
Bread—Machine shops:			
Agreement A:			
Dough mixers .....	.938	40	.938
Batchmen, proof-box oven operators .....	.925	40	.925
Utility men .....	.900	40	.900
Head packers and checkers .....	.850	40	.850
Roll-machine divider operators .....	.825	40	.825
Oven dumpers .....	.800	40	.800
Roll-machine helpers, molder operators, reliefmen, oven feeders, wrapping-machine operators, divider operators' helpers .....	.775	40	.775
Wrapping-machine operators' helpers, flour blenders, bread twisters or helpers .....	.725	40	.725
Wrapping-machine helpers, packers' helpers, pan greasers, bread rakers .....	.700	40	.700
Bakery help, pan rakers .....	.675	40	.675
Inexperienced help .....	.550	40	.550
Agreement B:			
Head mixers .....	.905	40	.905
Mixers, ovenmen .....	.890	40	.890
Benchmen, machinemen, head checkers, head wrappers and slicers .....	.830	40	.830
Feeders and dumpers .....	.800	40	.800
Slicing- and wrapping-machine men, bake-shop helpers .....	.720	40	.720
Women helpers .....	.555	40	.555
Crackers and cookies:			
Mixers .....	.890	40	.890
Mixers (beginners) .....	.600	40	.600
Bakers (journeymen) .....	.835	40	.835
Bakers (beginners) .....	.600	40	.600
Receiving clerks .....	.750	40	.750
Receiving clerks (beginners) .....	.600	40	.600
Shippers .....	.700	40	.700
Shippers (beginners) .....	.600	40	.600
Wrappers and packers .....	.570	40	.570
Wrappers and packers (beginners) .....	.550	40	.550

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
MADISON, WIS.			
Bread and cake—Hand shops:			
Bench hands.....	\$0.901	40	\$0.901
Bread and cake—Machine shops:			
Bread department:			
Working foremen.....	1.078	48	1.078
Ovenmen, dough and sponge mixers.....	.963	40	.963
Machinemen.....	.935	40	.935
Bench hands.....	.901	40	.901
Helpers.....	.575	40	.575
Cake department:			
Foremen.....	.898	48	.898
Doughnut-machine operators.....	.748	40	.748
Shipping department:			
Shippers, wrapping-machine operators, checkers.....	.719	40	.719
Hand wrappers, helpers.....	.575	40	.575
Pan cleaners.....	.546	40	.546
MANCHESTER, N. H.			
Bread and pastry—Hand shops:			
Foremen, mixers.....	.938	48	.833
Second hands.....	.813	48	.729
Bench hands.....	.729	48	.667
MILWAUKEE, WIS.			
Bread and cake—Machine shops:			
Agreement A:			
Mixers.....	.980	40	.980
Doughnut-machine operators.....	.950	40	.950
Ovenmen, dividermen.....	.900	40	.900
Moldermen.....	.875	40	.875
Bench hands, wrapping-machine operators, depositor operators.....	.800	40	.800
Shipping-room workers.....	.750	40	.750
Miscellaneous helpers.....	.700	40	.700
Women miscellaneous helpers.....	.550	40	.550
Agreement B:			
Working foremen.....	1.140	40	-----
Mixers.....	.940	40	-----
Dividermen, doughnut-machine operators.....	.890	40	-----
Ovenmen, molders.....	.853	40	-----
Wrapping-machine operators.....	.790	40	-----
Miscellaneous helpers.....	.730	40	-----
Women miscellaneous helpers.....	.565	40	-----
Agreement C:			
Working foremen.....	.925	40	.925
Mixers.....	.900	40	.900
Ovenmen.....	.875	40	.875
Dividermen.....	.850	40	.850
Molders, bench hands, doughnut-machine operators.....	.825	40	.825
Stockroom workers.....	.750	40	.750
Miscellaneous helpers.....	.700	40	.700
Women miscellaneous helpers.....	.550	40	.550
Agreement D:			
Working foremen.....	1.000	40	1.000
Ovenmen.....	.910	40	.910
Mixers.....	.890	40	.890
Dividermen.....	.830	40	.830
Bench hands, doughnut-machine operators.....	.825	40	.825
Molders, wrapping-machine operators, stockroom workers.....	.800	40	.800
Miscellaneous helpers.....	.750	40	.750
Women miscellaneous helpers.....	.550	40	.550
Agreement E:			
Foremen.....	1.050	40	1.050
Mixers, ovenmen.....	.875	40	.875
Dividermen, benchmen, doughnut-machine operators.....	.825	40	.825
Moldermen.....	.775	40	.775
Miscellaneous helpers.....	.700	40	.700
Women miscellaneous helpers.....	.500	40	.500
Agreement F:			
Mixers, ovenmen, doughnut-machine operators.....	.800	40	.750
Dividermen, molders, benchmen.....	.750	40	.700
Miscellaneous helpers.....	.650	40	.625

TABLE 4.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.*

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
MILWAUKEE, WIS.—continued			
Bread and cake—Machine shops—Continued			
Agreement G:			
Mixers, bread; ovenmen	\$0.900	40	\$0.900
Mixers, cake .....	.875	40	.875
Bench hands, doughnut-machine operators .....	.820	40	.820
Dividemen, wrapping-machine operators .....	.800	40	.800
Molders .....	.780	40	.780
Stockroom and shipping-room workers .....	.750	40	.750
Miscellaneous helpers .....	.700	40	.700
Women miscellaneous helpers .....	.550	40	.550
Agreement H:			
Mixers, bread .....	.900	40	.860
Mixers, cake .....	.825	40	.775
Ovenmen, depositors .....	.800	40	.750
Bench hands .....	.770	40	.720
Wrapping-machine operators, shipping-room workers .....	.750	40	.700
Women helpers .....	.550	40	.500
Bread only—Machine shops:			
Mixers .....	.920	40	.920
Ovenmen .....	.875	40	.875
Dividemen .....	.830	40	.830
Molders .....	.770	40	.770
Wrapping-machine operators .....	.750	40	.750
Miscellaneous helpers .....	.700	40	.700
Cake only—Machine shops:			
Foremen .....	.980	40	.980
Mixers, ovenmen .....	.900	40	.900
Depositor operators .....	.800	40	.800
Miscellaneous helpers .....	.600	40	.600
Women miscellaneous helpers .....	.500	40	.500
Crackers and cookies:			
Agreement A:			
Machine captains .....	.970	40	.970
Head sweet mixers .....	.900	40	.900
Peelers .....	.890	40	.890
Head sponge mixers .....	.870	40	.870
Mixers' helpers, bakers, rollermen, icing mixers .....	.850	40	.850
Drawmen .....	.830	40	.830
Ovenmen, assembly clerks .....	.800	40	.800
Pan cleaners, assemblymen .....	.750	40	.750
Stackers, conveyormen .....	.700	40	.700
Women employees:			
Working supervisors .....	.600	40	.570
Sponge packers, machine operators .....	.580	40	.550
Sweet packers, bundlers, formers, stitchers, supply girls .....	.550	40	.520
General workers—icing department .....	.530	40	.500
Agreement B:			
Sponge department:			
Ovenmen .....	.870	40	.870
Mixers (peelers-in) .....	.850	40	.850
Rollermen (peelers-out) .....	.750	40	.750
Mixers' helpers .....	.720	40	.720
Packers .....	.570	40	.570
Sweet department:			
Mixers .....	.850	40	.850
Machinemen, ovenmen .....	.800	40	.800
Mixers' helpers .....	.720	40	.720
Ovenmen's helpers .....	.650	40	.650
Pan feeders, greasers, general helpers .....	.570	40	.570
Packers .....	.540	40	.540
Icing room:			
Machinemen .....	.700	40	.700
Packers .....	.540	40	.540
Feeders, sackers .....	.480	40	.480
Packing department:			
Floormen .....	.700	40	.700
Helpers .....	.595	40	.595
Scalers .....	.540	40	.540
Wrapping and cellophane department:			
Women employees:			
Machine girls, packers .....	.540	40	.540
Bundlers, carton caddy, cases .....	.520	40	.520
Feeders, general helpers .....	.480	40	.480

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
MILWAUKEE, WIS.—continued			
Hebrew shops—Bread and cake:			
Day:			
Cake bakers, bread workers.....	\$1.037	45	\$0.992
Dough mixers.....	.932	45	.888
Night:			
Bread workers.....	1.087	45	1.042
First-hand bread men.....	1.066	45	1.021
MINNEAPOLIS, MINN.			
Bread and cake—Hand shops:			
Foremen.....	.970	45	.970
Mixers, ovenmen.....	.824	45	.824
Bench hands.....	.802	45	.802
Helpers:			
First 6 months.....	.464	45	.464
7-24 months.....	.564	45	.564
After 2 years.....	.616	45	.616
Women—hand wrappers and icers:			
First 2 months.....	.464	45	.464
After 2 months.....	.520	45	.520
Bread and cake—Machine shops:			
Foremen.....	1.095	40	1.095
Sponge and dough mixers, oven operators and ovenmen.....	.945	40	.945
Icing and batter mixers, cake ovenmen.....	.900	40	.900
Dividers, molders, bench hands, bun-machine operators.....	.895	40	.895
Traveling-oven feeders and dumpers, dough-room men, slicing- and wrapping-machine operators.....	.835	40	.835
Fruit cookers, kettle fryers, ingredient scalers (cake), doughnut-machine operators, depositors, and, or drop-machine operators.....	.800	40	.800
Twisters, dough panners, oven and bench helpers.....	.745	40	.745
Helpers:			
First 8 weeks.....	.625	40	.625
After 8 weeks.....	.720	40	.720
Women employees:			
Foreladies.....	.745	40	.745
Wrapping-machine operators (cake).....	.720	40	.720
Finishers, wrappers, packers:			
First 8 weeks.....	.500	40	.500
After 8 weeks.....	.560	40	.560
Crackers and cookies:			
Agreement A:			
Baking department:			
Sponge mixers.....	.845	40	.815
Senior sweet mixers.....	.830	40	.....
Sweet mixers.....	.805	40	.805
Assembly sweet mixers.....	.765	40	.765
Sirup mixers.....	.745	40	.745
Assistant assembly sweet mixers.....	.725	40	.725
Sponge department:			
Ovenmen.....	.920	40	.895
Peelers.....	.900	40	.875
Rollermen, using paste.....	.835	40	.835
Lead ovenmen.....	.780	40	.755
Take-out men.....	.750	40	.725
Stackers.....	.725	40	.725
Sweet department:			
Oven firemen.....	.845	40	.845
Ovenmen.....	.805	40	.805
Ovenmen's helpers and relief.....	.750	40	.725
Panmen.....	.725	40	.725
Icing department:			
Mixers, machinemen.....	.805	40	.805
Machinemen's helpers.....	.725	40	.725
Floormen.....	.665	40	.665
Checker girls, packers.....	.585	40	.585
Miscellaneous girls.....	.505	40	.505
Packing department:			
Wrapping-machine men.....	.780	40	.745
Floormen.....	.665	40	.665
Sponge packers, graham packers—sweet ovens, checkers and relief workers (women).....	.615	40	.615
Sweet packers.....	.585	40	.585
Caddy stitchers (women), carton formers.....	.545	40	.545
Bundlers, miscellaneous girls.....	.505	40	.505

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
MINNEAPOLIS, MINN.—continued			
Crackers and cookies—Continued			
Agreement B:			
Baking department:			
Machine captains	\$0.900	40	\$0.900
Sponge and sweet mixers .....	.870	40	.870
Peelers .....	.850	40	.850
Rollermen, sweet bakers .....	.800	40	.800
Drawmen .....	.780	40	.780
Sweet-oven men, oven firemen .....	.750	40	.750
Mixers' helpers .....	.725	40	.725
Pan cleaners and feeders, flour dumpers, stackers .....	.700	40	.700
Dough feeders, conveycrmen .....	.680	40	.680
Icing department:			
Mixers .....	.780	40	.780
Floormen .....	.650	40	.650
Women employees:			
Working supervisors .....	.650	40	.650
Other help, after 3 years .....	.640	40	.640
Packing department:			
Machine set-up men .....	.680	40	.680
Floormen, working supervisors, women .....	.650	40	.650
Sponge packers, after 1 year .....	.590	40	.590
Sweet packers, after 1 year .....	.560	40	.560
Bundlers, machine operators, scalars and weighers, carton formers, weighers and closers, "Q" formers and stitchers, sweet packers, first year; sample-room packers .....	.540	40	.540
Cellophane bag girls .....	.510	40	.510
Hebrew—Hand shops:			
Foremen, all-round cakemen .....	.997	45	.997
Mixers, ovenmen, general cakemen .....	.863	45	.863
Bench hands .....	.819	45	.819
Helpers, experienced .....	.641	45	.641
Helpers, inexperienced .....	.489	45	.489
Hebrew—Machine shops:			
Foremen, all-round cakemen	1.121	40	1.121
Mixers, ovenmen, general cakemen .....	.971	40	.971
Bench hands, machine .....	.921	40	.921
Helpers .....	.721	40	.721
MOLINE, ILL. See Rock Island (Ill.) District			
NEWARK, N. J.			
Bread and cake—Hand shops:			
Foremen, oven workers, dough mixers	1.000	48	1.000
Bench workers, second class .....	.896	48	.896
Third class workers .....	.771	48	.771
Bread and cake—Machine shops:			
Ovenmen, mixers:			
Rate A	1.150	40	1.150
Rate B	1.175	40	1.175
Benchmen, molders, dividers	1.050	40	1.050
Icing makers, cake:			
Rate A .....	.870	40	.870
Rate B .....	.940	40	.940
Checkers, dough scalars .....	.850	40	.850
Peelers, scalars, mixers' helpers, oven hands .....	.840	40	.840
Machine helpers, pan greasers:			
Rate A .....	.775	40	.775
Rate B .....	.790	40	.790
Icing makers' helpers .....	.790	40	.790
Flour dumpers, sifters .....	.785	40	.785
Slicers, wrappers, packagers .....	.765	40	.765
Women icers and hand wrappers .....	.660	40	.660
Machine operators (women) .....	.625	40	.625
Pan workers (women) .....	.575	40	.575
Hebrew shops—Bread only:			
Foremen, ovenmen	1.661	45	1.661
Second hands, mixers	1.533	45	1.533
Bread carriers, helpers .....	.889	45	.889

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
NEW HAVEN, CONN.			
Bread and cake—Hand shops:			
Foremen.....	\$1.008	48	\$1.008
Assistant foremen, mixers, ovenmen.....	.963	48	.963
Benchmen.....	.917	48	.917
Bread and cake—Machine shops:			
Bread:			
Mixers.....	.975	40	.975
Dividers, ovenmen.....	.875	40	.875
Assistant mixers.....	.850	40	.850
Molders.....	.825	40	.825
Wrappers.....	.820	40	.820
Pan rackers and greasers.....	.785	40	.785
Cake:			
Foremen.....	.970	40	.970
Dough mixers.....	.920	40	.920
Ovenmen.....	.900	40	.900
Head shippers.....	.870	40	.870
Depositors, receivers, stock clerks.....	.820	40	.820
Ingredient scalers.....	.800	40	.800
Icing mixers.....	.770	40	.770
Depositors' helpers.....	.745	40	.745
Dumpers.....	.720	40	.720
Pan greasers, utility men, shippers' helpers:			
First 6 months.....	.645	40	.645
7-12 months.....	.670	40	.670
After 1 year.....	.690	40	.690
Women employees:			
Head icers, head wrappers.....	.580	40	.580
Icers.....	.550	40	.550
Wrappers.....	.530	40	.530
Hebrew shops:			
Foremen, ovenmen.....	1.354	48	1.354
Second hands.....	1.271	48	1.271
NEW ORLEANS, LA.			
Bread and cake—Hand and machine shops:			
Foremen.....	1.100	42	1.100
Oven and mixer men, reliefmen.....	.850	42	.850
Bench hands, dividers, molders, cake depositors.....	.800	42	.800
Ingredient scalers.....	.750	42	.750
Foreladies—cake.....	.700	42	.700
Wrapping-machine operators.....	.650	42	.650
Cake helpers.....	.570	42	.570
Mixers' helpers, flour blenders, pan greasers, wrapping-machine helpers, bakers' helpers, crumb packers, rackers, cake icers, hand wrappers.....	.550	42	.550
Cake pan greasers.....	.400	42	.400
NEW YORK, N. Y.			
Bread and cake—Hand shops:			
Agreement A:			
First hands.....	1.407	45	1.407
Second hands.....	1.273	45	1.273
Third hands.....	1.140	45	1.140
Agreement B:			
First hands.....	1.188	40	1.188
Second hands.....	1.125	40	1.125
Third hands.....	.875	40	.875
Agreement C:			
First hands.....	1.175	40	1.175
Second hands.....	1.075	40	1.075
Helpers.....	.875	40	.875
Shippers and packers (male).....	.575	40	.575
Shippers and packers (women).....	.475	40	.475
Agreement D:			
First hands.....	1.175	40	1.175
Second hands.....	1.075	40	1.075
Helpers.....	.813	40	.813
Male packers.....	.725	40	.725
Women packers.....	.625	40	.625

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
NEW YORK, N. Y.—continued			
Bread and cake—Hand shops—Continued			
Agreement E:			
First hands	\$1.500	48	\$1.250
Second hands	1.375	48	1.146
Third hands	1.250	48	1.042
Agreement F:			
First hands—cake bakers	1.300	48	1.300
First hands—bread bakers	1.250	48	1.250
Second hands	1.175	48	1.175
Third hands	1.000	48	1.000
Agreement G:			
First hands	1.100	40	1.100
Second hands .....	.950	40	.950
Third hands .....	.850	40	.850
Miscellaneous .....	.775	40	.775
Cake and pastry—Hand shops:			
Agreement A:			
Foremen	1.250	40	1.250
First hands	1.125	40	1.125
Second hands	1.000	40	1.000
Third hands .....	.875	40	.875
Helpers .....	.750	40	.750
Agreement B:			
First hands	1.260	48	1.200
Second hands .....	.975	48	.975
Frankfurter rolls—Hand shops:			
Mixers	1.043	46	1.043
Ovenmen .....	.978	46	.978
Machine feeders .....	.957	46	.957
Bench hands, packers .....	.848	46	.848
Retail—Hand shops:			
First hands	1.631	48	1.594
Second hands	1.506	48	1.469
Third hands	1.131	48	1.094
Cafeterias—Hand shops:			
First hands	1.625	48	1.625
Second hands	1.500	48	1.500
Third hands	1.125	48	1.125
Restaurants—Hand shops:			
First hands	1.750	48	1.750
Second hands	1.500	48	1.500
Third hands	1.130	48	1.130
Bread and cake—Semimachine shops:			
Agreement A:			
Foremen	1.425	40	1.425
Ovenmen, mixers	1.275	40	1.275
Bench hands	1.175	40	1.175
Agreement B:			
Foremen	1.475	40	1.475
Ovenmen, mixers	1.275	40	1.275
Bench hands	1.150	40	1.150
Helpers	1.025	40	1.025
Packers and slicers .....	.850	44	.850
Bread only—Semimachine shops:			
Agreement A:			
Mixers	1.050	40	1.050
Dividers .....	.960	40	.960
Mixers' helpers, molders .....	.900	40	.900
Oven loaders and dumpers .....	.870	40	.870
Flour dumpers .....	.850	40	.850
Checkers .....	.820	40	.820
Helpers, pan greasers .....	.810	40	.810
Wrapping-machine operators .....	.780	40	.780
Agreement B:			
Mixers, ovenmen	1.050	40	1.050
Dividers .....	.960	40	.960
Benchmen .....	.950	40	.950
Mixers' helpers, ingredient scalers, molder operators .....	.900	40	.900
Feeders, oven dumpers, pullman helpers .....	.870	40	.870
Flour dumpers .....	.850	40	.850
Head packers and checkers, wrappers .....	.820	40	.820
General helpers, pan greasers .....	.810	40	.810

^a 48-hour week on July 1, 1944.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
NEW YORK, N. Y.—continued			
Cake only—Semimachine shops:			
Ovenmen.....	\$1.020	40	\$1.020
Mixers.....	.970	40	.970
Benchmen.....	.915	40	.915
Fryers.....	.913	40	.913
Ingredient scalars.....	.830	40	.830
Scalars, pan greasers, general helpers.....	.810	40	.810
Women helpers.....	.550	40	.550
Doughnuts only—Semimachine shops:			
Assistant foremen.....	1.123	40	1.123
Mixers.....	1.067	40	1.067
Cruller fryers.....	1.035	40	1.035
Relief mixers, cooks.....	1.023	40	1.023
Benchmen.....	.974	40	.974
Doughnut-machine operators, ingredient scalars.....	.908	40	.908
Helpers, checkers.....	.897	40	.897
Packers, sugarers.....	.826	40	.826
Bread and cake—Machine shops:			
Agreement A:			
Bread department:			
Mixers, ovenmen.....	1.050	40	1.050
Dividers.....	.960	40	.960
Soft rolls, scalars and dividers.....	.915	40	.915
Molder operators, mixers' helpers.....	.900	40	.900
Oven feeders and dumpers.....	.870	40	.870
Flour dumpers.....	.850	40	.850
Head machine wrappers, checkers, bread wrappers.....	.820	40	.820
Pan greasers, general helpers, rack pushers.....	.810	40	.810
Wrappers—restaurant.....	.790	40	.790
Cake department:			
Ovenmen.....	1.020	40	1.020
Mixers.....	.970	40	.970
Icing makers.....	.850	40	.850
Ingredient scalars.....	.830	40	.830
Dough scalars.....	.810	40	.810
Cake dumpers.....	.790	40	.790
General helpers.....	.740	40	.740
Women helpers, cake wrappers.....	.650	40	.650
Agreement B:			
Tray-oven operators.....	.960	40	.960
Mixers.....	.950	40	.950
Confectioners, dividers.....	.920	40	.920
Tray-oven helpers.....	.910	40	.910
Ring twisters, oven operators, dough-brake operators, mixers' helpers, roll-in operators.....	.900	40	.900
Icing makers.....	.890	40	.890
Blenders, ring makers, depositors.....	.880	40	.880
Icing-machine operators.....	.870	40	.870
Benchmen, finishers, scalars, kitchen operators, cooky bakers.....	.860	40	.860
Benchmen's helpers, finishers' helpers.....	.820	40	.820
Packers, pan greasers.....	.750	40	.750
Women employees:			
Pie workers.....	.700	40	.700
General workers.....	.570	40	.570
Agreement C:			
Bread:			
Ovenmen.....	1.050	40	1.050
Mixers.....	.960	40	.960
Stockmen.....	.950	40	.950
Dividers, molders and panners, oven helpers, bread-shop helpers.....	.870	40	.870
Benchmen, mixers' helpers.....	.850	40	.850
Cake:			
Ovenmen.....	1.015	40	1.015
Stockmen, mixers.....	.950	40	.950
Oven helpers.....	.870	40	.870
Icers, icing mixers and decorators.....	.860	40	.860
Benchmen.....	.850	40	.850
Decorators' helpers and doughnut men.....	.800	40	.800
Pan greasers.....	.750	40	.750
Pan washers, women icers.....	.700	40	.700
Wrappers, fruit room workers.....	.650	40	.650

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
NEW YORK, N. Y.—continued			
Bread only—Machine shops:			
Agreement A:			
Protein bread:			
Head ovenmen	\$1.100	40	\$1.100
Mixers, ovenmen	1.050	40	1.050
Dividemen, bread	1.000	40	1.000
Dividemen, platem—English muffins .....	.975	40	.975
Molder operators .....	.925	40	.925
Mixers' helpers, ingredient scalars .....	.900	40	.900
Roundmen, English muffins .....	.875	40	.875
Wrappers .....	.850	40	.850
Receiving clerks .....	.833	40	
Flour handlers .....	.825	40	.825
General baking helpers .....	.810	40	.810
Packers, shippers .....	.800	40	.800
Agreement B:			
Oven tenders	1.070	40	1.070
Dividemen, mixers .....	.960	40	.960
Ovenmen's helpers, blenders, panners, twisters, rackers .....	.910	40	.910
Checkers .....	.890	40	.890
Flour handlers .....	.860	40	.860
Bread wrappers, shipping clerks .....	.840	40	.840
Agreement C:			
Mixers, ovenmen	1.050	40	1.050
Dividers .....	.960	40	.960
Benchmen .....	.950	40	.950
Mixers' helpers, ingredient scalars, molders .....	.900	40	.900
Oven loaders, dumpers .....	.870	40	.870
Flour dumpers .....	.850	40	.850
Checkers, head wrappers, packers or slicers .....	.820	40	.820
Head checkers .....	.813	40	.813
Pan greasers, helpers .....	.810	40	.810
Machine cleaners, slicers, wrappers .....	.790	40	.790
Wrapping-machine operators, packers .....	.780	40	.780
Cake only—Machine shops:			
Agreement A:			
Mixers, benchmen, ovenmen	1.100	40	1.050
Helpers, packers, first class .....	.800	40	.750
Packers, second class .....	.700	40	.650
Agreement B:			
Foremen	1.250	40	1.250
Ovenmen mixers	1.100	40	1.100
Bench hands	1.000	40	1.000
Helpers .....	.900	40	.900
Agreement C:			
Ovenmen	1.020	40	1.020
Dough mixers .....	.970	40	.970
Icing makers .....	.850	40	.850
Shipping department checkers .....	.820	40	.820
Dough scalars .....	.810	40	.810
Ingredient scalars, cookers .....	.803	40	.803
General helpers .....	.740	40	.740
Women employees .....	.550	40	.550
Agreement D:			
Ovenmen	1.020	40	1.020
Mixers .....	.970	40	.970
Benchmen .....	.925	40	.925
Icing makers .....	.860	40	.850
Checkers .....	.830	40	.830
Sweet-yeast men .....	.825	40	.825
Packers, floormen .....	.780	40	.780
Helpers .....	.740	40	.740
Women wrappers and icers .....	.550	40	.550
Pie and pastry—Machine shops:			
Foremen, oven workers .....	.909	44	.909
Meringue fillers, fruit mixers .....	.705	44	.705
Machine hands .....	.682	44	.682
Helpers .....	.523	44	.523
Doughnuts only—Machine shops:			
Foremen	1.050	40	1.000
Machine operators .....	.840	40	.790
Foreladies .....	.785	40	.735
Belt attendants, helpers .....	.700	40	.650

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
NEW YORK, N. Y.—continued			
Doughnuts only—Machine shops—Continued			
Assistant foreladies	\$0. 675	40	\$0. 625
Packers A .....	. 625	40	. 575
Packers B .....	. 620	40	. 570
Crackers and cookies—Machine shops:			
Agreement A:			
Machinemen, peelers	1. 025	48	1. 025
Mixers .....	. 945	48	. 945
Rollermen, bakers .....	. 925	48	. 925
Bakers' helpers .....	. 895	48	. 895
Shippers, assemblers, car loaders .....	. 865	48	. 845
Spreaders, trimmers .....	. 845	48	. 845
Stackers, conveyormen, checkers .....	. 795	48	. 795
Pan feeders .....	. 775	48	. 775
Icing department packers .....	. 625	48	. 625
Women employees:			
Inspectors .....	. 695	48	. 695
Cracker packers, machine operators .....	. 645	48	. 645
Carton formers .....	. 625	48	. 625
Agreement B:			
Dog food:			
Machine operators, tally girls .....	. 595	48	. 595
Fillers, scalers, weight girls .....	. 575	48	. 575
Hebrew—Hand shops:			
Agreement A:			
First hands	1. 740	45	1. 740
Second hands	1. 607	45	1. 607
Third hands	1. 207	45	1. 207
Agreement B:			
First hands	1. 718	45	1. 718
Second hands	1. 607	45	1. 607
Helpers	1. 207	45	1. 207
Agreement C:			
First hands	1. 463	40	1. 463
Mixers, ovenmen	1. 400	40	1. 400
Second hands	1. 300	40	1. 300
Third hands	1. 075	40	1. 075
Agreement D:			
First hands	1. 302	48	1. 266
Second hands	1. 260	48	1. 224
Third hands	1. 010	48	. 974
Helpers .....	. 927	48	. 891
Agreement E:			
Foremen, first hands	1. 844	48	1. 719
Swingmen, jobbers	1. 781	48	1. 656
Second and third hands	1. 719	48	1. 594
Hebrew—Machine shops:			
First hands	1. 864	42	1. 864
Second hands	1. 721	42	1. 721
Helpers	1. 293	42	1. 293
Bohemian shops:			
Agreement A:			
Large shops:			
First hands	1. 380	35	1. 380
Second hands	1. 285	35	1. 285
Agreement B:			
Small shops:			
First hands	1. 280	35	1. 280
Second hands	1. 210	35	1. 210
French shops:			
Bread:			
Agreement A:			
Night work:			
Mixers, ovenmen	1. 360	37½	1. 360
Bench hands	1. 227	37½	1. 227
Agreement B:			
Day work:			
Working foremen	1. 156	45	1. 156
Second hands	1. 111	45	1. 111
Third hands	1. 067	45	1. 067
Night work:			
Working foremen	1. 238	42	1. 238
Second hands	1. 190	42	1. 190
Third hands	1. 143	42	1. 143

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
NEW YORK, N. Y.—continued			
French shops—Continued			
Bread—Continued			
Agreement C:			
Mixers, ovenmen	\$1.275	40	\$1.275
Bench hands	1.150	40	1.150
Packers, slicers .....	.850	40	.850
Pastry:			
Foremen	1.150	40	1.150
Mixers, ovenmen	1.100	40	1.100
Benchmen	1.000	40	1.000
Bakery helpers .....	.850	40	.850
Pan cleaners, packers .....	.625	40	.625
Italian shops:			
Night work:			
First hands	1.167	42	1.167
Second hands	1.119	42	1.119
Third hands	1.071	42	1.071
Day work:			
First hands	1.089	45	1.089
Second hands	1.044	45	1.044
Third hands	1.000	45	1.000
Polish shops:			
First hands	1.288	40	1.288
Second hands	1.188	40	1.188
Helpers .....	.988	40	.988
Scandinavian shops:			
Foremen	1.250	48	1.250
Second hands	1.146	48	1.146
Bench hands	1.042	48	1.042
Helpers .....	.833	48	.833
Spanish shops:			
First hands	1.250	48	1.041
Second hands	1.100	48	.978
OKLAHOMA CITY, OKLA.			
Bread and cake—Machine shops:			
Day work:			
Foremen	1.075	40	1.075
Mixers, ovenmen .....	.925	40	.925
Bench and machine hands .....	.825	40	.825
Wrapping-machine operators .....	.650	40	.650
Helpers .....	.625	40	.625
Night work:			
Foremen	1.200	40	1.200
Mixers, ovenmen	1.000	40	1.000
Bench and machinemen .....	.900	40	.900
Helpers .....	.700	40	.700
OMAHA, NEBR.			
Bread and cake—Machine shops:			
Day work:			
Working foremen	1.030	40	1.030
Cake decorators .....	.910	40	.910
Dough mixers, ovenmen .....	.890	40	.890
Benchmen .....	.830	40	.830
Cake mixers .....	.820	40	.820
Ingredient scalers, machinemen .....	.810	40	.810
Oven dumpers, order checkers .....	.780	40	.780
Dough-room helpers .....	.710	40	.710
Stockmen .....	.680	40	.680
Cooler men .....	.650	40	.650
Pan cleaners .....	.590	40	.590
Twisters, panners, wrapping-machine operators .....	.580	40	.580
Bake-shop helpers, packers:			
First 6 months .....	.590	40	.590
Second 6 months .....	.630	40	.630
After 1 year .....	.680	40	.680
Women employees:			
Cake-machine operators .....	.580	40	.580
Hand wrappers and icers:			
First 6 months .....	.450	40	.450
Second 6 months .....	.470	40	.470
After 1 year .....	.500	40	.500

¹ 48-hour week on July 1, 1944.

² 42-hour week on July 1, 1944.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
OMAHA, NEBR.—continued			
Bread and cake—Machine shops—Continued			
Night work:			
Packers, bake-shop helpers:			
First 6 months	\$0.620	40	\$0.620
Second 6 months	.660	40	.660
Pan cleaners	.620	40	.620
Twisters and panners, wrapping-machine operators	.610	40	.610
Hand wrappers and icers:			
Second 6 months	.500	40	.500
After 1 year	.530	40	.530
Pie and pastry:			
Day work:			
Mixers and ovenmen	.780	40	.780
Working foreladies	.760	40	.760
Fruit cookers	.730	40	.730
Miscellaneous helpers	.570	40	.570
Pie fillers and wrappers	.500	40	.500
Night work:			
Working foremen	1.060	40	1.060
Dough mixers, ovenmen	.920	40	.920
Benchmen	.860	40	.860
Ingredient scalers, machinemen	.840	40	.840
Oven dumpers, order checkers	.820	40	.820
Dough-room helpers	.740	40	.740
Packers:			
First 6 months	.620	40	.620
Second 6 months	.660	40	.660
After 1 year	.710	40	.710
Bake-shop helpers:			
Less than 1 year	.630	40	.630
Over 1 year	.680	40	.680
Cooler men	.680	40	.680
Miscellaneous helpers	.600	40	.600
Pie fillers and wrappers	.530	40	.530
PEORIA, ILL.			
Bread and cake—Hand shops:			
Foremen	1.000	48	1.000
Benchmen	.833	48	.833
Bread and cake—Machine shops:			
Foremen	1.188	40	1.188
Spongers, ovenmen	1.063	40	1.063
Benchmen, machine operators	.988	40	.988
Oven helpers	.750	42	.750
Bake-shop helpers	.700	42	.700
Wrappers, after 30 days	.650	42	.650
Women employees, wrappers, after 30 days	.600	42	.600
PHILADELPHIA, PA.			
Bread and cake—Machine shops:			
Agreement A:			
Traveling-oven supervisors, reel-, oil-, and rotary-ovenmen	1.000	40	1.000
Mixers and icing makers	.950	40	.950
Traveling-oven feeders and delivery men, steam-box tenders, depositor operators, ingredient scalers, bench and machine men, doughnut-machine operators	.910	40	.910
Sandwich-wrapping and sweet-dough machine setters	.860	40	.860
Mixers' helpers	.850	40	.850
Flour blenders, route packers	.825	40	.825
Wrapping-machine operators	.800	40	.800
Fan greasers, tray boys, bakery, bench, oven, depositors, stock-room helpers, wrapping-machine truckers, flour handlers, roll baggers, wrappers	.775	40	.775
Wrappers and icers (women)	.560	40	.560
Agreement B:			
Shippers, receivers	1.025	40	1.025
Tray-oven operators, rotary ovenmen	1.000	40	1.000
Steam-box tenders, maintenance men	.975	40	.975
Mixers	.950	40	.950
Benchmen, divider operators, moldermen, greasing-machine operators, icing and depositor-machine operators, roll dividers, ingredient scalers, decorators, oven feeders and deliverymen	.910	40	.910

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
PHILADELPHIA, PA.—continued			
Bread and cake—Machine shops—Continued			
Agreement B—Continued			
Mixers' helpers	\$0.850	40	\$0.850
Pan washing-machine operators, wrapping-machine operators, bread selectors, flour blenders	.825	40	.825
General baking helpers, rackers, carton makers	.775	40	.775
Women employees:			
Working supervisors	.800	40	.800
All other girls	.560	40	.560
Agreement C:			
Head ovenmen	1.075	40	1.075
Cake decorators, peel-oven men	1.000	40	1.000
Dough and icing mixers	.975	40	.975
Bench- and machine-men, steam-box tenders, ingredient scalers	.935	40	.935
Traveling-oven feeders and deliverymen	.910	40	.910
Bread coolers, mixers' helpers, dough punchers	.885	40	.885
Route and pastry packers, bread wrappers and packers	.850	40	.850
Flour pliers and dumpers, pan greasers, bakery and stockroom helpers	.800	40	.800
Women wrappers and icers	.583	40	.583
Cake—Machine shops:			
Working foremen	.985	40	.985
Dough mixers, ovenmen, ingredient scalers	.885	40	.885
Benchmen	.785	40	.785
Depositor operators, icing- and cutting-machine operators, shippers, stock clerks	.765	40	.765
Wrapping-machine operators	.665	40	.665
Helpers, pan greasers	.635	40	.635
Floorladies	.555	40	.555
Women wrappers and icers	.515	40	.515
Pie and pastry:			
Agreement A:			
First hands	1.000	40	1.000
Second hands	.910	40	.910
Third hands	.775	40	.775
Women helpers:			
Machine operators	.600	40	.600
Wrappers	.560	40	.560
Agreement B:			
Working foremen	.975	40	.935
Head order packers, ovenmen, cooks, dough and custard mixers	.875	40	.835
Foreladies	.790	40	.750
Order packers, cooks' and ovenmen's helpers, ingredient scalers, washing-machine man	.775	40	.775
Toppers and fillers, pie makers, shell makers	.725	40	.685
Dish washers, helpers, wrappers, utility men, cleaners	.675	40	.635
Pie wrappers, crown makers	.560	40	.560
Agreement C:			
Working foremen	1.156	40	1.138
First hands	1.000	40	1.000
Second hands	.910	40	.910
Packers	.845	40	.845
Third hands	.775	40	.775
Crackers and cookies:			
Agreement A:			
Mixing department:			
Supervisors	1.045	40	1.045
Dough mixers	.970	40	.970
Dough mixers' helpers, assemblers	.845	40	.845
Mixing-room helpers	.770	40	.770
Bake house:			
Machinemen	.970	40	.970
Ovenmen	.920	40	.920
Dough rollers	.875	40	.875
Reliefmen	.845	40	.845
Helpers	.770	40	.770
Stockroom packing materials:			
Stockmen	.940	40	.940
Paper-cutting machine operators	.820	40	.770
Packing material helpers	.770	40	.770
Icing, wrapping and packing departments:			
Machine set-up men, machine supervisors	.870	40	.870
Set-up men, dumpers	.820	40	.820
Wrapping department helpers	.770	40	.770

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
PHILADELPHIA, PA.—continued			
Crackers and cookies—Continued			
Agreement A—Continued			
Icing, wrapping and packing departments—Continued			
Working supervisors	\$0. 695	40	\$0. 695
Packers, bundlers, inspectors, hand carton formers, weighers, stitchers, machine operators, sugarers and stackers of lady fingers, lady finger baggers and crimpers	. 605	40	. 605
General helpers (male), biscuit:			
Starting rate	. 620	40	. 620
After 200 hours	. 660	40	. 650
After 400 hours	. 700	40	. 670
Icing room and feeding magazine, miscellaneous, wrapping departments	. 535	40	. 535
General helpers (female):			
Starting rate	. 500	40	. 400
After 200 hours	. 535	40	. 450
Agreement B:			
Sponge and sweet baking:			
Head mixers, sponge	. 975	40	. 945
Machine captains	. 970	40	. 970
Sweet mixers	. 950	40	. 920
Peelers	. 945	40	. 915
Bakers, reel or travel	. 920	40	. 920
Rollermen	. 875	40	. 875
Drawmen, ovenmen, and reel-oven helpers	. 855	40	. 855
Mixers' helpers	. 845	40	. 845
Travel-oven helpers	. 835	40	. 835
Oven firemen	. 825	40	. 825
Pan cleaners, feeders	. 795	40	. 795
Stackers	. 775	40	. 775
Panmen, spray-machine operators	. 765	40	. 765
Packing and icing departments:			
Tally clerks	. 875	40	. 845
Supplymen	. 845	40	. 845
Icing-machine set-up men, mixers' helpers	. 840	40	. 840
Stockmen	. 775	40	. 775
Pastemakers	. 755	40	. 755
Icing department tallymen	. 745	40	. 745
Scalers and weighers	. 735	40	. 735
Floormen	. 725	40	. 725
Women employees:			
Working supervisors	. 695	40	. 695
General packing, machine operators	. 605	40	. 605
Carton formers, other packers	. 575	40	. 575
Agreement C:			
Machine captains	. 950	40	. 930
Mixers	. 920	40	. 905
Peelers, ovenmen	. 900	40	. 880
Rollermen	. 850	40	. 830
Icing mixers, supplymen, mixers' helpers	. 800	40	. 780
Drawmen	. 795	40	. 755
Stackers	. 745	40	. 705
Pan cleaners, feeders, general helpers, stockroom boys	. 700	40	. 630
Women employees:			
Set-up supervisors, wrapping-machine operators	. 755	40	. 705
Working supervisors	. 630	40	. 580
Packers, sponge	. 585	40	. 555
Packers' and bundlers	. 580	40	. 530
Hebrew shops—Bread:			
Foremen, oven hands	1. 482	45	1. 482
Second hands	1. 420	45	1. 420
Third hands	1. 316	45	1. 316
Fourth hands	. 900	45	. 900
Hebrew shops—Cake:			
First hands, foremen	. 940	45	. 940
Second hands	. 807	45	. 807
Third hands	. 673	45	. 673
Fourth hands, helpers	. 584	45	. 584
PHOENIX, ARIZ.			
Bread and cake—Hand shops:			
Foremen	. 979	48	. 979
Dough mixers, ovenmen	. 938	48	. 938

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
PHOENIX, ARIZ.—continued			
Bread and cake—Hand shops—Continued			
Benchmen.....	\$0.854	48	\$0.854
Machine operators.....	.730	48	.730
Shipping clerks.....	.625	48	.625
Wrapping-machine helpers:			
First 2 months.....	.521	48	.521
After 2 months.....	.595	48	.595
Hand wrappers:			
First 2 months.....	.521	48	.521
After 2 months.....	.575	48	.575
Checkers.....	.575	48	.575
Bread and cake—Machine shops:			
Day:			
 Production department:			
Foremen.....	1.175	40	1.175
Dough mixers, ovenmen.....	1.125	40	1.125
Machinemen, bench hands.....	1.025	40	1.025
Pan washers, unskilled help, after 6 months.....	.675	40	.675
 Shipping and wrapping department:			
Foremen, machine operators.....	.875	40	.875
Shipping clerks.....	.750	40	.750
 Machine helpers:			
First 6 months.....	.575	40	.575
After 6 months.....	.675	40	.675
Checkers.....	.625	40	.625
Night:			
 Production department:			
Foremen.....	1.225	40	1.175
Dough mixers, ovenmen.....	1.175	40	1.125
Machinemen, bench hands.....	1.075	40	1.025
Pan washers, unskilled help, after 6 months.....	.725	40	.675
 Shipping and wrapping department:			
Foremen, machine operators.....	.925	40	.875
Shipping clerks.....	.800	40	.750
 Machine helpers:			
First 6 months.....	.625	40	.575
After 6 months.....	.725	40	.675
Checkers.....	.675	40	.625
PITTSBURGH, PA.			
Bread and cake—Machine shops:			
Mixers, ovenmen.....	1.000	40	.950
Molders, dividers, benchmen, machine hands.....	.950	40	.900
Traveling-oven feeders and dumpers.....	.900	40	.850
Bake-shop helpers.....	.840	40	.790
Checkers.....	.790	40	.740
Wrapping-machine setters.....	.780	40	.730
Order assemblers, stock handlers.....	.760	40	.710
Packers.....	.720	40	.670
Miscellaneous helpers.....	.710	40	.660
Women helpers.....	.580	40	.550
Hebrew baking:			
 Bread:			
First hands, ovenmen.....	1.556	45	1.556
Second hands, mixers.....	1.489	45	1.489
Third hands, bench hands.....	1.400	45	1.400
 Cake:			
First hands.....	1.489	45	1.489
Second hands.....	1.400	45	1.400
 Unskilled help:			
Shippers, bread wrappers.....	.729	48	.729
Cake bakers' helpers.....	.718	48	.718
Stock handlers.....	.656	48	.656
Pan greasers.....	.625	48	.625
Women wrappers.....	.479	48	.479
FORTLAND, OREG.			
Bread and cake—Hand shops:			
Foremen.....	1.265	40	1.265
Ovenmen, mixers.....	1.208	40	1.208
Bench hands.....	1.093	40	1.093
Head checkers.....	.973	40	.973

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
PORTLAND, OREG.—continued			
Bread and cake—Hand shops—Continued			
Helpers:			
First year.....	\$0.700	40	\$0.700
After first year.....	.861	40	.861
Assistant checkers.....	.845	40	.845
Packers, hand wrappers.....	.816	40	.816
Bread and cake—Machine shops:			
Foremen.....	1.336	36	1.336
Ovenmen, mixers.....	1.272	36	1.078
Bench hands, machinemen.....	1.208	36	1.208
Head checkers and wrappers, receiving clerks, stock clerks, head shipping clerks.....	1.158	36	1.158
Wrappers or machine operators.....	1.078	36	1.078
Flour blenders.....	1.013	36	1.013
Assistant checkers, shipping clerks.....	.997	36	.997
Machine operators' helpers.....	.901	36	.901
Pan greasers (helpers, first year).....	.764	36	.764
Women employees:			
Foreladies (in charge of 4 or more girls).....	.796	40	.796
Cake decorators.....	.744	40	.744
Icers.....	.649	40	.649
Other helpers, after 1 year.....	.591	40	.591
Crackers and cookies:			
Agreement A:			
Machinemen.....	1.038	40	1.038
Mixers.....	1.000	40	1.000
Peelers, ovenmen.....	.975	40	.975
Receiving clerks.....	.930	40	.930
Rollermen.....	.890	40	.890
Scalemen, wrappers.....	.868	40	.868
Mixers' helpers.....	.830	40	.830
Rollermen's helpers, dough feeders, assemblymen.....	.780	40	.780
Stackers.....	.760	40	.760
Other helpers.....	.755	40	.755
Women employees:			
Packers.....	.575	40	.575
Icers and other helpers.....	.555	40	.555
Agreement B:			
Shipping clerks.....	1.000	40	1.000
Mixers.....	.980	40	.980
Peelers.....	.950	40	.950
Ovenmen.....	.920	40	.920
Rollermen.....	.880	40	.880
Mixers' helpers.....	.840	40	.840
Stackers.....	.780	40	.780
Women employees:			
Packers.....	.580	40	.580
Other helpers.....	.560	40	.560
PROVIDENCE, R. I.			
Bread—Machine shops:			
Agreement A:			
Mixers.....	1.000	40	.976
Dividers.....	.950	40	.928
Molders.....	.900	40	.876
Traveling-oven men, doughnut mixers, bread wrappers, machine adjusters, baking mechanics.....	.875	40	.851
Utility men helpers, packers, doughnut wrappers.....	.750	40	.726
Agreement B:			
Head mixers, scalars.....	1.125	40	1.125
Traveling-oven men.....	.950	40	.950
Dividers.....	.925	40	.925
Head wrapping operators.....	.900	40	.900
Molders.....	.875	40	.875
First benchmen.....	.850	40	.850
Mixers' helpers.....	.825	40	.825
Oven helpers, benchmen.....	.805	40	.805
Roll-oven men, ovenmen.....	.800	40	.800
Checkers, molders' helpers, benchmen's helper.....	.775	40	.775
Wrapping-machine operators.....	.730	40	.730
Packers.....	.725	40	.725

TABLE 4.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.*
 [Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
PROVIDENCE, R. I.—continued			
Bread—Machine shops—Continued			
Agreement C:			
Mixers, traveling-oven men	\$1.025	40	\$1.025
Dividers, head benchmen, roll-oven men .....	.925	40	.925
Molders .....	.875	40	.875
Ingredient scalers, mixers' helpers .....	.825	40	.825
Benchmen, head wrappers .....	.805	40	.805
Roll-oven men's helpers .....	.795	40	.795
Flour dumpers .....	.780	40	.780
Ovenmen's helpers, molders' helpers, checkers .....	.775	40	.775
Wrappers .....	.730	40	.730
Packers .....	.725	40	.725
Agreement D:			
Mixers	1.025	40	1.025
Dividers .....	.925	40	.925
Molders .....	.875	40	.875
Ingredient scalers, mixers' helpers .....	.825	40	.825
Flourmen, flour dumpers .....	.780	40	.780
Checkers, ovenmen's and molders' helpers .....	.775	40	.775
Wrappers .....	.730	40	.730
Packers .....	.725	40	.725
Pan greasers .....	.685	40	.685
Cake—Machine shops:			
Mixers	1.035	40	1.035
Ovenmen .....	.950	40	.950
Scalers, fried-cake mixers, icing- and cutting-machine operators, icing mixers, fryers .....	.840	40	.840
Cake and fried-cake helpers, stock clerks, floormen .....	.730	40	.730
Pan greasers, washers, paperers .....	.650	40	.650
Cake and fried helpers, first 2 months .....	.650	40	.650
Female helpers:			
First 2 months .....	.520	40	.520
Thereafter .....	.590	40	.590
Pie and pastry:			
Night bakers .....	.790	40	.750
Cooks .....	.760	40	.720
Bakers .....	.720	40	.680
Receiving clerks .....	.700	40	.660
Filling mixers .....	.675	40	.635
Dough breakers' helpers .....	.670	40	.630
Washers, cleaners, miscellaneous workers .....	.630	40	.590
Women employees:			
Beginners .....	.440	40	.420
Wrappers .....	.510	40	.470
Machine operators .....	.530	40	.490
Hebrew shops:			
Foremen	1.146	48	1.146
Second hands	1.042	48	1.042
Hellenic shops:			
Mixers and scalers	1.025	40	1.025
Mixers .....	.975	40	.975
Ovenmen .....	.925	40	.925
Divider operators, first benchmen .....	.850	40	.850
Molder operators .....	.800	40	.800
Wrapping-machine operators, checkers .....	.720	40	.720
Benchmen, general helpers .....	.700	40	.700
ROCHESTER, N. Y.			
Bread and cake—Hand shops:			
Day:			
First hands	1.023	44	1.023
Second hands, ovenmen, mixers .....	.943	44	.943
Third hands .....	.909	44	.909
Night:			
First hands	1.080	44	1.080
Second hands	1.000	44	1.000
Third hands .....	.966	44	.966
Bread and cake—Machine shops:			
Agreement A:			
Day: *			
First hands	1.167	40	1.167
Second hands, feeders, dumpers	1.077	40	1.077

* 6.2 cents per hour additional for night shift.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1 ¹ 1944
	Rate per hour	Hours per week	Rate per hour
ROCHESTER, N. Y.—continued			
Bread and cake—Machine shops—Continued			
Agreement A—Continued			
Day ⁶ —Continued			
Third hands	\$1.038	40	\$1.038
Decorators .....	.650	44	.650
Icers, cookie-machine assistants .....	.625	44	.625
Helpers, wrap and finishing .....	.585	44	.585
Women employees:			
Foreladies .....	.650	44	.650
General helpers, wrappers .....	.540	44	.540
Agreement B:			
Mixers	1.000	40	1.000
Dividormen .....	.950	40	.950
Machinemen, moldermen, benchmen, ovenmen, assemblymen, batchmen .....	.900	40	.900
Flour blenders, mixers' helpers .....	.850	40	.850
Wrapping-machine operators .....	.800	40	.800
Flour handlers .....	.775	40	.775
Pan greasers, oven, bench and machine helpers, bread rackers, checkers, packers .....	.750	40	.750
Wrapping and slicing helpers .....	.725	40	.725
Women helpers:			
Foreladies .....	.620	40	.620
Icing-machine operators .....	.500	40	.500
Icers, wrappers .....	.470	40	.470
Box makers .....	.420	40	.420
Hebrew shops:			
Ovenmen, mixers	1.406	48	1.406
Bench hands	1.302	48	1.302
First cake bakers	1.250	48	1.250
Second cake bakers	1.146	48	1.146
Third hands	1.094	48	1.094
Crackers and cookies:			
Shop foremen .....	.900	40	.900
Batch scalers, dough mixers, machine operators, oven feeders, oven dumpers .....	.850	40	.850
Rack pullers, cookie dumpers, pan cleaners, carton packers and helpers Women employees:	.700	40	.700
Foreladies .....	.620	40	.620
Wrappers and packers .....	.500	40	.500
ROCK ISLAND (ILL.) DISTRICT ⁷			
Bread—Hand shops:			
Foremen .....	.900	48	.900
First bakers .....	.800	48	.800
Second bakers .....	.750	48	.750
Helpers .....	.542	48	.542
Bread and rolls—Machine shops:			
Working foremen	1.010	40	1.010
Dough mixers, ovenmen .....	.910	40	.910
Benchmen, machineman .....	.860	40	.860
Shipping-room foremen, checkers, shipping clerks .....	.735	40	.735
Stockroom men, packers, wrapping-machine helpers, truck loaders, general helpers:			
First 6 months .....	.590	40	.590
After 6 months .....	.670	40	.670
Women hand wrappers and icers:			
First 6 months .....	.410	40	.410
After 6 months .....	.485	40	.485
Pie and pastry:			
Working foremen	1.010	40	1.010
First hands .....	.910	40	.910
Second hands and scalers .....	.860	40	.860
ST. LOUIS, MO.			
Bread and cake—Hand shops:			
Day work:			
Foremen .....	.958	48	-----
Second or bench hands .....	.863	48	-----

⁶ 6.2 cents per hour additional for night shift.

⁷ Includes Rock Island and Moline, Ill., and Davenport, Iowa.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
ST. LOUIS, MO.—continued			
Bread and cake—Hand shops—Continued			
Night work:			
Foremen.....	\$1.042	48	\$1.042
Second or bench hands.....	.946	48	.946
Bread—Machine shops:			
Day work:			
Foremen.....	1.318	40	1.318
Spongers, oven hands.....	1.208	40	1.208
First bench hands, scalers.....	1.125	40	1.125
Bench and machine hands.....	1.098	40	1.098
Bread counters.....	.933	40	.933
Helpers, pan greasers.....	.905	40	.905
Ingredient scalers.....	.788	40	.788
Wrapping- and slicing-machine operators.....	.713	40	.713
Packers:			
Inexperienced.....	.705	40	.705
Experienced.....	.750	40	.750
Car crews:			
Inexperienced.....	.700	40	.700
Experienced.....	.750	40	.750
Beltmen, first 6 months.....	.638	40	.638
Miscellaneous helpers:			
Inexperienced.....	.575	40	.575
Experienced.....	.625	40	.625
Foreladies.....	.575	40	.575
Women helpers:			
Inexperienced.....	.475	40	.475
Experienced.....	.525	40	.525
Night work:			
Foremen.....	1.373	40	1.373
Spongers, oven hands.....	1.263	40	1.263
First bench hands, scalers.....	1.180	40	1.180
Bench and machine hands.....	1.153	40	1.153
Bread counters.....	.988	40	.988
Helpers, pan greasers.....	.960	40	.960
Ingredient scalers.....	.843	40	.843
Slicing- and wrapping-machine operators.....	.768	40	.768
Beltmen, first 6 months.....	.693	40	.693
Cake—Machine shops:			
Foremen.....	1.318	40	1.318
Ovenmen and mixers.....	1.208	40	1.208
Machine hands.....	1.098	40	1.098
Helpers.....	.905	40	.905
Icing mixers, ingredient scalers.....	.874	40	.874
Miscellaneous helpers:			
Inexperienced.....	.575	40	.575
Experienced.....	.625	40	.625
Foreladies.....	.575	40	.575
Women helpers:			
Inexperienced.....	.475	40	.475
Experienced.....	.525	40	.525
Crackers and cookies:			
Agreement A:			
Oven operators.....	1.025	40	1.025
Cracker-dough mixers, sweet-dough mixers, graham-dough mixers, dough-machine set-up and operators, sponge mixers.....	1.000	40	1.000
Dough-break-machine feeders.....	.975	40	.975
Mixers' helpers, sweet and graham dough.....	.900	40	.900
Head stock keepers.....	.875	40	.875
Dough-break roll feeders.....	.850	40	.850
Wrapping-machine set-up men.....	.800	40	.800
Scrap grinders, machine relief.....	.775	40	.775
Scrap (women), carton-forming-machine operators.....	.725	40	.725
Miscellaneous help, packers, off-wrapping machine, wire-tie-machine operators, sack cleaners, stock keepers, carton peelers.....	.650	40	.650
Scalers.....	.600	40	.600
Agreement B:			
Sponge-mixing department:			
Head mixers.....	.960	40	.940
Sponge and dough mixers.....	.830	40	.770
Mixers' helpers.....	.750	40	.710
Sweet-mixing department:			
Head mixers.....	.930	40	.910
Mixers.....	.850	40	.800
Mixers' helpers.....	.750	40	.710

TABLE 4.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.*

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
ST. LOUIS, MO.—continued			
Crackers and cookies—Continued			
Agreement B—Continued			
Baking department:			
Machinemen.....	\$0.930	40	\$0.910
Peelers.....	.910	40	.890
Rollermen, ovenmen.....	.850	40	.830
Oven take-out men.....	.790	40	.770
Sheeters and laminators.....	.760	40	.740
Reliefmen (sweet).....	.740	40	.720
Cost and raw material checkers.....	.730	40	.710
Stackers, men.....	.700	40	.680
General help, semiskilled.....	.680	40	.660
Stackers, women.....	.620	40	.600
Sponge and sweet-packing department:			
Supply men.....	.720	40	.700
Working supervisors, women.....	.690	40	.640
General help, semiskilled (men).....	.680	40	.660
Checkers.....	.640	40	.590
Cello-bag-machine operators, weighers.....	.560	40	.540
General help, semiskilled (women).....	.540	40	.520
Icing department:			
Mixers, machinemen.....	.850	40	.830
Marshmallow and icing mixers.....	.760	40	.740
Supply men.....	.720	40	.700
General help, semiskilled (men).....	.680	40	.660
Women employees:			
Machine operators.....	.720	40	.700
Checkers.....	.640	40	.590
Machine feeders.....	.570	40	.540
Trolley girls.....	.540	40	.520
Carton and caddy forming and wrapping department:			
Machinemen, set-up and adjusters.....	.880	40	.860
Machine operators (men).....	.800	40	.780
Machine operators (women).....	.720	40	.700
General help, semiskilled (women).....	.540	40	.520
Receiving and warehouse department:			
Working supervisors.....	.830	40	.810
Receivers.....	.730	40	.710
Receivers' helpers, loaders.....	.700	40	.680
Shipping department:			
Working supervisors.....	.830	40	.810
Checkers.....	.730	40	.710
Assemblers and loaders.....	.700	40	.680
Women employees:			
Working supervisors.....	.690	40	.670
Checkers.....	.660	40	.640
Assemblers and loaders.....	.630	40	.610
Agreement C:			
Baking and mixing departments:			
Head mixers, machine captains.....	.920	40	.920
Peelers.....	.870	40	.870
Bakers, sponge mixers, assemblymen.....	.840	40	.840
Rollermen.....	.820	40	.820
Ovenmen.....	.775	40	.775
Mixers' helpers, stackers, general help.....	.730	40	.730
Packing department:			
Floormen.....	.685	40	.685
Women employees:			
Working supervisors.....	.685	40	.685
Packers, sponge.....	.695	40	.695
Talley clerks.....	.580	40	.580
Packers, sweet, bundlers, machine operators, carton formers, weighers and closers, "Q" formers and stitchers, general help.....	.550	40	.550
Icing department:			
Mixers.....	.775	40	.755
Mixers' helpers.....	.730	40	.730
Working supervisors (women).....	.695	40	.695
Machine operators, and other women helpers.....	.650	40	.650
Hebrew—Hand shops:			
Foremen, bakers, ovenmen.....	1.250	48	1.250
Second hands.....	1.042	48	1.042
Miscellaneous helpers.....	.438	48	.438

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
ST. PAUL, MINN.			
Bread and cake—Hand shops:			
Foremen of 6 or more.....	\$1.031	45	\$0.979
Foremen of 5 or less, first hands.....	.933	45	.875
Ovenmen, mixers.....	.865	45	.813
Bench hands.....	.844	45	.792
Bread—Machine shops:			
Foremen.....	1.095	40	1.095
Sponge and dough mixers, ovenmen and oven operators.....	.945	40	.945
Bench hands, dividers, molders, bun-machine operators.....	.895	40	.895
Oven feeders and dumpers, slicing- and wrapping-machine operators.....	.835	40	.835
Oven helpers, bench helpers, twisters, panners.....	.745	40	.745
Helpers:			
First 8 weeks.....	.625	40	.625
After 8 weeks.....	.720	40	.720
Women employees:			
Foreladies.....	.745	40	.745
Finishers, packers and wrappers:			
First 8 weeks.....	.500	40	.500
After 8 weeks.....	.560	40	.560
Cake—Machine shops:			
Foremen.....	1.095	40	1.095
Mixers, icers, ovenmen.....	.900	40	.900
Ingredient scalers, fruit cookers, depositor- and drop-machine operators.....	.800	40	.800
Helpers:			
First 8 weeks.....	.625	40	.625
After 8 weeks.....	.720	40	.720
Women employees:			
Foreladies.....	.745	40	.745
Wrapping-machine operators.....	.720	40	.720
Wrappers, packers, finishers:			
First 8 weeks.....	.500	40	.500
After 8 weeks.....	.560	40	.560
Crackers and cookies:			
Head sweet-dough mixers.....	.935	40	.935
Peelers, reliefmen, sponge ovenmen.....	.910	40	.910
Head sponge mixers.....	.860	40	.860
Assistant sponge dough-mixers.....	.820	40	.820
Rollermen.....	.800	40	.800
Marshmallow mixers, sweet ovenmen.....	.780	40	.780
Firemen, draw boys.....	.760	40	.760
Pan greasers.....	.740	40	.740
Unclassified helpers:			
Starting rate.....	.625	40	.625
After 3 months.....	.660	40	.660
After 6 months.....	.700	40	.700
Women employees:			
Packers.....	.600	40	.600
Wrappers.....	.550	40	.550
Unclassified helpers:			
Starting rate.....	.450	40	.450
After 3 months.....	.480	40	.480
After 6 months.....	.510	40	.510
Second year.....	.540	40	.540
SALT LAKE CITY, UTAH			
Bread and cake—Hand shops:			
Foremen.....	1.010	48	.990
Oven and dough men, bench hands.....	.860	48	.833
Wrapping and shipping helpers.....	.610	48	.610
Bread and cake—Machine shops:			
Foremen.....	1.070	40	1.070
Dough mixers, ovenmen.....	.950	40	.950
Scalers.....	.890	40	.890
Machinemen, bench hands.....	.840	40	.840
Shipping clerks, head wrappers.....	.770	40	.770
Checkers.....	.720	40	.720
Bread rackers, pan greasers.....	.670	40	.670
Helpers, first year.....	.570	40	.570
Women employees:			
Foreladies.....	.620	40	.620
Icers, wrappers, packers, labelers, sweet-roll panners.....	.550	40	.550
Wrapping-machine operators.....	.500	40	.500

* 48-hour week on July 1, 1944.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
SALT LAKE CITY, UTAH—continued			
Crackers and cookies:			
Assistant foremen.....	\$0.800	40	.....
Out panners.....	.775	40	.....
In panners.....	.750	40	.....
Sponge mixers.....	.725	40	.....
Cracker edgers.....	.625	40	.....
Sponge packers.....	.600	40	.....
Weighers.....	.535	40	.....
Case makers, paper shredders.....	.530	40	.....
Sweet packers.....	.500	40	.....
Cello-nest cutters and cello-machine operators.....	.475	40	.....
Feeders and machine girls.....	.450	40	.....
SAN FRANCISCO, CALIF.			
Bread and cake—Hand shops:			
Dairy lunches, restaurants, and cafeterias:			
Foremen, ovenmen.....	1.131	40	\$1.131
Bench hands.....	1.063	40	1.063
Retail shops:			
Foremen, ovenmen, mixers.....	1.185	42	1.113
Bench hands.....	1.124	42	1.052
Bread and cake—Machine shops:			
Foremen.....	1.380	38	1.380
Dough mixers or ovenmen.....	1.320	38	1.320
Bench hands.....	1.230	38	1.230
Flour blenders.....	1.140	38	1.140
Helpers, after 1 year.....	.980	38	.980
Women employees (cake):			
Foreladies.....	.875	40	.875
Icing-machine operators, supervisors, cutters, department heads.....	.735	40	.735
Hand and machine wrappers, packers, pan girls, boxers, box sorters, toast girls, other helpers.....	.675	40	.675
Crackers and cookies:			
Agreement A:			
Machinememen, head mixers.....	1.225	40	1.113
Peelers, ovenmen, reliefmen.....	1.170	40	1.063
Rollermen.....	1.090	40	.998
Mixers' and sponge-oven helpers.....	1.055	40	.965
Icing men.....	1.040	40	.950
Wax and cellophane wrapping-machine set-up men.....	1.010	40	.950
Sweet-oven helpers, sweet-dough feeders, pan greasers and feeders.....	.975	40	.900
Assemblymen.....	.950	40	.900
Shippers, receivers.....	.950	40	.870
Traveling-oven feeders.....	.900	40	.825
General help.....	.860	40	.763
Stackers.....	.850	40	.800
Women employees:			
Supervisors.....	.775	40	.635
Sponge packers, wrappers and bundlers, weighers, carton formers, etc.....	.675	40	.600
Can renovators, icing and sugar-wafer girls, sweet packers.....	.655	40	.563
Agreement B:			
Machinememen, mixers, ovenmen.....	1.228	40	1.145
Reliefmen.....	1.100	40	1.070
Cellophane and wax wrapping-machine operators.....	1.010	40	1.003
Icing men.....	.980	40	.950
Shippers and receivers.....	.950	40	.920
Benchmen.....	.900	40	.870
Head shipping clerk.....	1.000	40	.....
Women employees:			
Floorladies.....	.770	40	.....
Weighers, carton and caddy formers, wrappers and bundlers, relief girls, stitchers, cellophane-bag-machine operators.....	.675	40	.600
Icing girls, sweet packers.....	.675	40	.563
French and Italian—Hand shops:			
Foremen, ovenmen, mixers.....	1.123	42	1.123
Bench hands.....	1.024	42	1.024
French and Italian—Machine shops:			
Foremen, ovenmen, mixers.....	1.180	40	1.180
Bench hands.....	1.070	40	1.070

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
SCRANTON, PA.			
Bread and cake—Hand shops:			
Agreement A:			
Ovenmen, dough mixers	\$0.854	48	\$0.854
Bench hands .....	.750	48	.750
Assistant bench hands .....	.625	48	.625
Helpers .....	.521	48	.521
Agreement B:			
Mixers, ovenmen, first hands .....	.844	48	.844
Bench hands, oven helpers .....	.729	48	.729
Shippers .....	.542	48	.542
Wrappers, utility men .....	.500	48	.500
Helpers .....	.417	48	.417
Bread and cake—Machine shops:			
Agreement A:			
Bread and rolls department:			
Shipping clerks	1.040	40	1.040
Mixers, molders .....	.940	40	.940
Dividers .....	.880	40	.880
Third mixers .....	.870	40	.870
Oven and proof-box men .....	.815	40	.815
Flour blenders, mixers' helpers, molding-machine helpers .....	.800	40	.800
Pan setters .....	.785	40	.785
Assistant shipping clerks .....	.775	40	.775
Traveling-oven feeders and receivers .....	.750	40	.750
Wrappers, pan greasers .....	.725	40	.725
Bench hands, packers .....	.713	40	.713
Hand wrappers .....	.700	40	.700
General helpers .....	.638	40	.638
Cake department:			
General utilitymen .....	.820	40	.820
Mixers, ovenmen .....	.708	40	.708
Depositor operators, pan greasers .....	.658	40	.658
Helpers .....	.595	40	.595
Women employees:			
Machine operators .....	.533	40	.533
Icers and helpers .....	.520	40	.520
Agreement B:			
Bread department:			
Mixers, sponge-dough scalers	1.025	40	1.025
Traveling-oven men, shipping clerks .....	.975	40	.975
Mixers' assistant .....	.900	40	.900
Bread rackers .....	.875	40	.875
Dividers, molder operators, reliefmen .....	.825	40	.825
Receiving clerks, flour blenders .....	.800	40	.800
Assistant shipping clerks .....	.775	40	.775
Wrapping-machine operators, molders' helpers .....	.750	40	.750
Pan greasers .....	.715	40	.715
Cake department:			
Working foremen, receiving clerks .....	.950	40	.950
Mixers, scalers .....	.775	40	.775
Shipping clerks, ovenmen, depositors .....	.725	40	.725
Icing mixers .....	.715	40	.715
Oven helpers, wrapping-machine operators, depositors' helpers .....	.685	40	.685
Dumpers, stockmen .....	.635	40	.635
Pan greasers .....	.610	40	.610
Packers, shipping-room help .....	.580	40	.580
Box sorters .....	.555	40	.555
Women employees:			
Wrapping-machine operators, boxmakers .....	.530	40	.530
Wrappers and icers:			
First 6 months .....	.450	40	.450
Second 6 months .....	.530	40	.530
After 1 year .....	.543	40	.543
Variety department:			
Shippers, sponge and dough mixers, traveling-oven feeders and dumpers .....	.825	40	.825
Dough mixers and scalers .....	.775	40	.775
Wrapping-machine operators .....	.715	40	.715
Junior shipping clerks .....	.700	40	.700
Dough rollers and bench hand assistants, machine panners and operators .....	.690	40	.690
Pan greasers and rackers, variety rackers, bun packers .....	.555	40	.555

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
SCRANTON, PA.—continued			
Bread and cake—Machine shops—Continued			
Agreement C:			
Reliefmen.....	\$0.975	40	\$0.975
Receiving clerks.....	.950	40	.950
Mixers.....	.900	40	.900
Oven operators.....	.875	40	.825
Divider and molder operators.....	.850	40	.800
Stockmen, cake depositors.....	.825	40	.825
Industrial pan washers.....	.800	40	.800
Wrapping-machine operators, tray ovenmen.....	.800	40	.750
Scalers, pan rackers, doughnut-machine operators, flour blenders, depositors' helpers, benchmen, proof-box men.....	.775	40	.775
Cake dumpers.....	.775	40	.725
Mixers' helpers, bread rackers, oven feeders and dumpers, pan greasers, small-roll workers.....	.750	40	.750
Bread packers and truckers, selectors, loaders, carton makers.....	.725	40	.725
General baking helpers.....	.700	40	.700
Women employees:			
Working foreladies.....	.700	40	.....
Pan greasers, cake cutters, machine wrappers, depositors.....	.580	40	.550
Bread rackers.....	.550	40	.550
Doughnut-machine helpers, selectors, bread and roll workers, bench helpers, floor girls, icers, cake-shop girls, hand wrappers.....	.530	40	.500
Bread only—Machine shops:			
Shipping clerks.....	1.058	40	1.058
Mixers, peel-oven men, molder and divider operators, utilitymen.....	.980	40	.980
Flour blenders.....	.845	40	.845
Mixers' helpers.....	.815	40	.815
Molders' helpers.....	.805	40	.805
Pan greasers.....	.799	40	.799
Traveling-oven feeders and dumpers, assistant shippers.....	.755	40	.755
Machine wrappers.....	.730	40	.730
Bread rackers:			
First 6 months.....	.655	40	.655
After 6 months.....	.755	40	.755
Pie and cake:			
Mixers.....	.913	40	.913
Ovenmen, fruit cookers.....	.888	40	.888
Shipping clerks.....	.763	40	.763
Helpers.....	.675	40	.675
Scalers.....	.625	40	.625
Cake dumpers, pan greasers, depositor operators.....	.600	40	.600
Fruit cookers' and depositors' helpers, bowl washers.....	.500	40	.500
Women employees:			
Icers, packers.....	.538	40	.538
Box makers, wrappers, wrapping-machine operators.....	.500	40	.500
Crackers and cookies:			
Mixers.....	.935	40	.935
Working foremen.....	.875	40	.875
Shipping clerks.....	.750	40	.750
Marshmallow mixers.....	.695	40	.695
Peelers, machinemen, assistant mixers.....	.655	40	.655
Ovenmen.....	.650	40	.650
Assistant machinemen.....	.630	40	.630
Ovenmen's helpers, assistant shipping clerks.....	.610	40	.610
Stackers, pan feeders, dough rollers, oven feeders.....	.545	40	.645
Pan catchers and greasers, flour blenders, sugar grinders, general helpers.....	.510	40	.510
Utilitymen.....	.450	40	.450
Women employees:			
Working foreladies.....	.485	40	.485
Machine operators and handlers.....	.460	40	.460
Marshmallow girls, box makers, packers, bundlers, stackers, all others.....	.450	40	.450
SEATTLE, WASH.			
Bread and cake—Hand and machine shops:			
Day work:			
Foremen.....	1.420	36	1.420
Mixers, ovenmen, machinemen.....	1.354	36	1.354
Bench hands.....	1.277	36	1.277
Control-room men.....	.978	36	.978

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
SEATTLE, WASH.—continued			
Bread and cake—Hand and machine shops—Continued			
Day work—Continued			
Helpers:			
After 1 year	\$0.972	36	\$0.972
After 2 years	1.094	36	1.094
Unskilled help:			
Stockmen .....	.963	40	.963
Men-in-charge, assistant stockmen .....	.850	40	.850
General helpers, after 1 year .....	.775	40	.775
Women:			
Floorladies .....	.825	40	.825
Assistant floorladies .....	.775	40	.775
Machine operators, experienced .....	.750	40	.....
General workers:			
First 3 months .....	.500	40	.500
4-12 months .....	.575	40	.575
13-24 months .....	.613	40	.613
After 2 years .....	.650	40	.650
Night work:			
Foremen	1.620	36	1.620
Mixers, ovenmen, machinemen	1.554	36	1.554
Bench hands	1.477	36	1.477
Helpers:			
After 1 year	1.139	36	1.139
After 2 years	1.261	36	1.261
Control-room men	1.061	36	1.061
Crackers and cookies:			
Agreement A:			
Machinemen	1.080	40	1.080
Mixers	1.000	40	1.000
Peelers .....	.980	40	.980
Receiving clerks .....	.940	40	.940
Ovenmen .....	.935	40	.935
Rollermen .....	.890	40	.890
Scalers, wrappers, oven helpers .....	.870	40	.870
Mixers' helpers .....	.830	40	.830
Icing helpers .....	.755	40	.755
Pan cleaners, feeders and other helpers:			
First 6 months .....	.705	40	.705
After 6 months .....	.755	40	.755
Women employees:			
Experienced sponge and combination packers .....	.600	40	.600
Icing and sugar-wafer girls .....	.560	40	.560
Plain sweet packers .....	.550	40	.550
Agreement B:			
Mixers, machinemen	1.250	40	1.250
Peelers, ovenmen	1.100	40	1.100
Rollermen, scalers, wrappers, oven helpers	1.000	40	1.000
Mixers' helpers .....	.900	40	.900
Pan cleaners, feeders, and other helpers:			
First 6 months .....	.700	40	.700
After 6 months .....	.850	40	.850
Women employees:			
Sponge packers, experienced .....	.620	40	.620
Plain sweet and combination packers, icing and sugar-wafer girls .....	.570	40	.570
SOUTH BEND, IND.			
Bread and cake—Hand shops:			
Agreement A:			
First hands	1.146	48	1.146
Second hands	1.042	48	1.042
Agreement B:			
Bakers, first class .....	.771	48	.771
Bakers, second class .....	.500	48	.500
Helpers .....	.375	48	.375
Agreement C:			
Bakers, first class .....	.875	48	.875
Bakers, second class .....	.625	48	.625
Helpers .....	.375	48	.375
Cake only:			
Working foremen	1.050	42	1.050
Bench hands, first class .....	.900	42	.900
Bench helpers .....	.750	42	.750

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
SOUTH BEND, IND.—continued			
Pie and pastry:			
Loaders, dough mixers, cooks, ovenmen, ingredientmen.....	\$0.790	40	\$0.780
Receiving clerks.....	.790	40	.750
Pie-table operators.....	.770	40	.750
Receivers' helpers.....	.720	40	.680
Fruit mixers.....	.710	40	.680
Dough feeders.....	.660	40	.630
Women employees:			
Supervisors.....	.590	40	.550
Helpers.....	.550	40	.500
Bread—Machine shops:			
Agreement A:			
Mixers, dividermen, ovenmen, head benchmen, receiving clerks.....	.950	40	.950
Molder operators.....	.920	40	.920
Benchmen.....	.900	40	.900
Mixers' helpers, molders' helpers.....	.820	40	.820
Checkers.....	.800	40	.800
Conveyermen, bake-shop helpers.....	.780	40	.780
Stockroom men.....	.750	40	.750
Packers.....	.730	40	.730
Slicers and wrappers.....	.670	40	.670
Stale checkers.....	.650	40	.650
Agreement B:			
Mixers, dividers, ovenmen.....	.950	40	.950
Mixers' helpers, moldermen.....	.840	40	.840
Molders' helpers.....	.740	40	.740
Oven feeders and dumpers.....	.700	40	.700
Checkers.....	.670	40	.670
Conveyormen, bake-shop helpers.....	.650	40	.650
Packers.....	.600	40	.600
Agreement C:			
Mixers, dividermen, ovenmen, benchmen, molder operators.....	.900	42	.900
Wrappers.....	.850	42	.850
SPOKANE, WASH.			
Bread and cake—Machine shops:			
Foremen, mixers, ovenmen.....	1.271	40	1.271
Machine hands.....	1.213	40	1.213
Bench hands.....	1.155	40	1.155
Oven dumpers' helpers.....	.988	40	.988
Shipping and stock clerks, rackers, conveyormen, machine wrappers, flour blenders, packers.....	.888	40	.888
Helpers.....	.835	40	.835
Women cake and cookie wrappers:			
First 2 months.....	.520	40	.520
After 2 months.....	.604	49	.604
Crackers and cookies:			
Agreement A:			
Machinemen.....	1.008	40	1.008
Mixers.....	.970	40	.970
Peelers.....	.945	40	.945
Receiving clerks.....	.920	40	.920
Ovenmen.....	.895	40	.895
Rollermen.....	.860	40	.860
Scalemen and wrappers.....	.857	40	.857
Ovenmen's helpers.....	.850	40	.850
Mixers' helpers.....	.820	40	.820
Rollermen's helpers, dough feeders, assemblymen.....	.770	40	.770
Stackers.....	.750	40	.750
Helpers, pan cleaners, feeders.....	.745	40	.745
Women employees:			
Working supervisors.....	.645	40	.645
Stackers, cracker packers, floor girls.....	.570	40	.570
Experienced icing-room girls.....	.550	40	.550
Agreement B:			
Machinemen.....	1.020	40	1.020
Mixers.....	.970	40	.970
Peelers.....	.910	40	.910
Ovenmen, receiving clerks.....	.890	40	.890
Rollermen.....	.860	40	.860
Stackers.....	.750	40	.750
Icing helpers, pan cleaners and feeders, other helpers.....	.745	40	.745
Women employees:			
Floorladies.....	.645	40	.645
Experienced icing-room girls, sponge and plain sweet packers.....	.560	40	.560

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
SPRINGFIELD, MASS.			
Bread, cakes, and pies—Hand shops:			
Foremen.....	\$1.100	48	\$1.100
Second hands, dough mixers, bench hands.....	1.000	48	1.000
Bread and cake—Machine shops:			
Agreement A:			
Dough mixers.....	1.010	40	1.000
Ovenmen.....	.910	40	.900
Divider operators, reliefmen, shipping-room workers.....	.835	40	.825
Molder operators, oven helpers.....	.810	40	.800
Cake-icing girls.....	.560	40	.550
Women helpers.....	.550	40	.500
Agreement B:			
Foremen.....	1.085	40	1.075
Dough mixers, peel ovenmen.....	1.010	40	1.000
Floormen, assistant foremen.....	.985	40	.975
Cake mixers, cake ovenmen.....	.910	40	.900
Conveyor ovenmen.....	.860	40	.850
Dividers, molder operators, bench hands, doughroom helpers.....	.835	40	.825
Scalers.....	.810	40	.800
Women employees:			
Foreladies.....	.660	40	.650
Hand cake, icers.....	.610	40	.600
Other helpers.....	.560	40	.550
Bread only—Machine shops:			
Agreement A:			
Foremen.....	1.085	40	1.075
Bench foremen, dough mixers.....	.985	40	.975
Assistant foreman.....	.910	40	.900
Peel ovenmen.....	.860	40	.850
Dividers, scalers, molder operators, order men, bench hands.....	.835	40	.825
Conveyor ovenmen, pan greasers, dough-room helpers.....	.810	40	.800
Helpers.....	.780	40	.750
Packers, slicers, receivers, coolers.....	.735	40	.725
Women employees:			
Foreladies.....	.660	40	.650
Helpers.....	.550	40	.500
Agreement B:			
Reliefmen.....	1.010	40	1.000
Dough mixers.....	.960	40	.950
Divider operators, oven feeders.....	.860	40	.850
Molder operators.....	.810	40	.800
Other men.....	.760	40	.750
Hebrew—Hand shops:			
Foremen.....	1.364	45	1.289
Second hands, dough mixers.....	1.248	45	1.173
Bench hands.....	1.131	45	1.056
TOLEDO, OHIO			
Bread and cake—Hand shops:			
First hands.....	1.000	48	1.000
Second hands.....	.950	48	.950
Third hands.....	.900	48	.900
Helpers.....	.850	48	.850
Bread and cake—Machine shops:			
Agreement A—Small shops:			
First mixers, first peel ovenmen.....	.990	40	.936
Wrapping-machine foremen.....	.998	40	.836
Bread bench foremen.....	.950	40	.936
Cake bench foremen.....	.950	48	.886
Second mixers.....	.940	40	.866
Cake mixers.....	.940	40	.856
Reel-oven men.....	.920	40	.866
Oven operators.....	.920	40	.856
Second peel ovenmen, benchmen, roll or bread.....	.900	48	.866
Cake benchmen.....	.900	40	.856
Hand frymen—yeast raised cake and doughnuts.....	.900	40	.836
Dividormen.....	.860	40	.836
Moldermen.....	.860	40	.766
Icing mixers' helpers.....	.840	40	.810
Checkers.....	.800	40	.770
Machine frymen—cakes and doughnuts.....	.800	40	.736
Helpers, bread slicers and rackers, shipping-room helpers.....	.760	40	.736
Loaders.....	.760	40	.730
Women wrappers.....	.610	40	.580

TABLE 4.—*Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.*
 [Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
TOLEDO, OHIO—continued			
Bread and cake—Machine shops—Continued			
Agreement B—Major shops:			
Bread department:			
First mixers.....	\$1.020	40	\$0.990
Second mixers.....	.970	40	.940
Oven operators.....	.950	40	.920
Benchmen.....	.930	40	.900
Mixers' helpers, dividers, molders, traveling-oven men.....	.890	40	.860
Wrapping-machine set-up men.....	.870	40	.840
Molders' helpers.....	.840	40	.810
Flour blenders.....	.820	40	.790
Other helpers in bake shop, wrapping, packing, and shipping room.....	.790	40	.760
Cake department:			
Ingredient scalers, mixers, depositors, ovenmen.....	.990	40	.960
Wrapping-machine set-up men.....	.850	40	.820
Dough and icing mixers' helpers.....	.840	40	.810
Icing-machine operators.....	.810	40	.780
Depositors' helpers, dumpers, checkers.....	.800	40	.770
Stockroom men.....	.790	40	.760
Pan greasers.....	.770	40	.740
Loaders, miscellaneous helpers.....	.760	40	.730
All women employees.....	.610	40	.580
Pie and pastry:			
Pie makers, ovenmen.....	.850	48	.815
Bench hands, fillers.....	.820	48	.715
Helpers, after 30 days.....	.680	48	.615
Women helpers, after 30 days.....	.600	48	.505
Crackers and cookies:			
Baking department:			
Oven No. 1:			
Machinemen.....	1.005	40	1.005
Peelers-in.....	.900	40	.900
Ovenmen, spray-machine operators.....	.875	40	.875
Rollermen, peelers-out.....	.855	40	.855
Intermediate rollermen.....	.825	40	.825
Tray and pan boys.....	.775	40	.775
Oven No. 2:			
Machinemen.....	1.005	40	1.005
Peelers-in.....	.925	40	.925
Ovenmen, rollermen.....	.875	40	.875
Peelers-out.....	.855	40	.855
Intermediate rollermen.....	.825	40	.825
Tray boys.....	.795	40	.795
Oven No. 3:			
Oven and machinemen.....	1.040	40	1.040
General labor.....	.695	40	.695
Mixing department:			
Head mixers.....	.925	40	.925
Sponge mixers, flour dumpers, assistant mixers.....	.855	40	.855
Mixers' helpers.....	.805	40	.805
Icing department:			
Machinemen.....	.905	40	.905
Chocolate mixers.....	.875	40	.875
Icing and marshmallow mixers.....	.775	40	.775
Supply workers.....	.660	40	.660
Women employees:			
Working leaders.....	.695	40	.695
Marshmallow-machine packers and feeders, sealers.....	.625	40	.625
Sandwich-machine packers and feeders, caddy and case formers.....	.605	40	.605
Separators.....	.590	40	.590
Crimp-pack operators, general helpers.....	.570	40	.570
Shipping and receiving department:			
Head loaders, night loaders.....	1.160	40	1.160
Order fillers.....	.958	40	.958
Stockmen.....	.895	40	.895
Receiving stock clerks.....	.855	40	.855
Shipping laborers.....	.825	40	.825
Receiving stock handlers.....	.775	40	.775
Conveyormen.....	.660	40	.660
Packing department:			
Machine operators.....	.925	40	.925
Scalers.....	.775	40	.775
General labor.....	.695	40	.695

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
TOLEDO, OHIO—continued			
Crackers and cookies—Continued			
Packing department—continued			
Women employees;			
Working leaders.....	\$0.695	40	\$0.695
Machine bundlers.....	.665	40	.665
Sponge packers, carton formers.....	.645	40	.645
Caddy and case formers, sweet packers, wrapper feeders.....	.605	40	.605
Stackers.....	.570	40	.570
General helpers.....	.500	40	.500
WASHINGTON, D. C.			
Bread and cake—Machine shops:			
Day work:			
Journeyman.....	1.250	40	1.180
Helpers.....	.850	40	.780
Packers and wrappers.....	.750	40	.680
Cake wrappers, women.....	.650	40	.580
Night work:			
Journeyman.....	1.450	40	1.380
Helpers.....	.950	40	.880
Packers and wrappers.....	.800	40	.730
WICHITA, KANS.			
Bread and cake—Machine shops: [§]			
Foremen.....	1.025	40	1.025
Mixers, spongers, ovenmen, head pastry men.....	.900	40	.900
Bench hands, machinemen, second pastry men.....	.800	40	.800
Wrapping-machine operators.....	.780	40	.700
Checkers, after 3 months.....	.700	40	.700
Bake-shop helpers.....	.650	40	.650
Women helpers, after 6 months.....	.500	40	.450
Crackers and cookies: [§]			
Sponge and graham bakers.....	.690	40	.690
Peelers-in, sweet bakers and crew.....	.675	40	.675
Mixers.....	.655	40	.655
Pan feeders, women helpers, after 6 months.....	.550	40	.550
WORCESTER, MASS.			
Bread and cake—Machine shops:			
Agreement A:			
Foremen.....	1.100	40	1.100
Peel ovenmen.....	.980	40	.980
Head benchmen.....	.925	40	.925
Mixers.....	.905	40	.905
Molders, bench hands, dividermen.....	.850	40	.850
Special packers, gas-oven men.....	.800	40	.800
Pan rackers.....	.750	40	.750
Shipping packers, wrapping-machine operators.....	.735	40	.735
Pan greasers.....	.650	40	.650
General helpers.....	.600	40	.600
General helpers (women).....	.550	40	.550
Agreement B:			
Dough mixers, cake.....	1.500	40	1.500
Dough mixers, bread.....	1.000	40	1.000
Cake and pastry men.....	.950	40	.950
Benchmen, dividers.....	.800	40	.800
Ovenmen, molders, molders' helpers.....	.750	40	.750
Bread wrappers, helpers.....	.650	40	.650
Frosters:			
Starting rate.....	.450	40	.450
Job rate.....	.650	40	.650
Packers, wrappers, women helpers:			
Starting rate.....	.450	40	.450
Job rate.....	.500	40	.500

[§] 5 cents per hour additional for night work.

TABLE 4.—Union Scales of Wages and Hours in the Bakery Trades in Selected Cities, July 1, 1945, and July 1, 1944—Continued.

[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1945		July 1, 1944
	Rate per hour	Hours per week	Rate per hour
WORCESTER, MASS.—continued			
Bread only—Machine shops:			
Foremen:			
Bakery.....	\$1.125	40	\$1.125
Sweet goods.....	1.050	40	1.050
Mixers.....	.950	40	.950
Assistant packers.....	.900	40	.900
Batchmen.....	.850	40	.850
Moldermen, dividermen.....	.800	40	.800
Oven dumpers.....	.750	40	.750
Mixers' helpers.....	.725	40	.725
Oven loaders, flour blenders.....	.700	40	.700
Machine wrappers, bakery helpers.....	.675	40	.675
Hand wrappers.....	.625	40	.625
Women helpers.....	.600	40	.600
Hebrew shops:			
Foremen.....	1.250	48	1.250
Second hands.....	1.146	48	1.146
YORK, PA.			
Pie and pastry:			
Head order packers, ovenmen, cooks, dough and crust mixers.....	.800	40	.775
Ingredient scalers, cooks' helpers, washing-machine men, ovenmen's helpers, order packers.....	.700	40	.675
Pie makers, shell makers, women toppers and fillers.....	.650	40	.625
Utilitymen and helpers.....	.600	40	.575
Women pie wrappers and crown makers.....	.525	40	.500
YOUNGSTOWN, OHIO			
Bread—Hand shops:			
Foremen, working.....	.930	48	.930
Ovenmen, mixers.....	.870	48	.870
Bench hands.....	.810	48	.810
Checkers.....	.700	48	.700
Helpers.....	.650	48	.650
Women helpers.....	.550	48	.510
Bread—Machine shops:			
Mixers, ovenmen.....	1.005	40	.975
Mixers' helpers, bench and machine hands, dumpers and feeders.....	.930	40	.900
Wrapping-machine set-up men.....	.830	40	.800
Bake-shop helpers.....	.810	40	.780
Checkers, shippers, bread rackers, packers, wrappers, slicing-machine feeders and take-off men.....	.780	40	.750
Women employees:			
Bread rackers, packers and shippers.....	.755	40	.725
Hand wrappers.....	.680	40	.630

TABLE 5.—Increases Negotiated for Union Bakery Trades Workers
between July 1945 and April 1946¹

City and classification	Approximate amount of increase (in cents per hour)	City and classification	Approximate amount of increase (in cents per hour)
Atlanta, Ga.:		Milwaukee, Wis.:	
Bread and cake, machine shops...	2.5	Bread and cake, hand shops.....	4.4
Boston, Mass.:		Hebrew bakery products.....	5 to 7
Cake shops.....	3 to 7	Minneapolis, Minn.:	
Bread and cake, machine shops..	5.0	Cracker and cooky shops.....	5.0
Chain store bakeries.....	8.0	Newark, N. J.....	6 to 16
Buffalo, N. Y.:		New York, N. Y.:	
Cracker and cooky shops.....	7.5	15 wholesale bakeries.....	20.0
Chicago, Ill.:		Retail shops.....	11.9
Bread hand shops.....	10.5	Miscellaneous cake shops.....	18 to 25
Bread and cake, machine shops..	7 to 12	Miscellaneous bread and cake, hand shops.....	12.0
Cracker and cooky shops.....	7½ to 10	Cracker and cooky shops.....	7.5
Cincinnati, Ohio:		Philadelphia, Pa.:	
Wholesale machine shops.....	17.0	Chain store bakeries.....	4 to 6
Auxiliary workers.....	15.0	Cracker and cooky shops.....	7.5
Female employees.....	12.0	Pittsburgh, Pa.:	
Cleveland, Ohio:		Cracker and cooky shops.....	7.5
13 retail shops:		Providence, R. I.:	
First and second hands.....	10.5	Pie shops.....	10.0
Third hands.....	8.4	Bread and cake, machine shops..	12.5
Women employees.....	6.3	Reading, Pa.:	
Columbus, Ohio:		Bread and cake, machine shops..	5 to 12
Bread and cake, machine shops..	Up to 13	Rochester, N. Y.:	
Dayton, Ohio:		Bread and cake, machine shops..	3.0
Bread and cake, machine shops..	4½ to 9	St. Paul, Minn.:	
Denver, Colo.:		Wholesale bakeries.....	5 to 16½
Cracker and cooky shops.....	5.0	San Francisco, Calif.:	
Des Moines, Iowa:		Bread and cake, machine shops..	10½ to 19
Bread and cake, machine shops..	5.0	Scranton, Pa.:	
Detroit, Mich.:		Bread and cake, machine shops:	
7 Detroit bakeries.....	13 to 17	Men.....	10 to 17½
Cracker and cooky shops.....	10.0	Women.....	9.5
Grand Rapids, Mich.:		Seattle, Wash.:	
Bread and cake, machine shops..	13.0	Cracker and cooky shops.....	7.5
Kansas City, Mo.:		Bread and cake, machine shops..	3 to 11
Cracker and cooky shops.....	7.5	Spokane, Wash.:	
Los Angeles, Calif.:		Cracker and cooky shops.....	5.0
Cracker and cooky shops.....	7.5	Worcester, Mass.:	
Bread and cake, machine shops..	11.0	Bread and cake, machine shops..	5.0
Louisville, Ky.:		York, Pa.:	
Bread and cake, machine shops..	7.5	Cracker and cooky shops.....	7.5
Memphis, Tenn.:			
Cracker and cooky shops.....	7.5		

¹ Information obtained largely from newspapers, union and trade journals, and other publications. Data were compiled for those cities included in the annual union wage rate surveys.