

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, 1946



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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., May 7, 1947

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, 1946.

This report was prepared in the Bureau's Wage Analysis Branch by Herbert M. Abowitz, under the direction of Donald H. Gerrish.

EWAN CLAGUE, *Commissioner.*

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

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Union Wages and Hours in the Baking Industry

July 1, 1946

Summary

Hourly wage rates for union bakery workers in 70 cities on July 1, 1946 averaged \$1.00, representing an advance in basic wage rates of 14.6 percent or 13 cents since July 1, 1945. Among the various branches of the industry the highest average was registered by Hebrew-products bakers (\$1.65); the lowest by workers in establishments producing crackers and cookies (\$0.75). Nine of every 10 workers received a wage increase with a majority of the workers receiving 10 to 20 percent above 1945 rates. Hourly rates in the industry ranged from \$1.97 for first hands and foremen in New York City Hebrew-products shops to \$0.375 for South Bend hand shop helpers.

Almost 8 of every 10 members worked under agreements stipulating a straight-time workweek of 40 hours. Overtime clauses providing time and a half for operations beyond the straight-time workweek covered 98 percent of the workers tabulated. Vacation clauses providing 2 weeks after 1 year of service covered over a fourth of the union members and an additional fourth were covered by agreements calling for 1 week after 1 year and 2 weeks after 5 years of service.

Scope and Method of Study

This survey is one of a series of annual Nation-wide studies, conducted by the Bureau of Labor Statistics since 1907, of union wage rates and related matters in various industries. The number of cities covered, ranging in population from 40,000 to over a million has been gradually increased from 39 to 75 in most of the industries. In the July 1946 survey in baking, usable data were obtained for 70 cities.¹

¹ The current study is based on wage scales and related data obtained directly from local union officials in 70 of the 75 cities surveyed by field representatives working out of the Bureau's regional offices. These scales cover approximately 64,228 bakery workers. Bread and cake hand shops comprised 12.3 percent of the total membership tabulated, bread and cake machine shops, 57.6 percent, pie and pastry shops, 3.0 percent, Hebrew baking shops, 7.5 percent, other specialized baking shops, 2.1 percent and cracker and cooky shops, 17.5 percent.

These cities are located in 40 States and the District of Columbia. The rates reported for the various trade classifications are union scales in effect on July 1, 1946. A union scale may be defined as a minimum wage rate or maximum schedule of hours agreed upon through collective bargaining between employers or their associations and trade unions. Individual rates in excess of the contracted minima, which are frequently paid for long service, special qualifications, personal or other reasons, were not used in the preparation of this report.

Prior to 1939 only one classification—bread baking—was included in this study. In 1939, 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 baking such as French, Polish, Bohemian, Scandinavian, Spanish and Italian.

Trend of Wage Rates and Hours ²

TREND OF HOURLY RATES

The index of union hourly wage rates (table 1) for bakery-trades workers in the 70 cities studied as of July 1, 1946 rose to 141.6 (1939 = 100), representing an increase of 41.6 percent (or about 13 cents an hour) since July 1, 1945. The most marked improvement in basic scales—20.1 percent (about 22 cents) was registered by the specialized baking branch and a substantial gain—18.1 percent (14 cents) was indicated for the pie and pastry group. Two branches, Hebrew baking (9.8 percent or 15 cents) and crackers and cookies (13.5 percent or 9 cents an hour) recorded increases below the over-all average for the combined trades. During this same period, the Bureau's index of consumer's prices increased by slightly over 9 percent.

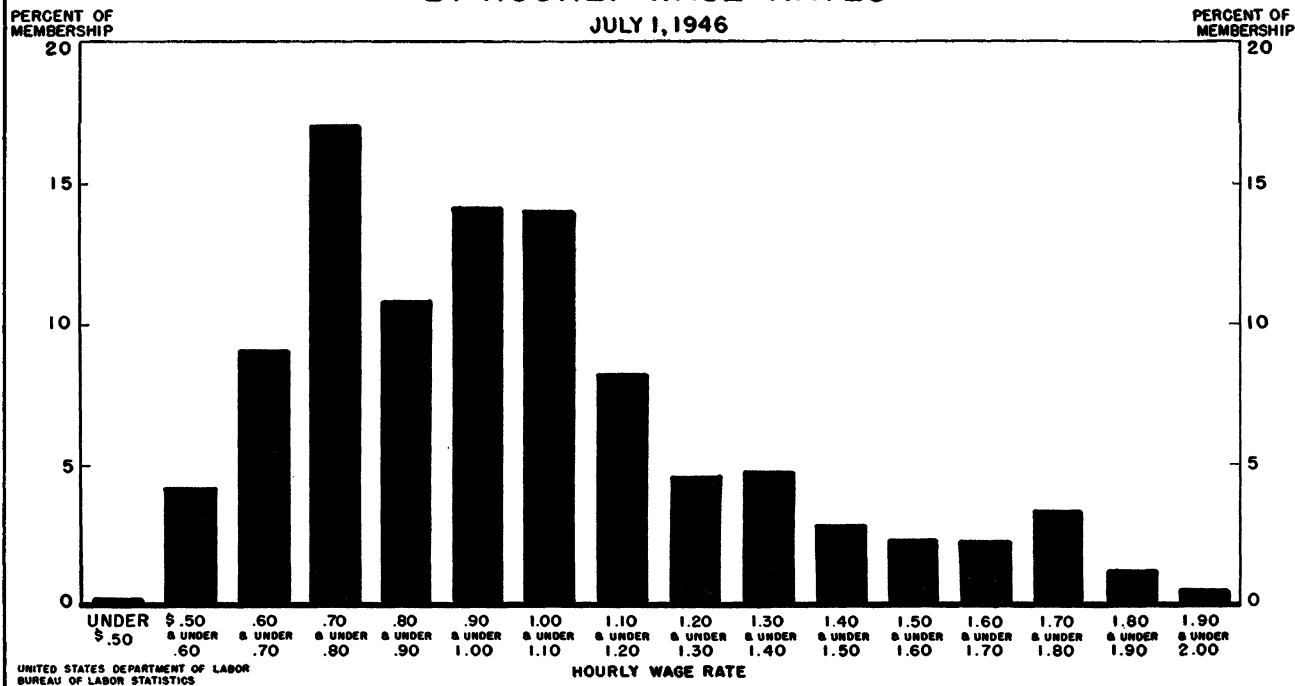
Increases in basic scales were obtained by all the members engaged in specialized (National) baking in all seven cities in which the trade was active.

Basic hourly scales in the organized baking trades have shown constant improvement since 1939. Substantial rate betterment was registered in the interval between 1941 and 1943 (14.2 percent).

² In computing the index series (1939=100) which indicates the trend of wage rates, the annual percentage change from year to year is derived from aggregates of union quotations for identical classifications in two successive years. The membership weights in both of the aggregates used for each year-to-year comparison are those reported for the second year. To obtain the index for the current year, the total of the current aggregates is divided by the previous year's aggregates and the ratio thus obtained is multiplied by the previous year's index number. The indexes are computed on this basis in order to minimize the effect of changes in union membership which might obscure the real changes in wages. The index series, rather than the actual averages of rates in this and previous reports, should be used to determine the trend of hourly wage rates. Changes in coverage and shifts in union membership distort a direct comparison of average rates in two periods.

DISTRIBUTION OF UNION BAKERY WORKERS BY HOURLY WAGE RATES

JULY 1, 1946



TREND OF HOURS

The average straight-time workweek decreased by 0.3 percent during the study period. Between 1939 and 1942 the index of weekly hours reflected a gradual reduction in the workweek. From 1943 to 1945 hourly changes were not of sufficient weight to effect any movement of the index.

TABLE 1.—*Indexes of hourly wage rates and weekly hours for the baking industry, 1939-46. (1939 = 100.)*

Year	Wage rates	Hours
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
1946	141.6	98.3

Average Hourly Wage Rates ³

Wage rates for union bakery workers averaged \$1.00 an hour in the 70 cities surveyed on July 1, 1946 (table 2). The highest trade average was indicated for the branch producing Hebrew products (\$1.65). Averages exceeding the combined average for all branches of the trade were recorded for bread and cake hand shops (\$1.24) and other specialized baking establishments (\$1.32). Cracker and cookie bakers obtained the lowest average wage (\$0.75) due mainly to the influence of the low wage rates prevailing in the unskilled occupations (such as female wrappers and packers) who make up a significant proportion of the workers in this branch of the industry.

Over 44 percent of the bakery workers tabulated reported rates of at least \$1.00 an hour in contrast to 26 percent in this category on July 1, 1945. Although 31 percent of the members reported rates ranging between 50 and 70 cents last year, only 14 percent remained at this level by July 1, 1946. On the other hand, 32 percent of the workers were in the \$1.00 to \$1.40 brackets in 1946 as compared to 18 percent in 1945.

Better than 7 of every 10 Hebrew bakers had hourly rates of at least \$1.60. A third of this group reported rates between \$1.70 and \$1.80. Well over a majority of the members in specialized shops received between \$1.20 and \$1.40, and in the cracker and cookie branch

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

TABLE 2.—*Distribution of union members in the baking trades by hourly wage rates, July 1, 1946*

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 under 180	180 and under 190	190 and under 200
All types.....	\$1.001	0.1	4.3	9.2	17.1	10.9	14.3	14.1	8.3	4.6	4.8	2.9	2.3	2.2	3.3	1.1	0.5
Bread and cake, hand.....	1.242	.2	.5	2.6	2.8	2.4	4.0	13.8	18.6	12.7	20.9	7.1	1.6	4.3	6.7	....	1.8
Bread and cake, machine.....	.935 ⁽¹⁾		2.7	6.5	19.1	13.9	20.9	18.8	8.5	3.9	1.9	2.4	1.2	.2	....	....	....
Pie and pastry.....	.885		1.4	9.7	30.1	17.5	12.7	13.0	8.0	3.2	.1	2.1	2.2	....	....	....	....
Hebrew baking.....	1.649		.5	....	.2	.3	(¹)	1.7	1.6	1.1	6.4	4.1	13.0	20.2	32.9	11.9	6.1
Other national baking.....	1.317		.7	.7	.1	.9	2.4	.7	9.6	24.7	27.9	13.8	17.4	.4	.7	....	....
Cracker and cooky.....	.751	.4	14.6	27.7	27.8	11.4	8.0	6.2	3.0	.6	.1	.2	....	....	....	....	....

¹ Less than .05 of 1 percent.

about the same membership proportion had hourly rates ranging from \$0.60 to \$0.80. Almost three-quarters of those engaged in bread and cake machine baking and in pie and pastry baking received between \$0.70 and \$1.10, while about two-thirds of the bread and cake hand workers had scales ranging from \$1.00 to \$1.40.

The lowest rate reported, 37.5 cents, covered hand-shop helpers in South Bend, Ind., while the highest rate tabulated covered foremen and first hands engaged in Hebrew baking in New York City (\$1.97 an hour). The latter branch, reporting active members in 18 cities, constituted 7.5 percent of all workers studied. Approximately 65 percent of the Hebrew branch membership is concentrated in New York City.

Changes in Hourly Wage Rates, 1945-1946

Better than 9 of every 10 organized workers in the baking industry for whom comparable wage data were available for July 1, 1945 and July 1, 1946 registered increases in basic rates (table 3). A majority of those receiving increases reported advances of between 10 and 20 percent. This represented a substantial change since the previous survey (July 1, 1945) when but a fifth of the bakery workers recorded wage increases which, for the most part, amounted to less than 10 percent.

Although all of the workers tabulated in the Hebrew and the other national products branch (such as Italian, French, Scandinavian, etc.) reported wage increases during the year, the extent of the increases varied among the branches. Over three-fifths of those in Hebrew baking received rate gains of less than 10 percent and very few had advances of 20 percent, whereas practically all of the union workers in other national baking registered gains of at least 10 percent, with a

majority securing increases of 20 percent or more. Of those reporting increases in the bread and cake hand shop branch, a majority did not improve their basic rate position by as much as 15 percent, but almost a fourth had increases of 25 percent or more. Two-thirds of those obtaining rate advances in the machine shop branch received raises of at least 15 percent, with a majority receiving less than 25 percent. Increases ranging from 10 to 20 percent were received by the largest individual membership aggregations in both the pie and pastry branch (50 percent) and the cracker and cooky branch (57 percent).

TABLE 3.—Percent of union members covered by changes in union wage rates and extent of increases, July 1, 1945 to July 1, 1946

Type of baking	Percent of members affected by wage rate changes of		Percent of members affected by wage rate increases of—							
	No change	Increase	Less than 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 and under 25 percent	25 and under 30 percent	30 and under 35 percent	35 percent and over
All types.....	7.4	92.6	3.3	14.1	18.4	28.5	14.1	8.6	3.2	2.4
Regular bread or cake, hand shop.....	4.3	95.7	4.2	15.8	33.3	12.7	6.2	13.9	6.6	3.0
Regular bread or cake, machine shop.....	9.9	90.1	1.9	9.3	12.8	33.1	17.8	9.3	3.1	2.8
Pie and pastry.....	1.1	98.9	.7	12.4	17.1	33.1	16.1	9.9	2.8	6.8
Hebrew baking.....	100.0	100.0	10.5	51.0	18.3	13.8	4.4	.9	1.1	.....
Other national baking.....	100.0	100.0	.....	2.3	20.6	22.0	26.8	18.2	8.2	1.9
Cracker and cooky.....	6.6	93.4	5.1	14.1	26.3	31.0	10.1	4.5	1.3	1.0

Post Survey Rate Changes

Available data concerning wage changes effective after July 1, 1946 for union bakery trades workers are limited. Several contracts in New York City negotiated prior to the survey date, covering certain categories of bread and cake hand-shop bakers, provided for automatic increases of 50 and 75 cents per day beginning in 1947. Increases in basic rates of over 30 cents an hour for first hands and over 40 cents for second hands have been reported in one establishment in that city. Peoria hand-shop workers received a \$10 weekly raise, amounting to 20 cents an hour. In Philadelphia a substantial number of machine bakers were reported to have gained 18.5 cents an hour. Advances of 15 cents an hour were reported for Worcester machine-shop workers and York cracker and cooky members. Pie and pastry bakers in York and cracker and cooky workers in Toledo benefited by a 5-cent addition to July 1, 1946 rates.

Average Union Rates by City and Percent of Change Over Previous Year ⁴

RATES BY CITY

The Hebrew baking branch averaged the highest rates in the industry in 17 of 18 cities reporting scales for this type of operation. The highest city average recorded for any of the bakery groups was that for Hebrew products bakers in New York City (\$1.73 an hour). Bread and cake machine shop baking, the largest branch in the industry from the standpoint of employment, revealed a substantially lower trade average (\$0.94) than either the Hebrew or hand shop branches. This was mainly due to the inclusion of relatively unskilled workers engaged in routine icing, packing, wrapping, and decorating operations who represent a large proportion of the labor force of this branch. Butte (\$1.22) had the highest city average for machine baking and 23 other cities exceeded the branch average. In the pie and pastry branch, San Francisco, with an average of \$1.44, was far ahead of the second top city, Los Angeles (\$0.96) as well as the three other cities with higher averages than that of the branch (\$0.885). Detroit, which for some years past has registered the highest average in the other national baking branch, maintained its top position with an average of \$1.425. San Francisco (\$0.990) headed the cracker and cooky branch, whose comparatively low average (\$0.751) also reflected the inclusion of a substantial proportion of wrapping and packing workers.

PERCENT OF CHANGE BY CITY BETWEEN 1945 AND 1946

Newark (33 percent, about 30 cents an hour) and Rock Island district (30 percent or 22 cents) reported the highest relative increases in the bread and cake hand shop branch between July 1945 and July 1946, while in the machine shop branch, Grand Rapids and Des Moines, both with increases of 32 percent (about 23 cents an hour for each city), were leaders in this respect. Average increases in the pie and pastry branch ranged from 4.8 percent (3 cents) in York to 34.1 percent (16 cents) in Duluth. The highest increase during the study year in the Hebrew baking branch was recorded by Providence (29 percent, about 31 cents), while San Francisco led the other national baking branch with a like percentage increase (amounting to 31.5 cents). Scranton reported the most significant increase in the cracker and cooky branch (26 percent or 13 cents).

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 1945 and 1946 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 an 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 an hour, the percentage change was only 11.1 percent.

TABLE 4.—Average hourly rates for union bakery workers, by city and type of baking, July 1, 1946, 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—Conn.:		
New York, N. Y.	\$1.510	12.7	New Haven, Conn.	\$0.871	16.2
San Francisco, Calif.	1.328	11.0	Omaha, Nebr.	.858	16.5
Cincinnati, Ohio.	1.281	13.3	Memphis, Tenn.	.854	16.7
<i>Average for all cities</i>	1.242		Philadelphia, Pa.	.848	5.2
Portland, Oreg.	1.238	15.0	Tampa, Fla.	.839	15.3
Chicago, Ill.	1.221	20.7	Worcester, Mass.	.839	16.5
Denver, Colo.	1.211	12.9	Little Rock, Ark.	.836	22.0
Butte, Mont.	1.208	15.0	Baltimore, Md.	.826	16.9
Newark, N. J.	1.201	32.5	Richmond, Va.	.820	20.0
Springfield, Mass.	1.145	12.3	Boston, Mass.	.809	7.9
Rochester, N. Y.	1.133	15.9	El Paso, Tex.	.802	8.6
Cleveland, Ohio.	1.097	8.7	Milwaukee, Wis.	.787	14.4
St. Louis, Mo.	1.094	15.1	Charleston, W. Va.	.767	(1)
Toledo, Ohio.	1.090	17.2	Scranton, Pa.	.763	15.2
New Haven, Conn.	1.052	10.8	Binghamton, N. Y.	.750	10.1
Los Angeles, Calif.	1.046	7.6	Jacksonville, Fla.	.748	(1)
Madison, Wis.	1.041	(1)	Atlanta, Ga.	.744	(1)
Minneapolis, Minn.	1.024	23.2	Norfolk, Va.	.727	17.1
Providence, R. I.	1.016	14.0	Rock Island (Ill.) district 1	.722	17.6
Phoenix, Ariz.	.987	27.7	Birmingham, Ala.	.722	25.7
Salt Lake City, Utah.	.961	17.0	Charlotte, N. C.	.712	8.2
St. Paul, Minn.	.959	16.6	Nashville, Tenn.	.703	16.6
Indianapolis, Ind.	.938	24.5	Pie and pastry:		
Youngstown, Ohio.	.937	24.7	San Francisco, Calif.	1.440	14.8
Des Moines, Iowa.	.933	12.6	Los Angeles, Calif.	.963	30.0
Rock Island (Ill.) district 1	.931	30.3	New York, N. Y.	.927	14.0
Tampa, Fla.	.904	(1)	Indianapolis, Ind.	.907	29.6
Duluth, Minn.	.872	18.5	Detroit, Mich.	.896	19.0
Manchester, N. H.	.870	8.4	<i>Average for all cities</i>	.885	
South Bend, Ind.	.864	0	Toledo, Ohio.	.876	27.2
Peoria, Ill.	.850	0	Rock Island (Ill.) district 1	.847	14.3
Baltimore, Md.	.832	17.7	Philadelphia, Pa.	.839	9.9
Houston, Tex.	.817	4.4	Cleveland, Ohio.	.837	12.9
Scranton, Pa.	.738	12.7	Boston, Mass.	.835	6.4
Boston, Mass.	.730	5.6	Worcester, Mass.	.815	14.0
Bread and cake, machine:			Chicago, Ill.	.813	20.9
Butte, Mont.	1.215	17.7	Columbus, Ohio.	.770	18.5
San Francisco, Calif.	1.193	15.4	York, Pa.	.723	4.8
Portland, Oreg.	1.184	15.7	Baltimore, Md.	.722	10.3
Los Angeles, Calif.	1.181	28.5	Buffalo, N. Y.	.705	16.2
Denver, Colo.	1.149	16.8	Providence, R. I.	.686	16.8
Spokane, Wash.	1.142	18.2	Duluth, Minn.	.638	34.1
Seattle, Wash.	1.108	15.6	Hebrew baking:		
Youngstown, Ohio.	1.025	24.2	New York, N. Y.	1.726	8.2
Cleveland, Ohio.	1.021	16.2	Los Angeles, Calif.	1.715	13.2
Duluth, Minn.	1.008	17.2	<i>Average for all cities</i>	1.649	
St. Louis, Mo.	.999	17.7	Detroit, Mich.	1.606	8.4
Kansas City, Mo.	.997	21.3	Rochester, N. Y.	1.596	23.2
Peoria, Ill.	.989	20.0	Boston, Mass.	1.584	13.5
Madison, Wis.	.987	(1)	Philadelphia, Pa.	1.560	19.2
New York, N. Y.	.987	18.2	Chicago, Ill.	1.526	10.5
Oklahoma City, Okla.	.987	26.5	Newark, N. J.	1.520	6.7
Toledo, Ohio.	.980	20.3	New Haven, Conn.	1.507	16.0
Rochester, N. Y.	.974	8.2	Cleveland, Ohio.	1.503	17.3
Washington, D. C.	.972	0	Springfield, Mass.	1.398	12.0
Des Moines, Iowa.	.965	31.8	Providence, R. I.	1.384	29.1
Pittsburgh, Pa.	.951	21.8	Worcester, Mass.	1.384	17.7
Salt Lake City, Utah.	.951	26.1	Minneapolis, Minn.	1.192	21.8
Dayton, Ohio.	.939	20.4	Denver, Colo.	1.168	15.4
St. Paul, Minn.	.936	19.1	Pittsburgh, Pa.	1.152	9.9
<i>Average for all cities</i>	.935		St. Louis, Mo.	1.143	10.0
Detroit, Mich.	.929	13.7	Milwaukee, Wis.	1.117	8.3
Grand Rapids, Mich.	.929	32.0	Other specialized baking:		
Minneapolis, Minn.	.928	24.6	Detroit, Mich.	1.425	15.0
Cincinnati, Ohio.	.914	19.9	New York, N. Y.	1.374	19.1
Chicago, Ill.	.913	13.7	San Francisco, Calif.	1.364	29.3
Wichita, Kans.	.913	17.1	<i>Average for all cities</i>	1.317	
Louisville, Ky.	.910	24.9	Chicago, Ill.	1.284	18.8
Springfield, Mass.	.908	16.3	Cleveland, Ohio.	1.230	28.3
Columbus, Ohio.	.899	18.9	Buffalo, N. Y.	1.227	25.6
Providence, R. I.	.895	16.0	Tampa, Fla.	.732	7.6
Reading, Pa.	.887	13.5	Cracker and cookie:		
South Bend, Ind.	.883	20.2	San Francisco, Calif.	.990	16.9
Houston, Tex.	.881	6.0	New York, N. Y.	.964	16.9
Indianapolis, Ind.	.879	16.9	Duluth, Minn.	.911	19.7
Newark, N. J.	.878	0	Seattle, Wash.	.860	24.9
New Orleans, La.	.875	9.5	San Antonio, Tex.	.848	13.2
Dallas, Tex.	.874	16.3	St. Paul, Minn.	.845	18.4
Buffalo, N. Y.	.874	9.0	Los Angeles, Calif.	.825	22.4

See footnotes at end of table.

TABLE 4.—Average hourly rates for union bakery workers, by city and type of baking, July 1, 1946, and percent of increase over previous year—Continued

Type of baking and city	Average hourly rate	Per-cent of in-crease	Type of baking and city	Average hourly rate	Per-cent of in-crease
Cracker and cooky—Con.:			Cracker and cooky—Con.:		
Toledo, Ohio.....	\$0.801	20.2	Memphis, Tenn.....	\$0.734	11.4
Dayton, Ohio.....	.798	16.6	Rochester, N. Y.....	.728	4.3
Detroit, Mich.....	.795	14.6	Cleveland, Ohio.....	.700	5.8
Cincinnati, Ohio.....	.785	17.1	Denver, Colo.....	.686	12.1
Chicago, Ill.....	.782	16.8	Peoria, Ill.....	.684	19.5
Philadelphia, Pa.....	.768	11.4	Milwaukee, Wis.....	.658	11.8
St. Louis, Mo.....	.765	7.7	Minneapolis, Minn.....	.652	9.8
Atlanta, Ga.....	.755	(¹)	Scranton, Pa.....	.647	26.1
Average for all cities.....	.751		Portland, Ore.....	.643	0
Des Moines, Iowa.....	.751	15.4	York, Pa.....	.640	13.3
Kansas City, Mo.....	.748	11.1	Salt Lake City, Utah.....	.633	8.6
Spokane, Wash.....	.746	9.8	Columbus, Ohio.....	.620	3.1
Buffalo, N. Y.....	.741	14.9	Nashville, Tenn.....	.609	0
Boston, Mass.....	.736	0	Birmingham, Ala.....	.590	10.0
Louisville, Ky.....	.736	14.7			

¹ Data not available.

² Includes Rock Island and Moline Ill. and Davenport, Iowa.

Average Wage Rates by Size of City and Region

City size is a significant factor in wage rate levels in the baking industry. The average of hourly rates of cities having over 1 million population was 12 cents higher than that recorded for cities of 500,000 to 1 million, while a differential of 10 cents favored the latter group over cities with 250,000 to 500,000 population. Comparison of cities of 100,000 to 250,000 and cities of 40,000 to 100,000 with those in the next highest population group, revealed average differences of 3 cents an hour favoring the larger cities.

In 7 of 8 possible comparisons, the North and Pacific region had averages ranging higher by as much as 33 cents, than the South and Southwest regions. The 33-cent difference was recorded for group III bread and cake hand shops favoring the North and Pacific over the South and Southwest group.

TABLE 5.—Average hourly wage rates in cities of specified population groups ¹

Type of baking	Group I ²	Group II ²	Group III			Group IV			Group V		
	North and Pacific	North and Pacific	All cities	North and Pacific	South and South-west	All cities	North and Pacific	South and South-west	All cities	North and Pacific	South and South-west
All baking.....	\$1.118	\$0.994	\$0.891	\$0.917	\$0.818	\$0.864	\$0.894	\$0.750	\$0.834	\$0.822	\$0.866
Bread and cake, hand...	1.357	1.153	1.133	1.148	.817	.925	.925	.904	1.037	1.087	.987
Bread and cake, machine	.951	.959	.927	.958	.847	.887	.923	.772	.856	.870	.825
Pie and pastry.....	.876	1.006	.765	.765		.817	.817		.723	.723	
Hebrew baking.....	1.696	1.427	1.465	1.465		1.422	1.422				
Other national baking ³	1.339	1.322				.732		.732			
Cracker and cooky.....	.805	.786	.709	.709	.711	.697	.717	.609	.640	.640	

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

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

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

Straight-Time Weekly Hours ⁵

The average straight-time workweek of the organized bakery workers covered in the 70 reporting cities was 41 hours (table 6). Bread and cake machine-shop and cracker and cooky workers had the shortest average hours (40 per week), while those in Hebrew products baking had the longest (45.8).

Almost 8 of every 10 members tabulated, worked under agreements providing for a workweek of 40 straight-time hours. A majority of the remaining members were limited to straight-time workweeks of 48 hours. The shortest workweek reported, 35 hours, was applicable to workers in Bohemian hand shops in New York City, while the longest, 54 hours, applied to shipping clerks in a Tampa, Fla., machine baking shop.

Straight-time hour reductions since July 1, 1945 affected 4 percent of the members tabulated, mainly in hand shops and other national baking. A few quotations, affecting but 2 percent of the workers in the latter branch indicated increased hours. In at least two cities reductions of as much as 8 hours per week were recorded.

TABLE 6.—*Distribution of union members in the bakery trades, by straight-time hours per week, July 1, 1946*

Weekly hours	Percent of union members with specified hours per week —						
	All types	Bread and cake, hand	Bread and cake, machine	Pie and pastry	Hebrew baking	Other national baking ¹	Crackers and cookies
Under 40.....	2.1	.....	3.4	.....	.....	7.7	.....
40.....	79.0	22.1	94.9	93.2	6.6	43.5	100.0
Over 40 and under 44.....	2.8	10.3	.9	4.8	10.9	.....	.....
44.....	1.3	9.3	.2	.....	.....	.....	.....
45.....	3.1	3.2	.2	.....	33.8	1.4	.....
Over 45 and under 48.....	.1	.6	.....	.....	.....	.....	.....
48.....	11.6	54.6	.4	2.0	48.7	42.4	.....
Over 48.....	(²)	.....	(²)	.....	.....	.....	.....
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average weekly hours.....	41.1	45.1	40.0	40.3	45.8	43.1	40.0

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

² Less than .05 of 1 percent.

With few exceptions, virtually all of the workers in cracker and cooky shops, pie and pastry and bread and cake machine shops, as well as almost half of those engaged in other national baking, had a regular workweek of 40 hours. Over 40 percent of the latter branch, 55 percent of the bread and cake hand members and 49 percent of those employed in Hebrew baking worked 48 straight-time hours. At least a third of those in the Hebrew products branch had a workweek of 45 hours.

⁵ Weekly hours considered here refer to the maximum number of hours per week permitted by union agreements before overtime rates become effective. The actual number of hours worked in any 1 week may be greater or less than the weekly hours discussed.

Overtime and Sunday Rates

Ninety-eight percent of the workers tabulated were covered by overtime provisions stipulating payment of time and a half for weekly overtime operations (table 7). Most of the remaining members worked under agreements not specifying any definite rate for work performed beyond the contract hours.

Double time for work performed on the seventh consecutive day or Sunday, if an unscheduled work day, covered over 36 percent of the tradesmen studied; a slightly smaller proportion (33.6 percent) received time and a half for such assignments. Almost 3 of every 10 workers, encompassing substantial portions of Hebrew bakers (51 percent), pie and pastry workers (49 percent) and bread and cake hand shopmen (42 percent) worked under agreements in which no Sunday rate was specified. Agreements prohibiting Sunday work affected but a minute proportion (0.8 percent) of the members.

TABLE 7.—*Overtime rates provided in union bakery agreements, July 1, 1946*

Provisions	All types	Bread and cake, hand	Bread and cake, machine	Pie and pastry	Hebrew baking	Other national baking ¹	Crackers and cookies
Weekly:							
No overtime rate specified . . .	2.1	14.3	(²)	100.0	3.2	100.0	0.3
Time and one-half . . .	97.6	85.7	100.0	100.0	92.8	100.0	99.7
Other overtime rates . . .	.3				4.0		
Sunday:							
No overtime rate specified . . .	29.1	41.5	27.9	49.2	51.4	19.9	12.3
Time and one-half . . .	33.6	34.2	29.7	44.8	40.5	26.4	41.8
Double time . . .	36.2	20.1	42.0	6.0	4.1	52.0	45.9
Other overtime rates . . .	.3				3.4		
Overtime work prohibited . . .	.8	4.2	.4		.6	1.7	

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

² Less than .05 of 1 percent.

Vacations

Practically all of the organized workers in the baking industry were covered by agreements providing for paid vacations. Better than 9 of every 10 members received at least 1 week after 1 year's service (table 8). Slightly under one-quarter of the tradesmen received 1 week after 1 year and 2 weeks after 3 years of service.

Among the individual trades, large proportions of the Hebrew bakers, bread and cake hand shopmen and those in specialized baking had vacation clauses providing for 2 weeks after 1 year. Slightly fewer than one-quarter of the pie and pastry workers had vacations of 1 week after 1 year and 2 weeks after 2 years, while better than a third of the remaining members had to serve an additional year to receive a second week. Almost two-thirds of those in the cracker and cookie

branch and one-quarter of the bread and cake machine bakers were covered by contract clauses providing 1 week after 1 year and 2 weeks after 5 years.

About 9 percent of the members, mainly those in specialized shops, bread and cake hand and pie and pastry establishments worked under agreements providing other than standard vacation clauses.

TABLE 8.—*Distribution of union members in the baking trades according to vacation with pay, July 1, 1946*

Vacations provisions	All types	Bread and cake, hand	Bread and cake, machine	Pie and pastry	Hebrew baking	Other national baking ¹	Crackers and cookies
1 week after 1 year	3.3	0.6	2.2	0.8	18.5	15.9	1.2
2 weeks after 1 year	26.7	52.6	22.1	9.2	68.7	48.1	6.0
1 week after 1 year and 2 weeks after 2 years	7.4	5.4	10.1	23.8	.....	.....	1.0
1 week after 1 year and 2 weeks after 3 years	24.0	18.5	23.7	34.8	1.0	.....	23.1
1 week after 1 year and 2 weeks after 5 years	27.1	6.3	24.7	16.2	4.6	2.8	64.5
1 week after 6 months and 2 weeks after 1 year	2.0	.....	2.5	.....	.....	.....	3.3
1 week after 1 year, 2 weeks after 5 years, and 3 weeks after 15 years	.8 (²)	.....	1.2	.....	.....	.....	.6
No paid vacation	(²)	.....	.....	.....	.2	.....	.....
Other than any of the above	8.7	16.6	8.5	15.2	7.0	33.2	.3
No information	(²)	.....	(²)	.....	.....	.....	.....

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

² Less than .05 of 1 percent.

Union Scales of Wages and Hours, by City

Table 9 lists the union hourly wage scales and the hours per week in effect July 1, 1945 and July 1, 1946 for bakery trades workers (by type of baking and occupation) in each of the cities wherein data were obtained. Where more than one union rate is in effect for the same occupation in the same city all are listed, with the letters A, B, C, etc. indicating the various contracts. The letter designation is not intended to imply relative importance of the agreements. Daily or weekly scales have been converted to hourly units to render the data comparable and facilitate measurement.

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Atlanta, Ga.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers, ovenmen, doughnut-machine operators	\$1.000	40		
Dividers, molders	.920	40		
Checkers, wrapping-machine operators	.900	40		
Mixers' and molders' helpers	.850	40		
Selectors	.750	40		
Bench hands, packers, twisters, panners, oven loaders, bread rackers, dumpers, machine catchers, pan greasers, general helpers	.700	40		
Agreement B:				
Mixers	.800	40		
Ovenmen, loaders	.650	40		
Wrapping-machine operators, cuttermen, scalers	.600	40		
Dumpers, enrobbers, squeeze bagmen (icers)	.575	40		
Hand wrappers, packers, general helpers	.550	40		
Agreement C:				
Bread department:				
Foremen	1.175	40		
Dough mixers, ovenmen	1.000	40		
Dividers	.925	40		
Benchmen, rolling-machine men, moldermen	.900	40		
Dumpers	.700	40		
Bread rackers, oven helpers, pan greasers	.650	40		
Cake department:				
Foremen	1.120	40		
Mixers and ovenmen	.975	40		
Foreladies, scaling-machine operators	.800	40		
Cake wrapping-machine operators	.725	40		
Supervisors	.700	40		
Icers, checkers, wrappers, packers, cutters, pan greasers, cake dumpers	.650	40		
Shipping department:				
Shipping clerks	1.000	40		
Checkers, bread and bun wrapping-machine operators	.875	40		
Bread and bun wrapping-machine operators, helpers, bun trays, hand wrappers	.650	40		
Agreement D:				
Bread department:				
Foremen	1.175	40		
Ovenmen, dough mixers	1.000	40		
Dividers, molders, bench hands	.925	40		
Benchmen and roll-machine operators	.900	40		
Wrapping-machine operators, checkers	.875	40		
Oven loaders and dumpers	.700	40		
Helpers, packers and slicers, female wrappers' helpers, rackers, pan greasers, hand wrappers	.650	40		
Cake department:				
Foremen	1.120	40		
Mixers, ovenmen	.975	40		
Scaling-machine operators	.800	40		
Wrapping-machine Operators	.725	40		
Dumpers and pan greasers, packers and icers, female checkers	.650	40		
Shipping department:				
Shipping clerks	1.000	40		
Agreement E:				
Cake department:				
Mixers	.780	40		
Ovenmen's helpers, wrappers	.630	40		
General helpers	.600	40		
Crackers and cookies:				
Sponge mixing:				
Head mixers	1.100	40		
Mixers	1.000	40		
Mixers' helpers	.850	40		
Sweet mixing:				
Head mixers	1.100	40		
Mixers	1.000	40		
Mixers' helpers	.850	40		
Sponge baking:				
Head bakers	1.070	40		
Machine captains	1.040	40		
Bakers (including sweet baking)	.970	40		
Rollermen	.930	40		

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Atlanta, Ga.—Continued				
Crackers and cookies—Continued				
Sweet baking:				
Machine captains	\$1.040	40		
Ovenmen	.850	40		
Dough feeders	.800	40		
Pan cleaners and feeders	.800	40		
Icing department:				
Head mixers	1.025	40		
Mixers' helpers	.900	40		
Base cake weighers	.850	40		
Machine set-up men	.800	40		
Supervisors, female	.770	40		
Floormen	.750	40		
Machine operators and all other female helpers	.650	40		
Packing department:				
Supervisors, supplymen	.900	40		
Pastemen	.850	40		
Wrapping-machine operators, machine set-up men	.800	40		
Supervisors, female	.770	40		
Floormen	.750	40		
Tally clerks, female	.740	40		
Sponge packers, bundlers, female	.670	40		
Sealers and weighers, female	.660	40		
Formers and stitchers, female, wrapping-machine operators	.650	40		
Weighers and closers, female	.640	40		
Shipping department:				
Supervisors	.900	40		
Assemblymen	.850	40		
Car loaders	.800	40		
Baltimore, Md.				
Bread and cake—Hand shops:				
Dough mixers	.958	48	.833	48
Journeyman bakers	.854	48	.729	48
Helpers	.729	48	.604	48
Bread and cake—Machine shops:				
Agreement A:				
Bread department:				
Mixers	1.050	40	.875	40
Ingredient scalers	1.025	40	.825	40
Bench hands, oven operators (trays, bread)	1.000	40	.825	40
Molder operators	.925	40	.750	40
Divider operators	.925	40	.725	40
Oven feeders	.825	40	.650	40
Mixers' helpers	.825	40	.625	40
Oven dumpers and helpers	.825	40	.675	40
Bread packers	.750	40	.625	40
Bread wrappers, machine	.750	40	.690	40
Flour blenders	.723	40	.583	40
Bakery helpers, men and women	.713	40	.583	40
Women bread wrappers	.675	40	.600	40
Pan greasers	.675	40	.583	40
Cake and sweet department:				
Mixers	1.050	40	.875	40
Ovenmen (first class)	1.000	40	.800	40
Bench hands, men	1.000	40	.875	40
Cake decorators, men	.975	40	.825	40
Ovenmen (second class)	.950	40	.750	40
Dividers (depositor operators)	.900	40	.700	40
Icing mixers	.900	40	.725	40
Cooky mixers	.900	40	.675	40
Decorators, women	.850	40	.675	40
Ingredient mixers	.825	40	.700	40
Cake packers	.775	40	.675	40
Oven feeders	.750	40	.600	40
Bench hands, women	.725	40	.625	40
Bakers' helpers	.713	40	.550	40
Pan greasers and bakery helpers	.675	40	.583	40
Cake icers, women	.650	40	.500	40
Cake wrappers, women	.625	40	.525	40
Packers	.622	40	.500	40
Agreement B:				
Bread department:				
Mixers, ovenmen	1.040	40	.890	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Baltimore, Md.—Continued				
Bread and cake—Machine shops—Continued				
Agreement B—Continued				
Set-up men.....	\$0.985	40	\$0.835	40
Dividers.....	.940	40	.790	40
Oven dumpers.....	.865	40	.740	40
Molders, ovenmen's helpers, cooler men, bake-shop helpers.....	.790	40	.690	40
Wrappers and slicers, men.....	.715	40	.615	40
Molders' helpers, pan greasers.....	.700	40	.600	40
Wrappers and slicers, women.....	.625	40	.525	40
Cake department:				
Mixers, ovenmen.....	1.040	40	.890	40
Icing makers.....	1.030	40	.880	40
Ingredient scalers, dough scalers, sugar grinders.....	.865	40	.740	40
Scalers' helpers, oven dumpers.....	.790	40	.690	40
Flour blenders.....	.765	40	.665	40
Pan greasers, packers and shippers.....	.700	40	.600	40
Tray and mold boys.....	.685	40	.585	40
Icers, wrappers, women.....	.625	40	.525	40
Agreement C:				
Bread and cake:				
Working foremen.....	1.200	40	1.100	40
Mixers.....	1.140	40	1.040	40
Peel-oven men.....	1.070	40	.970	40
Traveling oven.....	1.050	40	.950	40
Ingredient scalers.....	1.020	40	.920	40
Bench hands, machine operators.....	.980	40	.880	40
Bread checkers.....	.920	40	.820	40
Icers, bread and cake wrappers.....	.880	40	.780	40
General help, men.....	.840	40	.740	40
General help, women.....	.635	40	.560	40
Agreement D:				
Bread department:				
Oven operators, dough mixers, shipping clerks.....	1.025	40	.875	40
Doughnut-machine operators, divider operators, molder operators, wrapping-machine operators, bench hands.....	.975	40	.825	40
Ingredient scalers, oven feeders and dumpers, mixers' helpers, stock clerks, doughnut-room men.....	.925	40	.775	40
Pan rackers and greasers, molders' helpers, chute and bread packers, selectors and order packers.....	.875	40	.725	40
Pan washers, flour handlers.....	.825	40	.725	40
Women helpers.....	.700	40	.600	40
Agreement E:				
Foremen, mixers, second hands.....	.750	40	.750	40
Icers.....	.675	40	.675	40
Third hands, sweet goods.....	.550	40	.550	40
Mixers' helpers, scalers, ovenmen, icers' helpers.....	.525	40	.525	40
Pan greasers and helpers.....	.450	40	.450	40
Wrappers, foreladies.....	.425	40	.425	40
Wrappers.....	.400	40	.400	40
Pie and pastry:				
Agreement A:				
Mixers, machine operators, enrobing-machine operators.....	.800	40	.700	40
Bench hands, fryers, miscellaneous yeast employees.....	.700	40	.650	40
Women packers and wrappers, after 6 months.....	.600	40	.550	40
Agreement B:				
Doughnut-machine operators.....	.850	40	.775	40
Bakery helpers.....	.750	40	.700	40
Packers.....	.600	40	.550	40
Binghamton, N. Y.				
Bread and cake—Machine shops:				
Bread department:				
Utilitymen.....	1.000	40	.920	40
Tray-ovenmen and mixers.....	.950	40	.870	40
Checkers.....	.920	40	.870	40
Benchmen, divider operators, traveling-oven feeders and dumpers, molders.....	.900	40	.820	40
Wrapping-machine operators.....	.850	40	.770	40
Flour handlers, mixers' helpers.....	.800	40	.720	40
Cooler pick-up men, machine helpers.....	.750	40	.670	40
Pan greasers, women helpers.....	.620	40	.570	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Binghamton, N. Y.—Continued				
Bread and cake—Machine shops—Continued				
Cake and cruller department:				
Mixers.....	\$0.950	40	\$0.870	40
Icing mixers, cake scalers, cruller box makers.....	.850	40	.770	40
Cleaning foremen, sugar grinders.....	.800	40	.720	40
Loaders.....	.750	40	.720	40
Kitchen helpers.....	.750	40	.670	40
Helpers, general.....	.700	40	.620	40
Cake finishers, icers, wrappers and packers, female....	.620	40	.570	40
Birmingham, Ala.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	.800	40	.800	40
Head rolling-machine operators.....	.700	40	.700	40
Ovenmen.....	.675	40	.675	40
Rolling-machine operators.....	.650	40	.650	40
Utility men.....	.630	40	.630	40
Dividers and molders.....	.625	40	.625	40
Benchmen.....	.600	40	.600	40
Oven helpers, bake-shop helpers, machine wrappers....	.525	40	.525	40
Shipping helpers:				
Beginners.....	.425	40	.425	40
After 3 months.....	.475	40	.475	40
Agreement B:				
Mixers.....	1.060	40	.885	40
Dividers and ovenmen.....	.960	40	.785	40
Molders.....	.905	40	.710	40
Wrapping-machine operators.....	.875	40	.650	40
Feeders and dumpers.....	.810	40	.635	40
Packers, checkers.....	.785	40	.610	40
Pan greasers and bake-shop helpers.....	.760	40	.585	40
Slicer feeders.....	.685	40	.510	40
Agreement C:				
Bread department:				
Head mixers.....	1.060	40	.885	40
Head ovenmen.....	1.025	40	.850	40
Head machinemen and head benchmen.....	.995	40	.820	40
Mixers.....	.975	40	.800	40
Ovenmen.....	.935	40	.760	40
Head wrapping-machine operators.....	.915	40	.740	40
Machinemen and benchmen.....	.905	40	.730	40
Wrapping-machine operators.....	.825	40	.650	40
Shippers.....	.785	40	.610	40
Bake-shop helpers, packers.....	.760	40	.585	40
Pan greasers.....	.760	40	.550	40
Wrapping helpers.....	.685	40	.510	40
Cake department:				
Mixers.....	.950	40	.750	40
Head ovenmen.....	.925	40	.750	40
Ovenmen.....	.875	40	.700	40
Dumpers.....	.760	40	.585	40
Mixers (fruit cake).....	.675	40	.625	40
Icers, wrappers, pan greasers.....	.675	40	.500	40
Bakers and scalers.....	.625	40	.575	40
Packers, seal checkers, pan washers (fruit cake)....	.500	40	.430	40
Wrappers (fruit cake).....	.455	40	.430	40
Agreement D:				
Bread department:				
Mixers.....	1.060	40	.885	40
Ovenmen.....	1.025	40	.785	40
Dividers and machinemen.....	.960	40	.785	40
Molders and benchmen.....	.905	40	.710	40
Oven feeders and dumpers.....	.810	40	.635	40
Helpers.....	.760	40	.585	40
Flour dumpers.....	.710	40	.535	40
Helpers (under 3 months).....	.660	40	.485	40
Cake department:				
Mixers.....	1.060	40	.885	40
Dividers and machinemen.....	.960	40	.720	40
Icing mixers.....	.935	40	.760	40
Sugar grinders.....	.810	40	.635	40
Checkers and order fillers.....	.785	40	.610	40
Head icers and wrapping-machine operators.....	.770	40	.595	40
Packers, oven feeders, dumpers and helpers.....	.760	40	.585	40
Icers and wrappers.....	.675	40	.500	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Birmingham, Ala.—Continued				
Crackers and cookies:				
Machine operators.....	\$0.810	40	\$0.760	40
Head mixers.....	.785	40	.735	40
Sponge peelers, sponge-oven bakers.....	.750	40	.660	40
Mixers, head marshmallow mixers.....	.705	40	.655	40
Marshmallow mixers.....	.705	40	.605	40
Sweet-oven bakers.....	.680	40	.610	40
Dough rollers, traymen, sponge-oven helpers.....	.680	40	.590	40
Stackers, machine feeders.....	.660	40	.610	40
Sweet-oven helpers, sponge peelers (1 to 6 months).....	.660	40	.590	40
Wrapping-machine operators, greasers, checkers, male.....	.655	40	.605	40
Day stock checkers.....	.655	40	.555	40
Icing mixers, mixers' helpers, issue clerks.....	.635	40	.585	40
Sponge packers, large-carton makers, large-wafer-machine operators, tray and pan dumpers, cold-room packers, stock helpers.....	.585	40	.535	40
Other helpers.....	.550	40	.505	40
Packers and bundlers.....	.535	40	.485	40
Stackers, learners.....	.505	40	.460	40
Women helpers, caddy and carton makers.....	.505	40	.455	40
Boston, Mass.				
Bread and cake—Hand shops:				
Agreement A:				
Bread and rolls:				
Night foremen.....	1.227	44	1.114	44
Mixers.....	1.091	44	.977	44
Assistant foremen.....	.977	44	.864	44
Ovenmen.....	.977	44	.864	44
Benchmen.....	.955	44	.841	44
Agreement B:				
Bread and pastry:				
Dough mixers.....	1.083	48	.958	48
Ovenmen.....	.875	48	.750	48
Bench hands.....	.875	48	.750	48
Molders, divider operators, filling cooks.....	.771	48	.646	48
Bakers, helpers, wrapping-machine operators, shippers.....	.729	48	.604	48
Women helpers.....	.625	48	.500	48
Agreement C:				
Pie, bread, and pastry:				
Foremen, second hands, mixers, cake decorators.....	.875	48	.875	48
Head benchmen.....	.853	48	.853	48
Ovenmen.....	.813	48	.813	48
Frosting makers.....	.771	48	.771	48
Filling cooks.....	.719	48	.719	48
Benchmen.....	.708	48	.708	48
Shippers, cleaners and greasers, bread wrapping-machine operators.....	.542	48	.542	48
General helpers.....	.531	48	.531	48
Frosters.....	.477	48	.477	48
Agreement D:				
Pie, bread, and pastry:				
Foremen.....	1.115	44	.990	48
Ovenmen, dough mixers.....	.969	44	.844	48
Benchmen.....	.906	44	.781	48
Frosters.....	.635	44	.510	48
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.130	40	1.080	40
Dividermen.....	1.010	40	.960	40
Mixers' helpers, moldermen, oven feeders, ingredient scalars.....	.960	40	.910	40
Flour blenders, wrappers.....	.925	40	.875	40
Floormen.....	.910	40	.860	40
Molders' helpers, rackers, pan greasers, packers.....	.875	40	.825	40
Agreement B:				
Mixers.....	1.063	40	1.013	40
Molder operators, ovenmen, machinemen.....	.975	40	.925	40
Mixers' and ovenmen's helpers, ingredient scalars.....	.938	40	.888	40
Benchmen.....	.928	40	.878	40
Bakery helpers, pan greasers.....	.868	40	.818	40
Checkers and rackers:				
First year.....	.788	40	.788	40
2 to 5 years.....	.875	40	.825	40
After 5 years.....	.900	40	.850	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Boston, Mass.—Continued				
Bread only—Machine shops:				
Mixers.....	\$1.050	40	\$1.000	40
Divider operators.....	.950	40	.900	40
Mixers' helpers.....	.920	40	.870	40
Molder operators.....	.910	40	.860	40
Ovenmen.....	.900	40	.820	40
Wrapping-machine operators.....	.880	40	.830	40
Benchmen, benchwomen.....	.870	40	.820	40
Bakery helpers.....	.830	40	.780	40
Wrapping-machine helpers.....	.775	40	.715	40
Packers.....	.775	40	.680	40
Stockmen, flour dumpers.....	.725	40	.650	40
Roll packers, strippers and baggers.....	.650	40	.600	40
Cake only—Machine shops:				
Agreement A:				
Mixers.....	1.050	40	.980	40
Ovenmen.....	1.020	40	.950	40
Ingredient scalers.....	.920	40	.850	40
Helpers:				
First 6 weeks.....	.740	40	.620	40
After 6 weeks.....	.790	40	.720	40
Table heads.....	.740	40	.640	40
Women helpers.....	.620	40	.560	40
Packers, icers, wrappers:				
First 6 weeks.....	.570	40	.500	40
After 6 weeks.....	.620	40	.560	40
Agreement B:				
Mixers.....	1.000	40	.970	40
Icing mixers.....	.955	40	.925	40
Ovenmen.....	.950	40	.920	40
Shippers.....	.880	40	.800	40
Ingredient scalers.....	.860	40	.830	40
Helpers.....	.780	40	.750	40
Table heads.....	.700	40	.620	40
Wrappers, women:				
First 3 months.....	.550	40	.500	40
After 3 months.....	.600	40	.540	40
Pie and pastry:				
Agreement A:				
Ovenmen.....	.950	40	.900	40
Soft-pie ovenmen, mixers, oven firemen.....	.938	40	.888	40
Flour handlers.....	.888	40	.838	40
Helpers.....	.818	40	.768	40
Agreement B:				
Foremen.....	1.008	48	.958	48
Ovenmen, bench hands.....	.850	48	.800	48
Wrappers and frosters.....	.663	48	.613	48
Helpers.....	.550	48	.500	48
Hebrew shops:				
Foremen.....	1.749	48	1.521	48
Second hands.....	1.612	48	1.417	48
Third hands.....	1.474	48	1.313	48
Crackers and cookies:				
Sponge department:				
Machine captains.....	.975	40	.975	40
Peelers.....	.900	40	.900	40
Mixers, bakers.....	.880	40	.880	40
Mixers' helpers.....	.855	40	.855	40
Rollermen.....	.850	40	.850	40
Oven firemen.....	.800	40	.800	40
Dough pullers.....	.795	40	.795	40
Utilitymen.....	.785	40	.785	40
Bakers' helpers.....	.755	40	.755	40
Edgers.....	.715	40	.715	40
Flour bag cleaners.....	.690	40	.690	40
Floormen.....	.685	40	.685	40
Dog food department:				
Machine captains, mixers.....	.875	40	.875	40
Bakers.....	.850	40	.850	40
Reliefmen.....	.845	40	.845	40
Kibblers.....	.685	40	.685	40
Dough feeders.....	.800	40	.800	40
Mixers' helpers.....	.750	40	.750	40
Pan feeders.....	.715	40	.715	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Boston, Mass.—Continued				
Crackers and cookies—Continued				
Packing department:				
Receiving clerks	\$0.840	40	\$0.840	40
Wax wrapping-machine operators	.800	40	.800	40
Receivers	.790	40	.790	40
Floormen and coopers, dog food packing	.750	40	.750	40
Utility floormen	.685	40	.685	40
Working supervisors	.645	40	.645	40
Carton formers	.600	40	.600	40
Wax wrapping-machine feeders	.590	40	.590	40
Sponge packers and caddy stitchers	.580	40	.580	40
Bundlers and labelers, dog food packers, handlers of broken and rejected goods	.570	40	.570	40
Shipping department:				
Light shippers	.875	40	.875	40
Car checkers	.840	40	.840	40
Head car loaders	.815	40	.815	40
Shippers, assemblers, car assemblers	.790	40	.790	40
Car loaders	.775	40	.775	40
Stock clerks	.755	40	.755	40
Stockmen	.705	40	.705	40
Buffalo, N. Y.				
Bread and cake—Hand and semimachine shops:				
Day work:				
Oven hands and mixers	1.105	40	.955	44
Bench hands	1.060	40	.909	44
Helpers	.840	40	.682	44
Bread and cake—Machine shops:				
Agreement A:				
Foremen	1.150	40	1.100	40
Oven hands and mixers	1.105	40	1.050	40
Bench hands	1.060	40	1.000	40
Scalers and machine operators	.990	40	.925	40
Ingredient men	.950	40	.875	40
Oven dumpers	.880	40	.800	40
Helpers and pan greasers, packers and checkers, flour dumpers and blenders	.840	40	.750	40
Bread and pan stackers	.810	40	.725	40
Icers and wrappers, women	.675	40	.575	40
Agreement B:				
Bread department:				
Foremen	1.173	40	1.113	40
Mixers	1.060	40	1.000	40
Traveling ovenmen	1.035	40	.950	40
Assemblymen	1.010	40	.950	40
Dividemen, bench hands	.990	40	.930	40
Machine and molder men	.960	40	.900	40
Oven feeders and dumpers, oven helpers (male)	.875	40	.800	40
Checkers	.870	40	.800	40
Bench helpers, male	.860	40	.800	40
Wrapping-machine operators	.860	40	.825	40
Wrapping and slicing helpers, flour handlers, utilitymen, packers, coolermen	.835	40	.775	40
Pan greasers	.810	40	.750	40
Cake department:				
Foremen	1.173	40	1.065	40
Mixers	1.060	40	.990	40
Assemblymen, traveling ovenmen	1.035	40	.940	40
Scalers	.980	40	.920	40
Fried-cake machinemen	.925	40	.865	40
Wrapping-machine operators	.885	40	.815	40
Oven helpers, machine	.875	40	.790	40
Foreladies	.855	40	.795	40
Pan greasers	.810	40	.740	40
Pie-machine boys (after 6 months)	.750	40	.690	40
Cake decorators, women	.650	40	.590	40
Icers, packers, wrappers, pie-machine operators, women	.630	40	.570	40
Agreement C:				
Bread department:				
Working foremen	1.173	40	1.113	40
Mixers	1.060	40	1.000	40
Ovenmen	1.035	40	.950	40
Assemblymen	1.010	40	.950	40
Dividemen, bench hands	.990	40	.930	40
Machine and moldermen	.960	40	.900	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Buffalo, N. Y.—Continued				
Bread and cake—Machine shops—Continued				
Agreement C—Continued				
Bread—Continued				
Mixers' helpers	\$0.910	40	\$0.850	40
Assembly helpers	.885	40	.825	40
Oven feeders and dumpers	.875	40	.800	40
Checkers	.870	40	.800	40
Wrapping-machine operators	.860	40	.825	40
Bench helpers	.860	40	.800	40
Wrapping-machine helpers, coolermen, flour hand- lers, packers	.835	40	.775	40
Pan greasers and helpers	.810	40	.750	40
Cake department:				
Mixers	1.035	40	.950	40
Icing makers	1.010	40	.900	40
Ovenmen	.990	40	.890	40
Depositors, scaling machine operators	.970	40	.900	40
Depositors' helpers	.830	40	.750	40
Foreladies	.820	40	.725	40
Pan greasers	.810	40	.725	40
Icing, packing, wrapping	.620	40	.535	40
Rollette department:				
Mixers	.985	40	.900	40
Mixers' helpers	.830	40	.750	40
Jam cooker	.830	40	.750	40
Foreladies	.820	40		
Pan greasers	.810	40	.725	40
Wrappers, rollers and boxers, female	.620	40	.535	40
Agreement D:				
Mixers and ovenmen	1.050	40	1.050	40
Cake decorators	1.030	40	1.030	40
Assemblymen, fried-cake machine operators	.980	40	.980	40
Dividers	.960	40	.960	40
Bench hands	.960	40	.960	40
Moldermen	.930	40	.930	40
Receiving department helpers	.900	40	.900	40
Mixers' helpers, doughnut fryers, icing-machine operators	.880	40	.880	40
Packers	.880	40	.880	40
Wrapping-machine operators	.860	40	.860	40
Bench helpers, cooky-machine operators, oven helpers, flour sifters and blenders	.830	40	.830	40
Bakeshop helpers, flour sifters, blenders' helpers	.780	40	.780	40
Fried-cake coolers, coolermen	.730	40	.730	40
Icing-wrappers and packers, women	.600	40	.600	40
Agreement E:				
Male workers	.950	40		
Female workers	.750	40		
Pie and pastry:				
Doughnuts:				
Machine operators	.840	40	.750	40
Packers and wrappers (women)	.675	40	.575	40
Polish and Hebrew shops:				
First hands	1.300	40	1.050	40
Second hands	1.200	40	.950	40
Crackers and cookies:				
Agreement A:				
Mixing department:				
Head mixers	1.045	40	1.020	40
Sponge mixers	.965	40	.895	40
Sponge helpers	.905	40	.835	40
Flour dumpers	.815	40	.775	40
Baking department:				
Machine captains	1.035	40	.935	40
Peelers	.995	40	.895	40
Bakers, traveling-and reel-ovens	.965	40	.865	40
Cuttermen	.945	40	.845	40
Sponge rollermen	.935	40	.835	40
Sponge drawmen	.895	40	.795	40
Oven firemen	.865	40	.765	40
Pan feeders and greasers	.815	40	.715	40
Stackers	.715	40	.715	40
Icing department:				
Head mixers	.965	40	.925	40
Machine set-up men	.895	40	.795	40
Machinemen, mixers' helpers	.815	40	.815	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Buffalo, N. Y.—Continued				
Crackers and cookies—Continued				
Agreement A—Continued				
Icing department—Continued				
Working supervisors (women).....	\$0.755	40	\$0.655	40
Machine operators.....	.675	40	.575	40
Packers, feeders, handlers (women).....	.665	40	.565	40
Warehouse and assembly department:				
Division heads.....	.885	40	.815	40
Assemblymen.....	.865	40	.795	40
Packing department:				
Checkers and truckers.....	.815	40	.715	40
Supervisors (working).....	.765	40	.665	40
Sponge packers.....	.715	40	.615	40
Hand bundlers, carton formers, machine.....	.675	40	.575	40
Repack girls.....	.665	40	.665	40
Sweet packers, scalers and weighers, filling-machine operators, "Q" formers and stitchers, hand-carton formers, machine operators.....	.665	40	.565	40
Agreement B:				
Mixing department:				
Head mixers.....	1.045	40	.945	40
Sponge mixers.....	.965	40	.865	40
Sweet mixers.....	.935	40	.835	40
Mixers' helpers.....	.905	40	.805	40
Flour dumpers.....	.815	40	.715	40
Baking department:				
Machine captains.....	1.035	40	.935	40
Peelers.....	.995	40	.895	40
Reel-oven bakers.....	.965	40	.865	40
Cuttermen.....	.945	40	.845	40
Sponge rollermen.....	.935	40	.835	40
Traveling-oven unloaders, sponge drawmen, reel-oven take-out men.....	.895	40	.795	40
Traveling-oven loaders.....	.845	40	.745	40
Pan feeders and greasers, general help.....	.815	40	.715	40
Towermen.....	.725	40	.624	40
Stackers, female.....	.715	40	.615	40
Scrap girls.....	.665	40	.565	40
Icing and cello bag department:				
Head mixers.....	.965	40	.865	40
Machine set-up men.....	.895	40	.795	40
Paper cutters, icing mixers' helpers.....	.875	40	.775	40
Machinemen.....	.845	40	.745	40
Checkers and truckers, general help (men).....	.815	40	.715	40
Working supervisors (women).....	.755	40	.665	40
Packers and feeders (women).....	.665	40	.565	40
General help (women).....	.625	40	.525	40
Packing department:				
Checkers and truckers (men).....	.815	40	.715	40
Working supervisors.....	.765	40	.665	40
Sponge packers.....	.715	40	.615	40
Hand bundlers and carton formers (machine table).....	.675	40	.575	40
Sweet packers, carton formers (hand), "Q" formers, cover stitchers, repack girls, breakage girls.....	.665	40	.565	40
General help (male).....	.625	40	.525	40
Butte, Mont.				
Hand shops:				
Bread and cake:				
Foremen.....	1.432	44	1.270	44
Journeymen.....	1.295	44	1.133	44
Wrappers, female.....	.682	44	.542	44
Machine shops:				
Bread and cake:				
Foremen, dough mixers.....	1.500	42	1.297	42
Ovenmen.....	1.452	42	1.261	42
Bench hands.....	1.375	42	1.167	42
Wrappers, male.....	1.023	44	.900	44
Wrappers, female.....	.682	44	.542	44

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Charleston, W. Va.				
Bread and cake—Machine shops:				
Agreement A:				
Bread:				
Mixers No. 1.....	\$1.150	48		
Mixers No. 2, dividers, wrapping-machine operators.....	1.000	48		
Proof box operators.....	.950	48		
Bakers' helpers, first class.....	.900	48		
Molders.....	.800	48		
Bakers' helpers, second class.....	.750	48		
Agreement B:				
Bread:				
Dough mixers.....	1.100	48		
Sponge mixers.....	1.000	48		
Divider operators, ovenmen, shipping clerks.....	.900	48		
Wrapping-machine operators.....	.850	48		
Dough panners, feeders.....	.750	48		
Greasers.....	.700	48		
Agreement C:				
Bread:				
Mixers No. 1.....	1.150	48		
Mixers No. 2, dividermen, wrapping-machine operators, shipping clerks.....	1.000	48		
Proof box operators.....	.950	48		
Bakers' helpers, first class.....	.900	48		
Molders.....	.800	48		
Bakers' helpers, second class, bread panners, and rackers, dividers, female.....	.750	48		
Cake:				
Oven helpers, No. 1.....	.900	48		
Oven helpers No. 2.....	.800	48		
Bakers' helpers No. 1, cake icers No. 1.....	.700	48		
Bakers' helpers No. 2, cake icers No. 2.....	.600	48		
Cake wrappers.....	.500	48		
Charlotte, N. C.				
Bread and cake—Machine shops:				
Agreement A:				
Bread:				
Foremen.....	1.000	40	.950	40
Mixers.....	.850	40	.800	40
Head ovenmen.....	.850	40	.800	40
Ovenmen.....	.750	40	.700	40
Helpers:				
First 3 months.....	.550	40	.550	40
After 3 months.....	.600	40	.550	40
Machinemen.....	.775	40	.725	40
Wrapping-machine operators.....	.750	40	.700	40
Hand wrappers and machine helpers:				
First 3 months.....	.550	40	.500	40
After 3 months.....	.600	40	.550	40
Cake:				
Foremen.....	1.000	40	.950	40
Mixers.....	.850	40	.800	40
Oven loaders and dumpers.....	.650	40	.600	40
Helpers:				
First 3 months.....	.550	40	.500	40
After 3 months.....	.600	40	.550	40
Machinemen.....	.750	40	.700	40
Foreladies.....	.700	40	.650	40
Icers, wrappers and box makers:				
First 2 months.....	.500	40	.450	40
3 to 4 months.....	.550	40	.500	40
After 4 months.....	.600	40	.550	40
Experienced icers.....	.650	40	.600	40
Shipping department:				
Shipping clerks.....	.850	40	.800	40
Checkers and packers.....	.650	40	.600	40
Freight handlers and stock helpers.....	.700	40	.650	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Charlotte, N. C.—Continued				
Bread and cake—Machine shops—Continued				
Agreement B:				
Mixers, oven operators, doughnut-machine operators..	\$0.950	40		
Dividers, roll-machine operators, depositor operators, wrapping-machine operators.....	.900	40		
Scalers, molder operators, stockmen.....	.850	40		
Oven loaders and dumpers.....	.750	40		
Production employees, cake icers (hand).....	.700	40		
General bakery helpers.....	.650	40		
Shipping department:				
Shipping and receiving clerks.....	.800	40		
Selectors.....	.750	40		
Chicago, Ill.				
Bread and cake—Hand shops:				
Retail—Bread:				
First hands.....	1.310	48	1.020	48
Second hands.....	1.262	48	.979	48
Retail—Bread and cake:				
First hands or spongers, ovenmen.....	1.309	48	1.041	48
Second hands.....	1.261	48	.941	48
Third hands.....	.961	48	.841	48
Wholesale—Bread:				
First hands, mixers, ovenmen, spongers.....	1.180	40	1.075	40
Second hands, bench or machine hands, molders or dividers.....	1.130	40	1.025	40
Bread and cake—Machine shops:				
Bread only:				
Working foremen.....	1.205	40	1.125	40
Ingredient scalers, mixers.....	1.100	40	1.020	40
Ovenmen, dividermen.....	1.050	40	.970	40
Dough dumpers, soft-roll scaling-machinemen, traveling-oven dumpers and feeders, molders, bench hands.....	1.000	40	.920	40
Bake-shop helpers:				
First 60 days.....	.780	40	.600	40
60-90 days.....	.780	40	.700	40
After 90 days.....	.890	40	.810	40
Sorters:.....	.780	40	.700	40
Cake only:				
Agreement A:				
Working foremen.....	1.240	40	1.125	40
Mixers.....	1.120	40	1.020	40
Scalers, cake and yeast oven feeders and dumpers, cooky-machine operators.....	1.070	40	.970	40
Bench hands.....	1.070	40	.920	40
Helpers:				
First 60 days.....	.810	40	.600	40
60-70 days.....	.810	40	.700	40
After 90 days.....	.900	40	.810	40
Women employees:				
Foreladies.....	.820	40	.750	40
Icers.....	.750	40	.650	40
Dough handlers.....	.750	40	.600	40
Machine feeders.....	.720	40	.600	40
General helpers:				
First year.....	.650	40	.500	40
After 1 year.....	.720	40	.550	40
Agreement B:				
Cake mixers, icing mixers, ovenmen, first scalers, doughnut mixers, head cooks.....	1.120	40	.910	40
Ingredientmen.....	1.120	40	.850	40
Mixers' helpers, oven helpers, second scalers and all other shop helpers.....	.960	40	.770	40
Dumpers and truckers.....	.850	40	.770	40
Women employees:				
First month.....	.500	40	.480	40
2 to 9 months.....	.700	40		
9 to 12 months.....	.750	40		
After 1 year.....	.770	40	.550	40

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TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 194	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Chicago, Ill.—Continued				
Pie and pastry:				
Pie shops:				
Ingredientmen, ovenmen, cooks, dough mixers	\$1.020	40	\$0.850	40
Dough breakers, fruit mixers, servicemen, helpers	.820	40	.650	40
Pie-machine operators	.740	40	.620	40
Toppers, wrappers, cream pie fillers, cake icers, fruit cleaners, women helpers, plate washers, sorters, inspectors:				
Rate A	.500	40		
Rate B	.670	40	.550	40
Doughnut shops:				
Doughnut and chocolate enrobing-machine operators	1.025	40		
Mixers	.975	40		
Foreladies	.750	40		
Women helpers:				
First month	.550	40		
2-12 months	.650	40		
After 1 year and wrappers	.700	40		
Wrappers	.700	40		
Hebrew shops:				
Foremen or first hands	1.562	48	1.417	48
Second hands	1.500	48	1.354	48
Third hands	1.271	48	1.125	48
Bohemian shops—Bread:				
Small shops, hand:				
First hands	1.250	48	1.042	48
Second hands	1.188	48	.979	48
Large shops, machine:				
First hands	1.500	40	1.250	40
Seconds hands	1.425	40	1.175	40
Italian shops:				
Hand shops:				
First-class bakeries:				
Without unemployment insurance	1.058	48	.938	48
With unemployment insurance	1.037	48	.917	48
Second-class bakeries:				
Without unemployment insurance	.995	48	.875	48
With unemployment insurance	.965	48	.845	48
Machine shops:				
First-class bakeries, with insurance	1.220	40	1.100	40
Second-class bakeries, with insurance	1.145	40	1.025	40
Polish shops:				
Retail shops:				
Day work:				
Foremen, spongers	1.375	48	1.125	48
Second hands	1.250	48	1.000	48
Wholesale shops:				
Day work:				
Foremen, spongers	1.481	48	1.229	48
Second hands	1.356	48	1.104	48
Machine shops:				
Day work:				
Foremen, spongers	1.300	40	1.100	48
Second hands	1.209	40	1.000	48
South-side shops:				
Foremen, spongers	1.375	48	1.188	48
Second hands	1.250	48	1.063	48
Crackers and cookies:				
Agreement A:				
Men employees:				
First mixers	1.050	40		
Second mixers	.900	40		
Other men helpers:				
First 2 months	.700	40		
3-12 months	.750	40		
1-2 years	.800	40		
Over 2 years	.820	40		
Women employees:				
First 2 months	.600	40		
3-12 months	.650	40		
1-2 years	.700	40		
Over 2 years	.750	40		
Foreladies	.800	40		

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Chicago, Ill.—Continued				
Crackers and cookies—Continued				
Agreement B:				
Sponge-mixing department:				
Mixers.....	\$1.080	40	\$0.970	40
Mixers' helpers.....	1.030	40	.920	40
General helpers.....	.810	40	.625	40
Sponge-baking department:				
Machine captains.....	1.170	40	1.060	40
Peelers-in.....	1.130	40	1.020	40
Rollermen.....	1.080	40	.970	40
Draw boys.....	.935	40	.825	40
Stackers.....	.835	40	.725	40
Sweet-mixing department:				
Mixers.....	1.080	40	.970	40
Mixers' helpers.....	1.030	40	.920	40
Sweet-baking department:				
Ovenmen.....	1.010	40	.900	40
Machinemen.....	.960	40	.850	40
Ovenmen's helpers.....	.935	40	.825	40
Pan feeders and greasers.....	.760	40	.650	40
Icing department:				
Machinemen.....	.960	40	.850	40
Mixers.....	.910	40	.800	40
Packers.....	.670	40	.560	40
Machine feeders.....	.670	40	.510	40
Packing and wrapping department:				
Machinemen.....	.930	40	.820	40
Fiber-case stitchers and scalers, male.....	.910	40	.800	40
Sponge packers.....	.730	40	.620	40
Sweet packers.....	.690	40	.580	40
Fillers, cellophane.....	.675	40	.565	40
Glassine packers; carton formers, women; packers, cellophane; sample-room girls; fiber-case scalars, (women).....	.650	40	.540	40
Agreement C:				
Sponge-mixing department:				
Mixers.....	1.070	40	.970	40
Raw-material scalars.....	1.050	40	.950	40
Mixers' helpers.....	.950	40	.850	40
Flour dumpers.....	.850	40	.750	40
Sponge-baking department:				
Machine captains.....	1.150	40	1.050	40
Dough feeders and rollermen.....	1.075	40	.975	40
Ovenmen.....	1.000	40	.900	40
Dough cutters.....	.950	40	.850	40
Scrap boys.....	.825	40	.725	40
Sweet-baking department:				
Machine captains.....	1.150	40	1.050	40
Machine sheeters, ovenmen.....	1.000	40	.900	40
Dough feeders.....	.875	40	.775	40
Icing department:				
Machinemen.....	.950	40	.850	40
Head mixers.....	.850	40	.750	40
Packers.....	.710	40	.610	40
Head sample girls.....	.685	40	.585	40
Stitchers (female), cellophane packers, stickers, sample helpers, trolley packers.....	.640	40	.540	40
Packing department:				
Stacking-machine captains:				
First 3 months.....	.725	40	.625	40
After 6 months.....	1.050	40	.950	40
Wrapping-machine operators.....	.900	40	.800	40
Scalars, male.....	.800	40	.700	40
General helpers.....	.750	40	.650	40
Carton formers.....	.720	40	.560	40
Bundlers, sponge packers.....	.720	40	.620	40
Sweet packers.....	.680	40	.580	40
Women carton and caddy stitchers.....	.640	40	.540	40
Receiving department:				
Floor unloaders.....	.920	40	.820	40
Order fillers and stockmen.....	.880	40	.780	40
Receiving clerks.....	.875	40	.775	40
Paper cutters and sugar grinders.....	.825	40	.725	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Chicago, Ill.—Continued				
Crackers and cookies—Continued				
Agreement C—Continued				
Shipping department:				
Head shipping clerks.....	\$1.100	40	\$1.000	40
Men-in-charge, commission department.....	1.000	40	.900	40
Men-in-charge, wholesale department.....	.950	40	.850	40
Order fillers.....	.850	40		
Stockmen.....	.800	40	.700	40
Agreement D:				
Sponge and sweet mixing department:				
Mixers, sponge.....	1.055	40		
Mixers, sweet.....	1.055	40		
Mixers' helpers, sponge and sweet.....	1.005	40		
General helpers, sponge and sweet.....	.870	40		
Sponge and sweet baking department:				
Machinemen.....	1.145	40		
Machinemen, sweet.....	1.105	40		
Peelers, sponge.....	1.105	40		
Rollermen.....	1.055	40		
Ovenmen, sweet.....	.985	40		
Head ovenmen, sweet.....	.940	40		
Oven relievers.....	.935	40		
Oven helpers, sweet and sponge.....	.910	40		
Stackers, sponge.....	.820	40		
Pan feeders and greasers, sweet.....	.820	40		
General helpers.....	.710	40		
Icing department:				
Assistant foremen.....	1.155	40		
Machinemen.....	.985	40		
Mixers.....	.935	40		
Packers.....	.685	40		
Cello baggers and makers.....	.625	40		
Machine feeders.....	.615	40		
Machine girls.....	.595	40		
Sponge and sweet packing department:				
Floor boys.....	.755	40		
Packers, sponge.....	.705	40		
Packers, sweet.....	.685	40		
Cello baggers.....	.625	40		
Floor girls.....	.595	40		
Wrapping and bundling department:				
Machinemen.....	.920	40		
Bundlers.....	.705	40		
Feeders.....	.615	40		
Carton and caddy forming:				
Female employees.....	.635	40		
Cincinnati, Ohio				
Bread and cake—Hand shops:				
Foremen, first hands.....	1.340	42	1.190	42
Bakers.....	1.221	42	1.071	42
Bread and cake—Machine shops:				
Agreement A:				
Foremen and first hands.....	1.235	40	1.065	40
Ovenmen, mixers, doughnut mixers.....	1.153	40	.983	40
Icing mixers.....	1.153	40	.920	40
Ingredient scalers, bench or machine hands.....	1.090	40	.920	40
Machine-wrapping operators.....	.990	40	.840	40
Stockroom receiving clerks.....	.950	40	.800	40
Head shippers.....	.950	40		
Pan greasers, machine.....	.910	40		
Pan washing-machine operators, stockroom helpers, packers and shippers.....	.810	40	.660	40
Foreladies.....	.780	40	.630	40
Chutemen and machine helpers, bread wrapping-machine helpers.....	.770	40	.620	40
Icers, icing-machine operators, doughnut helpers, cake wrapping-machine helpers, female utility helpers.....	.700	40	.580	40
Agreement B:				
Foremen and first bakers.....	1.111	40	.769	40
Ovenmen, mixers.....	1.029	40		
Bench hands.....	.966	40	.615	40
Crackers and cookies:				
Head mixers, cutting-machine operators.....	1.100	40	.950	40
Reel-oven operators.....	1.050	40	.900	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Cincinnati, Ohio—Continued				
Crackers and cookies—Continued				
Machine set-up captains, peelers	\$1.020	40	\$0.870	40
Assistant cutting-machine operators, marshmallow depositor operators, receiving clerks, truck shipping clerks, assistant reel-oven operators, inspectors, checker captains	.960	40	.810	40
Assistant mixers, order checkers, spray-machine operators	.895	40	.770	40
Small power truck operators, repairmen, marshmallow beaters, order fillers, flour dumpers, warehouse storekeepers	.855	40	.730	40
Sirup mixers, enrober helpers, grinding mill operators, slotting-machine operators, order chasers, car packers, cheese and fig grinders, spray-machine cleaners, shortening weighers	.815	40	.690	40
Women employees:				
Captains	.800	40	.700	40
Inspectors, box tapers, oven tenders, packers, ingredient weighers, machine operators (class A)	.750	40	.650	40
Machine operators (class B), breakers, (stackers) variable scalers, dump fillers, bundlers, magazine feeders, machine feeders, stock clerks, nesting makers	.700	40	.600	40
Carton weighers, general helpers, supply girls, carton handlers and assemblers, machine helpers and machine operators (class C)	.650	40	.550	40
Cleveland, Ohio				
Bread and cake—Hand shops:				
First hands	1.250	48	1.145	48
Second hands	1.190	48	1.083	48
Third hands	1.045	48	.958	48
Women, all classes	.650	48	.625	48
Bread and cake—Machine shops:				
Ovenmen, mixers, ingredientmen, cake decorators	1.120	40	.950	40
Bench or machine hands	1.070	40	.900	40
Mixers' helpers, oven feeders, helpers and dumpers, wrapping and slicer adjusters, doughnut-machine operators	1.000	40	.850	40
Open kettle fryers	1.000	40	.800	40
Bake-shop helpers, shipping-room helpers	.900	40	.800	40
Bread wrappers and slicers	.900	40	.850	40
Pies and pastry:				
Dough mixers, ovenmen	1.120	40	.950	40
Fruit cookers	1.050	40	.950	40
Dough cutters	.950	40	.800	40
Bake-shop helpers	.900	40	.800	40
Machine girls	.720	40	.640	40
Wrapper girls	.650	40	.600	40
Hebrew bakeries:				
First hands	1.622	45	1.400	45
Second hands	1.511	45	1.289	45
Cake bakers	1.355	45	1.133	45
Cake bakers' helpers	1.088	45	.866	45
Bohemian shops:				
First hands	1.250	48	.979	48
Second hands	1.188	48	.917	48
Crackers and cookies:				
Mixers, ovenmen, peelers, cracker ovenmen	1.020	40	.930	40
Machinemen	.970	40	.930	40
Rollers	.900	40	.830	40
Cake-oven helpers, mixers' helpers	.900	40	.780	40
Bake-shop helpers	.850	40	.780	40
All women helpers	.600	40	.580	40
Columbus, Ohio				
Bread and cake—Machine shops:				
Agreement A:				
Working foremen	1.250	40	1.063	40
Mixers	1.080	40	.900	40
Oven feeders	1.000	40	.820	40
Checkers, bench and machinemen	.980	40	.800	40
Wrappers (set-up)	.980	40	.700	40
Stockmen	.900	40	.720	40
Helpers, pan greasers, etc.	.880	40	.670	40
Flour blenders	.880	40	.650	40
Wrapping helpers	.880	40		

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Columbus, Ohio—Continued				
Bread and cake—Machine shops—Continued				
Agreement B:				
Foremen:				
Bread department.....	\$1.250	40	\$1.100	40
Wrapping department.....	1.200	40	1.050	40
Mixers.....	1.080	40	.875	40
Ovenmen.....	1.080	40	.850	40
Oven feeders and dumpers.....	1.000	40	.700	40
Divider and molder operators and bun-machine operators.....	.980	40	.800	40
Machine operators, set-up.....	.980	40	.750	40
Benchmen.....	.980	40	.700	40
Wrapping-machine helpers, packers.....	.880	40	.700	40
Oven helpers.....	.880	40	.675	40
Bake-shop helpers.....	.880	40	.650	40
Extra helpers.....	.880	40	.625	40
Agreement C:				
Mixers, ovenmen.....	1.080	40	.900	40
Oven feeders and dumpers.....	1.000	40	.800	40
Bench and machine operators.....	.980	40	.800	40
Checkers.....	.980	40	.750	40
Bake-shop helpers, bread rackers, packers.....	.880	40	.700	40
Flour blenders.....	.880	40	.700	40
Women wrappers.....	.780	40	.650	40
Agreement D:				
Bread department:				
Mixers, oven operators.....	1.070	40	.900	40
Mixers' helpers, oven loaders and unloaders.....	.970	40	.820	40
Divider operators and molder operators.....	.970	40	.800	40
Pan rack washers.....	.820	40		
Roll department:				
Mixers, oven operators.....	1.070	40	.900	40
Machinemen and ingredient scalers.....	.970	40	.850	40
Wrapping-machine operators, set-up.....	.970	40		
Branch loaders and shippers, ingredient scalers.....	.920	40	.750	40
Roll panners.....	.870	40	.700	40
Hand icers and wrappers, pan washers and greasers.....	.870	40	.700	40
Cake department:				
Mixers.....	1.070	40	.900	40
Ovenmen.....	1.070	40	.850	40
Decorators.....	.970	40	.850	40
Machinemen, depositors.....	.970	40	.800	40
Cooky-machine operators.....	.870	40	.750	40
Machine helpers.....	.820	40		
Hand icers and wrappers, pan washers and greasers.....	.770	40		
Shipping department:				
Wrapping-machine operators, set-up.....	.970	40	.800	40
Wrapping-machine helpers, packers and shippers.....	.870	40		
Order fillers.....	.770	40		
Warehouse department:				
Stock-room and receiving clerks.....	.870	40		
Freight handlers and flour dumpers.....	.850	40		
Agreement E:				
Mixers, ovenmen.....	1.080	40	.845	40
Oven helpers, feeders and dumpers.....	1.000	40	.795	40
Dividers, molders, head wrappers.....	.980	40	.795	40
Mixers' helpers.....	.980	40	.745	40
Wrapping-machine helpers.....	.880	40	.700	40
Molders' helpers, pan greasers, bread rackers.....	.880	40	.670	40
Flour blenders.....	.880	40	.630	40
Agreement F:				
Mixers.....	.955	40	.925	40
Oven operators.....	.930	40	.875	40
Dividers tray oven-feeders and dumpers, doughnut-machine operators, icing mixers.....	.880	40	.860	40
Bench hands, tunnel-oven feeders and dumpers, shippers, molders and depositors.....	.830	40	.810	40
Order workers.....	.780	40	.760	40
Helpers, panners, pan setters, pan greasers, blenders, packers.....	.730	40	.720	40
Pie and pastry:				
Oven ingredient scalers and coopers.....	.770	40	.650	40
Roller fillers, toppers, trimmers.....	.770	40		
Crackers and cookies:				
Head mixers.....	.955	40	.925	40
Ovenmen, pan pullers.....	.930	40	.875	40
Machine operators, dough mixers.....	.880	40	.860	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Columbus, Ohio—Continued				
Crackers and cookies—Continued				
Receiving clerks, machine feeders, band-oven tenders	\$0.830	40	\$0.810	40
Dough-break roll feeders, mixers' helpers	.780	40	.760	40
Ingredient scalers, stockmen	.730	40	.720	40
Ingredient scalers, (women), packers, feeders, dumpers, cleaners	.680	40	.650	40
Men helpers, first 30 days	.680	40	.650	40
Pull and catch pans, men helpers, first 30 days	.630	40	.630	40
Scrap pickers, packers, tray and carton sealers, box formers, machine tenders, wrappers	.580	40	.580	40
Stitchers, packers, magazine feeders	.550	40	.530	40
Women helpers, first 30 days	.500	40	.480	40
Dallas, Texas				
Bread and cake—Machine shops:				
Agreement A:				
Working foremen	1.200	40	1.040	40
Mixers	1.100	40	.940	40
Cake depositors, molders, dividers, twisters, benchmen, wrapping-or slicing-machine operators	1.000	40	.830	40
Foreladies	.800	40	.650	40
Packers, helpers	.750	40	.610	40
Beginners:				
First 6 months	.550	40	.500	40
7-12 months	.600	40	.550	40
After 1 year	.700	40	.600	40
Agreement B:				
Bread department:				
Foremen	1.150	45	1.100	45
Mixers	1.050	45	.920	45
Machine operators	.920	45	.880	45
Slicing operators	.920	45	.810	45
Slicing-machine feeders, helpers	.660	45	.630	45
Helpers (first 6 months)	.630	45	.630	45
Cake department:				
Foremen	1.060	45	1.020	45
Bench, oven and machine operators	.890	45	.850	45
Foreladies	.700	45	.700	45
Cake decorators, wrapping-machine operators	.650	45	.650	45
Helpers	.630	45	.600	45
Icers:				
First 3 months	.500	45	.500	45
After 3 months	.550	45	.550	45
Agreement C:				
Bread department:				
Foremen	1.200	40	1.040	40
Mixers, spongers, ovenmen	1.100	40	.940	40
Dispensing checkers, benchmen, molders, twisters, pan-rackers, dividers, oven dumpers or loaders, slicing and wrapping-machine operators	1.000	40	.830	40
Dispensing and stock-room workers, helpers	.750	40	.640	40
Cake department:				
Foremen	1.200	40	1.040	40
Batter and icing mixers	1.100	40	.940	40
Ovenmen	1.080	40	.920	40
Bench hands, ingredient scalers	1.000	40	.830	40
Shipping clerks	1.000	40	.825	40
Foreladies	.800	40	.650	40
Pan greasers, cake dumpers, helpers (first 6 months)	.750	40	.610	40
Women helpers:				
First 3 months	.550	40	.500	40
4-6 months	.600	40	.550	40
After 1 year	.700	40	.600	40
Agreement D:				
Working foremen	1.200	40	1.040	40
Mixers	1.100	40	.940	40
Ovenmen	1.080	40	.920	40
Benchmen, twisters, dividers, oven dumpers or loaders, head checkers, second bakers	1.000	40	.830	40
Agreement E:				
Mixers	1.100	40	.940	40
Ovenmen	1.080	40	.920	40
Ingredient scalers, second ovenmen, shipping-room clerk	1.000	40	.830	40
Miscellaneous male employees	.750	40	.700	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Dallas, Texas—Continued				
Bread and cake—Machine shops—Continued				
Agreement E—Continued				
Finishers and wrappers, women:				
First 6 months.....	\$0.550	40	\$0.500	40
7-12 months.....	.600	40	.550	40
After 1 year.....	.700	40	.600	40
Davenport, Iowa				
(See Rock Island (Ill.) District)				
Dayton, Ohio				
Bread and cake—Semimachine shops:				
Agreement A:				
Mixers, ovenmen.....	1.115	40	.945	44
Oven feeders and dumpers, molders, machinemen, dividers.....	1.065	40	.895	44
Benchmen.....	1.065	40	.870	44
Doughnut-machine operators.....	1.025	40	.855	44
Mixers' helpers.....	1.015	40	.845	44
Set-up men.....	1.000	40	.830	44
Wrapping-machine helpers, other helpers.....	.900	40	.750	44
Agreement B:				
Mixers, ovenmen.....	1.115	40	.830	44
Benchmen.....	1.065	40	.780	44
Doughnut-machine operators.....	1.025	40	.740	44
Mixers' helpers.....	1.015	40	.730	44
Head wrappers.....	1.000	40	.680	44
Pan greasers and setters.....	.950	40	.640	44
Wrappers and packers.....	.900	40	.620	44
Women icers, packers, wrappers.....	.730	40	.580	44
Bread and cake—Machine shops:				
Mixers, ovenmen.....	1.115	40	.945	40
Oven feeders and dumpers, molders, dividers.....	1.065	40	.895	40
Benchmen.....	1.065	40	.870	40
Doughnut-machine operators.....	1.025	40	.855	40
Mixers' helpers.....	1.015	40	.845	40
Set-up men.....	1.000	40	.830	40
Head shippers.....	1.000	40	.....	.....
Flour blenders.....	.995	40	.815	40
Wrapping-machine helpers, other helpers, packers, rakers.....	.900	40	.750	40
Scalers, wheel girls.....	.800	40	.725	40
Women icers, packers, wrappers.....	.730	40	.580	40
Crackers and cookies:				
Machine captains.....	.960	40	.790	40
Mixers.....	.940	40	.790	40
Handlers, shippers.....	.890	40	.740	40
Packers, wrappers.....	.760	40	.670	40
Denver, Colo.				
Bread and cake—Hand shops:				
Foremen.....	1.260	48	1.140	48
Dough mixers, ovenmen.....	1.170	48	1.010	48
Bench hands.....	1.120	48	.950	48
Bread and cake—Machine shops:				
Foremen.....	1.260	40	1.110	40
Dough mixers, spongers, ovenmen.....	1.170	40	1.010	40
Bench hands.....	1.120	40	.950	40
Hebrew shops:				
Foremen.....	1.260	40	1.140	40
Ovenmen.....	1.170	40	1.010	40
Bench hands.....	1.120	40	.950	40
Crackers and cookies:				
Agreement A:				
Machine captains.....	.975	40	.925	40
Head sponge and sweet mixers, peelers.....	.925	40	.875	40
Bakers.....	.895	40	.845	40
Mixers, rollermen, drawmen.....	.875	40	.825	40
Mixers' helpers, stackers.....	.780	40	.730	40
General helpers, male:				
First 3 months.....	.635	40	.585	40
4-6 months.....	.665	40	.615	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Denver, Colo.—Continued				
Crackers and cookies—Continued				
Agreement A—Continued				
General helpers, male—Continued				
7-9 months.....	\$0.695	40	\$0.645	40
10-12 months.....	.725	40	.675	40
13-15 months.....	.755	40	.705	40
After 15 months.....	.780	40	.730	40
Packing and icing department:				
Icing mixers.....	.875	40	.825	40
Wrapping machine set-up men.....	.825	40	.775	40
Floormen.....	.730	40	.680	40
Women employees:				
Sponge packers.....	.625	40	.575	40
Bundlers, machine operators, "Q" formers and stitchers, sweet icing packers, graham packers.....	.600	40	.550	40
General helpers:				
First 3 months.....	.500	40	.450	40
4-6 months.....	.530	40	.480	40
7-9 months.....	.560	40	.510	40
10-12 months.....	.590	40	.540	40
After 1 year.....	.600	40	.550	40
Agreement B:				
Baking department:				
Machinemen, sponge.....	1.090	40	.975	40
Machinemen, sweet.....	1.070	40	.975	40
Peelers, ovenmen, sponge reliefmen.....	1.040	40	.925	40
Sponge and sweet head mixers, ovenmen, sweet sponge reliefmen.....	1.020	40	.925	40
Dough mixers, roller men.....	.970	40	.875	40
Dough feeders.....	.910	40	.815	40
Mixers' helpers.....	.880	40	.780	40
Sponge ovenmen's helpers.....	.870	40	.770	40
Pan greasers.....	.840	40	.745	40
Icing room:				
Machinemen; jelly, cream, and icing mixers.....	.970	40	.875	40
Jelly, cream, and icing mixers' helpers, marshmallow men.....	.840	40	.745	40
Packing department:				
Wrapping and labeling-machinemen.....	.990	40	.890	40
Paper-cutting machine operators.....	.910	40	.815	40
Wrapping and labeling-machine helpers.....	.840	40	.745	40
Supply department:				
Lardmen.....	.910	40	.815	40
Stock clerks.....	.880	40	.780	40
General helpers, women:				
First month.....	.550	40	.500	40
2-3 months.....	.600	40	.500	40
4-6 months.....	.620	40	.525	40
7-9 months.....	.650	40	.550	40
10-12 months.....	.680	40	.575	40
After 1 year.....	.700	40	.600	40
General helpers, men:				
First month.....	.650	40	.600	40
2-3 months.....	.700	40	.625	40
4-6 months.....	.720	40	.650	40
7-9 months.....	.740	40	.675	40
10-12 months.....	.770	40	.700	40
After 1 year.....	.820	40	.725	40
Des Moines, Iowa				
Bread and cake—Hand shops:				
First hands.....	1.042	48	.938	48
Second hands.....	.938	48	.833	48
Third hands.....	.844	48	.740	48
Bread and cake—Machine shops:				
Agreement A:				
Working foremen.....	1.250	40	1.000	40
Dough mixers, ovenmen, pan setters, pan dumpers.....	1.150	40	.900	40
Benchmen, machinemen, shipping clerks.....	1.050	40	.800	40
Helpers:				
First year.....	.780	40	.600	40
After 1 year.....	.900	40	.650	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Des Moines, Iowa—Continued				
Bread and cake—Machine shops—Continued				
Agreement B:				
Working foremen.....	\$1.240	40	\$1.015	40
Mixers, scalers, ovenmen.....	1.140	40	.915	40
Benchmen:				
First 6 months.....	1.040	40	.815	40
Second 6 months.....	1.090	40	.865	40
After 1 year.....	1.140	40	.915	40
Shipping clerks, carton assemblers.....	1.040	40	.800	40
Helpers:				
First 6 months.....	.775	40	.550	40
Second 6 months.....	.825	40	.600	40
After 1 year.....	.875	40	.650	40
Women employees:				
Foreladies.....	.925	40	.700	40
Cake wrappers, packers, carton makers, icers, packers of doughnuts and bread on conveyor line:				
First 6 months.....	.745	40	.550	40
7-12 months.....	.770	40	.575	40
After 1 year.....	.805	40	.610	40
Crackers and cookies:				
Mixing and baking department:				
Head mixers.....	1.115	40	1.015	40
Machinemen.....	1.055	40	.955	40
Mixers' helpers.....	1.020	40	.920	40
Reliefmen, peelers.....	1.005	40	.905	40
Bakers.....	.985	40	.885	40
Drawmen.....	.950	40	.850	40
Rollermen.....	.925	40	.825	40
Stackers.....	.880	40	.780	40
Pan passers, floormen.....	.870	40	.770	40
Packing department:				
Machinemen.....	.850	40	.750	40
Floormen.....	.800	40	.700	40
Sponge packers, stock boys.....	.725	40	.625	40
Machine feeders, sample room attendants, bundlers, carton formers.....	.675	40	.575	40
Women helpers:				
First 30 days.....	.600	40	.500	40
After 30 days.....	.650	40	.550	40
Shipping and receiving department:				
Order clerks.....	.950	40	.850	40
Helpers.....	.850	40	.750	40
Detroit, Mich.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.050	40	1.000	40
Dividers, benchmen, bun panners, ovenmen.....	1.020	40	.970	40
Mixers' helpers.....	.995	40	.945	40
Oven feeders, dumpers, dividers, twisters, bread rackers, stockmen, flour blenders, shipping clerks.....	.970	40	.920	40
Head wrappers.....	.950	40	.900	40
Shipping clerks' helpers, bread wrappers, pan cleaners, setters, rackers and greasers, laborers.....	.920	40	.870	40
Cake wrappers, dumpers, packers, panners and icers.....	.770	40	.720	40
Agreement B:				
Mixers, ovenmen.....	1.130	40	1.030	40
Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers.....	1.030	40	.930	40
Molders' helpers, pan rackers and setters, greasers, checkers, wrapping-room set-up men.....	.980	40	.880	40
Bread wrappers, packers.....	.930	40	.830	40
Stockroom men.....	.880	40	.780	40
Women employees:				
Bun panners.....	.780	40	.680	40
Wrappers.....	.750	40	.650	40
Agreement C:				
Bread and roll mixers.....	1.190	40	1.030	40
Ovenmen, cake mixers.....	1.170	40	1.030	40
Icing and filling cookers.....	1.170	40	.980	40
Doughnut fryers.....	1.140	40	.950	40
Ingredient scalers, receiving stockmen.....	1.140	40	.980	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Bread and cake—Machine shops—Continued				
Agreement C—Continued				
Pie crust mixers.....	\$1.110	40	\$0.930	40
Bread-wrapping machine operators.....	1.090	40	.950	40
Bakers:				
All around benchmen.....	1.090	40	.980	40
Expert benchmen.....	1.140	40	1.030	40
Divider operators, cake depositors.....	1.090	40	.950	40
Bread oven loaders, stockmen.....	1.090	40	.930	40
Shipping room servicemen.....	1.070	40	.930	40
Machine operators, not otherwise specified.....	1.040	40	.930	40
Bread panners.....	1.020	40	.930	40
Pan conditioners and general bakery workers, bread rackers, bakers' helpers.....	.990	40	.830	40
Decorators, finishing.....	.870	40	.780	40
Bread packers, women.....	.830	40	.680	40
Panners, order helpers:				
Starting.....	.630	40	.580	40
After 1 month.....	.680	40	.630	40
After 3 months.....	.730	40	.680	40
After 6 months.....	.830	40	.750	40
Agreement D:				
Bread department:				
Oven leaders, baker leaders, specialty baker leaders.....	1.305	40	1.135	40
Bread and roll mixers.....	1.290	40	1.120	40
Bakers.....	1.255	40	1.085	40
Scalers, leaders.....	1.220	40	1.060	40
Ovenmen No. 1.....	1.255	40	1.040	40
Scalers, blenders, molders.....	1.170	40	1.010	40
Ovenmen No. 2.....	1.200	40	.990	40
Bench helpers.....	1.095	40	.940	40
General utilitymen.....	1.035	40	.885	40
Panners, women.....	.835	40	.700	40
Cake and sweet-goods department:				
Decorators.....	1.315	40	1.140	40
Bakers, leaders.....	1.305	40	1.135	40
Mixers.....	1.290	40	1.120	40
Icing leaders.....	1.255	40	1.090	40
Bakers.....	1.255	40	1.085	40
Icers, benchmen.....	1.205	40	1.040	40
Depositors.....	1.170	40	1.010	40
Icers' helpers, mixers' helpers, depositors' helpers.....	1.095	40	.940	40
Women employees:				
Decorators, leaders.....	.920	40	.780	40
Icers, leaders.....	.885	40	.750	40
Finishing, general-utility.....	.865	40	.730	40
Muffin girls, decorators' helpers.....	.870	40	.730	40
Icers, helpers.....	.835	40	.700	40
Agreement E:				
Dough mixers, oven operators.....	1.200	40	1.030	40
Icing mixers.....	1.200	40	.930	40
Ingredient scalers, depositor operators, doughnut-machine operators.....	1.100	40	.930	40
Checkers.....	1.050	40	.870	40
Packers.....	1.000	40	.870	40
Miscellaneous helpers, men:				
Starting rate.....	.890	40	.760	40
After 6 months.....	.940	40	.810	40
Women helpers:				
Starting rate.....	.730	40	.550	40
After 6 months.....	.780	40	.650	40
Agreement F:				
Bread department:				
Mixers, oven operators.....	1.130	40	1.030	40
Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers.....	1.030	40	.930	40
Molders' helpers, pan rackers, greasers, wrapping room set-up men, checkers.....	.980	40	.880	40
Bread rackers, machine wrappers, packers.....	.930	40	.830	40
Stockroom men.....	.880	40	.780	40
Women employees:				
Bun panners.....	.780	40	.680	40
Wrappers.....	.750	40	.650	40
Cake and sweet-goods department:				
Dough mixers, ovenmen, icing mixers.....	1.200	40	1.030	40
Depositor operators.....	1.100	40	1.030	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Bread and cake—Machine shops—Continued				
Agreement F—Continued				
Cake and sweet-goods department—Continued				
Mixers' helpers, oven helpers and dumpers, depositors' helpers, wrapping-machine set-up men...	\$1.050	40	\$0.880	40
Icing-machine operators.....	1.050	40	.850	40
Packers.....	1.000	40	.870	40
Pan greasers.....	.980	40	.880	40
Cake cutters.....	.980	40	.850	40
Stockmen.....	.950	40	.810	40
Miscellaneous helpers.....	.940	40	.810	40
Icers, wrappers and other women helpers.....	.780	40	.650	40
Agreement G:				
Cake only:				
Cake and icing mixers, oven operators.....	1.200	40	.980	40
Depositors.....	1.100	40	.980	40
Biscuit icing mixer.....	1.100	40	.930	40
Ingredient scalars, doughnut-machine operators, Wrapping-machine set-up men.....	1.100	40	.860	40
Checkers.....	1.050	40	.860	40
Helpers, men.....	.940	40	.810	40
Bake-shop helpers.....	.780	40	.650	40
Agreement H:				
Mixers, oven operators.....	1.130	40	1.030	40
Blenders, scalars, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers.....	1.030	40	.930	40
Molders, helpers, pan rackers, greasers, wrapping-room set-up men, checkers.....	.980	40	.880	40
Machine wrappers, packers.....	.930	40	.830	40
Stockroom men.....	.880	40	.780	40
Women employees:				
Bun panners.....	.780	40	.630	40
Bun wrappers.....	.750	40	.650	40
Agreement I:				
Mixers, oven operators.....	1.130	40	1.020	40
Benchmen, sweet goods.....	1.080	40	.980	40
Moldermen, dividermen, doughnut-machine operators, Oven feeders.....	1.030	40	.930	40
Wrapping-machine set-up men, pan greasers.....	1.030	40	.920	40
Bread rackers.....	.980	40	.880	40
Stockroom men.....	.930	40	.830	40
Icers, wrappers, sweet goods.....	.880	40	.780	40
Agreement J:				
Mixers, ovenmen.....	1.130	40	1.030	40
Blenders, scalars, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers.....	1.030	40	.930	40
Checkers, molders' helpers, pan rackers, greasers, wrapping-room set-up men.....	.980	40	.880	40
Bread rackers, machine wrappers.....	.930	40	.830	40
Stockroom men.....	.880	40	.780	40
Agreement K:				
Mixers, oven operators.....	1.130	40	1.030	40
Blenders, scalars, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers.....	1.030	40	.930	40
Molders' helpers, pan rackers, greasers, wrapping room set-up men, checkers.....	.980	40	.880	40
Bread rackers, machine wrappers.....	.930	40	.830	40
Bun wrappers.....	.750	40	.650	40
Agreement L:				
Dough mixers.....	1.130	40	1.030	40
Oven operators, benchmen.....	1.080	40	.980	40
Flour blenders, scalars, icing mixers and cookers, depositors, dividers.....	1.030	40	.930	40
Pan greasers.....	.980	40	.880	40
Dumpers.....	.780	40	.680	40
Rackers, icers and wrappers, women.....	.750	40	.650	40
Agreement M:				
Bread department:				
Mixers, ovenmen.....	1.130	40	1.030	40
Benchmen.....	1.080	40	.980	40
Flour blenders, ingredientmen, mixers' helpers, divider and moldermen, oven feeders and dumpers.....	1.030	40	.930	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Bread and cake—Machine shops—Continued				
Agreement M—Continued				
Bread department—Continued				
Pan rackers, greasers, wrapping-machine set-up men	\$0.980	40	\$0.830	40
Bread wrappers	.930	40	.830	40
Cake and sweet goods department:				
Ovenmen	1.080	40	.980	40
Icing mixers, cookers, scalers, depositors, doughnut-machine operators	1.030	40	.930	40
Pan greasers, checkers	.980	40	.880	40
Packers, miscellaneous	.930	40	.830	40
Decorators	.850	40	.750	40
Oven helpers and dumpers	.780	40	.680	40
Icers, wrappers	.750	40	.650	40
Cake wrappers	.750	40	.650	40
Pie and pastry:				
Agreement A:				
Cookers, pie-men	1.200	40	.930	40
Mixers	1.100	40	.930	40
Pie peelers	1.050	40	.880	40
General miscellaneous helpers	.940	40	.780	40
Shop helpers, men	.890	40	.730	40
Women helpers:				
First 6 months	.730	40	.630	40
After 6 months	.780	40	.660	40
Agreement B:				
Pie bakers, sweet goods dough mixers	1.200	40	.980	40
Icing mixers	1.100	40	.930	40
Pie dough mixers	1.100	40	.860	40
Wrapping-machine set-up men	1.050	40	.860	40
Pie peelers	1.050	40	.930	40
Checkers	1.050	40		
Receiving and stockroom men	.950	40	.860	40
Men helpers	.940	40	.810	40
Women helpers:				
First 3 months	.730	40	.550	40
4-6 months	.730	40	.600	40
After 6 months	.780	40	.650	40
Hebrew shops:				
First hands (1 oven), cake bakers	1.630	45	1.511	45
First hands (2 ovens)	1.667	45	1.556	45
Second hands	1.574	45	1.444	45
Polish shops:				
First hands handling 2 ovens or mixing dough	1.550	40	1.363	40
First hands, (1 oven)	1.500	40	1.313	40
Second hands	1.330	40	1.146	40
Partial dough mixers	1.405	40	1.221	40
Crackers and cookies:				
Agreement A:				
Baking department:				
Machine captains	1.130	40	1.030	40
Peelers	1.100	40	1.000	40
Sponge or sweet mixers	1.070	40	.970	40
Sponge bakers	1.030	40	.930	40
Sponge rollermen, sweet-oven men, oven firemen	1.020	40	.920	40
Sponge drawmen, assemblymen	1.000	40	.900	40
Flour dumpers	.950	40	.850	40
Ritz mixers	.940	40	.840	40
Ritz rollermen, stackers, pan cleaners and feeders, mixers' helpers	.900	40	.800	40
Icing department:				
Working assistant foremen	1.150	40	1.050	40
Head mixers	1.100	40	1.000	40
Machine operators	.750	40	.650	40
Icing packers	.730	40	.630	40
Other helpers	.720	40	.620	40
Packing department:				
Working supervisors	1.000	40	.900	40
Foreladies	.930	40	.830	40
Machine set-up men	.900	40	.800	40
Floormen, assistant foreladies	.850	40	.750	40
Working supervisors, women	.800	40	.700	40
Sponge packers	.760	40	.660	40
Head carton formers, machine operators	.750	40	.650	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Detroit, Mich.—Continued				
Crackers and cookies—Continued				
Agreement A—Continued				
Packing department—Continued				
Sweet packers, hand carton formers, "Q" formers and stitchers, weighers and sealers, hand bundlers, cripple-packers, filling-machine operators, weighers, staplers, weight clerks, sample room girls.....	\$0.740	40	\$0.640	40
Agreement B:				
Mixers.....	1.100	40	1.000	40
Women employees:				
First 6 months.....	.600	40	.550	40
7-12 months.....	.650	40	.600	40
After 1 year.....	.700	40	.650	40
Agreement C:				
Mixers.....	1.290	40	1.120	40
Bakers.....	1.255	40	1.085	40
Depositors.....	1.170	40	1.010	40
Women employees:				
Packers, leaders.....	.880	40	.750	40
Packers.....	.835	40	.700	40
General utility women.....	.815	40	.680	40
Agreement D:				
Men employees:				
Mixers, after 1 year.....	.970	40		
Other male employees, after 6 months.....	.700	40		
Women employees:				
After 6 months.....	.630	40	.580	40
After 1 year.....	.700	40	.630	40
Duluth, Minn.				
Bread and cake—Hand shops:				
Agreement A:				
Foremen.....	1.150	48	1.014	48
Mixers, ovenmen.....	1.045	48	.909	48
Helpers (after 600 days).....	.873	48	.736	48
Agreement B:				
Foremen.....	1.082	48	.945	48
Mixers, ovenmen.....	.977	48	.841	48
Bench hands.....	.932	48	.795	48
Helpers:				
First 150 days.....	.650	48	.514	48
Second 150 days.....	.695	48	.559	48
After 300 days.....	.768	48	.632	48
After 600 days.....	.805	48	.668	48
Bread and cake—Machine shops:				
Foremen.....	1.205	40	1.055	40
Dough mixers, ovenmen.....	1.090	40	.940	40
Bench hands, doughnut-machine operators.....	1.040	40	.890	40
Machinemen (dividers, molders), traveling-oven loaders.....	.975	40	.825	40
Wrapping-machine operators.....	.975	40	.793	40
Stockmen, receiving clerks.....	.940	40	.790	40
Bread panners, twisters.....	.910	40	.760	40
Shipping clerks (30-90 days), helpers after 300 days.....	.860	40	.750	40
Foreladies.....	.810	40	.660	40
Helpers:				
First 150 days.....	.730	40	.630	40
151-300 days.....	.780	40	.710	40
After 300 days.....	.860	40	.750	40
Hand wrappers and packers:				
First 100 days.....	.680	40	.530	40
After 100 days.....	.740	40	.590	40
Dishwashers.....	.698	40	.548	40
Shipping department:				
Foremen.....	1.150	40	.940	40
Shipping clerks (when only 1 in a plant).....	1.000	40	.850	40
Shipping clerks:				
First 30 days.....	.780	40	.630	40
31-90 days.....	.860	40	.710	40
After 90 days.....	.910	40	.760	40
Pie and pastry:				
Bakers.....	1.000	40	.750	40
Women employees:				
First 150 days.....	.550	40	.400	40
After 150 days.....	.625	40	.475	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Duluth, Minn.—Continued				
Crackers and cookies:				
Men employees:				
Foremen.....	\$1.188	40	\$1.038	40
Inexperienced.....	.988	40	.788	40
Experienced.....	.988	40	.838	40
Women employees:				
Foreladies.....	.738	40	.588	40
Inexperienced.....	.638	40	.488	40
Experienced.....	.663	40	.513	40
El Paso, Texas				
Bread and cake—Machine shops:				
Agreement A:				
Dough mixers.....	.950	40	.900	40
Ovenmen.....	.880	40	.780	40
Dividers, scalers, machine bread wrappers.....	.800	40	.740	40
Oven helpers, first class.....	.760	40	.700	40
Molders.....	.660	40	.620	40
Checkers.....	.660	40	.570	40
Oven helpers, second class.....	.640	40	.620	40
Molders' helpers.....	.620	40	.570	40
Wrapping-machine helpers.....	.600	40	.570	40
Cake wrappers and bench work.....	.600	40	.520	40
Pan greasers.....	.600	40	.520	40
Box makers.....	.600	40	.500	40
Agreement B:				
Dough mixers.....	1.080	40		
Ovenmen.....	1.010	40		
Dividers.....	.930	40		
Ovenmen's helpers.....	.890	40		
Molders.....	.790	40		
Bread rackers.....	.780	40		
Bread rackers' helpers.....	.730	40		
Wrapping department:				
Wrapping-machine operators.....	.930	40		
Wrappers, hand.....	.730	40		
Machine wrappers' helpers.....	.730	40		
Shipping department:				
Route checkers.....	1.010	40		
Shipping checkers.....	1.010	40		
Shipping helpers.....	.730	40		
Grand Rapids, Mich.				
Bread and cake—Machine shops:				
Foremen, mixers, dividermen, head ovenmen.....	1.100	40	.840	40
Oven dumpers, and loaders.....	1.000	40	.780	40
Benchmen, machine wrappers, molders.....	.950	40	.750	40
Pan rackers.....	.900	40	.670	40
Ingredientmen.....	.850	40	.640	40
Bread rackers, hand wrappers, mixers' helpers, pan greasers, general helpers.....	.850	40	.620	40
Houston, Texas				
Bread and cake—Hand shops:				
Foremen.....	.978	46	.938	48
Dough mixers and ovenmen.....	.826	46	.792	48
Benchmen.....	.783	46	.750	48
Bread—Semimachine shops:				
Foremen.....	1.125	40	1.023	44
Dough mixers, ovenmen or spongers.....	.950	40	.864	44
Benchmen, machinememen.....	.900	40	.818	44
Counters, checkers.....	.875	40	.795	44
Oven dumpers and loaders.....	.825	40	.750	44
Wrappers.....	.775	40	.705	44
Pan and bread rackers.....	.763	40	.693	44
Weigh-up men.....	.700	40	.636	44

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Houston, Texas—Continued				
Bread and cake—Machine shops:				
Foremen.....	\$1.125	40	\$1.071	42
Dough mixers and ovenmen.....	.950	40	.905	42
Benchmen and machinemen.....	.900	40	.857	42
Counters, checkers.....	.875	40	.833	42
Oven dumpers or loaders.....	.825	40	.786	42
Wrappers.....	.775	40	.738	42
Pan and bread rackers.....	.763	40	.726	42
Weigh-up men.....	.700	40	.667	42
Indianapolis, Ind.				
Bread—Hand shops:				
Foremen and first hands.....	1.120	44	.850	44
Second hands.....	1.070	44	.800	44
Helpers.....	.810	44	.700	44
Bread and cake—Machine shops:				
Agreement A:				
Foremen and first hands.....	1.120	44	.850	44
Second hands.....	1.070	44	.800	44
Helpers.....	.810	44	.700	44
Agreement B:				
Bread department:				
Dough mixers, oven operators.....	1.120	40	.930	40
Ovenmen (rolls).....	1.070	40	.930	40
Machine and bench hands.....	1.070	40	.880	40
Foreladies.....	1.000	40	.780	40
Helpers.....	.810	40	.750	40
Icers and wrappers.....	.775	40	.620	40
Crew supervisors, order fillers.....	.940	40	.750	40
Service helpers:				
Men.....	.810	40	.650	40
Women.....	.810	40	.600	40
Stockroom helpers.....	.810	40	.700	40
Cake department:				
Mixers.....	1.120	40	.930	40
Bench and machine hands.....	1.070	40	.880	40
Oven operators.....	1.070	40	.930	40
Foreladies.....	1.000	40	.780	40
Helpers.....	.810	40	.750	40
Cake icers.....	.775	40	.620	40
Agreement C:				
Bread department:				
Mixers.....	.940	40	.940	40
Oven feeders and dumpers, bench and machine hands, head wrappers and slicers.....	.890	40	.890	40
Assistant head checkers.....	.840	40	.840	40
Wrappers and sackers.....	.740	40	.740	40
Bake-shop helpers.....	.740	40	.740	40
Flour dumpers.....	.690	40	.690	40
Cake department:				
Head mixers.....	1.040	40	1.040	40
Mixers.....	.940	40	.940	40
Bench hands, oven hands.....	.890	40	.890	40
Doughnut-machine operators.....	.790	40	.790	40
Pan boys and helpers.....	.740	40	.740	40
Cake wrappers and icers.....	.615	40	.615	40
Agreement D:				
Bread department:				
Dough mixers.....	1.120	40	.930	40
Oven operators, bread shipping supervisors.....	1.070	40	.930	40
Machine and bench hands.....	1.070	40	.880	40
Crew supervisors.....	1.000	40	.750	40
Bread machine wrapper.....	.940	40	.900	40
Bread checkers.....	.940	40	.830	40
Order fillers.....	.940	40	.750	40
Helpers.....	.810	40	.750	40
Stockroom helpers.....	.810	40	.700	40
Cleaners and panroom helpers.....	.810	40	.650	40
Cake department:				
Cake depositor operators.....	1.070	40	.900	40
Foreladies, cake decorators.....	.940	40	.780	40
Cake wrappers.....	.940	40	.880	40
Cake helpers.....	.810	40	.750	40
Cake icers.....	.775	40	.620	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued.

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Indianapolis, Ind.—Continued				
Bread and cake—Machine shops—Continued				
Agreement E:				
Mixers.....	\$1.120	40	\$0.930	40
Oven operators.....	1.070	40	.930	40
Machine and bench hands, stockroom supervisors.....	1.070	40	.880	40
Bread shipping supervisors.....	1.070	40	.930	40
Crew supervisors.....	1.000	40	.750	40
Cleaners and panroom helpers.....	.810	40	.650	40
Stockroom helpers.....	.810	40	.700	40
Agreement F:				
Dough mixers.....	1.120	40	.930	40
Oven operators.....	1.070	40	.930	40
Machine and bench hands.....	1.070	40	.880	40
Bread checkers.....	.940	40	.830	40
Helpers and order fillers.....	.810	40	.750	40
Bun wrappers, cleaners and panroom helpers.....	.810	40	.650	40
Stockroom helpers.....	.810	40	.700	40
Agreement G:				
Dough mixers.....	1.120	40	.930	40
Oven operators.....	1.070	40	.930	40
Machine bench hands.....	1.070	40	.880	40
Crew supervisors.....	1.000	40	.750	40
Bread checkers.....	.940	40	.830	40
Helpers, order fillers.....	.810	40	.750	40
Bun slicers, cleaners and panroom helpers.....	.810	40	.650	40
Bun wrappers, bread carton fillers.....	.810	40	.650	40
Stockroom helpers.....	.810	40	.700	40
Agreement H:				
Bread department:				
Scalers.....	1.050	40	.930	40
Mixers, ovenmen, dividermen.....	1.000	40	.880	40
Molder-machinemen.....	.970	40	.850	40
All other helpers.....	.875	40	.755	40
Shipping-room employees.....	.845	40	.725	40
Cake department:				
Ingredient scalers, mixers, ovenmen, depositormen, wrapping-machine operators, icing mixers.....	.970	40	.850	40
Depositors' helpers.....	.895	40	.775	40
Dumpers.....	.890	40	.770	40
Helpers, shipping-room employees.....	.845	40	.725	40
Women employees:				
First 4 months.....	.620	40	.500	40
5-8 months.....	.660	40	.540	40
9-12 months.....	.700	40	.580	40
After 1 year.....	.740	40	.620	40
Pie and pastry:				
Ingredient scalers, machine operators, pie filling cookers.....	1.070	40	.850	40
Pie-oven operators.....	1.070	40	.800	40
Foreladies.....	1.000	40	.780	40
Rollers, fillers, toppers, trimmers.....	.810	40	.620	40
Jacksonville, Fla.				
Bread and cake—Machine shops:				
Oven operators, mixers, doughnut-machine operators.....	.950	40	.....	.....
Dividers, depositors, benchmen wrapping-machine operators.....	.900	40	.....	.....
Checkers, oven molders, roll-machine operators.....	.850	40	.....	.....
Benchmen (second class) ingredient scalers, icers, and decorators, stock clerks.....	.800	40	.....	.....
Oven loaders and dumpers, shipping selectors.....	.750	40	.....	.....
Cake icers, roll panners, flour dumpers, rackers, pan greasers, twisters, molders' helpers.....	.700	40	.....	.....
Bakers' helpers, doughnut packers, cake cutters and packagers.....	.650	40	.....	.....
Kansas City, Mo.				
Bread and cake—Machine shops:				
Foremen.....	1.413	40	1.222	40
Ovenmen, drawers, mixers, spongers.....	1.297	40	1.211	40
Bench hands.....	1.214	40	1.050	40
Foreladies.....	.875	40	.675	40
Wrappers, ingredientmen, icing makers, head checkers.....	.850	40	.650	40
Men helpers.....	.750	40	.575	40
Women helpers.....	.675	40	.500	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Kansas City, Mo.—Continued				
Crackers and cookies:				
Agreement A:				
Head mixers.....	\$1.250	40	\$1.100	40
Head icing-room men.....	1.110	40	.980	40
Head machinemen.....	1.100	40	.970	40
Ovenmen.....	.990	40	.875	40
Rollermen.....	.940	40	.830	40
Mixers' helpers.....	.895	40	.790	40
Sandwich-machine operators, wrapping-machine operators.....	.790	40	.700	40
Cracker packers.....	.745	40	.660	40
Women, sweet-work wrappers and bundlers.....	.700	40	.620	40
Cooky packers, icing-machine operators.....	.665	40	.590	40
Agreement B:				
Machine captains, head mixers.....	1.040	40	.965	40
Mixers.....	1.000	40	.925	40
Peelers.....	.960	40	.885	40
Icing mixers, paper stop men.....	.940	40	.865	40
Bakers.....	.920	40	.845	40
Rollermen.....	.905	40	.830	40
Drawers, sponge and sweet.....	.890	40	.815	40
Cone bakers, machine operators.....	.890	40	.855	40
Mixers' helpers, receiving clerks.....	.870	40	.795	40
Cone mixers.....	.840	40	.795	40
Flour dumpers.....	.840	40	.785	40
Dough feeders.....	.840	40	.765	40
Sack binders, car loaders, machine set-up men.....	.820	40	.735	40
Working supervisors, stackers.....	.790	40	.715	40
Graham-pan feeders.....	.770	40	.760	40
Pan cleaners, pan dumpers.....	.770	40	.695	40
Conveyormen.....	.740	40	.695	40
Cone packers.....	.740	40	.665	40
Sponge packers.....	.715	40	.640	40
Packers, sealers, weighers, sweet packers, women icing-machine operators.....	.695	40	.620	40
Women helpers.....	.670	40	.595	40
Little Rock, Ark.				
Bread and cake—Machine shops:				
Agreement A:				
Bread department:				
Foremen.....	1.110	40	.960	40
Mixers, ovenmen, head checkers.....	1.010	40	.860	40
Dividers.....	.950	40	.800	40
Molders, benchmen, machine operators.....	.900	40	.750	40
Wrapping-machine operators, stockroom clerks, assistant checkers.....	.850	40	.700	40
Helpers:				
First 6 months.....	.650	40	.500	40
7-12 months.....	.700	40	.550	40
After 12 months.....	.750	40	.600	40
Ingredient scalers, cake.....	.850	40	.700	40
Agreement B:				
Bread department:				
Foremen.....	1.110	40	.960	40
Mixers, ovenmen, head checkers.....	1.010	40	.860	40
Dividers.....	.950	40	.800	40
Molders, benchmen, machine operators.....	.900	40	.750	40
Wrapping-machine operators, stockroom clerks, assistant checkers.....	.850	40	.700	40
Assistant wrapping-machine operators.....	.800	40	.650	40
Helpers:				
First 6 months.....	.650	40	.500	40
7-12 months.....	.700	40	.550	40
After 12 months.....	.750	40	.600	40
Agreement C:				
Bread department:				
Foremen.....	1.110	40	.960	40
Mixers, ovenmen, head checkers.....	1.010	40	.860	40
Dividers.....	.950	40	.800	40
Benchmen, molders.....	.900	40	.750	40
Stock clerks, assistant checkers, wrapping-machine operators.....	.850	40	.700	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Little Rock, Ark.—Continued				
Bread and cake—Machine shops—Continued				
Helpers:				
First 6 months.....	\$0.650	40	\$0.500	40
7-12 months.....	.700	40	.550	40
After 12 months.....	.750	40	.600	40
Cake:				
Foremen.....	1.010	40	.820	40
Mixers.....	.920	40	.770	40
Ovenmen.....	.880	40	.730	40
Scalers, ingredientmen.....	.850	40	.700	40
Foreladies.....	.780	40	.600	40
Icers, wrappers, pan girls, packers, checkers and boxers:				
First month.....	.550	40	.400	40
2-3 months.....	.600	40	.450	40
After 3 months.....	.650	40	.500	40
Los Angeles, Calif.				
Bread and cake—Hand and semimachine shops:				
Agreement A:				
Working foremen.....	1.225	48	1.225	48
Mixers, ovenmen.....	1.150	48	1.150	48
Benchmen.....	1.050	48	1.050	48
Helpers.....	.900	48	.900	48
Agreement B:				
Foremen.....	1.225	44	1.125	48
Mixers, ovenmen under a foreman.....	1.150	44	1.050	48
Benchmen.....	1.050	44	.950	48
Helpers:				
First year.....	.900	44	.800	48
Second year.....	1.000	44	.900	48
Machine operators, hand wrappers, checkers, shipping clerks.....	.950	44	.850	48
Helpers, shipping-room cleaners.....	.825	44	.725	48
Agreement C:				
Foremen.....	1.575	40	1.225	44
Ovenmen, dough mixers.....	1.475	40	1.150	44
Benchmen.....	1.345	40	1.050	44
Bread—Machine shops:				
Foremen.....	1.575	40	1.225	40
Dough mixers, ovenmen, doughnut men.....	1.475	40	1.150	40
Shipping foremen.....	1.375	40	1.050	40
Machine and bench hands.....	1.345	40	1.050	40
Twisters, molders, dough mixers' helpers, panners, oven dumpers.....	1.345	40	1.000	40
Oven feeders, ingredientmen.....	1.345	40	.950	40
Machinemen, shipping clerks, receiving clerks.....	1.225	40	.950	40
Machine and bench hand helpers, hand wrappers, flour dumpers, bread rackers.....	1.075	40	.900	40
Pan washers, greasers.....	1.075	40	.775	40
Conveyormen, bun slicers, packers.....	1.025	40	.825	40
Cake—Machine shops:				
Foremen.....	1.575	40	1.225	40
Ovenmen, mixers, icing mixers.....	1.475	40	1.150	40
Shipping-room foremen.....	1.375	40	1.000	40
Bench hands.....	1.345	40	1.050	40
Machine operators, depositors.....	1.235	40	1.050	40
Ingredient scalars.....	1.235	40	.950	40
Receiving clerks.....	1.225	40	.950	40
Checkers.....	1.150	40	.900	40
Oven helpers.....	1.075	40	.855	40
Auxiliary workers.....	1.050	40	.800	40
Packers and helpers.....	1.000	40	.775	40
Pan washers, unskilled help.....	.885	40	.725	40
Women employees:				
Foreladies.....	1.055	40	.850	40
Machine wrappers.....	.855	40	.700	40
Icers.....	.855	40	.675	40
Experienced help.....	.805	40	.650	40
Inexperienced help.....	.675	40	.550	40
Pie and pastry:				
Foremen.....	1.225	40	1.075	40
Head ovenmen.....	1.150	40	.968	40
Head cream cooks, fruit cooks.....	1.150	40	.914	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Los Angeles, Calif.—Continued				
Pie and pastry—Continued				
Cake mixers, dough mixers.....	\$1.150	40	\$0.817	40
Head checkers.....	1.050	40	.751	40
Second ovenmen.....	1.000	40	.817	40
Second cream cooks.....	1.000	40	.755	40
Scalers.....	1.000	40	.698	40
Rollermen.....	1.000	40	.677	40
Toppers.....	.900	40	.719	40
Topping baggers.....	.900	40	.677	40
Foreladies.....	.850	40	.590	40
Helpers.....	.800	40	.645	40
Order fillers.....	.800	40	.589	40
Packers and wrappers.....	.750	40	.588	40
Wrapping-machine operators, female.....	.750	40	.540	40
Wrappers.....	.750	40	.520	40
Beginners.....	.750	40	.500	40
Pan washers.....	.725	40	.589	40
Hebrew bread:				
First hands.....	1.810	45	1.610	45
Second hands.....	1.657	45	1.457	45
Crackers and cookies:				
Hand and semimachine shops:				
Foremen.....	1.170	40	1.050	40
Assistant foremen, traveling-oven feeders and take-out men.....	1.120	40	1.000	40
Machinemen, mixers.....	1.070	40	.950	40
Mixers' helpers.....	.970	40	.850	40
Reel-ovenmen.....	.920	40	.800	40
Cooky-machine operators.....	.845	40	.725	40
Machine feeders, and take-out men.....	.820	40	.700	40
Miscellaneous machine help.....	.770	0	.650	40
Floor ladies.....	.740	0	.640	40
Miscellaneous women help:				
1-3 months.....	.600	40	.500	40
After 4 months.....	.630	40	.530	40
Machine shops:				
Agreement A:				
Head mixers, machinemen.....	1.263	40	1.093	40
Peelers, ovenmen, reliefmen.....	1.213	40	1.043	40
Rollermen.....	1.148	40	.978	40
Sponge oven mixers.....	1.115	40	.943	40
Wrapping-machine men, icing mixers, wafer mixers.....	1.100	40	.930	40
Sweet-oven helpers, sweet-dough feeders, pan-greasers, feeders.....	1.050	40	.880	40
Packing department supervisors.....	1.030	40	.860	40
Stackers, receivers, shippers.....	1.000	40	.830	40
Oven and dough feeders' helpers.....	.975	40	.805	40
General helpers.....	.913	40	.745	40
Women employees:				
Supervisors.....	.860	40	.660	40
Spongers, stackers, packers.....	.775	40	.625	40
Icing and sugar wafer girls, sugar-wafer oven girls and spreaders, weighers, carton and caddy formers, wrappers, bundlers, cello-bag machine operators, sample and relief girls.....	.775	40	.....	.....
Sweet packers.....	.738	40	.588	40
Agreement B:				
Machinemen, head dough mixers.....	1.263	40	1.003	40
Ovenmen, reliefmen.....	1.213	40	.953	40
Rollermen.....	1.148	40	.888	40
Mixers' helpers.....	1.115	40	.888	40
Sheeters.....	1.070	40	.920	40
Sponge-machine feeders.....	1.070	40	.725	40
Agreement C:				
Head mixers, machinemen.....	1.263	40	1.003	40
Peelers, ovenmen, reliefmen.....	1.213	40	.953	40
Rollermen.....	1.148	40	.888	40
Mixers' helpers, sponge-oven helpers.....	1.115	40	.888	40
Sweet dough feeders, pan greasers and feeders.....	1.050	40	.800	40
Traveling-oven feeders.....	1.050	40	.725	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Louisville, Ky.				
Bread and cake—Machine shops:				
Agreement A:				
First mixers.....	\$1.025	40		
Ovenmen, dumpers, feeders, first slicers, wrapping-machine operators, first hands cake crew, divider operators, molders, roll benchmen, utilitymen.....	.975	40		
Cake second mixers, head packers and checkers.....	.950	40		
Cake benchmen.....	.925	40		
Stockmen, packers and checkers.....	.900	40		
Bread panners, twisters, setters.....	.850	40		
Pan-room men, rackers, feeders, men helpers.....	.805	40		
Foreladies.....	.750	40		
Women icers, wrappers and finishers.....	.700	40		
Agreement B:				
Mixers.....	1.030	40		
Dividers, reliefmen.....	.970	40		
Mixers' helpers, molders, oven feeders and dumpers, wrapping-machine operators.....	.950	40		
Pan spotters, machine pan-greasers, bread rackers.....	.870	40		
Wrapping-machine helpers, general helpers.....	.850	40		
Packers, order fillers.....	.770	40		
Flour blenders.....	.700	40		
Agreement C:				
Mixers.....	1.025	40		
Dividers, molders, depositors, oven feeders and dumpers, doughnut-machine operators, wrapping-machine operators.....	.975	40		
Stockkeepers.....	.900	40		
Shippers, order fillers.....	.875	40		
General helpers.....	.800	40		
Agreement D:				
Head mixers.....	1.080	40	\$0.905	40
Mixers, ovenmen.....	1.060	40	.890	40
Machinemen, head checkers, head wrappers and slicers (machine).....	1.000	40	.830	40
Dumpers.....	.970	40	.800	40
Wrapping and slicing machine men.....	.890	40	.720	40
Pan rackers, greasers.....	.890	40	.555	40
Mixers' helpers.....	.890	40		
Flour blenders, general help.....	.850	40	.720	40
Bread rackers.....	.850	40	.555	40
Agreement E:				
Dough mixers.....	1.112	40	.938	40
Batchmen, proof-box oven operators.....	1.100	40	.925	40
Utilitymen.....	1.075	40	.900	40
Head packers and checkers.....	1.025	40	.850	40
Dividers.....	1.000	40	.825	40
Ovenmen.....	.975	40	.775	40
Roll-machine helpers, panners, bread wrapping-machine operators, molders, reliefmen.....	.950	40	.775	40
Pan greasers.....	.950	40	.700	40
Pan rackers.....	.950	40	.675	40
Flour blenders, wrapping-machine operators, rolls.....	.900	40	.725	40
Wrapping-machine operators' helpers, bread.....	.875	40	.725	40
Packers' helpers.....	.875	40	.700	40
Wrapping-machine helpers and bread rackers.....	.850	40	.700	40
Bakery helpers.....	.850	40	.675	40
Mixers' helpers.....	.850	40		
Crackers and cookies:				
Mixing department:				
Dough mixers.....	.990	40	.920	40
Sponge setters.....	.830	40	.760	40
Mixers' helpers.....	.750	40	.680	40
Unskilled labor.....	.700	40	.650	40
Baking department:				
Peelers, ovenmen.....	.935	40	.865	40
Machinemen, ovenmen's helpers.....	.830	40	.760	40
Semiskilled labor.....	.750	40	.650	40
Unskilled labor.....	.700	40	.550	40
Icing department:				
Enrobermen.....	.850	40	.780	40
Sirup makers.....	.800	40	.730	40
Filler makers.....	.750	40	.680	40
Marshmallow-machine operators, sandwich-machine operators, marshmallow makers.....	.680	40		
Packers, feeders, marshmallow makers' helpers.....	.630	40		

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued†

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Madison, Wis.				
Bread and cake—Hand shops:				
Foremen.....	\$1.270	48		
Mixers, ovenmen.....	1.160	48		
Bench hands.....	1.100	48		
Women icers.....	.650	48		
Helpers.....	.583	48		
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1.443	40		
Ovenmen, dough and sponge mixers.....	1.113	40		
Machinemen.....	1.084	40		
Bench hands.....	1.051	40		
Helpers.....	.903	40		
Checkers, packers, stockroom employees.....	.869	40		
Slicing and wrapping-machine operators.....	.840	40		
Women wrappers, slicers.....	.581	40		
Agreement B:				
Mixers.....	1.100	40		
Molders, dividers, doughnut-machine operators, oven feeders, dumpers, shipping clerks.....	1.050	40		
Slicing-machine operators.....	1.000	40		
Shippers, order fillers, packers.....	.950	40		
Helpers.....	.850	40		
Manchester, N. H.				
Bread and pastry—Hand shops:				
Foremen, mixers.....	.938	48	\$0.938	48
Second hands.....	.875	48	.813	48
Bench hands.....	.833	48	.729	48
Memphis, Tenn.				
Bread only—Combination hand and machine shops:				
Foremen.....	1.368	44		
Ovenmen.....	1.050	44	.888	44
Mixers and spongers.....	1.050	44	.933	44
Dividemen.....	.933	44	.805	44
Machinemen.....	.875	44	.747	44
Helpers:				
First 3 months.....	.633	44	.550	44
After 3 months.....	.748	44	.650	44
Bread and cake—Semimachine shops:				
Mixers, spongers.....	1.143	44	1.043	44
Ovenmen (bread).....	1.050	44	.888	44
Dividemen.....	.963	44	.863	44
Bench hands.....	.963	44	.863	44
Ovenmen (cake).....	.950	44	.850	44
Machinemen.....	.875	44	.747	44
Helpers:				
First 3 months.....	.633	44	.550	44
After 3 months.....	.748	44	.650	44
Bread and cake—Machine shops:				
Bread only:				
Foremen.....	1.345	40	1.208	40
Mixers, spongers, ovenmen.....	1.090	40	.950	40
Ingredient scalers.....	1.090	40	.925	40
Dividemen.....	.990	40	.850	40
Machinemen, pan dumpers, wrapping-machine operators.....	.940	40	.800	40
Checkers.....	.915	40	.781	40
Bread rackers.....	.840	40		
Wrappers' and packers' helpers.....	.750	40	.650	40
Helpers:				
First 3 months.....	.650	40	.550	40
4-9 months.....	.700	40	.600	40
After 9 months.....	.750	40	.650	40
Flour dumpers.....	.625	40	.525	40
Cake only:				
Agreement A:				
Foremen.....	1.195	40		
Mixers, dough and icing.....	1.050	40	.925	40
Ovenmen.....	1.000	40	.800	40
Ingredient scalers.....	.900	40	.725	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Memphis, Tenn.—Continued				
Bread and cake—Machine shops—Continued				
Cake only—Continued				
Agreement A—Continued				
Checkers.....	\$0.870	40	\$0.725	40
Scaling-machine operators.....	.850	40	.725	40
Foreladies.....	.840	40	.725	40
Head icers.....	.790	40	.650	40
Scaling-machine helpers.....	.750	40	.650	40
Helpers, men:				
First 3 months.....	.650	40	.550	40
4-9 months.....	.700	40	.600	40
After 9 months.....	.750	40	.650	40
Wrapping-machine operators.....	.740	40	.600	40
Helpers, women:				
First 3 months.....	.570	40	.470	40
4-9 months.....	.620	40	.520	40
After 9 months.....	.675	40	.575	40
Agreement B:				
Mixers, dough and icing.....	1.050	40		
Ovenmen.....	1.000	40		
Ingredient scalers.....	.900	40		
Checkers.....	.870	40		
Scaling-machine operators.....	.850	40		
Foreladies.....	.840	40		
Head icers.....	.790	40		
Scaling-machine helpers.....	.750	40		
Helpers, men:				
First 3 months.....	.650	40		
4-9 months.....	.700	40		
After 9 months.....	.750	40		
Wrapping machine operators.....	.740	40		
Helpers, women:				
First 3 months.....	.570	40		
4-9 months.....	.620	40		
After 9 months.....	.675	40		
Agreement C:				
Cake mixers.....	1.050	40	.925	40
Icing mixers.....	1.050	40	.780	40
Ovenmen.....	1.000	40	.875	40
Ingredient scalers.....	.900	40	.730	40
Shipping clerks.....	.870	40	.650	40
Scaling-machine operators.....	.850	40	.680	40
Scaling-machine helpers.....	.750	40	.650	40
Helpers, men:				
First 3 months.....	.650	40	.550	40
4-9 months.....	.700	40	.600	40
After 9 months.....	.750	40	.650	40
Helpers, women:				
First 3 months.....	.570	40	.480	40
4-9 months.....	.620	40	.520	40
After 9 months.....	.675	40	.560	40
Crackers and cookies:				
Sweet—Baking department:				
Head mixers.....	1.095	40	1.020	40
Machine captains.....	1.035	40	.960	40
Bakers.....	.925	40	.850	40
Rollermen.....	.925	40	.850	40
Ovenmen.....	.850	40	.775	40
Pan cleaners and feeders.....	.795	40	.720	40
Icing department:				
Mixers.....	.945	40	.870	40
Machine operators.....	.845	40	.770	40
Women employees:				
Supervisors.....	.765	40	.690	40
Helpers.....	.645	40	.570	40
Sponge—Baking department:				
Head mixers.....	1.095	40	1.020	40
Machine captains.....	1.035	40	.960	40
Mixers.....	.995	40	.920	40
Assistant foremen.....	.975	40	.900	40
Bakers.....	.965	40	.890	40
Peelers.....	.965	40	.890	40
Rollermen.....	.925	40	.850	40
Drawmen.....	.895	40	.820	40
Assemblymen.....	.845	40	.770	40
Mixers' assistants and helpers.....	.825	40	.750	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued.

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Memphis, Tenn.—Continued.				
Crackers and cookies—Continued				
Sponge—Baking department—Continued				
Women employees:				
Forc ladies.....	\$0.765	40	\$0.690	40
Sponge packers.....	.665	40	.590	40
Cone department:				
Bakers.....	.895	40	.820	40
Mixers.....	.845	40	.770	40
Assistant mixers and bakers.....	.775	40	.700	40
Packers.....	.725	40	.650	40
Milwaukee, Wis.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.050	40	.980	40
Ovenmen.....	1.050	40	.900	40
Doughnut-machine operators.....	1.050	40	.950	40
Depositor operators.....	.950	40	.800	40
Dividermen.....	.950	40	.900	40
Moldermen.....	.900	40	.875	40
Bench hands, wrapping-machine operators.....	.900	40	.800	40
Shipping-room workers.....	.850	40	.750	40
Miscellaneous helpers.....	.800	40	.700	40
Women miscellaneous helpers.....	.650	40	.550	40
Agreement B:				
Working foremen.....	1.350	40	1.140	40
Mixers.....	1.100	40	.940	40
Dividermen, doughnut-machine operators.....	1.050	40	.890	40
Ovenmen, molders.....	1.000	40	.853	40
Wrapping-machine operators.....	.950	40	.790	40
Shipping-room workers.....	.900	40	.750	40
Miscellaneous helpers.....	.900	40	.790	40
Women miscellaneous helpers.....	.700	40	.565	40
Agreement C:				
Working foremen.....	1.050	40	.925	40
Mixers.....	1.000	40	.900	40
Ovenmen.....	1.000	40	.875	40
Dividermen.....	.950	40	.850	40
Moldermen, bench hands.....	.950	40	.825	40
Stockroom workers.....	.875	40	.750	40
Miscellaneous helpers.....	.825	40	.700	40
Junior helpers.....	.650	40	.....	.....
Women miscellaneous helpers.....	.550	40	.550	40
Agreement D:				
Working foremen.....	1.100	40	1.000	40
Mixers.....	1.000	40	.890	40
Ovenmen.....	1.000	40	.910	40
Dividermen.....	.950	40	.830	40
Bench hands, doughnut-machine operators.....	.950	40	.825	40
Moldermen, wrapping-machine operators.....	.950	40	.800	40
Stockroom workers.....	.950	40	.800	40
Miscellaneous helpers.....	.825	40	.750	40
Women miscellaneous helpers.....	.550	40	.550	40
Agreement E:				
Foremen.....	1.050	40	1.050	40
Mixers, ovenmen.....	1.000	40	.875	40
Dividermen, benchmen, doughnut-machine operators.....	.950	40	.825	40
Moldermen.....	.950	40	.775	40
Miscellaneous helpers.....	.825	40	.700	40
Women miscellaneous helpers.....	.550	40	.500	40
Agreement F:				
Mixers, ovenmen.....	1.000	40	.800	40
Dividermen, molders, benchmen.....	.950	40	.750	40
Doughnut-machine operators.....	.950	40	.800	40
Miscellaneous helpers.....	.650	40	.650	40
Agreement G:				
Mixers, bread; ovenmen.....	1.000	40	.900	40
Mixers, cake.....	1.000	40	.875	40
Bench hands, doughnut-machine operators.....	.950	40	.820	40
Dividermen, wrapping-machine operators.....	.950	40	.800	40
Stockroom and shipping-room workers.....	.875	40	.750	40
Miscellaneous helpers.....	.825	40	.700	40
Women miscellaneous helpers.....	.650	40	.550	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Milwaukee, Wis.—Continued				
Bread and cake—Machine shops—Continued				
Agreement H:				
Mixers, bread.....	\$1.000	40	\$0.900	40
Mixers, cake.....	1.000	40	.825	40
Ovenmen.....	1.000	40	.800	40
Depositor operators.....	.950	40	.800	40
Bench hands.....	.950	40	.770	40
Wrapping-machine operators.....	.950	40	.750	40
Shipping-room workers.....	.875	40	.750	40
Women helpers.....	.550	40	.550	40
Bread only—Machine shops:				
Mixers.....	1.000	40	.920	40
Ovenmen.....	1.000	40	.875	40
Dividersmen.....	.950	40	.830	40
Moldermen.....	.950	40	.770	40
Wrapping-machine operators.....	.950	40	.750	40
Stockroom workers.....	.875	40	.720	40
Miscellaneous helpers.....	.825	40	.700	40
Cake only—Machine shops:				
Foremen.....	1.100	40	.980	40
Mixers, ovenmen.....	1.000	40	.900	40
Depositor operators.....	.950	40	.800	40
Miscellaneous helpers.....	.825	40	.600	40
Women miscellaneous helpers.....	.550	40	.500	40
Crackers and cookies:				
Agreement A:				
Sponge department:				
Ovenmen.....	.970	40	.870	40
Mixers (peelers-in), rollermen (peelers-out).....	.950	40	.850	40
Mixers' helpers.....	.820	40	.720	40
Packers.....	.640	40	.570	40
Sweet department:				
Mixers.....	.950	40	.850	40
Machinememen, ovenmen.....	.900	40	.800	40
Mixers' helpers.....	.820	40	.720	40
Ovenmen's helpers.....	.750	40	.650	40
Pan feeders, greasers, general helpers.....	.670	40	.570	40
Packers.....	.610	40	.540	40
Icing room:				
Machinememen.....	.800	40	.700	40
Packers.....	.610	40	.540	40
Feeders and sackers.....	.560	40	.480	40
Packing department:				
Floormen.....	.800	40	.700	40
Floormen's helpers.....	.695	40	.595	40
Scalers.....	.610	40	.540	40
Women employees.....	.560	40	.480	40
Wrapping and cellophane department:				
Women employees:				
Machine girls, packers.....	.610	40	.540	40
Bundlers, carton-caddy, cases.....	.590	40	.520	40
Feeders.....	.560	40	.480	40
General helpers.....	.550	40	.430	40
Agreement B:				
Machine captains.....	1.020	40	.970	40
Head sweet mixers.....	.950	40	.900	40
Peelers.....	.940	40	.890	40
Head sponge mixers.....	.920	40	.870	40
Mixers' helpers, bakers, rollermen, icing mixers.....	.900	40	.850	40
Drawmen.....	.880	40	.830	40
Ovenmen, assembly clerks.....	.850	40	.800	40
Pan cleaners, assemblymen.....	.800	40	.750	40
Stackers, conveyormen.....	.750	40	.700	40
Women employees:				
Working supervisors.....	.650	40	.600	40
Sponge packers, machine operators.....	.630	40	.580	40
Sweet packers, bundlers, formers, stitchers, supply girls.....	.600	40	.550	40
Hebrew shops—Bread and cake:				
Cake bakers, bread workers.....	1.110	45	1.037	45
Dough mixers.....	1.040	45	.982	45

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Minneapolis, Minn.				
Bread and cake—Hand shops:				
Foremen.....	\$1.133	45	\$0.970	45
Mixers, ovenmen.....	1.022	45	.824	45
Bench hands.....	1.022	45	.802	45
Wrapping-machine operators.....	.800	45		
Bread and cake—Machine shops:				
Foremen.....	1.275	40	1.095	40
Sponge and dough mixers, oven operators and ovenmen.....	1.125	40	.945	40
Icing and batter mixers, cake ovenmen.....	1.100	40	.900	40
Dividers, molders, bench hands, bun-machine operators.....	1.075	40	.895	40
Traveling-oven feeders and dumpers, dough-room men, slicing and wrapping-machine operators.....	1.015	40	.835	40
Cake ingredient scalers, doughnut-machine operators, depositors, drop-machine operators, fruit cookers, kettle fryers.....	1.000	40	.800	40
Foreladies, twisters, dough panners, oven and bench helpers	.925	40	.745	40
Icing-machine operators.....	.900	40		
Helpers:				
First 8 weeks.....	.825	40	.625	40
After 8 weeks.....	.900	40	.720	40
Women employees:				
Finishers, wrappers, packers:				
First 8 weeks.....	.680	40	.500	40
After 8 weeks.....	.740	40	.560	40
Hebrew bakeries—Hand shops:				
Foremen, all-round cakemen.....	1.189	45	.997	45
Bench hands, machinemen.....	1.011	45	.819	45
Hebrew bakeries—Machine shops:				
Foremen, all-round cakemen.....	1.338	40	1.121	40
General cakemen, mixers, ovenmen.....	1.188	40	.971	40
Bench hands, machinemen.....	1.138	40	.921	40
Helpers:				
First 6 months.....	.738	40		
7-12 months.....	.788	40		
After 1 year.....	.838	40		
1 to 1½ years.....	.888	40		
After 2 years.....	.938	40		
Crackers and cookies:				
Agreement A:				
Baking department:				
Sponge mixers.....	.895	40	.845	40
Senior sweet mixers.....	.880	40	.830	40
Sweet mixers.....	.855	40	.805	40
Assembly sweet mixers.....	.815	40	.765	40
Sirup mixers.....	.795	40	.745	40
Assistant assembly sweet mixers.....	.775	40	.725	40
Sponge department:				
Ovenmen.....	.970	40	.920	40
Peelers.....	.950	40	.900	40
Rollermen, using paste.....	.885	40	.835	40
Lead ovenmen.....	.830	40	.780	40
Take-out men.....	.800	40	.750	40
Stackers.....	.775	40	.725	40
Sweet department:				
Oven firemen.....	.895	40	.845	40
Ovenmen.....	.855	40	.805	40
Ovenmen's helpers and relief.....	.800	40	.750	40
Panmen, hand.....	.775	40	.725	40
Icing department:				
Mixers, machinemen.....	.855	40	.805	40
Machinemen's helpers.....	.775	40	.725	40
Floormen.....	.715	40	.665	40
Checker girls.....	.685	40	.585	40
Packers (chill room).....	.655	40	.585	40
Packers.....	.635	40	.585	40
Enrober operators.....	.605	40	.505	40
Weighers and baggers (chill room).....	.575	40	.505	40
Miscellaneous girls.....	.555	40	.505	40
Packing department:				
Wrapping-machine men.....	.830	40	.780	40
Case sealers.....	.765	40	.715	40
Floormen.....	.715	40	.665	40
Sponge packers, checkers and relief, women.....	.685	40	.615	40
Graham packers.....	.665	40	.615	40
Sweet packers.....	.635	40	.585	40
Carton formers, caddy stitchers, women.....	.595	40	.545	40
Bundlers, junior caddy stitchers women.....	.555	40	.505	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Minneapolis, Minn.—Continued				
Crackers and cookies—Continued				
Agreement B:				
Baking department:				
Machine captains.....	\$0.975	40	\$0.900	40
Sponge and sweet mixers.....	.945	40	.870	40
Peelers.....	.925	40	.850	40
Rollermen, sweet bakers.....	.875	40	.800	40
Drawmen, oven firemen.....	.855	40	.780	40
Sweet-ovenmen.....	.825	40	.750	40
Sweet mixers' helpers.....	.800	40	.725	40
Flour dumpers, stackers, pan cleaners and feeders.....	.775	40	.700	40
Dough feeders, conveyormen.....	.755	40	.680	40
Icing department:				
Mixers.....	.855	40	.780	40
Floormen.....	.725	40	.650	40
Women employees:				
Working supervisors.....	.725	40	.650	40
Other help, after 1 year.....	.615	40	.540	40
Packing department:				
Machine set-up men.....	.755	40	.680	40
Floormen, foreladies.....	.725	40	.650	40
Sponge packers, after 1 year.....	.665	40	.590	40
Sweet packers, after 1 year.....	.635	40	.560	40
Sample room packers, bundlers, machine operators, scalars and weighers, closers, carton formers, stitchers.....	.615	40	.540	40
Cellophane-bag girls.....	.585	40	.510	40
Moline, Ill.				
See Rock Island (Ill.) District				
Nashville, Tenn.				
Bread and cake:				
Mixers, ovenmen.....	.888	40	.780	40
Bench and machinememen.....	.780	40	.680	40
Wrapping-machine operators.....	.750	40	.650	40
Oven helpers and dumpers, checkers.....	.700	40	.600	40
Wrapping-machine operators' helpers.....	.650	40	.550	40
Helpers:				
First 3 months.....	.600	40	.500	40
After 3 months.....	.650	40	.550	40
Loaders and packers.....	.600	40	.500	40
Roll wrappers, women:				
First 3 months.....	.520	40	.420	40
3-6 months.....	.550	40	.450	40
After 6 months.....	.570	40	.470	40
Crackers and cookies:				
Machinememen.....	.750	40	.750	40
Sponge mixers, ovenmen, peelers-in.....	.725	40	.725	40
Shipping clerks.....	.720	40	.720	40
Sweet mixers.....	.695	40	.695	40
Rollermen, peelers-out, panmen.....	.675	40	.675	40
Enrobermen.....	.670	40	.670	40
Pan catchers and greasers.....	.650	40	.650	40
Mixers' helpers, sealers.....	.620	40	.620	40
Newark, N. J.				
Bread and cake—Hand shops:				
Foremen, oven workers, dough mixers.....	1.313	48	1.000	48
Bench workers, second class.....	1.188	48	.896	48
Third class workers.....	1.042	48	.771	48
Bread and cake—Machine shops:				
Ovenmen, mixers, molders:				
Rate A.....	1.200	40	1.200	40
Rate B.....	.980	40	.980	40
Benchmen, molders, dividers.....	1.085	40	1.085	40
Peelers, scalars, oven hands.....	.980	40	.980	40
Icing mixers, cake:				
Rate A.....	.970	40	.970	40
Rate B.....	.840	40	.840	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Newark, N. J.—Continued				
Bread and cake—Machine shops—Continued				
Icing makers.....	\$0.900	40	\$0.900	40
Icing makers' helpers.....	.840	40	.840	40
Dough scalers, checkers.....	.880	40	.880	40
Flour dumpers, sifters.....	.835	40	.835	40
Machine helpers, pan greasers.....	.840	40	.840	40
Slicers, wrappers, packers, scalers' helpers.....	.815	40	.815	40
Women icers and hand wrappers.....	.595	40	.595	40
Hebrew shops:				
Foremen, ovenmen.....	1.750	48	1.661	48
Second hands, mixers.....	1.625	48	1.533	48
Bread carriers, helpers.....	1.000	48	.889	48
New Haven, Conn.				
Bread and cake—Hand shops:				
Foremen.....	1.111	44	1.008	48
Assistant foremen, mixers, ovenmen.....	1.068	44	.963	48
Benchmen.....	1.018	44	.917	48
Bread and cake—Machine shops:				
Bread department:				
Mixers.....	1.125	40	1.000	40
Dividers, ovenmen.....	1.000	40	.875	40
Assistant mixers.....	.975	40	.850	40
Receiving clerks.....	.975	40	.820	40
Blenders, bakemen.....	.970	40	.845	40
Head packers.....	.955	40	.830	40
Molders.....	.950	40	.825	40
Wrappers.....	.945	40	.820	40
Packers.....	.885	40	.830	40
Pan greasers.....	.885	40	.785	40
Pan rackers.....	.885	40	.760	40
Cake department:				
Foremen.....	1.095	40	.970	40
Dough mixers.....	1.045	40	.920	40
Ovenmen.....	1.025	40	.900	40
Head shippers.....	.995	40	.870	40
Depositors, receivers, stock clerks.....	.945	40	.820	40
Ingredient scalers.....	.925	40	.800	40
Icing mixers.....	.895	40	.770	40
Depositors' helpers.....	.870	40	.745	40
Dumpers.....	.845	40	.720	40
Pan greasers, utilitymen, shippers' helpers:				
First 6 months.....	.770	40	.645	40
7-12 months.....	.795	40	.670	40
After 1 year.....	.815	40	.690	40
Women employees:				
Head icers, head wrappers.....	.705	40	.580	40
Icers.....	.675	40	.550	40
Wrappers.....	.655	40	.530	40
Hebrew shops:				
Foremen, ovenmen.....	1.563	48	1.354	48
Second hands.....	1.479	48	1.271	48
New Orleans, La.				
Bread and cake—Machine shops:				
Bread shops:				
Foremen.....	1.150	40	1.100	42
Ovenmen, mixers, reliefmen.....	.950	40	.850	42
Benchmen, wrapping-machine operators, molders, dividers, cake depositors.....	.850	40	.800	42
Ingredientmen.....	.800	40	.750	42
Mixers' helpers, flour blenders, panners.....	.750	40	.....	.....
Pan greasers, wrapping-machine helpers.....	.650	40	.....	.....
Bakers' helpers, crumb packers, rackers.....	.600	40	.....	.....
Cake shops:				
Cake wrapping-machine operators.....	.850	40	.650	42
Ingredient scalers.....	.800	40	.750	42
Foreladies.....	.750	40	.700	42
Cake helpers.....	.600	40	.570	42
Icers, wrappers, packers.....	.600	40	.550	42
Pan greasers.....	.600	40	.400	42

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.				
Bread and cake—Hand shops:				
Agreement A:				
First hands, oven workers.....	\$1.400	40	\$1.175	40
Second hands.....	1.300	40	1.075	40
Helpers.....	1.100	40	.875	40
Shippers and packers (men).....	.900	40	.575	40
Shippers and packers (women).....	.750	40	.475	40
Agreement B:				
First hands, ovenmen, mixers.....	1.413	40	1.175	40
Second hands.....	1.313	40	1.075	40
Helpers.....	1.050	40	.813	40
Packers.....	.963	40	.725	40
Agreement C:				
Foremen.....	1.563	48	1.500	48
Bench and second hands.....	1.438	48	1.375	48
Third hands.....	1.313	48	1.250	48
Agreement D:				
First hands.....	1.473	40	1.100	40
Second hands.....	1.369	40	.950	40
Helpers.....	1.214	40	.850	40
Miscellaneous.....	1.162	40	.775	40
Agreement E:				
First hands, ovenmen.....	1.367	45	1.407	45
Second hands.....	1.733	45	1.273	45
Third hands.....	1.333	45	1.140	45
Agreement F:				
First hands.....	1.469	40	1.138	40
Second hands.....	1.406	40	1.125	40
Helpers.....	1.156	40	.875	40
Cake and pastry—Hand shops:				
First hands.....	1.500	48	1.260	48
Second hands.....	1.250	48	.975	48
Frankfurter rolls—Hand shops:				
Mixers.....	1.375	40	1.043	46
Ovenmen.....	1.350	40	.973	46
Bench hands and packers.....	1.150	40	.848	46
Retail—Hand shops:				
First hands.....	1.756	48	1.631	48
Second hands.....	1.631	48	1.506	48
Third hands.....	1.256	48	1.131	48
Restaurants—Hand shops:				
First hands.....	1.375	48	1.750	48
Second hands.....	1.750	48	1.500	48
Third hands.....	1.375	48	1.130	48
Cafeteria—Hand shops:				
First hands.....	1.750	48	1.625	48
Second hands.....	1.625	48	1.500	48
Third hands.....	1.375	48	1.250	48
Helpers.....	.906	48	.781	48
Bread and cake—Semimachine shops:				
Foremen.....	1.575	40	1.425	40
Ovenmen, mixers.....	1.425	40	1.275	40
Bench hands.....	1.325	40	1.175	40
Helpers.....	1.175	40	1.025	40
Packers.....	.980	40	.850	40
Bread and cake—Machine shops:				
Agreement A:				
Tray-oven operators.....	1.110	40	.960	40
Mixers.....	1.100	40	.950	40
Confectioners, dough-break operators, dividermen.....	1.070	40	.920	40
Tray-oven helpers.....	1.060	40	.910	40
Ring twistlers, oven operators, steam-box operators, icing makers, roll-in operators, mixers' helpers.....	1.050	40	.900	40
Kitchen operators.....	1.040	40	.890	40
Ring makers, depositors.....	1.030	40	.880	40
Icing-machine operators.....	1.020	40	.870	40
Benchmen, finishers, scalers, blenders, cookie bakers.....	1.010	40	.860	40
Benchmen's helpers, finishers' helpers.....	.970	40	.820	40
Packers, pan greasers.....	.900	40	.750	40
Women employees:				
Pie workers.....	.850	40	.700	40
General workers.....	.720	40	.570	40
Agreement B:				
Mixers, ovenmen.....	1.200	40	1.050	40
Dividermen.....	1.110	40	.960	40
Benchmen.....	1.100	40	.950	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Bread and cake—Machine shops—Continued				
Agreement B—Continued				
Mixers' helpers, ingredient scalars, molders	\$1.050	40	\$0.900	40
Oven feeders and dumpers	1.020	40	.870	40
Flour dumpers	1.000	40	.850	40
Head wrappers or slicers, checkers	.970	40	.820	40
General helpers	.960	40	.810	40
Packers	.930	40	.780	40
Agreement C:				
Ovenmen	1.170	40	1.020	40
Dough mixers	1.120	40	.970	40
Icing makers	1.000	40	.850	40
Cookers	.980	40	.830	40
Checkers and shippers	.970	40	.820	40
Dough scalars	.960	40	.810	40
Ingredient cooks	.953	40	.803	40
General helpers	.890	40	.740	40
Women employees	.700	40	.550	40
Agreement D:				
Bread:				
Ovenmen	1.220	40	1.050	40
Mixers	1.130	40	.960	40
Stockmen	1.120	40	.950	40
Dividers, molders, oven helpers, panners	1.040	40	.870	40
Bread-shop helpers, benchmen, mixers' helpers	1.020	40	.850	40
Cake:				
Ovenmen	1.085	40	1.015	40
Stockmen and mixers	1.020	40	.950	40
Oven helpers	.940	40	.870	40
Icing mixers, icers, decorators	.930	40	.860	40
Benchmen	.920	40	.850	40
Doughnut men, decorators' helpers	.870	40	.800	40
Pan greasers	.820	40	.750	40
Pan washers, women icers	.770	40	.700	40
Wrappers, fruit-room workers	.620	40	.550	40
Agreement E:				
Bread only:				
Oven tenders	1.240	40	1.070	40
Dividers, mixers	1.130	40	.960	40
Panners, rackers, twistlers, oven helpers, blenders	1.080	40	.910	40
Checkers	1.060	40	.890	40
Floormen, flour handlers	1.030	40	.860	40
Bread wrappers, shipping clerks	1.010	40	.840	40
Agreement F:				
Bread department:				
Mixers, ovenmen	1.200	40	1.050	40
Dividers	1.110	40	.960	40
Benchmen	1.100	40	.950	40
Ingredient scalars, mixers' helpers, molders	1.050	40	.900	40
Oven loaders or dumpers, pull-men helpers	1.020	40	.870	40
Flour dumpers	1.000	40	.850	40
Head packers and checkers, wrappers	.970	40	.820	40
Pan greasers, general helpers	.960	40	.810	40
Cake department:				
Ovenmen	1.170	40	1.020	40
Mixers	1.120	40	.970	40
Benchmen	1.065	40	.915	40
Fryers	1.063	40	.913	40
Ingredient scalars	.980	40	.830	40
Depositors, pan greasers, general helpers	.960	40	.810	40
Women helpers	.700	40	.550	40
Agreement G:				
Mixers, peel-oven men, relief mixers	1.200	40	1.050	40
Dividers	1.110	40	.960	40
Benchmen	1.100	40	.950	40
Molders, mixers' helpers, ingredient scalars	1.050	40	.900	40
Oven dumpers	1.021	40	.871	40
Oven loaders	1.020	40	.870	40
Flour dumpers	1.000	40	.850	40
Head slicers and wrappers, packers and checkers	.970	40	.820	40
General helpers	.960	40	.810	40
Slicers and wrappers	.940	40	.790	40
Agreement H:				
Ovenmen	1.220	40	1.020	40
Mixers	1.170	40	.970	40
Benchmen	1.125	40	.925	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Bread and cake—Machine shops—Continued				
Agreement H—Continued				
Icing masers	\$1.050	40	\$0.850	40
Cookers	1.040	40	.840	40
Checkers	1.030	40	.830	40
Sweet yeast men	1.025	40	.825	40
Packers, floormen	.980	40	.780	40
Helpers	.940	40	.740	40
Women icers and wrappers	.750	40	.550	40
Agreement I:				
Mixers, ovenmen	1.200	40	1.050	40
Dividers	1.110	40	.960	40
Benchmen	1.100	40	.950	40
Mixers' helpers, molders	1.050	40	.900	40
Oven dumpers, oven loaders	1.020	40	.870	40
Flour dumpers	1.000	40	.850	40
Checkers, head wrappers and packers	.970	40	.820	40
Oven and bakery helpers, pan greasers	.960	40	.810	40
Machine cleaners	.940	40	.790	40
Wrapping-machine operators	.930	40	.780	40
Agreement J:				
Bread department:				
Mixers, ovenmen	1.200	40	1.050	40
Dividers	1.110	40	.960	40
Benchmen	1.100	40	.950	40
Soft-roll dividers, scalers	1.065	40	.915	40
Mixers' helpers, molders	1.050	40	.900	40
Oven feeders, oven dumpers	1.020	40	.870	40
Soft-roll molder operators	1.015	40	.865	40
Flour dumpers	1.000	40	.850	40
Checkers, head slicers, bread wrappers	.970	40	.820	40
Helpers, pan greasers, rack pushers	.960	40	.810	40
Wrappers	.940	40	.790	40
Cake department:				
Ovenmen	1.170	40	1.020	40
Mixers	1.120	40	.970	40
Icing makers	1.000	40	.850	40
Mixers' helpers	.990	40	.840	40
Ingredient scalers	.980	40	.830	40
Ovenmen's helpers	.975	40	.825	40
Depositors, dough scalers	.960	40	.810	40
Scalers' helpers, cake dumpers	.940	40	.790	40
Icing helpers, traymen, helpers	.890	40	.740	40
Women wrappers and packers	.700	40	.550	40
Agreement K:				
Protein bread:				
Head ovenmen	1.250	40	1.100	40
Mixers, ovenmen	1.200	40	1.050	40
Dividers (bread)	1.150	40	1.000	40
Dividers and platemen (English muffins)	1.125	40	.975	40
Molder operators	1.075	40	.925	40
Mixers' helpers, ingredient scalers	1.050	40	.900	40
Roundermen (English muffins)	1.025	40	.875	40
Wrappers	1.000	40	.850	40
Receiving clerks	.983	40	.833	40
Flour handlers	.975	40	.825	40
General helpers	.960	40	.810	40
Box carriers, packers, shippers	.950	40	.800	40
Agreement L:				
Cake only:				
Foremen	1.500	40	1.250	40
Ovenmen, mixers	1.350	40	1.100	40
Bench hands	1.200	40	1.000	40
Helpers	1.100	40	.900	40
Agreement M:				
Mixers, benchmen, ovenmen	1.250	40	1.100	40
Helpers; packers, first class	.950	40	.800	40
Packers, second class	.850	40	.700	40
Pie and pastry:				
Agreement A:				
Ovenmen, mixers	.992	40	.992	40
Bench hands	.872	40	.872	40
Second bench hands	.863	40	.863	40
Bench hand rim makers	.858	40	.858	40
Dough lumpers, bench hand egg washers	.820	40	.820	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Pie and pastry—Continued				
Agreement B:				
Men workers.....	\$0.850	40	\$0.633	40
Women workers.....	.750	40	.562	40
Agreement C:				
Foremen.....	1.350	40	.909	40
Ovenmen.....	1.100	40	.909	40
Meringue fillers, fruit mixers.....	.995	40	.705	40
Bench hands.....	.900	40	.682	40
Helpers.....	.875	40	.523	40
Agreement D:				
Foremen.....	1.475	40	1.250	40
First hands.....	1.300	40	1.125	40
Second hands or mixers.....	1.175	40	1.000	40
Third hands.....	1.075	40	.875	40
Helpers.....	.900	40	.750	40
Doughnuts only—Machine shops:				
Agreement A:				
Machine operators.....	1.050	40	.840	40
Mixers, shippers, helpers.....	.900	40	.700	40
Packers, belt attendants.....	.750	40	.700	40
Box makers, beginning packers.....	.700	40	.625	40
Agreement B:				
Assistant foremen.....	1.273	40	1.123	40
Mixers.....	1.217	40	1.067	40
Cruller fryers.....	1.185	40	1.035	40
Cooks, relief mixers.....	1.173	40	1.023	40
Benchmen.....	1.124	40	.974	40
Machine operators, ingredient scalers.....	1.053	40	.908	40
Helpers, checkers.....	1.047	40	.897	40
Packers, sugarers.....	.976	40	.826	40
Agreement C:				
Machine operators.....	1.050	40	.840	40
Foremen.....	1.150	40	1.050	40
Foreladies.....	.980	40	.785	40
Helpers.....	.900	40	.700	40
Assistant foreladies.....	.880	40	.675	40
Packers.....	.750	40	.620	40
Crackers and cookies:				
Bakers.....	1.400	40	.....	.....
Bakers' helpers; packers, women.....	.800	40	.....	.....
Hebrew—Machine shops:				
Agreement A:				
First hands.....	1.929	42	1.864	42
Second hands.....	1.786	42	1.721	42
Helpers.....	1.357	42	1.293	42
Agreement B:				
First hands.....	1.867	45	1.740	45
Second hands.....	1.733	45	1.607	45
Helpers.....	1.333	45	1.207	45
Hebrew—Hand shops:				
Agreement A:				
Foremen, first hands.....	1.969	48	1.844	48
Swingmen jobbers.....	1.906	48	1.781	48
Second hands, third hands.....	1.844	48	1.719	48
Agreement B:				
First hands, ovenmen.....	1.867	45	1.718	45
Second hands.....	1.733	45	1.607	45
Third hands.....	1.333	45	1.207	45
Agreement C:				
First hands, ovenmen.....	1.750	48	1.631	48
Second hands.....	1.625	48	1.506	48
Third hands (helpers).....	1.250	48	1.131	48
Agreement D:				
Ovenmen, mixers.....	1.563	48	1.302	48
Bench hands.....	1.438	48	1.280	48
Third hands.....	1.313	48	1.010	48
Helpers.....	1.146	48	.927	48
Agreement E:				
Foremen, first hands.....	1.744	40	1.463	40
Mixers, ovenmen.....	1.681	40	1.400	40
Second hands.....	1.581	40	1.300	40
Helpers in traveling-oven shops.....	1.419	40	1.138	40
Third hands (helpers).....	1.356	40	1.075	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
New York, N. Y.—Continued				
Bohemian shops:				
Large shops:				
First hands.....	\$1.530	35	\$1.380	35
Scalers.....	1.480	35	1.330	35
Second hands.....	1.435	35	1.285	35
Helpers, wrappers, packers, slicers.....	.900	40	.780	40
Small shops:				
First hands.....	1.530	35	1.380	35
Second hands.....	1.485	35	1.210	35
French shops:				
Bread:				
Agreement A:				
Day work:				
First hands.....	1.444	40	1.310	40
Bench hands.....	1.319	40	1.177	40
Night work:				
Ovenmen, mixers.....	1.464	37½	1.360	37½
Bench hands.....	1.370	37½	1.227	37½
Agreement B:				
Day work:				
Foremen.....	1.356	45	1.156	45
Second hands.....	1.311	45	1.111	45
Third hands.....	1.267	45	1.067	45
Night work:				
Foremen.....	1.452	42	1.238	42
Second hands.....	1.405	42	1.190	42
Third hands.....	1.357	42	1.143	42
Agreement C:				
Night work:				
Foremen.....	1.404	40	1.150	40
Benchmen.....	1.244	40	1.000	40
Mixers, ovenmen.....	1.354	40	1.100	40
Bakery helpers.....	1.079	40	.850	40
Pan cleaners, packers.....	.863	40	.625	40
Packers' helpers.....	.763	40	.....	.....
Italian shops:				
First hands.....	1.354	48	1.021	48
Second hands.....	1.146	48	.979	48
Polish shops:				
First hands.....	1.744	40	1.288	40
Mixers, ovenmen.....	1.681	40	1.238	40
Second hands.....	1.581	40	1.188	40
Helpers.....	1.356	40	.988	40
Scandinavian shops:				
Foremen:				
Night.....	1.550	48	1.250	48
Day.....	1.500	48	1.250	48
Bench hands:				
Night.....	1.467	48	1.042	48
Day.....	1.417	48	1.042	48
Second hands.....	1.458	48	1.146	48
Helpers.....	1.146	48	.833	48
Norfolk, Va.				
Bread and cake—Machine shops:				
Mixers, scalers.....	1.050	40	.925	40
Oven supervisors.....	.950	40	.850	40
Truck loaders.....	.875	40	.800	40
Wrapping-machine setters.....	.850	40	.750	40
Molder operators, divider operators.....	.800	40	.650	40
Flour blenders.....	.780	40	.630	40
Oven feed and delivery.....	.775	40	.650	40
Mixers' helpers.....	.750	40	.650	40
Wrapping-machine feeders.....	.750	40	.600	40
Bakery helpers:				
First 60 days.....	.650	40	.550	40
After 60 days.....	.700	40	.600	40
Roll baggers:				
First 60 days.....	.520	40	.500	40
After 60 days.....	.570	40	.500	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Oklahoma City, Okla.				
Bread and cake—Machine shops:				
Day work:				
Foremen.....	\$1.300	40	\$1.075	40
Ovenmen, mixers, icing mixers.....	1.150	40	.925	40
Bench and machinemen.....	1.050	40	.825	40
Cake depositors.....	1.050	40		
Scalers.....	1.025	40	.800	40
Foremen (wrapping department).....	.925	40		
Checkers (bread or cake).....	.875	40		
Wrapping-machine operators.....	.825	40	.650	40
Night work:				
Foremen.....	1.425	40	1.200	40
Dough mixers, ovenmen, icing mixers.....	1.225	40	1.000	40
Bench and machinemen.....	1.125	40	.900	40
Cake depositors.....	1.125	40		
Scalers.....	1.100	40	.875	40
Foremen (wrapping department).....	.975	40		
Checkers (bread and cake).....	.925	40		
Wrapping-machine operators.....	.875	40	.675	40
Peoria, Ill.				
Bread and cake—Hand shops:				
Foremen.....	1.000	48	1.000	48
Ovenmen, mixers.....	.833	48	.833	48
Benchmen.....	.771	48		
Bread and cake—Machine shops:				
Foremen.....	1.375	40	1.188	40
Ovenmen, spongers.....	1.250	40	1.063	40
Benchmen, machine operators.....	1.175	40	.988	40
Helpers:				
First 30 days.....	.800	42	.650	42
After 30 days.....	.850	42	.700	42
Wrappers, men:				
First 30 days.....	.750	42	.600	42
After 30 days.....	.800	42	.650	42
Wrappers, women:				
First 30 days.....	.700	42	.550	42
After 30 days.....	.750	42	.600	42
Crackers and cookies:				
Baking department:				
Mixers, first class.....	.970	40	.860	40
Dough rollers, peelers, ovenmen, machinemen; first class.....	.950	40	.850	40
Sirup men; mixers, second class.....	.820	40	.730	40
Dough rollers, peelers, ovenmen, machinemen; second class.....	.800	40	.700	40
Mixers' helpers.....	.720	40	.610	40
Dough-roller helpers, machinemen's helpers, ovenmen helpers.....	.720	40	.600	40
Cake and sandwich department:				
Packers.....	.650	40	.535	40
Captains.....	.720	40	.600	40
Pan dumpers, mixers.....	.720	40	.610	40
Feeders.....	.670	40	.555	40
Beaters.....	.770	40	.660	40
Machine operators, first class.....	.870	40	.760	40
Machine operators, second class.....	.820	40	.710	40
Cracker department:				
Wrapping-machine operators, first class.....	.800	40	.650	40
Wrapping-machine operators, second class.....	.720	40	.610	40
Packers.....	.700	40	.585	40
Bundlers.....	.670	40	.555	40
General helpers, beginners:				
Men.....	.650	40	.550	40
Women.....	.550	40	.460	40
Philadelphia, Pa.				
Bread and cake—Machine shops:				
Agreement A:				
Head ovenmen.....	1.200	40	1.075	40
Cake decorators, peel-ovenmen.....	1.125	40	1.000	40
Dough and icing mixers.....	1.100	40	.975	40
Bench and machinemen, steam-box tenders, ingredient scalers.....	1.060	40	.935	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Philadelphia, Pa.—Continued				
Bread and cake—Machine shops—Continued				
Traveling-oven feeders and delivery men.....	\$1.035	40	\$0.910	40
Bread coolers, mixers' helpers, dough punchers.....	1.010	40	.885	40
Route and pastry packers, bread wrappers and packers.....	.975	40	.850	40
Flour pilers, dumpers, baking helpers, stock-room helpers, pan greasers.....	.925	40	.800	40
Female wrappers and icers.....	.710	40	.583	40
Agreement B:				
Tray- and traveling-oven supervisors, oil-oven-men, reel- and rotary-ovenmen.....	1.000	40	1.000	40
Mixers and icing makers.....	1.000	40	.950	40
Tray- and traveling-oven feeders, delivery men.....	.950	40	.910	40
Tenders, depositor operators, ingredient scalars.....	.910	40	.910	40
Mixers' helpers.....	.875	40	.850	40
Flour blenders, wrapping-machine operators, route packers.....	.850	40	.825	40
Reel-oven helpers, machine trucking pilers, handlers, roll baggers, wrappers, pan greasers.....	.775	40	.775	40
Wrappers and icers, women.....	.560	40	.560	40
Agreement C:				
Shippers, receivers.....	1.195	40	1.025	40
Traveling- and tray-oven operators.....	1.170	40	1.000	40
Mixers, inventory stockmen.....	1.120	40	.950	40
Benchmen, divider operators, moldmen, greasing-machine operators, icing- and depositor-machine operators, roll dividers, ingredient scalars, decorators, oven feeders and delivery men.....	1.080	40	.910	40
Mixers' helpers.....	1.020	40	.850	40
Pan-washing-machine operators, wrapping-machine operators, bread selectors, flour blenders, assemblers, National wrapping machine (cake and sweet goods).....	.995	40	.825	40
General baking helpers, rackers, cutters, carton makers.....	.945	40	.775	40
Women employees:				
Working supervisors.....	.970	40	.800	40
All other girls.....	.730	40	.560	40
Cake—Machine shops:				
Working foremen.....	1.150	40	.985	40
Dough mixers, ovenmen, ingredient scalars.....	1.050	40	.885	40
Benchmen.....	.950	40	.785	40
Depositor operators, icing and cutting-machine operators, shippers, stock clerks.....	.980	40	.765	40
Wrapping-machine operators.....	.930	40	.665	40
Pan greasers' helpers.....	.800	40	.635	40
Floorladies.....	.700	40	.555	40
Wrappers and icers, women.....	.660	40	.515	40
Pie and pastry:				
Agreement A:				
First hands.....	1.100	40	1.000	40
Second hands.....	1.000	40	.910	40
Third hands.....	.820	40	.775	40
Women helpers:				
Machine operators.....	.720	40	.600	40
Wrappers.....	.590	40	.560	40
Agreement B:				
Working foremen.....	1.194	40	1.156	40
First hands.....	1.150	40	1.000	40
Second hands.....	1.060	40	.910	40
Packers.....	.975	40	.845	40
Third hands.....	.925	40	.775	40
Agreement C:				
Working foremen.....	1.050	40	.975	40
Head order packers, ovenmen, cooks, dough and custard mixers.....	.950	40	.875	40
Floorladies.....	.865	40	.790	40
Washing-machine men, order packers, cook helpers, ovenmen's helpers, ingredient scalars.....	.850	40	.775	40
Toppers, fillers, pie makers, shell makers.....	.800	40	.725	40
Dish washers, helpers, wrappers, utility men and cleaners.....	.725	40	.675	40
Pie wrappers, crown makers.....	.610	40	.560	40
Crackers and cookies:				
Agreement A:				
Sponge and sweet baking:				
Head mixers, sponge.....	1.070	40	.995	40
Sweet and sponge mixers, machine captains.....	1.045	40	.970	40
Peelers.....	1.020	40	.945	40
Bakers (reel or travel).....	.995	40	.920	40

TABLE 9.—*Union scales of wages and hours in the bakery trades in selected cities, July 1, 1946 and July 1, 1945—Continued*

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Philadelphia, Pa.—Continued				
Crackers and cookies—Continued				
Agreement A—Continued				
Rollermen.....	\$0.950	40	\$0.875	40
Drawmen.....	.930	40	.855	40
Sweet mixers' helpers.....	.920	40	.845	40
Ovenmen, gas.....	.910	40	.835	40
Oven firemen.....	.900	40	.825	40
Pan cleaners, feeder (fast).....	.870	40	.795	40
Stackers.....	.850	40	.775	40
Pan cleaners, feeders (slow) pan men, spray-machine operators.....	.840	40	.765	40
Packing and icing department:				
Tally clerk.....	.950	40	.875	40
Supplymen.....	.920	40	.845	40
Mixing icing helpers.....	.870	40	.795	40
Paste makers.....	.870	40	.755	40
Stockmen.....	.850	40	.775	40
Icing department tallymen.....	.820	40	.745	40
Scalers and weighers.....	.810	40	.735	40
Floormen.....	.800	40	.725	40
Women employees:				
Working supervisors.....	.770	40	.695	40
General packing, machine operators.....	.680	40	.605	40
Carton formers, other packers.....	.650	40	.575	40
Agreement B:				
Mixing department:				
Supervisors.....	1.120	40	1.045	40
Dough mixers.....	1.045	40	.970	40
Dough mixers' helpers, assemblers.....	.920	40	.845	40
Mixing room helpers.....	.845	40	.770	40
Bake house:				
Machinemen.....	1.045	40	.970	40
Ovenmen.....	.995	40	.920	40
Dough rollers.....	.950	40	.875	40
Reliefmen.....	.935	40	.860	40
Helpers.....	.845	40	.770	40
Stockroom packing materials:				
Stockmen.....	1.015	40	.940	40
Paper-cutting-machine operators.....	.895	40	.820	40
Packing material helpers.....	.845	40	.770	40
Icing, wrapping and packing department:				
Receivers, loaders.....	.950	40	.875	40
Machine set-up men, supervisors.....	.945	40	.870	40
Set-up men.....	.895	40	.820	40
Dumpers.....	.890	40	.820	40
Warehousemen's helpers, wrapping department				
helpers.....	.845	40	.770	40
Working supervisors.....	.775	40	.700	40
Packers, bundlers, weighers, stitchers, inspectors, hand carton formers, machine operators, sugarers, stackers, baggers and crimpers of lady fingers.....	.690	40	.615	40
General helpers (male):				
Starting rate.....	.670	40	.620	40
After 200 hours.....	.720	40	.660	40
After 400 hours.....	.770	40	.700	40
Icing room and feeding magazine, miscellaneous, wrapping departments				
General helpers (female):	.625	40	.550	40
Starting rate.....	.550	40	.500	40
After 200 hours.....	.580	40	.530	40
Agreement C:				
Machine captains.....	1.025	40	.950	40
Sponge and sweet dough mixers.....	1.015	40	.920	40
Peelers.....	1.010	40	.900	40
Ovenmen.....	.975	40	.900	40
Rollermen.....	.940	40	.850	40
Icing mixers.....	.925	40	.800	40
Drawmen.....	.910	40	.795	40
Mixers' helpers.....	.905	40	.800	40
Pan men (out).....	.890	40	.765	40
Supply men.....	.875	40	.800	40
Sandwich depositor operators.....	.855	40	.780	40
Stockroom men.....	.850	40	.700	40
Stackers, pan men (in).....	.840	40	.745	40
Pan cleaners, feeders, general helpers.....	.825	40	.700	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Philadelphia, Pa.—Continued				
Crackers and cookies—Continued				
Agreement C—Continued				
Women employees:				
Set-up supervisors, wrapping-machine operators...	\$0.860	40	\$0.755	40
Working supervisors.....	.755	40	.630	40
Packers, sponge.....	.680	40	.585	40
Packers and bundlers.....	.655	40	.560	40
Hebrew shops—Bread:				
Foremen, ovenhands.....	1.640	48	1.390	48
Second hand, dough mixers.....	1.581	48	1.332	48
Third hand, helpers.....	1.484	48	1.234	48
Fourth hands.....	1.094	48	.844	48
Hebrew shops—Cake:				
First hands, foremen.....	1.640	48	.....	.....
Second hands.....	1.581	48	.....	.....
Third hands.....	1.484	48	.....	.....
Fourth hands, helpers.....	1.094	48	.....	.....
Phoenix, Ariz.				
Bread and cake—Hand shops:				
Foremen.....	1.273	44	.979	48
Mixers, ovenmen.....	1.182	44	.938	48
Machine and bench hands.....	1.091	44	.854	48
Distribution foremen.....	1.045	44	.....	.....
Checkers, shipping clerks.....	.864	44	.....	.....
Pan washers.....	.682	44	.....	.....
Wrappers:				
First 3 months.....	.568	44	.....	.....
Second 6 months.....	.682	44	.....	.....
After 6 months.....	.773	44	.....	.....
Flour dumpers.....	.773	44	.....	.....
Pittsburgh, Pa.				
Bread and cake—Machine shops:				
Mixers, ovenmen, ingredient scalars.....	1.170	40	1.000	40
Molders, dividers, benchmen, machine hands.....	1.120	40	.950	40
Traveling-oven feeders, dumpers.....	1.070	40	.900	40
Mixers' helpers, bake-shop helpers.....	1.010	40	.840	40
Checkers.....	.960	40	.790	40
Wrapping-machine setters.....	.950	40	.780	40
Stock handlers, order assemblers.....	.930	40	.760	40
Packers.....	.890	40	.720	40
Miscellaneous helpers.....	.880	40	.710	40
Women helpers.....	.750	40	.580	40
Hebrew bake shops:				
Bread department:				
Ovenmen, first hands.....	1.563	48	1.459	48
Mixers, second hands.....	1.500	48	1.396	48
Third hands, bench hands.....	1.417	48	1.313	48
Cake department:				
First hands.....	1.500	48	1.396	48
Second hands.....	1.417	48	1.313	48
Unskilled help:				
Shippers, bread wrappers.....	.833	48	.729	48
Cake bakers' helpers.....	.822	48	.718	48
Stock handlers.....	.760	48	.656	48
Pan greasers.....	.729	48	.625	48
Wrappers, women.....	.583	48	.479	48
Women dumpers, cake wrappers and packers.....	.563	48	.458	48
Portland, Oreg.				
Bread and cake—Hand shops:				
Foremen.....	1.455	40	1.265	40
Ovenmen, mixers.....	1.389	40	1.208	40
Bench hands.....	1.257	40	1.093	40
Head checkers.....	1.119	40	.973	40
Assistant checkers.....	.972	40	.845	40
Packers, hand wrappers.....	.939	40	.816	40
Helpers:				
First year.....	.805	40	.700	40
Third year.....	.991	40	.861	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Portland, Oreg.—Continued				
Bread and cake—Machine shops:				
Foremen.....	\$1.537	36	\$1.336	36
Ovenmen, mixers.....	1.463	36	1.272	36
Bench hands, machinemen.....	1.390	36	1.208	36
Head checkers, wrappers, stock clerks, receiving clerks, head shipping clerks.....	1.332	36	1.158	36
Wrappers, machine operators.....	1.239	36	1.078	36
Flour blenders.....	1.166	36	1.013	36
Shipping clerks, assistant checkers.....	1.147	36	.997	36
Machine operators' helpers.....	1.037	36	.901	36
Pan greasers (helpers first year).....	.879	36	.764	36
Women employees:				
Foreladies (in charge of 4 or more girls).....	.920	40	.796	40
Cake decorators.....	.870	40	.744	40
Icers.....	.762	40	.649	40
Other helpers (after 1 year).....	.705	40	.591	40
Crackers and cookies:				
Agreement A:				
Machinemen.....	1.038	40	1.038	40
Mixers.....	1.000	40	1.000	40
Peelers, ovenmen.....	.975	40	.975	40
Receiving clerks.....	.930	40	.930	40
Rollermen.....	.890	40	.890	40
Scalemen, wrappers.....	.863	40	.868	40
Mixers' helpers.....	.830	40	.830	40
Rollermen's helpers, dough feeders, assemblymen.....	.780	40	.780	40
Stackers.....	.760	40	.760	40
Other helpers.....	.755	40	.755	40
Women employees:				
Packers.....	.575	40	.575	40
Icers and other helpers.....	.555	40	.555	40
Agreement B:				
Shipping clerks.....	1.000	40	1.000	40
Mixers.....	.980	40	.980	40
Peelers.....	.950	40	.950	40
Ovenmen.....	.920	40	.920	40
Rollermen.....	.880	40	.880	40
Mixers' helpers.....	.840	40	.840	40
Stackers.....	.780	40	.780	40
Other helpers.....	.750	40	.750	40
Women employees:				
Packers.....	.580	40	.580	40
Other helpers.....	.560	40	.560	40
Providence, R. I.				
Bread and cake—Hand shops:				
Working foremen, mixers, ovenmen.....	1.125	40	1.000	40
General helpers.....	.925	40	.800	40
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.075	40	1.000	40
Dividers.....	1.025	40	.950	40
Molders.....	.975	40	.900	40
Traveling ovenmen.....	.975	40	.875	40
Doughnut mixers, baking mechanics, bread wrappers, machine adjusters.....	.950	40	.875	40
Doughnut wrappers, utilitymen, helpers, packers.....	.850	40	.750	40
Agreement B:				
Mixers, head ovenmen.....	1.150	40	1.025	40
Head benchmen, roll-oven men.....	1.050	40	.925	40
Molders.....	1.000	40	.875	40
Utilitymen.....	.975	40	.850	40
Mixers' helpers, ingredient scalars.....	.950	40	.825	40
Benchmen and bread wrappers.....	.930	40	.805	40
Roll-oven helpers.....	.920	40	.795	40
Flour dumpers.....	.905	40	.780	40
Ovenmen, checkers, molders.....	.900	40	.775	40
Wrappers.....	.855	40	.730	40
Packers.....	.850	40	.725	40
Agreement C:				
Mixers.....	1.150	40	1.025	40
Dividers.....	1.050	40	.925	40
Molders.....	1.000	40	.875	40
Ingredient scalars, mixers' helpers.....	.950	40	.825	40
Flour dumpers.....	.905	40	.780	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Providence, R. I.—Continued				
Bread and cake—Machine shops—Continued				
Agreement C—Continued				
Ovenmen's helpers, molders' helpers, checkers	\$0.900	40	\$0.775	40
Wrappers	.855	40	.730	40
Packers	.850	40	.725	40
Pan greasers	.810	40	.685	40
Agreement D:				
Foremen	1.500	40		
Mixer scalars	1.150	40	1.025	40
Mixers	1.100	40	.975	40
Ovenmen	1.050	40	.925	40
Dividers, first benchmen	.975	40	.850	40
Molders	.925	40	.800	40
Checkers, wrapping-machine operators	.845	40	.720	40
Benchmen, oven helpers, general helpers	.825	40	.700	40
Agreement E:				
Mixers	1.160	40	1.035	40
Ovenmen	1.075	40	.950	40
Scalars, icing mixers, icing-and-cutting machine operators, fryers, fried-cake mixers	.965	40	.840	40
Stock clerks, floormen, cake and fried cake helpers	.855	40	.730	40
Pan greasers, pan washers, pan papering, cake and fried-cake helpers (first 2 months)	.775	40	.650	40
Women helpers:				
First 2 months	.645	40	.520	40
After 2 months	.715	40	.590	40
Agreement F:				
Head mixers and scalars	1.250	40	1.125	40
Ovenmen	1.075	40	.950	40
Dividers	1.050	40	.925	40
Head wrapping-machine operators	1.025	40	.900	40
Molders	1.000	40	.875	40
First benchmen	.975	40	.850	40
Mixers' helpers	.950	40	.825	40
Ovenmen's helpers, benchmen, roll-oven men	.925	40	.800	40
Molders' helpers, checkers, benchmen helpers	.900	40	.775	40
Wrapping-machine operators	.855	40	.730	40
Packers	.850	40	.725	40
Pan greasers	.805	40	.680	40
Pie and pastry:				
Night bakers	.890	40	.790	40
Cooks	.860	40	.760	40
Bakers	.820	40	.720	40
Receiving clerks	.800	40	.700	40
Filling mixers	.780	40	.675	40
Doughbreakers' helpers	.770	40	.670	40
Washers, cleaners, miscellaneous workers	.730	40	.630	40
Women employees:				
Beginners	.550	40	.440	40
After 3 months	.590	40	.510	40
After 9 months	.630	40	.530	40
Hebrew shops:				
Foremen	1.458	48	1.146	48
Second hands	1.354	48	1.042	48
Reading, Pa.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers	1.075	40	.950	40
Oven feed bread; ovenmen, cake and sweets; all round bakers	1.050	40	.900	40
Dividers, molders	1.000	40	.900	40
Batter scalars, oven delivery men, bench hands, bread-wrapping-machine operators	1.000	40	.850	40
Ingredient scalars and mixers' helpers	.975	40	.850	40
Icing mixers, women	.900	40	.850	40
Cake packers, (women), bread rackers, blenders	.900	40	.800	40
Pan rackers, loaf stackers	.850	40	.800	40
Sweet-bun icers, semiautomatic wrappers, (men) pan greasers and washers, (women)	.850	40	.725	40
Cake decorators, women	.800	40	.700	40
Cake icers, women	.730	40	.650	40
Cake and sweet wrappers, women	.690	40	.650	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Reading, Pa.—Continued				
Bread and cake—Machine shops—Continued				
Agreement B:				
Foremen, packing room.....	\$1.175	40	\$1.125	40
Foremen, bread.....	1.075	40	1.000	40
Foremen, cake.....	1.075	40		
Mixers, oven supervisors.....	1.050	40	.950	40
Second mixers.....	1.025	40	.900	40
Ingredient scalars.....	1.025	40	.950	40
Stockmen.....	1.025	40	.925	40
Divider operators, benchmen, molders.....	1.000	40	.850	40
Ovenmen, wrapping-machine operators.....	.975	40	.850	40
Flour packers.....	.950	40	.850	40
Helpers:				
Stockmen.....	.925	40	.825	40
Bread and cake.....	.850	40	.725	40
Ovenmen.....	.850	40	.750	40
Women.....	.640	40	.580	40
Richmond, Va.				
Bread and cake—Machine shops:				
Agreement A:				
Mixers.....	1.080	40	.930	40
Dividers.....	1.000	40	.850	40
Molders, cake mixers, wrapping-machine operators.....	.950	40	.800	40
Oven feeders and dumpers.....	.930	40	.780	40
Oven tenders.....	.900	40	.750	40
General helpers.....	.750	40	.750	40
Icers and wrappers.....	.700	40	.550	40
Agreement B:				
Cake mixers, icing mixers, doughnut-machine operators.....	.950	40	.800	40
Ovenmen.....	.900	40	.750	40
Depositors.....	.850	40	.700	40
Ingredient scalars.....	.800	40	.650	40
Foreladies, helpers, men.....	.750	40	.600	40
Hand icers and wrappers, helpers, women.....	.700	40	.550	40
Sweet goods department:				
Dough mixers.....	1.080	40	.930	40
Ovenmen.....	.930	40	.780	40
Agreement C:				
Bread department:				
Mixers.....	1.080	40	.930	40
Dividers, ovenmen.....	1.000	40	.850	40
Molders, roll-machine men, wrapping-machine operators.....	.950	40	.800	40
Oven feeders and dumpers.....	.930	40	.780	40
General helpers.....	.750	40	.600	40
Cake department:				
Mixers.....	.950	40	.800	40
Ovenmen.....	.900	40	.750	40
Depositors.....	.850	40	.700	40
Scalars.....	.800	40	.650	40
Helpers, men.....	.750	40	.600	40
Cake wrappers, icers, women.....	.700	40	.550	40
Agreement D:				
Bread department:				
Working and shipping foremen.....	1.190	40	1.090	40
Mixers.....	1.050	40	.890	40
Dividers, mixers' helpers.....	.920	40	.840	40
Wrapping-machine operators.....	.920	40	.790	40
Molders, oven feeders, dumpers.....	.870	40	.790	40
Molders' helpers, wrapping-machine operators' helpers, bread packers.....	.800	40	.740	40
General helpers.....	.750	40	.650	40
Flour blenders.....	.700	40	.630	40
Cake and doughnuts:				
Foremen.....	1.190	40	1.090	40
Mixers.....	1.050	40	.890	40
Oven tenders.....	.920	40	.865	40
Doughnut-machine operators.....	.920	40	.840	40
Foreladies.....	.850	40	.750	40
Wrapping-machine operators.....	.750	40	.650	40
Scalars.....	.700	40	.600	40
Helpers, women; wrapping-machine operators.....	.650	40	.550	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Richmond, Va.—Continued				
Bread and cake—Machine shops—Continued				
Agreement E:				
Bread and rolls:				
Mixers.....	\$1.080	40	\$0.930	40
Dividers, ovenmen.....	1.000	40	.850	40
Roll-machine operators, dough mixers' helpers, molders, wrapping-machine operators.....	.950	40	.800	40
Oven feeders and dumpers.....	.930	40	.780	40
Wrapper feeders.....	.850	40	.700	40
General helpers.....	.750	40	.600	40
Cake and doughnuts:				
Doughnut-machine operators, mixers, icing mixers.....	.950	40	.800	40
Ovenmen.....	.900	40	.750	40
Cake depositor operators.....	.850	40	.700	40
Scalers.....	.800	40	.650	40
General helpers, machine wrappers, foreladies, icing-machine operators.....	.750	40	.600	40
Icers, wrappers, (women).....	.700	40	.550	40
Rochester, N. Y.				
Bread and cake—Hand shops:				
First hands.....	1.170	44	1.023	44
Second hands, ovenmen, mixers.....	1.090	44	.943	44
Third hands, bench hands.....	1.060	44	.909	44
Bread and cake—Machine shops:				
Agreement A:				
First hands.....	1.275	40	1.167	40
Second hands.....	1.190	40	1.077	40
Third hands, bench hands.....	1.150	40	1.038	40
Feeders and dumpers.....	1.150	40	1.077	40
Decorators.....	.850	40	.650	44
Icers, cooky-machine assistants.....	.750	40	.625	44
Helpers, wrap and finishing.....	.750	40	.585	44
Women employees:				
Foreladies.....	.850	40	.650	44
General helpers, wrappers.....	.700	40	.540	44
Agreement B:				
Mixers.....	1.030	40	1.000	40
Dividemen.....	.980	40	.950	40
Moldermen, benchmen, ovenmen, assemblymen, batchmen, oven dumpers, and feeders.....	.930	40	.900	40
Flour blenders, mixers' helpers.....	.880	40	.850	40
Wrapping-machine operators.....	.830	40	.800	40
Flour handlers.....	.805	40	.775	40
Pan greasers, oven, bench, and machine helpers, bread rackers, checkers and packers.....	.780	40	.750	40
Wrapping and slicing helpers.....	.755	40	.725	40
Hebrew shops:				
Ovenmen, mixers.....	1.667	48	1.406	48
First cake bakers.....	1.667	48	1.250	48
Bench hands.....	1.531	48	1.302	48
Second cake bakers.....	1.531	48	1.146	48
Crackers and cookies:				
Shop foremen.....	.930	40	.900	40
Batch scalers, dough mixers, machine operators, oven feeders, oven dumpers.....	.880	40	.850	40
Rack pullers, cooky dumpers, pan cleaners, carton packer and helpers.....	.730	40	.700	40
Women employees:				
Foreladies.....	.650	40	.620	40
Wrappers and packers.....	.580	40	.550	40
Rock Island (Ill.) District (Includes Davenport, Iowa, and Moline, Ill.)				
Bread—Hand shops:				
Foremen.....	1.125	48	.900	48
First bakers.....	1.020	48	.800	48
Second bakers.....	.970	48	.750	48
Helpers.....	.750	48	.542	48
Bread and cake—Machine shops:				
Wrapping-machine operators.....	.950	40	.....	.....
Pan rackers, roll panners.....	.850	40	.....	.....

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Rock Island, Ill.—Continued				
Bread and cake—Machine shops—Continued				
Helpers, icing-machine operators.....	\$0.750	40		
Rackers.....	.700	40		
Cake dumpers, pan greasers.....	.700	40		
Bread and rolls—Machine shops:				
Checkers, shipping clerks.....	.900	40	\$0.735	40
Hand wrappers and icers, women:				
1-6 months.....	.550	40	.550	40
After 6 months.....	.600	40	.485	40
Pie and pastry:				
Working foremen.....	1.200	40	1.010	40
Scalers.....	.900	40	.860	40
St. Louis, Mo.				
Bread—Machine shops:				
Foremen.....	1.468	40	1.318	40
Spongers, oven hands.....	1.358	40	1.208	40
First bench hands, scalars.....	1.275	40	1.125	40
Bench and machine hands.....	1.248	40	1.098	40
Bread counters.....	1.083	40	.933	40
Helpers, pan greasers.....	1.055	40	.905	40
Ingredient scalars.....	.938	40	.788	40
Wrapping and slicing-machine operators.....	.863	40	.713	40
Packers:				
Experienced.....	.950	40	.800	40
Inexperienced.....	.875	40	.725	40
Beltmen (first 6 months).....	.788	40	.638	40
Miscellaneous helpers:				
Experienced.....	.825	40	.675	40
Inexperienced.....	.750	40	.600	40
Foreladies.....	.775	40	.625	40
Women helpers:				
Experienced.....	.725	40	.575	40
Inexperienced.....	.650	40	.500	40
Cake—Machine shops:				
Foremen.....	1.468	40	1.318	40
Ovenmen, mixers.....	1.358	40	1.208	40
Machine hands.....	1.248	40	1.098	40
Helpers.....	1.055	40	.905	40
Icing mixers, ingredient scalars.....	1.024	40	.874	40
Miscellaneous helpers:				
Experienced.....	.825	40	.675	40
Inexperienced.....	.750	40	.600	40
Foreladies.....	.775	40	.625	40
Women helpers:				
Experienced.....	.725	40	.575	40
Inexperienced.....	.650	40	.500	40
Crackers and cookies:				
Agreement A:				
Oven operators.....	1.075	40	1.025	40
Cracker-dough mixers, sweet-dough mixers, graham-dough mixers, dough-machine set-up and operators, sponge mixers.....	1.050	40	1.000	40
Dough-break-machine feeders, marshmallow-machine set-up and operators, icing-machine set-up and operators.....	1.025	40	.975	40
Mixers' helpers (sweet and graham dough), icing mixers, marshmallow mixers.....	.950	40	.900	40
Head stock keepers.....	.925	40	.875	40
Dough-break roll feeders.....	.900	40	.850	40
Wrapping-machine set-up men.....	.850	40	.800	40
Jam mixers, sirup mixers, vanilla sugar mixers' scrap grinders, machine relief.....	.825	40	.775	40
Scrap (women), carton-forming-machine operators.....	.775	40	.725	40
Miscellaneous help, packers, off-wrapping-machine, wire-tie-machine operators, sack cleaners, stock keepers, carton peelers.....	.700	40	.650	40
Scalers.....	.650	40	.600	40
Women helpers:				
Experienced.....	.600	40	.550	40
Inexperienced.....	.550	40	.500	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
St. Louis, Mo.—Continued				
Crackers and cookies—Continued				
Agreement B:				
Sponge mixing department:				
Head mixers.....	\$1.035	40	\$0.960	40
Sponge and dough mixers.....	.925	40	.830	40
Mixers' helpers.....	.825	40	.750	40
Sweet mixing department:				
Head mixers.....	1.035	40	.930	40
Mixers.....	.925	40	.850	40
Mixers' helpers.....	.825	40	.750	40
Baking department:				
Machinemen.....	1.025	40	.930	40
Peelers.....	.985	40	.910	40
Rollermen, ovenmen.....	.925	40	.850	40
Oven take-out men.....	.885	40	.790	40
Sheeters and laminators.....	.835	40	.760	40
Reliefmen (sweet).....	.835	40	.740	40
Cost and raw material checkers.....	.805	40	.730	40
Stockers, men.....	.795	40	.700	40
General help, semiskilled.....	.755	40	.680	40
Stockers, women.....	.695	40	.620	40
Sponge and sweet—Packing department:				
Supplymen.....	.795	40	.720	40
General help, semiskilled, men.....	.755	40	.680	40
Working supervisors, women.....	.740	40	.690	40
Checkers.....	.700	40	.640	40
Cello-bag machine operators.....	.700	40	.560	40
Weighers.....	.630	40	.560	40
General help, semiskilled, women.....	.590	40	.540	40
Icing department:				
Mixers, machinemen.....	.925	40	.850	40
Marshmallow and icing mixers.....	.850	40	.760	40
Supplymen.....	.795	40	.720	40
Women employees:				
Machine operators.....	.775	40	.720	40
Checkers.....	.700	40	.640	40
Machine feeders.....	.650	40	.570	40
Trolley girls.....	.590	40	.540	40
General help, semiskilled, men.....	.755	40	.680	40
General help, semiskilled, women.....	.590	40	.500	40
Carton and caddy forming and wrapping department:				
Machinemen (set-up and adjusters).....	.955	40	.880	40
Machine operators, men.....	.875	40	.800	40
Machine operators, women.....	.770	40	.720	40
General help, semiskilled, women.....	.590	40	.540	40
Receiving and warehouse department:				
Working supervisors, male.....	.905	40	.830	40
Receivers.....	.805	40	.730	40
Receivers' helpers, loaders.....	.775	40	.700	40
Shipping department:				
Working supervisors.....	.905	40	.830	40
Checkers.....	.805	40	.730	40
Assemblers and loaders.....	.775	40	.700	40
Women employees:				
Foreladies.....	.740	40	.690	40
Checkers.....	.730	40	.660	40
Assemblers and loaders.....	.680	40	.630	40
Agreement C:				
Baking and mixing department:				
Head mixers, machine captains.....	.945	40	.920	40
Peelers.....	.895	40	.870	40
Bakers, sponge mixers, assemblymen.....	.865	40	.840	40
Rollermen.....	.845	40	.820	40
Ovenmen, drawmen.....	.795	40	.775	40
Mixers, helpers, stackers, general help.....	.745	40	.730	40
Packing department:				
Floormen.....	.745	40	.685	40
Women employees:				
Working supervisors.....	.745	40	.685	40
Packers, sponge.....	.645	40	.595	40
Tally clerks.....	.625	40	.580	40
Packers (sweet) bundlers, machine operators, weighers and closers, "Q" formers and stitchers, general help, carton formers.....	.595	40	.550	40
Icing department:				
Mixers.....	.775	40	.755	40
Mixers' helpers.....	.745	40	.730	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
St. Louis, Mo.—Continued				
Crackers and cookies—Continued				
Agreement C—Continued				
Icing department—Continued				
Working supervisors, women	\$0.645	40	\$0.595	40
Machine operators, and other women helpers	.595	40	.550	40
Hebrew—Hand shops:				
Foremen, bakers, ovenmen	1.354	48	1.250	48
Second hands	1.146	48	1.042	48
Miscellaneous helpers	.542	48	.438	48
St. Paul, Minn.				
Bread and cake—Hand shops:				
Foremen, supervising six or more workers	1.178	45	1.031	45
Foremen, supervising five or more workers; first hands	1.067	45	.933	45
Ovenmen, mixers	1.000	45	.865	45
Bench hands	1.000	45	.844	45
Bread and cake—Machine shops:				
Foremen	1.275	40	1.125	40
Sponge and dough mixers, ovenmen and oven operators	1.125	40	.975	40
Bench hands, dividers, molders, bun-machine operators	1.075	40	.925	40
Oven feeders and dumpers, slicing- and wrapping-machine operators	1.015	40	.865	40
Doughnut-machine operators	1.000	40	.850	40
Oven helpers, bench helpers, twisters and panners	.925	40	.775	40
Helpers, men:				
First 8 weeks	.825	40	.675	40
After 8 weeks	.900	40	.750	40
Women employees:				
Foreladies	.925	40	.775	40
Finishers, packers, and wrappers:				
First 8 weeks	.680	40	.530	40
After 8 weeks	.740	40	.590	40
Bread and cake—Semimachine shops:				
Foremen, supervising up to five workers	1.129	42½		
Ovenmen, dough mixers, bench hands	1.059	42½		
Wrapping-machine operators	.847	42½		
Hand workers, women, after 6 months	.729	42½		
Helpers, men, first year	.659	42½		
Cake—Machine shops:				
Foremen	1.275	40	1.125	40
Mixers, ovenmen	1.100	40	.950	40
Ingredient scalers, fruit cookers, kettle fryers	1.000	40	.850	40
Helpers, men:				
First 8 weeks	.825	40	.675	40
After 8 weeks	.900	40	.750	40
Women employees:				
Foreladies	.925	40	.775	40
Wrapping-machine operators	.900	40	.750	40
Wrappers, packers, finishers:				
First 8 weeks	.680	40	.530	40
After 8 weeks	.740	40	.590	40
Crackers and cookies:				
Head sweet-dough mixers	1.130	40	.980	40
Peelers, reliefmen, sponge ovenmen	1.100	40	.955	40
Foremen	1.080	40		
Head sponge dough mixers	1.060	40	.910	40
Assistant sponge dough mixers	1.020	40	.870	40
Rollermen	1.000	40	.850	40
Marshmallow mixers, sweet-ovenmen	.980	40	.830	40
Draw boys	.970	40	.820	40
Pan greasers	.940	40	.790	40
Unclassified helpers, men:				
Starting rate	.780	40	.660	40
After 3 months	.830	40	.700	40
After 6 months	.890	40	.740	40
Women employees:				
Floorladies	.770	40		
Cracker packers	.750	40	.630	40
Assistant floorladies	.740	40		
Cooky packers	.730	40	.610	40
Wrappers	.720	40	.600	40
Unclassified helpers:				
Starting rate	.600	40	.500	40
After 3 months	.650	40	.540	40
After 6 months	.700	40	.580	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Salt Lake City, Utah				
Bread and cake—Hand shops:				
Foremen.....	\$1.160	48	\$1.010	48
Ovenmen, mixers.....	1.020	48	.860	48
Bench hands.....	1.000	48	.860	48
Shipping clerks, head wrappers.....	.860	48		
Helpers:				
First year.....	.650	48		
Second year.....	.730	48	.610	48
Third year.....	.830	48		
Bread and cake—Machine shops:				
Foremen.....	1.290	40	1.070	40
Mixers, ovenmen.....	1.150	40	.950	40
Ingredient scalers.....	1.090	40	.890	40
Machinemen, benchmen.....	1.040	40	.840	40
Shipping clerks, head wrappers.....	.970	40	.770	40
Checkers.....	.920	40	.720	40
Rackers, pan greasers, all second year helpers.....	.870	40	.670	40
Foreladies.....	.820	40	.620	40
Helpers, first year.....	.770	40	.570	40
Wrapping-machine operators, women.....	.750	40	.500	40
Icers, wrappers, packers, labelers, sweet-roll panners, women.....	.700	40	.550	40
Crackers and cookies:				
Assistant foremen.....	.850	40	.800	40
Panners (out).....	.825	40	.775	40
Panners (in).....	.800	40	.750	40
Sponge mixers.....	.775	40	.725	40
Cracker edgers.....	.675	40	.625	40
Sponge packers.....	.650	40	.600	40
Weighers.....	.585	40	.535	40
Paper shredders, case makers.....	.580	40	.530	40
Sweet packers.....	.550	40	.500	40
Cello-nest cutters, cello-machine operators.....	.525	40	.475	40
Feeders, machine girls.....	.500	40	.450	40
San Antonio, Texas				
Crackers and cookies:				
Foremen.....	1.125	40	1.025	40
Shipping foremen.....	1.025	40	.925	40
Dough and sponge mixers, ovenmen, shipping clerks.....	.900	40	.800	40
Machinemen, dividers, ingredient scalers, loaders, dumpers and bench hands, wrapping-machine operators.....	.800	40	.700	40
Helpers:				
First 3 months.....	.625	40	.550	40
3-6 months.....	.675	40	.600	40
6-9 months.....	.725	40	.650	40
Experienced.....	.800	40	.725	40
San Francisco, Calif.				
Bread and cake—Hand shops:				
Dairy, lunches, restaurants, cafeterias:				
Foremen.....	1.422	40	1.131	40
Bench hands.....	1.333	40	1.063	40
Other hand shops:				
Foremen.....	1.460	42	1.250	42
Ovenmen, mixers.....	1.390	42	1.250	42
Bench hands.....	1.310	42	1.190	42
Bread and cake—Machine shops:				
Foremen.....	1.570	38	1.380	38
Mixers, ovenmen.....	1.510	38	1.320	38
Bench hands.....	1.420	38	1.230	38
Flour blenders.....	1.330	38	1.140	38
Helpers (after 1 year).....	1.130	38	.980	38
Women employees:				
Bakers' helpers.....	1.420	38	1.230	38
Ornamental icers.....	1.040	40	.850	40
Foreladies.....	.980	40	.785	40
Icers (after 3 months).....	.890	40	.785	40
Wrappers, packers, other helpers.....	.780	40	.675	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
San Francisco, Calif.—Continued				
Pie and pastry:				
Foremen.....	\$1.570	42	\$1.380	42
Ovenmen, mixers.....	1.510	42	1.320	42
Journeyman pie makers.....	1.420	42	1.230	42
Helpers (after first year).....	1.130	42	.980	42
French and Italian—Hand shops:				
Foremen, ovenmen, mixers.....	1.420	40	1.123	42
Bench hands.....	1.300	40	1.024	42
French and Italian—Machine shops:				
Foremen, ovenmen, mixers.....	1.570	40	1.180	40
Bench hands.....	1.420	40	1.070	40
Crackers and cookies:				
Agreement A:				
Machinemen, ovenmen, mixers.....	1.405	40	1.228	40
Cellophane or wax wrapping-machine operators.....	1.200	40	1.010	40
Mixers' helpers.....	1.190	40	1.000	40
Icers.....	1.170	40	.980	40
Head shipping clerks.....	1.165	40	1.000	40
Shippers and receivers.....	1.130	40	.950	40
Benchmen.....	1.030	40	.900	40
Floorladies.....	.880	40	.770	40
Icing girls, sweet packers, weighers, wrappers, relief girls, women cello-machine operators.....	.780	40	.675	40
Agreement B:				
Machinemen, head mixers.....	1.405	40	1.225	40
Peelers, ovenmen, reliefmen.....	1.350	40	1.170	40
Rollermen.....	1.270	40	1.090	40
Sponge-oven drawmen, mixers' helpers.....	1.235	40	1.055	40
Icers.....	1.220	40	1.040	40
Wrapping-machine set-up men.....	1.190	40	1.010	40
Icing helpers.....	1.160	40	.....	.....
Sweet-dough feeders, pan greasers, pan feeders.....	1.155	40	.975	40
Assemblymen, shippers, receivers.....	1.130	40	.950	40
Traveling-oven feeders.....	1.080	40	.900	40
Flour dumpers.....	1.050	40	.....	.....
Wrapping-machine helpers.....	1.040	40	.....	.....
Women workers:				
Supervisors, part-time sponge and sweet workers ..	.880	40	.775	40
Sponge packers, wrappers, bundlers, weighers, carton formers.....	.780	40	.675	40
Can renovators, icing and sugar-wafer workers, sweet packers.....	.760	40	.655	40
Scranton, Pa.				
Bread and cake—Hand shops:				
Agreement A:				
Ovenmen, dough mixers, second hands.....	.937	48	.854	48
Bench hands.....	.833	48	.750	48
Assistant bench hands.....	.708	48	.625	48
Helpers.....	.604	48	.521	48
Agreement B:				
Mixers, ovenmen, first hands.....	.927	48	.844	48
Bench hands, oven helpers.....	.812	48	.729	48
Shippers.....	.625	48	.542	48
Wrappers, utilitymen.....	.583	48	.500	48
Helpers.....	.500	48	.417	48
Bread and cake—Machine shops:				
Agreement A:				
Bread and roll department:				
Shipping clerks.....	1.215	40	1.040	40
Mixers, molders.....	1.115	40	.940	40
Dividers.....	1.055	40	.880	40
Third mixers.....	1.045	40	.870	40
Oven and proof-box men.....	.990	40	.815	40
Flour blenders, mixers' helpers, molding-machine helpers.....	.975	40	.800	40
Assistant shipping clerks.....	.950	40	.775	40
Pan setters.....	.935	40	.785	40
Traveling-oven feeders and receivers.....	.925	40	.750	40
Bench hands.....	.888	40	.713	40
Wrappers, pan greasers.....	.875	40	.725	40
Packers.....	.863	40	.713	40
Hand wrappers.....	.850	40	.700	40
General helpers.....	.788	40	.638	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Scranton, Pa.—Continued				
Bread and cake—Machine shops—Continued				
Agreement A—Continued				
Cake department:				
General utilitymen	\$0.995	40	\$0.820	40
Mixers, ovenmen	.883	40	.708	40
Depositor operators, pan greasers	.808	40	.653	40
Helpers	.770	40	.595	40
Women employees:				
Machine operators	.683	40	.533	40
Icers and helpers, other jobs	.670	40	.520	40
Agreement B:				
Bread department:				
Mixers, sponge-dough scalers	1.150	40	1.025	40
Traveling-ovenmen, shipping clerks	1.100	40	.975	40
Mixers' assistants	1.025	40	.900	40
Bread rackers	1.000	40	.875	40
Dividers, molder operators, reliefmen	.950	40	.825	40
Receiving clerks, flour blenders	.925	40	.800	40
Assistant shipping clerks	.900	40	.775	40
Wrapping-machine operators, molders' helpers	.875	40	.750	40
Pan greasers	.810	40	.715	40
Cake department:				
Working foremen, receiving clerks	1.075	40	.950	40
Mixers and scalers	.900	40	.775	40
Shipping clerks	.900	40	.725	40
Ovenmen, depositors	.850	40	.725	40
Icing mixers	.840	40	.715	40
Oven helpers, depositors' helpers, wrapping-machine operators	.810	40	.685	40
Dumpers, stockmen	.760	40	.635	40
Pan greasers	.735	40	.610	40
Packers, shipping-room helpers	.705	40	.580	40
Box sorters	.680	40	.555	40
Women employees:				
Wrapping-machine operators, icers	.688	40	.543	40
Wrappers and icers (first 6 months)	.545	40	.450	40
Wrappers, icers (after 6 months), box makers	.625	40	.530	40
Variety department:				
Traveling-oven feeders and dumpers	1.000	40	.825	40
Shippers, sponge and dough mixers	.950	40	.825	40
Dough mixers and scalers	.900	40	.775	40
Wrapping-machine operators	.840	40	.715	40
Junior shipping clerks	.825	40	.700	40
Assistant dough rollers and bench hand assistants, machine packers and operators	.815	40	.690	40
Pan greasers and rackers, variety and bun packers	.650	40	.555	40
Agreement C:				
Reliefmen	1.050	40	.975	40
Receiving clerks	1.025	40	.950	40
Mixers	.975	40	.900	40
Oven operators	.975	40	.875	40
Doughnut-machine operators	.975	40	.775	40
Divider and molder operators	.925	40	.850	40
Scalers	.925	40	.775	40
Wrapping-machine operators, women	.925	40	.800	40
Stockmen, cake depositors	.900	40	.825	40
Tray-ovenmen, industrial pan washers	.875	40	.800	40
Pan rackers, flour blenders, benchmen, proof-boxmen, depositors' helpers	.850	40	.775	40
Loaders	.850	40	.725	40
Benchmen, small rolls	.850	40	.750	40
Mixers' helpers, oven dumpers and feeders	.825	40	.750	40
Cake dumpers	.800	40	.775	40
Oven bread rackers, pan greasers	.800	40	.750	40
Bread packers and truckers, selectors, carton makers	.800	40	.725	40
Industrial pan washers' helpers, men	.775	40	.700	40
General baking helpers	.700	40	.700	40
Women employees:				
Working foreladies	.750	40	.700	40
Pan greasers, cake cutters, machine wrappers, depositors	.630	40	.580	40
Bread rackers	.630	40	.550	40
Doughnut-machine helpers, selectors, bread and roll girls, bench helpers, floor girls, icers, cake shop girls, hand wrappers	.580	40	.530	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Scranton, Pa.—Continued				
Bread only—Machine shops:				
Shipping clerks	\$1.283	40	\$1.058	40
Mixers, peel-oven men, molders, divider operators, utility-men	1.205	40	.980	40
Flour blenders	1.070	40	.845	40
Mixers' helpers	1.040	40	.815	40
Molders' helpers	1.030	40	.805	40
Pan greasers	1.024	40	.799	40
Traveling-oven feeders and dumpers, assistant shippers	.980	40	.755	40
Machine wrappers	.955	40	.730	40
Bread rackers:				
First 6 months	.880	40	.655	40
After 6 months	.980	40	.755	40
Pie and cake:				
Mixers	.963	40	.913	40
Ovenmen, fruit cookers	.938	40	.888	40
Shipping clerks	.813	40	.763	40
Helpers	.725	40	.675	40
Scalers	.675	40	.625	40
Cake dumpers, pan greasers, depositor operators	.650	40	.600	40
Fruit cookers' helpers, depositors' helpers, bowl washers	.550	40	.500	40
Women employees:				
Icers, packers	.588	40	.538	40
Box makers, wrappers, wrapping-machine operators	.550	40	.500	40
Crackers and cookies:				
Mixers	1.085	40	.935	40
Working foremen	1.025	40	.875	40
Shipping clerks	.900	40	.750	40
Marshmallow mixers	.845	40	.695	40
Peelers, machinemen, assistant mixers	.805	40	.655	40
Ovenmen	.800	40	.650	40
Assistant machinemen	.780	40	.630	40
Ovenmen's helpers, assistant shipping clerks	.760	40	.610	40
Stackers, pan feeders, dough rollers, oven feeders	.695	40	.545	40
Pan catchers and greasers, flour blenders, sugar grinders, general helpers	.660	40	.510	40
Utilitymen	.600	40	.450	40
Women employees:				
Working foreladies	.610	40	.485	40
Machine operators and handlers	.585	40	.460	40
Marshmallow girls, box makers, packers, bundlers, stackers, all others	.575	40	.450	40
Seattle, Wash.				
Bread and cake—Hand and machine shops:				
Foremen	1.670	36	1.420	36
Mixers, ovenmen, machinemen	1.545	36	1.354	36
Bench hands	1.465	36	1.277	36
Control-room men	1.165	36	.978	36
Helpers:				
After 1 year	1.130	36	.972	36
After 2 years	1.285	36	1.094	36
Unskilled help:				
Stockmen	1.100	40	.963	40
Men-in-charge, assistant stockmen	1.000	40	.850	40
General helpers:				
First 6 months	.750	40	.625	40
6-12 months	.805	40	.688	40
After 1 year	.930	40	.775	40
Women:				
Floorladies	.885	40	.825	40
Assistant floorladies	.835	40	.775	40
Machine operators, experienced	.810	40	.750	40
General workers:				
First 3 months	.600	40	.500	40
3-12 months	.635	40	.575	40
1 year and over	.710	40	.613	40
Crackers and cookies:				
Agreement A:				
Machinemen	1.155	40	1.080	40
Mixers	1.075	40	1.000	40
Peelers	1.055	40	.980	40
Receiving clerks	1.015	40	.940	40
Ovenmen	1.010	40	.935	40
Rollermen	.965	40	.890	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Seattle, Wash.—Continued				
Crackers and cookies—Continued				
Agreement A—Continued				
Scalers, wrappers, oven helpers.....	\$0.945	40	\$0.870	40
Mixers' helpers.....	.905	40	.830	40
Stackers.....	.835	40	.760	40
Icing helpers.....	.830	40	.755	40
Pan cleaners, feeders and other helpers:				
First 6 months.....	.730	40	.705	40
After 6 months.....	.830	40	.755	40
Women employees:				
Experienced sponge and combination packers.....	.675	40	.600	40
Icing and sugar-wafer girls.....	.635	40	.560	40
Plain sweet packers.....	.635	40	.550	40
Agreement B:				
Machinemen.....	1.430	40	1.250	40
Mixers.....	1.230	40	1.250	40
Peelers, ovenmen.....	1.230	40	1.100	40
Rollermen, receiving clerks, oven helpers.....	1.180	40	1.000	40
Scalers and wrappers.....	1.080	40	1.000	40
Mixers' helpers.....	1.080	40	.900	40
Pan cleaners, feeders and other helpers:				
After 6 months.....	1.080	40	.850	40
Women employees:				
Sponge packers, experienced.....	.830	40	.620	40
Plain sweet and combination packers, icing and sugar-wafer girls.....	.830	40	.570	40
South Bend, Ind.				
Bread and cake—Hand shops:				
Agreement A:				
First hands.....	1.146	48	1.146	48
Second hands.....	1.042	48	1.042	48
Agreement B:				
Working foremen.....	1.050	42	1.050	42
Bench hands.....	.900	42	.900	42
Bench helpers.....	.750	42	.750	42
Agreement C:				
Bakers, first class.....	.875	48	.875	48
Bakers, second class.....	.625	48	.625	48
Helpers.....	.375	48	.375	48
Agreement D:				
Bakers, first class.....	.771	48	.771	48
Bakers, second class.....	.500	48	.500	48
Helpers.....	.375	48	.375	48
Bread and cake—Machine shops:				
Agreement A:				
Mixers, dividers, ovenmen, head benchmen, receiving clerks.....	1.135	40	.950	40
Molder operators.....	1.105	40	.920	40
Benchmen, repairmen.....	1.085	40	.900	40
Stockroom, helpers.....	1.030	40	.....	.....
Molders' helpers, mixers' helpers.....	1.005	40	.820	40
Checkers.....	.985	40	.800	40
Conveyormen, bake-shop helpers.....	.965	40	.730	40
Stockroom men.....	.935	40	.750	40
Packers.....	.915	40	.730	40
Slicers and wrappers.....	.855	40	.670	40
Stale checkers.....	.835	40	.650	40
Agreement B:				
Mixers, dividers, ovenmen.....	1.100	40	.950	40
Mixers' helpers, molders.....	.990	40	.840	40
Wrappers.....	.920	40	.....	.....
Checkers.....	.870	40	.670	40
Oven feeders.....	.850	40	.700	40
Molders' helpers.....	.840	40	.740	40
Slicers.....	.800	40	.540	40
Conveyormen, bake-shop helpers.....	.750	40	.650	40
Packers.....	.700	40	.600	40
Agreement C:				
Mixers, dividers, ovenmen, benchmen, molder operators.....	.900	42	.900	42
Wrappers.....	.850	42	.850	42

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and Classification	July 1, 1946		July 1, 1945	
	Rate per Hour	Hours per week	Rate per hour	Hours per week
South Bend, Ind.—Continued				
Bread and cake—Machine shops—Continued:				
Agreement D:				
Ovenmen, loaders, dough mixers.....	\$0.960	40	\$0.790	40
Cookers, ingredientmen.....	.960	40	.....	.....
Fie table operators.....	.930	40	.770	40
Cookers, oven helpers.....	.880	40	.....	.....
Fruit mixers.....	.860	40	.710	40
Dough feeders.....	.810	40	.660	40
Receivers' helpers.....	.750	40	.....	.....
Women supervisors.....	.720	40	.590	40
Women helpers, miscellaneous.....	.680	40	.550	40
Spokane, Wash.				
Bread and cake—Machine shops:				
Foremen, mixers, ovenmen.....	1.470	40	1.271	40
Machine hands.....	1.410	40	1.213	40
Bench hands.....	1.350	40	1.155	40
Bread dumpers.....	1.170	40	.988	40
Bread packers, conveyor-men, machine wrappers, shipping and stock clerks, flour blenders.....	1.060	40	.888	40
Carton strippers, helpers.....	.930	40	.772	40
Women wrappers.....	.750	40	.604	40
Crackers and cookies:				
Agreement A:				
Machinemen.....	1.120	40	1.020	40
Mixers.....	1.050	40	.970	40
Peelers.....	1.000	40	.910	40
Receiving clerks.....	.970	40	.890	40
Ovenmen.....	.950	40	.890	40
Rollermen.....	.950	40	.860	40
Scalers and wrappers.....	.908	40	.855	40
Ovenmen's helpers.....	.900	40	.850	40
Rollermen's helpers, dough feeders.....	.900	40	.770	40
Mixers' helpers.....	.870	40	.820	40
Assemblymen.....	.825	40	.770	40
Stackers.....	.800	40	.750	40
Pan cleaners and feeders, icing helpers.....	.795	40	.745	40
Women workers:				
Floorladies.....	.800	40	.645	40
Experienced workers.....	.650	40	.560	40
Agreement B:				
Working supervisors.....	1.108	40	.....	.....
Machinemen.....	1.058	40	1.008	40
Mixers.....	1.020	40	.970	40
Peelers.....	.995	40	.945	40
Receiving clerks.....	.970	40	.920	40
Ovenmen.....	.945	40	.895	40
Rollermen.....	.910	40	.860	40
Scalers and wrappers.....	.908	40	.857	40
Ovenmen's helpers.....	.900	40	.850	40
Mixers' helpers.....	.870	40	.820	40
Rollermen's helpers, dough feeders, assemblymen.....	.820	40	.770	40
Pan greasers and feeders, helpers.....	.795	40	.745	40
Women:				
Stackers.....	.800	40	.750	40
Working supervisors.....	.695	40	.645	40
Floorgirls, cracker packers.....	.620	40	.570	40
Experienced icing room girls.....	.600	40	.550	40
Springfield, Mass.				
B read, cakes and pies—Hand shops:				
Foremen.....	1.225	48	1.100	48
Second hands, dough mixers, bench hands.....	1.125	48	1.000	48
Bread and cake—Machine shops:				
Agreement A:				
Cake foremen.....	1.510	40	1.510	40
Dough mixers.....	1.125	40	1.010	40
Reliefmen.....	1.125	40	.885	40
Oven dumpers.....	1.135	40	1.000	40
Ovenmen.....	1.035	40	.910	40
Oven helpers, benchmen.....	.960	40	.840	40
Divider operators.....	.960	40	.885	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Springfield, Mass.—Continued				
Bread and cake—Machine shops—Continued				
Agreement A—Continued				
Molder operators.....	\$0.960	40	\$0.810	40
Doughnut-bench hands.....	.960	40	.....	.....
Shipping room workers.....	.910	40	.835	40
Doughnut-machine men and fryers.....	.875	40	.....	.....
Cake icing girls.....	.735	40	.560	40
Helpers, women.....	.680	40	.550	40
Agreement B:				
Foremen.....	1.210	40	1.085	40
Dough mixers, peel-oven men.....	1.110	40	1.010	40
Floormen, assistant foremen.....	1.085	40	.983	40
Cake mixers.....	1.025	40	.910	40
Cake-oven men.....	.985	40	.910	40
Conveyor-oven men.....	.975	40	.860	40
Dividers, molder operators, bench hands.....	.960	40	.835	40
Scalers.....	.950	40	.810	40
Dough room helpers.....	.935	40	.835	40
Women employees:				
Foreladies.....	.835	40	.660	40
Other helpers.....	.785	40	.560	40
Hand cake icers.....	.735	40	.610	40
Bread only—Machine shops:				
Agreement A:				
Foremen.....	1.210	40	1.085	40
Dough mixers, bench foremen.....	1.110	40	.985	40
Assistant foremen.....	1.085	40	.910	40
Peel-oven men.....	.985	40	.860	40
Order men (retail shop).....	.980	40	.835	40
Dividers, scalers, molder operators, bench hands.....	.960	40	.835	40
Conveyor-oven men, dough-room helpers.....	.935	40	.810	40
Pan greasers.....	.910	40	.810	40
Packers, slicers, icers, coolers.....	.860	40	.735	40
Helpers, men.....	.860	40	.760	40
Women employees:				
Foreladies.....	.835	40	.660	40
Helpers.....	.675	40	.550	40
Agreement B:				
Reliefmen.....	1.125	40	1.000	40
Dough mixers.....	1.110	40	.960	40
Oven feeders.....	.985	40	.860	40
Molder operators.....	.960	40	.810	40
Divider operators.....	.960	40	.860	40
Other workers.....	.885	40	.760	40
Hebrew—Hand shops:				
Foremen.....	1.514	40	1.364	45
Second hands, dough mixers.....	1.398	40	1.248	45
Bench hands.....	1.281	40	1.131	45
Tampa, Fla.				
Cake—Hand shops:				
Head cakemen.....	1.250	40	.....	.....
Second cakemen.....	1.070	40	.....	.....
Piemen.....	1.000	40	.....	.....
Ovenmen, third cakemen.....	.870	40	.....	.....
Helpers.....	.650	40	.....	.....
Bread and cake—Machine shops:				
Agreement A:				
Foremen.....	1.150	40	1.000	48
Dough mixers, overmen.....	1.000	40	.850	48
Bench and machinemen.....	.900	40	.750	48
Wrapping-machine operators.....	.850	40	.700	48
Oven dumpers and loaders.....	.800	40	.700	48
Helpers, hand wrappers.....	.650	40	.600	48
Stockmen.....	.650	40	.550	48
Agreement B:				
Dough mixers.....	1.000	40	.....	.....
Ovenmen.....	.890	40	.....	.....
Cuban shops:				
Master bakers, first cakemen, ovenmen-in-charge.....	.906	48	.854	48
Dough mixers-in-charge, ovenmen.....	.835	48	.783	48
Dough mixers.....	.763	48	.711	48
Benchmen.....	.666	48	.615	48
Helpers.....	.571	48	.520	48

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per Hour	Hours per week	Rate per hour	Hours per week
Toledo, Ohio				
Bread and cake—Hand shops:				
First hands.....	\$1.160	48	\$1.000	48
Second hands.....	1.110	48	.950	48
Third hands.....	1.060	48	.900	48
Helpers.....	1.010	48	.850	48
Bread and cake—Machine shops:				
Agreement A:				
Major bread shops:				
First mixers.....	1.200	40	1.020	40
Ovenmen.....	1.200	40	.950	40
Second mixers.....	1.200	40	.970	40
Benchmen, bread.....	1.050	40	.930	40
Traveling-oven men, mixers' helpers, dividers, molders.....	1.050	40	.890	40
Wrapping-machine men.....	1.050	40	.870	40
Molders' helpers.....	1.050	40	.840	40
Flour blenders.....	1.000	40	.820	40
Helpers.....	.950	40	.790	40
Agreement B:				
Ovenmen, depositors, icing mixers, dough mixers, in- gredient scalars.....	1.160	40	.990	40
Wrapping-machine operators.....	1.000	40	.850	40
Icing mixers' helpers, dough helpers.....	.990	40	.840	40
Icing-machine operators.....	.960	40	.810	40
Depositors' helpers, checkers, dumpers.....	.950	40	.800	40
Stockroom men.....	.940	40	.790	40
Pan greasers.....	.920	40	.770	40
Loaders.....	.910	40	.760	40
Miscellaneous male help.....	.850	40	.760	40
Women helpers, packers, hand icers and wrappers.....	.750	40	.610	40
Agreement C:				
Smaller machine shops:				
First mixers, ovenmen.....	1.170	40	.990	40
Cake mixers, second mixers.....	1.170	40	.940	40
Ovenmen.....	1.170	40	.920	40
Cake and bread bench foremen.....	1.110	40	.950	40
Peel-oven men.....	1.080	40	.920	40
Frymen, bread, cake and rolls bench hands.....	1.060	40	.900	40
Peel-oven pullers.....	1.020	40	.900	40
Molders, dividermen.....	1.020	40	.860	40
Ingredientmen.....	.970	40	.856	40
Helpers, bread slicers, rackers, shipping room helpers.....	.970	40	.760	40
Hand tryers, cake and doughnut.....	.960	40	.900	40
Automatic-machine frymen.....	.960	40	.800	40
Wrapping-machine helpers.....	.920	40	.760	40
Pie and pastry:				
Ovenmen.....	1.040	48	.850	48
Bench hand fillers.....	.940	48	.820	48
Helpers, men:				
First 30 days.....	.890	48	.580	48
After 30 days.....	.940	48	.680	48
Helpers, women:				
First 30 days.....	.710	48	.520	48
After 30 days.....	.760	48	.600	48
Crackers and cookies:				
Mixing department:				
Head mixers.....	1.065	40	.925	40
Sponge mixers, flour dumpers, assistant mixers.....	.995	40	.855	40
Mixers' helpers.....	.915	40	.805	40
Baking department:				
Oven No. 1:				
Machinemen.....	1.135	40	1.005	40
Peelers-in.....	1.040	40	.900	40
Ovenmen, spray-machine operators.....	1.015	40	.875	40
Peelers-out, roller men.....	.995	40	.855	40
Intermediate roller men.....	.935	40	.825	40
Tray and panmen.....	.895	40	.775	40
Oven No. 2:				
Machinemen.....	1.145	40	1.005	40
Peelers-in.....	1.065	40	.925	40
Ovenmen, roller men.....	1.015	40	.875	40
Peelers-out.....	.995	40	.855	40
Intermediate roller men.....	.935	40	.825	40
Traymen.....	.915	40	.795	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Toledo, Ohio—Continued				
Cracker and cookies—Continued				
Oven No. 3:				
Oven and machinemen	\$1.180	40	\$1.040	40
General labor	.825	40	.695	40
Icing department:				
Men workers:				
Machinemen	1.045	40	.905	40
Chocolate mixers	1.015	40	.875	40
Icing and marshmallow mixers	.895	40	.775	40
Supply clerks	.790	40	.660	40
Women workers:				
Working leaders	.825	40	.695	40
Marshmallow-machine packers and feeders, scalers	.755	40	.625	40
Sandwich-machine packers, sandwich feeders, caddy and case formers, supply workers	.735	40	.605	40
Separators	.710	40	.590	40
General helpers	.710	40	.570	40
Packing department:				
Men:				
Machine operators	1.115	40	.945	40
Scalars	.895	40	.775	40
General helpers	.825	40	.695	40
Women:				
Working leaders, No. 2 bundlers	.825	40	.695	40
Machine bundlers, tin wrappers	.795	40	.665	40
Sponge packers, carton formers, scalers	.775	40	.645	40
Caddy and case formers, sweet packers, wrapper feeders	.735	40	.605	40
Stackers	.710	40	.570	40
General helpers	.650	40	.500	40
Receiving department:				
Stock clerks	.995	40	.855	40
Stock handlers	.895	40	.775	40
General helpers	.780	40	.650	40
Shipping department:				
Head loaders, working	1.300	40	1.160	40
Order fillers	1.098	40	.958	40
Stockmen	1.035	40	.895	40
Shipping laborers	.930	40	.825	40
Conveyormen	.790	40	.660	40
Washington, D. C.				
Bread and cake—Machine shops:				
Day work:				
Journeyman	1.250	40	1.250	40
Helpers	.850	40	.850	40
Packers and wrappers	.750	40	.750	40
Women wrappers	.650	40	.650	40
Night work:				
Journeyman	1.450	40	1.450	40
Helpers	.950	40	.950	40
Packers, wrappers	.800	40	.800	40
Wichita, Kans.				
Bread and cake—Machine shops:				
Foremen	1.175	40	1.025	40
Mixers, spongers, ovenmen, head pastry men	1.050	40	.900	40
Dividers, panners, machinemen, second pastry men	.950	40	.800	40
Bread twisters	.900	40	.750	40
Checkers	.800	40	.700	40
Wrapping-machine operators:				
First 3 months	.780	40	.700	40
After 3 months	.850	40	.780	40
Helpers, bake-shop	.750	40	.650	40
Helpers, women:				
First 3 months	.550	40	.400	40
After 3 months	.650	40	.500	40
Worcester, Mass.				
Bread and cake—Machine shops:				
Agreement A:				
Foremen	1.300	40	1.100	40
Peel-oven men	1.180	40	.980	40

**TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued**

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
Worcester, Mass.—Continued				
Bread and cake—Machine shops—Continued				
Agreement A—Continued				
Head benchmen.....	\$1.125	40	\$0.925	40
Mixers.....	1.108	40	.908	40
Molders, bench hands, dividermen.....	1.075	40	.875	40
Special packers, tray-oven men.....	1.000	40	.800	40
Pan rackers.....	.905	40	.705	40
Shipping packers, wrapping-machine operators.....	.935	40	.735	40
Mixers helpers.....	.900	40	.700	40
Flour blenders.....	.800	40	.....	.....
Pan greasers.....	.850	40	.650	40
General helpers.....	.800	40	.600	40
General helpers, women.....	.750	40	.550	40
Agreement B:				
Dough mixers, cake.....	1.650	40	1.500	40
Dough mixers, bread.....	1.150	40	1.000	40
Cake and pastry men.....	1.100	40	.950	40
Benchmen, dividers.....	.950	40	.800	40
Ovenmen, molders, molders' helpers.....	.900	40	.750	40
Bread wrappers, helpers, men.....	.800	40	.650	40
Frosters:				
Starting rate.....	.650	40	.450	40
Job rate.....	.800	40	.650	40
Packers, wrappers, women helpers:				
Starting rate.....	.650	40	.450	40
Job rate.....	.650	40	.500	40
Bread only—Machine shops:				
Agreement A:				
Foremen:				
Baking.....	1.125	40	1.125	40
Sweet goods.....	1.050	40	1.050	40
Mixers.....	.950	40	.950	40
Assistant packers.....	.900	40	.900	40
Batchmen.....	.850	40	.850	40
Moldermen, dividermen.....	.800	40	.800	40
Oven dumpers.....	.750	40	.750	40
Mixers' helpers.....	.725	40	.725	40
Oven loaders, flour blenders, bread packers.....	.700	40	.700	40
Machine wrappers, bakery helpers.....	.675	40	.675	40
Hand wrappers.....	.625	40	.625	40
Helpers, women.....	.600	40	.600	40
Agreement B:				
Working foremen:				
Special.....	1.350	40	.....	.....
Shipping.....	1.300	40	.....	.....
Dough mixers, rovers.....	1.150	40	.....	.....
Special packers, wrappers, utilitymen.....	1.050	40	.....	.....
Dividermen.....	.950	40	.....	.....
Moldermen.....	.900	40	.....	.....
Ovenmen.....	.850	40	.....	.....
Packers, machine operators, mixers' helpers.....	.750	40	.....	.....
Pan rackers, bread packers, pan greasers.....	.650	40	.....	.....
Pie and pastry:				
Foremen.....	1.150	40	1.050	40
Mixers.....	1.060	40	.960	40
Ovenmen.....	1.000	40	.900	40
Bench hands.....	.980	40	.880	40
Shippers.....	.950	40	.850	40
Helpers, cleaners.....	.850	40	.750	40
Miscellaneous women helpers.....	.800	40	.700	40
Pie fillers, wrapping-machine operators, apple- and pie- machine operators, conveyors.....	.750	40	.650	40
Hebrew shops:				
Foremen.....	1.458	48	1.250	48
Second hands.....	1.354	48	1.146	48
York, Pa.				
Pie and pastry:				
Head order packers, ovenmen, cooks, dough and custard mixers.....	.875	40	.835	40
Cooks' helpers, washing-machine men, ovenmen's helpers, order packers.....	.775	40	.735	40

TABLE 9.—Union scales of wages and hours in the bakery trades
in selected cities, July 1, 1946 and July 1, 1945—Continued

City and classification	July 1, 1946		July 1, 1945	
	Rate per hour	Hours per week	Rate per hour	Hours per week
York, Pa.—Continued				
Pie and pastry—Continued				
Ingredient scalers	\$0.775	40	\$0.725	40
Pie makers, shell makers, women toppers and fillers	.725	40	.685	40
Utilitymen and helpers, dishwashers	.650	40	.635	40
Pie wrappers and crown makers, women	.575	40	.560	40
Crackers and cookies:				
Machinemen	.870	40	.795	40
Ovenmen	.790	40	.715	40
Supervisors, women	.640	40	.565	40
Helpers, women	.590	40	.515	40
Dough mixers	.800	40	.725	40
Youngstown, Ohio				
Bread and cake—Hand shops:				
Working foremen	1.150	40	.930	48
Ovenmen, mixers	1.080	40	.870	48
Bench hands	1.020	40	.810	48
Checkers	.920	40	.750	48
Helpers	.800	40	.600	48
Helpers, women	.625	40	.510	48
Bread and cake—Machine shops:				
Mixers, ovenmen	1.175	40	.975	40
Mixers' helpers, bench and machine hands, dumpers and feeders	1.100	40	.900	40
Checkers	1.000	40	.750	40
Wrapping-machine set-up men	1.000	40	.800	40
Bake-shop helpers	.960	40	.780	40
Bread rackers, packers, wrapping- and slicing-machine feeders	.930	40	.750	40
Women employees:				
Bread rackers, packers and shippers	.930	40	.725	40
Hand wrappers	.810	40	.630	40

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