

# **Union Wages and Hours: The Baking Industry**

**July 1, 1947**

**Bulletin No. 936**

**UNITED STATES DEPARTMENT OF LABOR**

**L. B. Schwellenbach, *Secretary***

**BUREAU OF LABOR STATISTICS**

**Ewan Clague, *Commissioner***



## Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
*Washington, D. C., March 31, 1948.*

The SECRETARY OF LABOR:

I have the honor to transmit herewith the annual report on wages and hours in the Baking Industry in 69 cities as of July 1, 1947.

This report was prepared in the Bureau's Division of Wage Analysis by James P. Corkery, under the direction of Hilda W. Callaway.

EWAN CLAGUE, *Commissioner.*

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

## Contents

	Page
Summary.....	1
Scope and method.....	1
Variation in pay scales by type of baking.....	2
Straight-time weekly hours.....	5
Tables:	
1. Indexes of union hourly wage rates and hours in bakeries, 1939 to 1947...	1
2. Average hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in the baking industry, by type of baking.....	2
3. Percent of union members affected by increases by type of baking, July 1, 1946, to July 1, 1947.....	2
4. Distribution of union members in the bakery trades, by type of baking, and by hourly rates, July 1, 1947.....	2
5. Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in Hebrew bake shops, by city.....	3
6. Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, in other national bake shops, by city.....	3
7. Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in bread and cake machine shops, by city.....	4
8. Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in bread and cake hand shops, by city.....	4
9. Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in cracker and cooky shops, by city.....	5
10. Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in pie and pastry shops, by city.....	5
11. Average weekly hours of union bakery workers, by type of baking, July 1, 1947.....	6
12. Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947, and July 1, 1946.....	6

# Union Wages and Hours in the Baking Industry, July 1, 1947

## Summary

Wage rates of union bakery workers averaged \$1.13 an hour on July 1, 1947, according to the Bureau of Labor Statistics' annual survey of union scales in the baking industry. In the same month, average hourly earnings of both union and nonunion labor amounted to \$1.07.<sup>1</sup>

The pay scales for practically all union workers were advanced between July 1, 1946 and July 1, 1947, usually from 10 to 20 percent an hour. In both years, at least half of the workers had hourly rates of \$1 or more but the proportion with the dollar or higher minimum was somewhat greater in 1947 than in 1946. The average increase over the year of 14 percent—14 cents an hour—brought the index of hourly wage rates to 160.6 (June 1, 1939=100).

TABLE 1.—*Indexes of union hourly wage rates and hours in bakeries 1939 to 1947*

[June 1, 1939=100.0]

Year	Index of hourly rates	Index of weekly hours
1939: June.....	100.0	100.0
1940: June.....	102.7	99.5
1941: June.....	106.1	99.2
1942: July.....	116.3	99.1
1943: July.....	121.2	98.6
1944: July.....	122.0	98.6
1945: July.....	123.6	98.6
1946: July.....	141.6	98.3
1947: July.....	160.6	98.2

## Scope and Method

The present study of the baking industry is one of several union wage studies conducted annually by the Bureau of Labor Statistics. Seventy-five cities ranging in population from 40,000 to over a million and located in 40 States and the District of Columbia are included in the current studies.

<sup>1</sup> Derived from total pay roll and total man-hours worked for the pay period nearest the 15th of the month, July 1947.

Bread baking was the only branch of the industry studied prior to 1939. In that year, however, a complete coverage of all occupations (except delivery drivers and plant maintenance workers) was made in all branches of the industry. A further modification of the study since 1941 has been the presentation of data by type of baking, e. g., hand shop, machine shop, pie and pastry shop, cracker and cookie shop, Hebrew baking, and other specialized (national) baking such as French, Polish, Bohemian, Scandinavian, Spanish, and Italian.

The information presented in this report is based on union wage scales in effect on July 1, 1947 covering 68,567 union bakery workers in 69 of the 75 cities surveyed by the Bureau. In 60 of these cities data were obtained by field representatives; in the other 9 cities, through mail questionnaires.

Union scales are defined as the minimum wage rates or maximum schedule of hours agreed upon through collective bargaining between employers and trade unions. Rates in excess of the agreed minimum which may be paid to union members because of long service, for special qualifications, or for other reasons, are excluded.

Bread and cake hand shops constitute 11 percent of the total membership tabulated, bread and cake machine shops 58 percent, pie and pastry shops 3 percent, Hebrew baking 7 percent, other specialized bake shops 3 percent and cracker and cookie shops 18 percent.

Average rates per hour shown in this report are based on all rates reported in effect on July 1, 1947; the individual rates were weighted by the number of union members working at such rates. In contrast, the increases in cents per hour and in percentage terms from July 1, 1946, to July 1, 1947, are based on the specific rates for 1946 and 1947

only where comparable data were available for both years. Data for 1946 and 1947 were weighted by membership reported in 1947.

## Variation in Pay Scales, by Type of Baking

This study includes all bakery workers who process or assist in the preparation and processing of the bakery products. The occupational composition of the work force differs from shop-to-shop, depending upon type of product, size of the shop, and extent of mechanization. All of these factors affect the level of union scales. Unionization among specialized bake shops occurs in less than a third of the 69 cities surveyed while bread and cake machine shops were organized in most cities. It is important, therefore, to consider separately wage scales in the various branches of the industry—Hebrew, and other national baking; bread and cake, hand and machine; pie and pastry; and cracker and cooky. To some extent, rate levels are affected by the geographic location and size of city in which the

TABLE 2.—Average hourly wage rates as of July 1, 1947 and wage increases between July 1, 1946, and July 1, 1947, for union workers in the baking industry, by type of baking

Type of baking	Amount of increase July 1, 1946, to July 1, 1947		Average rate per hour July 1, 1947
	Percent	Cents per hour	
All baking.....	13.5	14	\$1.13
Bread and cake:			
Hand.....	12.0	12	1.40
Machine.....	14.7	15	1.08
Pie and pastry.....	12.0	12	.95
Hebrew.....	6.9	7	1.77
Other national baking.....	9.9	10	1.45
Cracker and cooky.....	17.1	17	.88

shops are located. For example, regardless of type of baking, rates of union workers in New York and San Francisco were generally among the highest.

Hourly rates of 97 percent of the union bakery workers were advanced between July 1, 1946, and July 1, 1947. However, about a sixth of the pie and pastry workers, primarily those employed in shops in Detroit, did not receive an increase during the 1-year period. In the other branches of

TABLE 3.—Percent of union members affected by increases by type of baking, July 1, 1946, to July 1, 1947

Type of baking	Percent of total members affected by increase of—										
	Less than 5 percent	5 and under 10 per- cent	10 and under 15 per- cent	15 and under 20 per- cent	20 and under 25 per- cent	25 and under 30 per- cent	30 and under 35 per- cent	35 and under 40 per- cent	40 and under 45 per- cent	45 and under 50 per- cent	50 per- cent and over
All types of baking.....	1.9	17.4	38.1	19.5	12.2	4.9	1.7	0.6	0.7	0.2	0.1
Bread and cake:											
Hand shops.....	4.3	23.1	37.5	26.8	2.5	2.0	1.0	1.1	.1	.7	.1
Machine shops.....	.4	12.2	44.3	20.2	12.6	5.0	1.7	.4	1.1	.1	.1
Pie and pastry.....	4.1	18.4	26.2	19.3	9.1	4.7	.4	.6	.4	( <sup>1</sup> )	.2
Hebrew baking.....	13.2	75.3	8.9	.3		.1					
Other national baking.....	2.1	24.2	60.1	7.1							
Cracker and cooky.....	.1	5.5	29.1	22.5	24.5	9.3	3.6	1.0	.1	.1	.3

<sup>1</sup> Less than .05 of 1 percent.

TABLE 4.—Distribution of union members in the bakery trades by type of baking, and by hourly rates, July 1, 1947

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were—															
		Under 60 cents	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	200 and over
All bakery workers.....	\$1.132	0.4	2.0	9.3	14.5	12.5	13.9	11.9	9.3	7.3	4.5	3.7	3.1	2.7	3.3	.2	1.4
Bread and cake:																	
Hand shops.....	1.396	.1	.7	2.3	1.9	3.0	4.7	7.5	6.3	21.3	17.4	17.1	4.3	4.5	7.0	.3	1.6
Machine shops.....	1.077	( <sup>1</sup> )	.7	7.9	13.6	14.4	19.3	16.4	13.3	6.7	2.8	1.3	2.0	1.3	.3	-----	-----
Pie and pastry.....	.954	7.5	.9	24.9	14.9	15.4	14.1	7.2	6.0	.9	3.5	.9	1.8	1.3	.7	-----	-----
Hebrew shops.....	1.765	.1	.5	.1	.5	( <sup>1</sup> )	( <sup>1</sup> )	2.6	.5	2.7	5.5	3.4	13.1	19.0	32.4	3.0	16.6
Other national baking.....	1.452	-----	.6	.5	.9	.3	2.5	.4	4.6	28.7	12.4	29.2	17.7	1.6	.6	-----	-----
Crackers and cookies.....	.884	.5	8.1	20.1	32.3	18.4	9.7	6.7	3.3	.6	.2	.1	-----	-----	-----	-----	-----

<sup>1</sup> Less than .05 of 1 percent.



the industry, only a small proportion of workers, usually less than 5 percent, did not receive pay boosts. The typical increases varied from 5 to 25 percent (see table 3).

While there is a wide range in hourly rates—from less than 60 cents to over \$2—pay scales for more than half of the bakery workers fell between 80 cents and \$1.20. Only 15 percent of the workers, predominantly those in national bake shops, received as much as \$1.50 an hour.

### National Baking

As in previous years, union workers engaged in Hebrew bake shops had the highest average pay scale, \$1.77 an hour, among the various branches of the industry. Although hourly rates ranged from less than 60 cents an hour to over \$2, better than 8 out of every 10 workers had a rate of \$1.60 and above, and 17 percent at least \$2 an hour.

TABLE 5.—Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in Hebrew bake shops, by city

City	Average rate per hour July 1, 1947	Amount of increase July 1, 1946, to July 1, 1947	
		Percent	Cents per hour
Detroit, Mich.....	\$2.126	10.4	20
New York, N. Y.....	1.843	6.8	12
Los Angeles, Calif.....	1.838	7.0	12
Rochester, N. Y.....	1.836	15.0	24
All cities.....	1.765	6.9	11
Boston, Mass.....	1.709	7.9	13
Cleveland, Ohio.....	1.660	5.7	9
Newark, N. J.....	1.652	8.2	13
Chicago, Ill.....	1.651	8.2	13
Philadelphia, Pa.....	1.623	6.1	9
New Haven, Conn.....	1.507	0.0	0
Springfield, Mass.....	1.398	0.0	0
Providence, R. I.....	1.384	0.0	0
Worcester, Mass.....	1.378	0.0	0
Milwaukee, Wis.....	1.372	12.9	16
Denver, Colo.....	1.274	11.4	13
Minneapolis, Minn.....	1.269	11.3	13
Pittsburgh, Pa.....	1.226	5.4	6
St. Louis, Mo.....	1.143	0.0	0

Among the 18 cities in which workers in Hebrew shops were organized, rates varied from \$1.14 in St. Louis to \$2.13 in Detroit; in 9 other cities average rates exceeded \$1.50 an hour. No increase was negotiated during the 1-year period, July 1, 1946, to July 1, 1947, in St. Louis and four New England cities—New Haven, Springfield, Providence, and Worcester. In other cities, advances in pay scales ranged from 5 percent in Pittsburgh to 15 percent in Rochester, hourly rate increases of 6 and 24 cents, respectively.

Pay scales of workers in other national bake shops (Polish, Bohemian, French, etc.)<sup>2</sup> averaged \$1.45, ranking second to Hebrew shops. The highest city average, \$1.57 an hour, was in Detroit; the lowest, 79 cents, in Tampa, Fla. Wage rates of those employed in shops in Tampa have always been considerably lower than workers in other cities included in this branch of the industry. In five other cities, the average rate was at least \$1.36 an hour. The amount of hourly rate increase from July 1, 1946, varied from 6 cents in Tampa to 15 cents in Buffalo, San Francisco, Detroit, and Chicago.

TABLE 6.—Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, in other national bake shops, by city

City	Average rate per hour July 1, 1947	Amount of increase July 1, 1946 to July 1, 1947	
		Percent	Cents per hour
Detroit, Mich.....	\$1.574	10.4	15
San Francisco, Calif.....	1.536	11.1	15
All cities.....	1.452	9.9	13
Chicago, Ill.....	1.449	11.6	15
New York, N. Y.....	1.442	6.7	9
Buffalo, N. Y.....	1.382	12.2	15
Cleveland, Ohio.....	1.355	10.2	13
Tampa, Fla.....	.786	7.6	6

### Bread and Cake

From the viewpoint of volume of employment, bread and cake baking by machine methods is by far the most important. Nearly three-fifths of the union labor force were employed in these shops. Most rates in such shops fell within a 50-cent interval, 80 cents to \$1.30; the average for the entire group was \$1.08.

Among the 66 cities in which union bread and cake machine shops are located, average rates ranged from 79 cents in Norfolk to \$1.40 in San Francisco. Wage levels in other Pacific Coast cities closely approximated the San Francisco average. In 23 cities, principally those located in southern States, where unionization is less advanced, average rates were less than \$1.

In all but eight cities, the increase in hourly rates between July 1, 1946, and July 1, 1947, was at least 10 cents an hour, and in Houston and Newark averaged 26 cents. Generally, the pay boosts exceeded 10 and frequently 15 percent.

<sup>2</sup>Employing less than 2,000 workers.

TABLE 7.—Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in bread and cake machine shops, by city

City	Average rate per hour, July 1, 1947	Amount of increase, July 1, 1946 to July 1, 1947		City	Average rate per hour, July 1, 1947	Amount of increase, July 1, 1946 to July 1, 1947	
		Percent	Cents per hour			Percent	Cents per hour
San Francisco, Calif.	\$1.398	17.3	21	Indianapolis, Ind.	\$1.030	17.2	15
Los Angeles, Calif.	1.391	17.4	21	Minneapolis, Minn.	1.030	11.5	11
Portland, Oreg.	1.381	16.9	20	Louisville, Ky.	1.027	13.0	12
Seattle, Wash.	1.339	11.8	14	Philadelphia, Pa.	1.020	20.0	17
Spokane, Wash.	1.288	13.2	15	Worcester, Mass.	1.020	16.4	15
Denver, Colo.	1.277	11.3	13	Wichita, Kans.	1.017	11.5	11
Phoenix, Ariz.	1.223	14.0	15	Reading, Pa.	1.014	15.2	13
New York, N. Y.	1.153	14.0	14	New Orleans, La.	1.012	15.4	14
Youngstown, Ohio.	1.152	12.3	13	Dallas, Tex.	1.010	15.0	13
Houston, Tex.	1.144	29.7	26	Omaha, Nebr.	1.006	15.3	13
Newark, N. J.	1.138	29.6	26	Grand Rapids, Mich.	1.000	16.0	15
Oklahoma City, Okla.	1.134	13.3	13	Detroit, Mich.	.989	6.2	6
Dayton, Ohio.	1.133	15.8	15	Springfield, Mass.	.984	9.0	8
Peoria, Ill.	1.128	13.5	13	Boston, Mass.	.982	21.8	18
Cleveland, Ohio.	1.121	11.2	11	New Haven, Conn.	.975	11.9	10
Madison, Wis.	1.114	14.0	14	El Paso, Tex.	.955	18.6	15
Chicago, Ill.	1.105	17.7	17	Little Rock, Ark.	.950	13.2	11
Toledo, Ohio.	1.104	13.1	13	Tampa, Fla.	.934	13.0	11
Des Moines, Iowa.	1.101	10.8	11	Richmond, Va.	.929	13.1	11
South Bend, Ind.	1.097	16.5	16	Memphis, Tenn.	.923	10.7	9
Duluth, Minn.	1.082	12.9	12	Charleston, W. Va.	.918	16.3	13
Salt Lake City, Utah	1.082	13.8	13	Baltimore, Md.	.915	13.9	11
Washington, D. C.	1.082	16.1	15	Scranton, Pa.	.910	18.8	14
All cities	1.077	14.7	14	Binghamton, N. Y.	.906	19.9	15
Kansas City, Mo.	1.075	14.7	14	Rock Island, Ill. (district) <sup>1</sup>	.883	23.0	17
St. Louis, Mo.	1.068	14.5	14	Milwaukee, Wis.	.859	9.1	7
Rochester, N. Y.	1.058	14.0	13	Atlanta, Ga.	.847	12.1	9
Columbus, Ohio.	1.053	14.5	13	Jacksonville, Fla.	.839	11.9	9
Pittsburgh, Pa.	1.051	10.5	10	Nashville, Tenn.	.832	18.4	13
Cincinnati, Ohio.	1.040	15.7	14	Charlotte, N. C.	.815	14.4	10
St. Paul, Minn.	1.040	11.6	11	Birmingham, Ala.	.808	12.1	9
Providence, R. I.	1.036	15.7	14	Norfolk, Va.	.794	11.0	8
Buffalo, N. Y.	1.035	17.3	15				

<sup>1</sup> Includes Rock Island, and Moline, Ill., and Davenport, Iowa.

The average rate for workers in hand shops was considerably higher than the level of pay in machine shops (table 2). This same relationship was fairly consistent within individual cities. In part, this can be attributed to the fact that proportionately more workers in the hand shops have higher skills or are more versatile than in machine shops. Over half of the workers in hand shops had an hourly scale ranging from \$1.30 to \$1.60.

Comparisons in hand shops are limited to 35 cities. New York with an average rate of \$1.63 ranked highest; San Francisco with \$1.54 was second; while Baltimore and Boston with average rates of 88 and 84 cents, respectively, were the lowest ranking.

Increases in pay scales since July 1, 1946 were generally between 10 and 15 percent; unusually large rate changes in Houston (47 percent) and in South Bend (28 percent) meant an average hourly pay boost to the organized workers of 38 and 31 cents, respectively. Des Moines and Toledo with average rates of 93 cents and \$1.09 were the only cities in which the pay scales were not raised during the year.

TABLE 8.—Average union hourly wage rates July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in bread and cake hand shops, by city

City	Average rate per hour July 1, 1947	Amount of increase July 1, 1946 to July 1, 1947	
		Percent	Cents per hour
New York, N. Y.	\$1.630	7.7	12
San Francisco, Calif.	1.542	15.8	21
South Bend, Ind.	1.430	27.5	31
Cincinnati, Ohio.	1.421	10.9	14
Portland, Oreg.	1.415	14.3	18
All cities	1.396	12.0	15
Newark, N. J.	1.391	16.0	19
Chicago, Ill.	1.379	13.0	16
Rochester, N. Y.	1.341	21.9	24
Denver, Colo.	1.309	11.0	13
Los Angeles, Calif.	1.250	19.4	20
Springfield, Mass.	1.245	8.7	10
New Haven, Conn.	1.202	14.2	15
Houston, Tex.	1.200	47.1	38
Cleveland, Ohio.	1.194	10.2	11
Madison, Wis.	1.177	14.6	15
St. Louis, Mo.	1.167	7.8	8
Phoenix, Ariz.	1.164	13.2	14
Salt Lake City, Utah	1.159	18.1	18
Providence, R. I.	1.156	13.8	14
Toledo, Ohio.	1.089	0	0
Minneapolis, Minn.	1.084	10.6	10
St. Paul, Minn.	1.066	11.0	11
Rock Island, Ill. (district) <sup>1</sup>	1.064	14.2	13
Tampa, Fla.	1.064	9.9	10
Youngstown, Ohio.	1.057	12.8	12
Manchester, N. H.	1.051	21.5	19
Indianapolis, Ind.	1.047	11.6	11
Peoria, Ill.	1.039	25.1	21
Duluth, Minn.	1.006	15.0	13
Scranton, Pa.	.948	28.4	21
Des Moines, Iowa.	.933	0	0
Baltimore, Md.	.883	7.7	6
Boston, Mass.	.840	19.4	14

<sup>1</sup> Includes Rock Island and Moline, Ill., and Davenport, Iowa.

## Other Baking

Average rates for the cracker and cooky shop workers are lower than those in any other branch. This is partially explained by the fact that a large proportion of the work force are women who perform routine jobs such as wrapping and packing. Scales for most of the workers were concentrated between 70 cents and \$1.

Contract negotiations occurring between July 1, 1946 and July 1, 1947 raised the levels in individual cities from 5 to 24 cents. There was less variation between cities in this branch than in the other segments of the industry. Average rates ranged from 70 cents in Scranton to \$1.09 in New York.

TABLE 9.—Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in cracker and cooky shops, by city

City	Average rate per hour July 1, 1947	Amount of increase July 1, 1946 to July 1, 1947	
		Percent	Cents per hour
New York, N. Y.	\$1.088	14.5	14
San Francisco, Calif.	1.027	16.2	14
San Antonio, Tex.	1.013	16.7	15
Boston, Mass.	.995	31.8	24
Buffalo, N. Y.	.977	28.4	22
Toledo, Ohio	.965	20.8	17
Dayton, Ohio	.950	10.3	9
Duluth, Minn.	.948	12.8	11
Cincinnati, Ohio	.936	19.1	15
Detroit, Mich.	.933	17.5	14
Los Angeles, Calif.	.918	11.3	9
Atlanta, Ga.	.906	19.9	15
Chicago, Ill.	.903	16.8	13
St. Louis, Mo.	.894	16.6	13
Kansas City, Mo.	.891	20.0	15
Memphis, Tenn.	.886	20.6	15
Des Moines, Iowa	.885	12.7	10
All cities	.884	17.1	13
Seattle, Wash.	.880	19.9	15
Rochester, N. Y.	.875	20.7	15
St. Paul, Minn.	.869	13.4	10
Portland, Oreg.	.863	11.7	9
Columbus, Ohio	.856	14.6	11
Spokane, Wash.	.846	14.7	11
Philadelphia, Pa.	.843	10.4	8
Cleveland, Ohio	.819	14.8	11
Omaha, Nebr.	.818		
Richmond, Va.	.807	(1)	(1)
Denver, Colo.	.797	22.8	15
Minneapolis, Minn.	.795	17.4	12
York, Pa.	.792	20.4	14
Louisville, Ky.	.763	23.9	15
Milwaukee, Wis.	.759	8.1	6
Nashville, Tenn.	.749	15.4	10
Salt Lake City, Utah	.745	12.8	9
Birmingham, Ala.	.736	15.5	10
Scranton, Pa.	.697	25.0	15
		7.7	5

<sup>1</sup> Information not available.

Union workers in pie and pastry shops also had comparatively low wage scales. One-quarter of the workers had rates between 70 and 80 cents. While rates for a third of them were \$1.00 or more, only 1 out of every 30 workers had a pay scale of \$1.50 or more.

Among 22 cities, average rates ranged from 75 cents in Duluth up to \$1.66 in San Francisco. The Rock Island, Illinois District,<sup>2</sup> the next highest in rank, showed an average rate of \$1.26. Hourly rates were advanced 11 percent or more in all cities except Detroit, South Bend, and Chicago. In Detroit, the increase was only a fractional percent; in the other 2 cities, about 7 percent.

TABLE 10.—Average union hourly wage rates as of July 1, 1947, and wage increases between July 1, 1946, and July 1, 1947, for union workers in pie and pastry shops, by city

City	Average rate per hour July 1, 1947	Amount of increase July 1, 1946 to July 1, 1947	
		Percent	Cents per hour
San Francisco, Calif.	\$1.658	15.1	2
Rock Island, Ill. (district) <sup>1</sup>	1.263	18.4	20
Los Angeles, Calif.	1.219	24.1	24
Indianapolis, Ind.	1.122	11.8	12
Boston, Mass.	1.021	23.5	19
Toledo, Ohio	.990	13.8	12
Philadelphia, Pa.	.979	17.3	14
New York, N. Y.	.965	15.9	13
Cleveland, Ohio	.957	12.6	11
All cities	.954	12.0	10
Worcester, Mass.	.926	10.6	9
Detroit, Mich.	.898	.1	1
Columbus, Ohio	.896	13.0	10
Omaha, Nebr.	.879	15.2	12
Buffalo, N. Y.	.875	22.7	16
York, Pa.	.871	20.5	15
South Bend, Ind.	.848	7.6	6
Providence, R. I.	.775	13.7	9
Chicago, Ill.	.767	7.0	5
Baltimore, Md.	.754	13.5	9
Duluth, Minn.	.745	13.0	8

<sup>1</sup> Includes Rock Island and Moline, Ill., and Davenport, Iowa.

## Straight-Time Weekly Hours

On July 1, 1947, a straight-time workweek of 40 hours was typical of bread and cake machine shops, pie and pastry shops, and cracker and cooky shops which together account for seven-tenths of the union workers studied.

In Hebrew bake shops, the workweek for about half of the workers was 48 hours, although a third worked from 44 to 48 hours before receiving premium overtime pay. In other national bake shops the 48-hour workweek was most prevalent; approximately half of the workers were on a 48-hour schedule while two-fifths were on 40 hours. Wider variations in straight-time weekly hours were more apparent in the bread and cake hand shops than in any other branch. Approximately 40 percent of the workers in hand shops averaged 48 hours; 25 percent, 40 hours; while another 25 percent had a workweek ranging between 40 and 44 hours.

<sup>1</sup> Includes Rock Island and Moline, Ill., and Davenport, Iowa.

No changes in hours were negotiated between July 1, 1946 and July 1, 1947, for workers in the cracker and cookie branch or in other national bake shops. In Hebrew bake shops, hour decreases affected less than 4 percent of the membership, and, in hand and machine bread and cake

TABLE 11.—Average weekly hours of union bakery workers, by type of baking July 1, 1947

Type of baking	Percent of weekly hours—						Not specified in union contract
	Under 40	40	Over 40 and under 44	44	Over 44 and under 48	48	
All baking.....	2.5	78.9	5.1	1.1	2.7	9.4	0.3
Bread and cake:							
Hand shops.....		26.4	24.2	6.5	3.8	39.1	
Machine shops.....	4.0	92.7	2.0	.7	.2	.4	
Pie and pastry.....		95.9	4.1				
Hebrew baking.....		6.8	13.7		30.4	49.1	
Other national baking.....	6.5	40.5	4.7			48.3	
Cracker and cookie.....		98.2					1.8

shops hours were changed for only a negligible number of workers.

## Union Scales of Wages and Hours by City and Occupation

Table 12 presents effective union scales of wages per hour and hours per week as of July 1, 1947, and July 1, 1946, for each classification of bakery workers, by type of baking, in each of the 69 cities included in the survey. In some cases, two or more rates for the same classification in the same city are shown. This occurs when two different local unions have different scales for the same classification, or a particular union may have several agreements with different employers, or both situations exist. All effective scales were listed and the letters A, B, C, etc., were used to designate the different quotations. The sequence of the letters does not indicate the relative importance of the quotations or unions so designated.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946  
[Hours are the same for both years unless otherwise indicated]

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
ATLANTA, GA.				ATLANTA, GA.—Continued			
Bread and cake—Machine shops:				Bread and cake—Machine shops—Continued			
Agreement A:				Agreement D:			
Mixers, ovenmen, doughnut-machine operators...				\$1.150	40	\$1.000	Bread department:
Dividers, molders.....				1.050	40	.920	Foremen.....
Checkers, wrapping-machine operators.....				1.050	40	.900	Ovenmen, dough mixers.....
Mixers' and molders' helpers.....				1.000	40	.850	Dividers, molders, bench hands.....
Selectors.....				.900	40	.750	Benchmen and roll-machine operators.....
Bench hands, twisters, panners, oven loaders, bread rackers, dumpers, machine catchers, pan greasers, general helpers, women icers and wrappers.....				.800	40	.700	Wrapping-machine operators.....
Packers.....				.750	40	.700	Rackers.....
Agreement B:							Oven loaders and dumpers.....
Mixers.....				.900	40	.800	Checkers.....
Ovenmen, loaders.....				.750	40	.650	Helpers, packers and slicers (women), wrappers' helpers, rackers, pan greasers, hand wrappers.....
Wrapping-machine operators, cuttermen, scalers.....				.700	40	.600	Mixers' helpers.....
Dumpers, enrobers, squeeze bagman (icers).....				.650	40	.575	Cake department:
Hand wrappers, packers, general helpers, women.....				.650	40	.550	Foremen.....
Agreement C:							Mixers, ovenmen.....
Bread department:							Scaling-machine operators.....
Foremen.....				1.295	40	1.175	Ingredientmen.....
Dough mixers, ovenmen.....				1.100	40	1.000	Wrapping-machine operators.....
Dividers.....				1.015	40	.925	Dumpers.....
Benchmen, rolling-machine men, moldermen.....				.990	40	.900	Pan greasers, packers and icers (women), check- ers.....
Dumpers.....				.820	40	.700	Helpers.....
Bread rackers, oven helpers, pan greasers.....				.720	40	.650	Shipping department:
Cake department:							Shipping clerks.....
Foreman.....				1.230	40	1.120	Crackers and cookies:
Mixers and ovenmen.....				1.075	40	.975	Sponge mixing:
Foremen (women), scaling-machine operators.....				.880	40	.800	Head mixers.....
Supervisors.....				.780	40	.700	Mixers.....
Icers, checkers, wrappers, packers, cutters, cake wrapping-machine operators.....				.730	40	.650	Mixers' helpers.....
Pan rackers and packers, less than 9 months.....				.730	40	.600	Sweet mixing:
Shipping department:							Head mixers.....
Shipping clerks.....				1.100	40	1.000	Mixers.....
Bread wrapping-machine operators.....				.965	40	.875	Mixers' helpers.....
Checkers, bun wrapping-machine operators.....				.940	40	.875	Sponge baking:
Bread and bun wrapping-machine operators' helpers.....				.720	40	.650	Head bakers.....
Bun trays, hand wrappers.....				.720	40	.600	Machine captains.....
							Bakers (including sweet baking).....
							Rollermen.....

Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
ATLANTA, GA.—Continued				BALTIMORE, MD.—Continued			
Crackers and cookies—Continued				Bread and cake—Machine shops—Continued			
Sweet baking:				Agreement B—Continued			
Machine captains.....	\$1.190	40	\$1.040	Cake department:			
Ovenmen.....	1.000	40	.850	Mixers, ovenmen.....	\$1.140	40	\$1.040
Dough feeders.....	.950	40	.800	Icing makers.....	1.130	40	1.030
Pan cleaners and feeders.....	.950	40	.800	Ingredient scalers, dough scalers, sugar grinders.....	.965	40	.865
Icing department:				Scalers' helpers, oven dumpers.....	.890	40	.790
Head mixers.....	1.175	40	1.025	Flour blenders.....	.865	40	.765
Mixers' helpers.....	1.050	40	.900	Pan greasers, packers and shippers.....	.800	40	.700
Base cake weighers.....	1.000	40	.850	Tray and mold boys.....	.785	40	.685
Machine set-up men.....	.950	40	.800	Icers, wrappers (women).....	.700	40	.625
Supervisors (women).....	.920	40	.770	Agreement C:			
Floormen.....	.900	40	.750	Bread and cake:			
Machine operators and all other women helpers.....	.800	40	.650	Working foremen.....			
Packing department:				Mixers.....	1.320	40	1.200
Supervisors, supplymen.....	1.050	40	.900	Peel-oven men.....	1.260	40	1.140
Pastemen.....	1.000	40	.850	Traveling-oven men.....	1.190	40	1.070
Wrapping-machine operators, machine set-up men.....	.950	40	.800	Ingredient scalers.....	1.170	40	1.050
Supervisors (women).....	.920	40	.770	Bench hands, machine operators.....	1.140	40	1.020
Floormen.....	.900	40	.750	Bread checkers.....	1.100	40	.980
Tally clerks (women).....	.890	40	.740	Bread checkers.....	1.040	40	.920
Sponge packers, bundlers (women).....	.820	40	.670	Icers, bread wrappers, cake wrappers.....	1.000	40	.880
Sealers and weighers (women).....	.810	40	.660	General help (men).....	.960	40	.840
Formers and stitchers, women wrapping-machine operators.....	.800	40	.650	General help (women).....	.735	40	.635
Sweet packers, weighers and closers (women).....	.790	40	.640	Agreement D:			
Shipping department:				Bread department:			
Supervisors.....	1.050	40	.900	Oven operators, dough mixers, shipping clerks.....	1.145	40	1.025
Assemblymen.....	1.000	40	.850	Doughnut-machine operators, bench hands.....	1.145	40	.975
Car loaders.....	.950	40	.800	Ingredient scalers, oven feeders and dumpers, mixers' helpers, stock clerks, doughnut-room men.....	1.045	40	.925
Clerks.....	.890	40	.740	All-round bench hands, molder operators, divider operators, wrapping-machine operators.....	1.095	40	.975
BALTIMORE, MD.				Pan rackers and greasers, molders' helpers, chute and bread packers, selectors and order packers.....	.995	40	.875
Bread and cake—Hand shops:				Pan washers, flour handlers.....	.945	40	.825
Dough mixers.....	1.021	48	.958	Women helpers.....	.800	40	.700
Journeyman bakers.....	.917	48	.854	Agreement E:			
Helpers.....	.792	48	.729	Foremen, mixers.....	1.125	40	.750
Bread and cake—Machine shops:				Icers.....	1.125	40	.675
Agreement A:				Mixers' helpers, scalers, ovenmen, icers' helpers.....	.800	40	.625
Bread department:				Pan greasers and helpers.....	.700	40	.450
Mixers.....	1.150	40	1.050	Wrappers, foremen (women).....	.800	40	.425
Ingredient scalers.....	1.125	40	1.025	Wrappers.....	.700	40	.400
Bench hands.....	1.120	40	1.000	Pie and pastry:			
Oven operators (bread trays).....	1.150	40	1.000	Agreement A:			
Molder operators, divider operators.....	1.025	40	.925	Mixers, machine operators, enrobing-machine operators.....	.900	40	.800
Mixers' helpers, oven dumpers and helpers, oven feeders.....	.925	40	.825	Bench hands, fryers, miscellaneous yeast employees.....	.800	40	.700
Bread packers.....	.850	40	.750	Packers and wrappers (women), after 6 months.....	.700	40	.600
Bread wrappers, machine.....	.950	40	.750	Agreement B:			
Flour blenders.....	.825	40	.725	Doughnut-machine operators.....	.950	40	.850
Bakery helpers (men and women).....	.813	40	.713	Bakery helpers.....	.800	40	.750
Bread wrappers (women).....	.855	40	.675	Packers, (women).....	.670	40	.600
Pan greasers.....	.813	40	.675	BINGHAMTON, N. Y.			
Cake and sweet department:				Bread and cake—Machine shops:			
Mixers.....	1.150	40	1.050	Bread department:			
Ovenmen (first class).....	1.115	40	1.000	Utilitymen.....	1.150	40	1.000
Bench hands (men).....	1.120	40	1.000	Tray-oven men and mixers.....	1.100	40	.950
Cake decorators (men).....	1.075	40	.975	Checkers.....	1.070	40	.920
Ovenmen (second class).....	1.050	40	.950	Benchmen, divider operators, traveling-oven feeders and dumpers, molders.....	1.050	40	.900
Dividers (depositor operators).....	1.000	40	.900	Wrapping-machine operators.....	1.000	40	.850
Icing mixers.....	1.050	40	.900	Flour handlers, mixers' helpers.....	.950	40	.800
Cooky mixers.....	1.050	40	.900	Cooler pick-up men, machine helpers.....	.900	40	.750
Decorators (women).....	1.075	40	.850	Pan greasers, women helpers.....	.770	40	.620
Ingredient mixers.....	.925	40	.825	Cake and cruller department:			
Oven feeders.....	.900	40	.750	Mixers.....	1.100	40	.950
Cake packers.....	.875	40	.775	Doughnut fryers.....	1.100	40	.850
Bench hands (women).....	.750	40	.725	Icing mixers, cake scalers, cruller box makers.....	1.000	40	.850
Bakers' helpers.....	.813	40	.713	Cleaning foremen, sugar grinders.....	.950	40	.800
Pan greasers, bakery helpers.....	.813	40	.675	Loaders.....	.900	40	.750
Cake icers (women).....	.725	40	.650	Kitchen helpers.....	.900	40	.750
Cake wrappers (women).....	.725	40	.625	Helpers (general).....	.850	40	.700
Packers.....	.850	40	.622	Cake finishers, icers, wrappers and packers (women).....	.770	40	.620
Agreement B:				BIRMINGHAM, ALA.			
Bread department:				Bread and cake—Machine shops:			
Mixers, ovenmen.....	1.140	40	1.040	Agreement A:			
Set-up men.....	1.085	40	.985	Mixers.....	.920	40	.800
Dividers.....	1.040	40	.940	Head rolling-machine operators.....	.770	40	.700
Oven dumpers, dough scalers.....	.965	40	.865	Head ovenmen.....	.820	40	.675
Ovenmen's helpers, coolermen, bake-shop helpers.....	.890	40	.790				
Molders.....	.940	40	.790				
Pan greasers.....	.890	40	.700				
Wrappers and slicers (men).....	.815	40	.715				
Wrappers and slicers (women).....	.700	40	.625				

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>BIRMINGHAM, ALA.—Continued</b>				<b>BIRMINGHAM, ALA.—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Crackers and Cookies—Continued</b>			
<b>Agreement A—Continued</b>				<b>Machine helpers (men), other helpers (men), icing mixers' helpers</b>			
Rolling-machine operators	\$0.720	40	\$0.650		\$0.700	40	\$0.550
Utilitymen	.670	40	.630	Packers and bundlers	.685	40	.535
Pan greasers, bake-shop helpers	.620	40	.525	Stackers, learners (1-3 months), women helpers, caddy and carton makers	.655	40	.505
Dividers and molders	.770	40	.625	Icers, finishers, packers, wrappers (women)	.600	40	.600
Benchmen	.770	40	.600				
Machine wrappers	.645	40	.525	<b>BOSTON, MASS.</b>			
Oven helpers	.795	40	.525	<b>Bread and cake—Hand shops:</b>			
Shipping clerks and checkers	.595	40	.525	<b>Agreement A:</b>			
<b>Agreement B:</b>				<b>Bread and pastry:</b>			
Mixers	1.130	40	1.060	Dough mixers	1.250	48	1.083
Dividers and ovenmen	1.030	40	.960	Ovenmen, bench hands	1.150	48	.875
Molders	.975	40	.905	Divider operators	1.150	48	.771
Wrapping-machine operators	.945	40	.875	Molders	1.100	48	.771
Feeders and dumpers, second ovenmen	.960	40	.810	Bakers' helpers	1.030	48	.729
Packers, checkers	.935	40	.785	Wrapping-machine operators, shippers	.970	48	.729
Pan greasers and bake-shop helpers	.830	40	.760	Women helpers	.825	48	.625
Slicer feeders	.755	40	.685	Filling cooks	.925	48	.771
Shippers	.855	40	.785				
<b>Agreement C:</b>				<b>Agreement B:</b>			
<b>Bread department:</b>				<b>Pie, bread, and pastry:</b>			
Head mixers	1.130	40	1.060	Foremen, second hands, mixers, cake decorators	.975	40	.875
Head ovenmen	1.095	40	1.025	Head benchmen	.953	40	.853
Head machinemen, head benchmen	1.065	40	.995	Ovenmen	.913	40	.813
Mixers	1.045	40	.975	Frosting makers	.871	40	.771
Ovenmen	1.005	40	.935	Filling cooks	.819	40	.719
Head wrapping-machine operators	.985	40	.915	Benchmen	.808	40	.708
Machinemen and benchmen	.975	40	.905	Shippers, cleaners and greasers, bread wrapping-machine operators	.642	40	.542
Wrapping-machine operators	.895	40	.825	General helpers	.631	40	.531
Shippers	.855	40	.785	Frosters	.577	40	.477
Bake-shop helpers, packers, pan greasers	.830	40	.760	<b>Agreement C:</b>			
Wrapping helpers	.755	40	.685	<b>Pie, bread, and pastry:</b>			
<b>Cake department:</b>				<b>Foremen</b>			
Mixers	1.020	40	.950		1.225	40	1.115
Head ovenmen	.995	40	.925	Ovenmen, dough mixers	1.125	40	.969
Ovenmen	.945	40	.875	Benchmen	1.075	40	.906
Dumpers	.830	40	.760	Frosters	.750	40	.635
Machine operators	.960	40	.810	<b>Bread and cake—Machine shops:</b>			
Mixers (fruit cake)	.825	40	.675	<b>Agreement A:</b>			
Icers, wrappers, pan greasers	.745	40	.675	Mixers	1.250	40	1.130
Mixers	.855	40	.705	Dividers	1.150	40	1.010
Bakers and scalars	.775	40	.625	Mixers' helpers, ingredient scalars, moldermen, ovenmen feeders	1.100	40	.960
Packers, seal checkers, pan washers (fruit cake)	.650	40	.500	Flour blenders	1.030	40	.925
Wrappers (fruit cake)	.605	40	.455	Floormen:			
<b>Agreement D:</b>				<b>1-3 years</b>			
<b>Bread department:</b>				<b>After 3 years</b>			
Mixers	1.130	40	1.060	Molders' helpers, rackers, pan greasers	1.030	40	.875
Ovenmen	1.095	40	1.025	Packers and wrappers:			
Dividers and machinemen	1.030	40	.960	1-3 years	.970	40	.925
Molders and benchmen	.975	40	.905	After 3 years	1.060	40	(1)
Oven feeders and dumpers	.890	40	.810	<b>Agreement B:</b>			
Helpers	.830	40	.760	Mixers	1.250	40	1.063
Flour dumpers	.780	40	.710	Ovenmen, machinemen	1.150	40	.975
Helpers:				Mixers' and ovenmen's helpers, ingredient scalars	1.100	40	.938
Under 1 month	.730	40	.660	Molder operators	1.100	40	.975
Over 1 month	.830	40	.760	Benchmen	1.150	40	.928
<b>Cake department:</b>				Bakery helpers, pan greasers	1.030	40	.868
Ovenmen	1.095	40	1.025	Checkers and rackers:			
Mixers	1.130	40	1.060	1-3 years	.970	40	(1)
Dividers and machinemen	1.030	40	.960	After 3 years	1.060	40	(1)
Icing mixers	1.005	40	.935	<b>Bread only—Machine shops:</b>			
Sugar grinders	.880	40	.810	Mixers	1.250	40	1.050
Checkers and order fillers	.855	40	.785	Divider operators	1.150	40	.950
Head icers and wrapping-machine operators	.840	40	.770	Mixers' helpers	1.100	40	.920
Packers, oven feeders, dumpers	.830	40	.760	Molder operators	1.100	40	.910
Helpers (under 1 month)	.730	40	.660	Ovenmen	1.150	40	.900
Icers and wrappers:				Wrapping-machine operators:			
Under 1 month	.645	40	.575	1-3 years	.970	40	.880
Over 1 month	.745	40	.675	After 3 years	1.060	40	(1)
<b>Crackers and cookies:</b>				Benchmen, benchwomen	1.150	40	.870
Machine feeders	.810	40	.660	Bakery helpers	1.030	40	.830
Head mixers	.935	40	.785	Wrapping-machine helpers, packers:			
Sponge peelers, sponge-oven bakers	.900	40	.750	1-3 years	.970	40	.775
Marshmallow mixers	.855	40	.705	After 3 years	1.060	40	(1)
Sweet-oven bakers, dough rollers, tray men, sponge-oven helpers	.830	40	.680	Stockmen, flour dumpers	1.030	40	.725
Stackers, machine feeders, sweet-oven helpers, sponge peelers (1-6 months)	.810	40	.660	Roll packers, strippers, and baggers:			
Wrapping-machine operators, greasers, checkers, day stock checkers	.805	40	.655	1-3 years	.970	40	.650
Icing mixers, mixers' helpers, issue clerks	.785	40	.635	After 3 years	1.060	40	(1)
Sponge packers, large carton makers, large wafer-machine operators, tray and pan dumpers, cold room packers, stock helpers	.735	40	.585	<b>Cake only—Machine shops:</b>			
				<b>Agreement A:</b>			
				Mixers	1.220	40	1.050
				Ovenmen	1.170	40	1.020

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>BOSTON, MASS.—Continued</b>				<b>BUFFALO, N. Y.—Continued</b>			
<b>Cake only—Machine shops—Continued</b>				<b>Bread and cake—Machine shops—Continued</b>			
<b>Agreement A—Continued</b>				<b>Agreement A—Continued</b>			
Ingredient scalars.....	\$1.100	40	\$0.920	Machine operators.....	\$1.070	40	\$0.950
Scalars.....	1.080	40	.920	Bread and pan stackers.....	1.070	40	.810
Helpers.....	.970	40	.790	Icers and wrappers (women).....	.870	40	.675
Packers, icers, wrappers, women helpers:				<b>Agreement B:</b>			
Under 1 year.....	.740	40	(1)	<b>Bread:</b>			
1-3 years.....	.780	40	(1)	Foremen.....	1.293	40	1.173
After 3 years.....	.820	40	(1)	Mixers.....	1.180	40	1.060
<b>Agreement B:</b>				Traveling-oven men.....	1.155	40	1.035
Mixers.....	1.150	40	1.000	Assemblymen.....	1.130	40	1.010
Icing mixers.....	1.150	40	.955	Dividersmen, bench hands.....	1.110	40	.990
Ovenmen.....	1.150	40	.950	Machine and moldermen.....	1.080	40	.960
Shippers.....	1.050	40	.880	Oven feeders and dumpers, oven helpers (men).....	1.005	40	.875
Ingredient scalars.....	1.000	40	.880	Checkers.....	1.000	40	.870
Helpers:				Bench helpers (men).....	.990	40	.860
1-2 months.....	.850	40	(1)	Wrapping-machine operators.....	1.005	40	.860
After 2 months.....	.900	40	.780	Wrapping and slicing helpers, flour handlers			
Table heads.....	.850	40	.700	utilitymen, packers.....	.965	40	.835
Wrappers, women:				Coolermen.....	.940	40	.835
First 2 months.....	.700	40	.550	Pan greasers.....	.940	40	.810
After 2 months.....	.750	40	.600	<b>Cake department</b>			
Shippers' helpers:				Foremen.....	1.293	40	1.173
First month.....	.850	40	.680	Mixers.....	1.180	40	1.060
Second month.....	.900	40	.730	Assemblymen, traveling-oven men.....	1.155	40	1.035
3-6 months.....	.900	40	.780	Scalars.....	1.100	40	.960
After 6 months.....	.900	40	.880	Fried-cake-machine men.....	1.045	40	.925
<b>Pie and pastry:</b>				Wrapping-machine operators.....	1.005	40	.885
<b>Agreement A:</b>				Oven helpers.....	1.005	40	(1)
Ovenmen.....	1.130	40	.950	Foremen (women).....	.985	40	.855
Soft-pie-oven men, mixers.....	1.130	40	.938	Pan greasers.....	.940	40	.810
Oven firemen.....	1.100	40	.938	Pie-machine boys (after 6 months).....	.870	40	.750
Flour handlers.....	1.030	40	.888	Machine helpers.....	.980	40	.875
Helpers.....	.950	40	.813	Cake decorators (women).....	.790	40	.650
<b>Agreement B:</b>				Icers, packers, wrappers, pie-machine operators			
Ovenmen, bench hands.....	1.125	40	1.850	(women).....	.770	40	.630
Wrappers and frosters.....	.825	40	1.663	<b>Agreement C:</b>			
Helpers.....	.925	40	1.550	<b>Bread:</b>			
<b>Hebrew shops:</b>				Working foremen.....	1.293	40	1.173
Foremen.....	1.874	48	1.749	Mixers.....	1.180	40	1.060
Second hands.....	1.737	48	1.612	Ovenmen.....	1.155	40	1.035
Third hands.....	1.599	48	1.474	Assemblymen.....	1.130	40	1.010
<b>Crackers and cookies:</b>				Dividersmen, bench hands.....	1.110	40	.990
<b>Dog food department:</b>				Machine and moldermen.....	1.080	40	.960
Machine captains, mixers.....	1.125	40	.875	Mixers' helpers.....	1.030	40	.910
Bakers.....	1.100	40	.850	Assembly helpers.....	1.005	40	.885
Reliefmen.....	1.095	40	.845	Oven feeders and dumpers.....	1.005	40	.875
Bakers' helpers.....	.975	40	.755	Checkers.....	1.000	40	.870
Floormen.....	.910	40	.685	Wrapping-machine operators, bench helpers.....	.990	40	.860
Kibblers.....	.940	40	.685	Wrapping-machine helpers, coolermen, flour			
Dough feeders.....	1.050	40	.800	handlers, packers.....	.965	40	.835
Pan feeders.....	.940	40	.715	Pan greasers and helpers.....	.940	40	.810
<b>Packing department:</b>				<b>Cake:</b>			
Floormen.....	1.010	40	.750	Mixers, cake and icing.....	1.170	40	1.035
Dog food packers.....	.795	40	.570	Icing machine operators (women).....	.805	40	.665
Handlers of broken and rejected goods.....	.805	40	.570	Ovenmen.....	1.130	40	.990
<b>Shipping department:</b>				Depositors.....	1.090	40	.970
Light shippers.....	1.100	40	.875	General helpers.....	.940	40	.830
Car checkers.....	1.065	40	.840	Foremen (women).....	.970	40	.820
Hand car loaders.....	1.040	40	.815	Pan greasers.....	.960	40	.810
Car assemblers.....	1.045	40	.790	Icers, packers, wrappers (women).....	.760	40	.620
Car loaders.....	1.000	40	.775	<b>Rollette department:</b>			
Stock clerks.....	.980	40	.755	Mixers.....	1.120	40	.985
Assemblers, shippers.....	1.015	40	.790	Mixer helpers.....	.970	40	.830
Stockmen.....	.980	40	.705	Jam cooker.....	.980	40	.830
				Foremen (women).....	.970	40	.820
				Pan washers.....	.940	40	.810
				Wrappers, rollers and boxers (women).....	.760	40	.620
<b>BUFFALO, N. Y.</b>				<b>Agreement D:</b>			
<b>Bread and cake—Hand and semimachine shops:</b>				Mixers and ovenmen.....	1.200	40	1.050
<b>Day work:</b>				Cake decorators.....	1.180	40	1.030
Oven hands and mixers.....	1.275	40	1.105	Assemblymen, fried-cake-machine operators.....	1.130	40	.980
Bench hands.....	1.220	40	1.060	Dividersmen, bench hands, receiving department			
Helpers and pan greasers.....	.965	40	.840	foremen.....	1.110	40	.960
<b>Bread and cake—Machine shops:</b>				Moldermen, peelmen.....	1.080	40	.930
<b>Agreement A:</b>				Receiving department helpers.....	1.050	40	.900
Foremen.....	1.480	40	1.150	Mixers' helpers, doughnut fryers, icing-machine			
Oven hands and mixers.....	1.420	40	1.105	operators, packers.....	1.030	40	.880
Bench hands.....	1.360	40	1.060	Wrapping-machine operators.....	1.010	40	.860
Scalars and machine operators.....	1.280	40	.990	Bench helpers, cookie-machine operators, oven			
Ingredientmen.....	1.220	40	(1)	helpers, flour sifters and blenders.....	.990	40	.830
Packers and checkers.....	1.170	40	.840	Bake-shop helpers, flour sifters, blenders' helpers,			
Oven dumpers.....	1.160	40	.880	doughnut fillers, washing-machine operators.....	.940	40	.780
Molders (women).....	1.130	40	(1)	Icers, wrappers, and packers (women).....	.770	40	.600
Helpers and pan greasers, flour dumpers and				<b>Agreement E:</b>			
blenders (women).....	1.100	40	.840	Male workers.....	1.050	40	.950

<sup>1</sup> Information not available for rate and hours on July 1, 1946.<sup>2</sup> 48-hour week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>BUFFALO, N. Y.—Continued</b>				<b>BUFFALO, N. Y.—Continued</b>			
Pie and pastry:				Crackers and cookies—Continued			
Doughnuts:				Agreement B—Continued			
Machine operators.....	\$1.045	40	\$0.840	Packing department—Continued			
Packers and wrappers (women).....	.825	40	.675	Sponge packers.....	\$0.870	40	\$0.715
Flourladies.....	.905	40	(1)	Hand bundlers and carton formers (machine table).....	.830	40	.675
Polish and Hebrew shops:				Sweet packers, carton formers (hand), "Q" formers, cover stitchers, repack girls, breakage girls.....	.820	40	.665
First hands.....	1.450	40	1.300	General helpers (men).....	.970	40	.625
Second hands.....	1.350	40	1.200	Warehouse department:			
Crackers and cookies:				Receiving clerks.....	1.100	40	.945
Agreement A:				Paper stockmen; general assemblymen.....	1.020	40	.865
Mixing department:				<b>CHARLOTTE, N. C.</b>			
Head mixers.....	1.345	40	1.045	Bread and cake—Machine shops:			
Sponge mixers.....	1.260	40	.965	Agreement A:			
Sponge helpers.....	1.160	40	.905	Bread:			
Flour dumpers.....	1.100	40	.815	Foremen.....	1.000	40	1.000
Baking department:				Mixers.....	.950	40	.850
Machine captains, mixers.....	1.260	40	1.035	Head ovenmen.....	.850	40	.850
Peelers.....	1.220	40	.995	Ovenmen.....	.750	40	.750
Bakers, traveling and reel-ovens.....	1.190	40	.965	Helpers:			
Cuttermen.....	1.170	40	.945	First 3 months.....	.650	40	.550
Sponge rollermen.....	1.160	40	.935	After 3 months.....	.700	40	.600
Sponge drawmen.....	1.120	40	.895	Machinemen.....	.875	40	.775
Oven firemen.....	1.190	40	.865	Wrapping-machine operators.....	.850	40	.750
Rollermen.....	1.100	40	.875	Hand wrappers and machine helpers:			
Pan feeders and greasers.....	1.090	40	.815	First 3 months.....	.650	40	.550
Stackers.....	1.040	40	.715	After 3 months.....	.700	40	.600
Spray-machine operators, oven feeders and bakers-out.....	1.040	40	.815	Cake:			
Icing department:				Foremen.....	1.000	40	1.000
Head mixers.....	1.345	40	.965	Mixers.....	.950	40	.850
Machinemen, mixers' helpers.....	1.160	40	.815	Oven loaders and dumpers.....	.750	40	.650
Working supervisors (women).....	.990	40	.755	Helpers:			
Machine operators.....	.900	40	.675	First 3 months.....	.650	40	.550
Packers, feeders, handlers (women).....	.890	40	.665	After 3 months.....	.700	40	.600
Warehouse and assembly department:				Ovenmen.....	.850	40	.850
Division heads.....	1.140	40	.885	Machinemen.....	.850	40	.750
Assemblymen.....	1.120	40	.865	Foremen (women).....	.800	40	.700
Packing department:				Icers, wrappers, and box makers:			
Assistant foremen.....	1.180	40	.955	First 2 months.....	.600	40	.500
Checkers and truckers.....	.940	40	.815	2-4 months.....	.650	40	.550
Supervisors (working).....	.900	40	.765	After 4 months.....	.700	40	.600
Sponge packers, clerks.....	.940	40	.715	Experienced icers.....	.750	40	.650
Carton formers, machine.....	.900	40	.675	Pan washers and greasers.....	.725	40	.625
Repack girls.....	.940	40	.665	Shipping department:			
Hand bundlers.....	.920	40	.675	Shipping clerks.....	.950	40	.850
Scalars, weighers, filling-machine operators, "Q" formers and stitchers, hand-carton formers, machine operators, carton closers.....	.890	40	.665	Checkers and packers.....	.750	40	.650
Sweet packers.....	.910	40	.665	Freight handlers and stock helpers.....	.800	40	.700
Loading foremen.....	1.300	40	1.075	Agreement B:			
Assemblers, car loaders.....	1.120	40	.895	Mixers, oven operators, doughnut-machine oper- ators.....	1.080	40	.950
Agreement B:				Dividers, roll-machine operators, depositor oper- ators, wrapping-machine operators.....	1.030	40	.900
Mixing department:				Scalars, molder operators, stockmen, mixers' helpers.....	.980	40	.850
Head mixers.....	1.200	40	1.045	Oven loaders and dumpers.....	.880	40	.750
Sponge mixers.....	1.120	40	.965	Production employees, cake icers, hand.....	.800	40	.700
Sweet mixers.....	1.090	40	.935	General bakery helpers.....	.750	40	.650
Mixers' helpers.....	1.060	40	.905	Shipping department:			
Flour dumpers.....	.970	40	.815	Shipping and receiving clerks.....	.930	40	.800
Baking department:				Selectors.....	.880	40	.750
Machine captains.....	1.190	40	1.035	<b>CHARLESTON, W. VA.</b>			
Peelers.....	1.150	40	.995	Bread and cake—Machine shops:			
Reel-oven bakers.....	1.120	40	.965	Agreement A:			
Cuttermen.....	1.100	40	.945	Bread:			
Sponge rollermen.....	1.090	40	.935	Mixers No. 1.....	1.270	48	1.150
Traveling-oven unloaders, sponge drawmen, reel-oven take-out men.....	1.050	40	.895	Mixers No. 2, dividers, wrapping-machine oper- ators, shipping clerks.....	1.120	48	1.000
Traveling-oven loaders.....	1.000	40	.845	Proof box operators.....	1.070	48	.950
Pan feeders and greasers, general helpers.....	.970	40	.815	Bakers' helpers, first class.....	1.020	48	.900
Towermen.....	.880	40	.725	Molders.....	.920	48	.800
Stackers (women).....	.870	40	.715	Bakers' helpers, second class.....	.870	48	.750
Scrap girls.....	.820	40	.665	Dividers (female).....	1.120	48	.750
Icing and cello-bag department:				Agreement B:			
Head mixers.....	1.120	40	.965	Bread:			
Machine set-up men.....	1.050	40	.895	Dough mixers.....	1.220	48	1.100
Paper cutters, icing mixers' helpers.....	1.030	40	.875	Sponge mixers.....	1.220	48	1.000
Machinemen.....	1.000	40	.845	Divider operators.....	1.050	48	.900
Checkers, truckers, general helpers (men).....	.970	40	.815	Ovenmen.....	1.040	48	.900
Working supervisors (women).....	.920	40	.755	Wrapping-machine operators.....	1.120	48	.850
Packers and feeders (women).....	.820	40	.665				
General helpers.....	.780	40	.625				
Packing department:							
Checkers, truckers (men).....	.970	40	.815				
Working supervisors.....	.920	40	.765				

(1) Information not available for rate and hours on July 1, 1946.

(2) Information not available for hours per week on July 1, 1946.



TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>CHARLESTON, W. VA.—Continued</b>				<b>CHICAGO, ILL.—Continued</b>			
Bread and cake—Machine shops—Continued				Bread and cake—Machine shops—Continued			
Agreement B—Continued				Cake only—Continued			
Bread—Continued				Agreement A—Continued			
Dough panners, feeders.....				\$0.900	48	\$0.750	Women employees—Continued
Greasers.....				.850	48	.700	Machine feeders.....
Shipping clerk.....				1.020	48	.900	Wrappers, packers, box workers, miscellaneous.....
Agreement C:							Unskilled.....
Bread:							Skilled, experienced.....
Mixers No. 1.....				1.270	48	1.150	Skilled, inexperienced.....
Mixers No. 2, dividers, wrapping-machine operators, shipping clerks.....				1.120	48	1.000	Agreement B:
Proof box operators.....				1.070	48	.950	Cake mixers, icing mixers, ovenmen, first scalers, doughnut mixers, head cookers.....
Bakers' helpers, first class.....				1.020	48	.900	Ingredientmen.....
Molders.....				.920	48	.800	Mixers' helpers, oven helpers, second scalers.....
Bakers' helpers; second class, bread panners and rackers, helpers; second class, wrappers.....				.870	48	.750	Dumpers, truckers.....
Dividers (women).....				1.120	48	.750	Women employees:
Cake:							First month.....
Oven helpers, No. 1.....				1.020	48	.900	After 30 days.....
Oven helpers, No. 2.....				.920	48	.800	After 6 months.....
Bakers' helpers, No. 1, cake icers, No. 1.....				.820	48	.700	After 1 year.....
Bakers' helpers, No. 2, cake icers, No. 2.....				.720	48	.600	Pie and pastry:
Cake wrappers.....				.620	48	.500	Pie shops:
Floating relief, No. 1.....				.870	48	.750	Ingredientmen, ovenmen, cooks, dough mixers.....
Floating relief, No. 2.....				.770	48	.650	Dough breakers, fruit mixers, servicemen, helpers.....
							Pie-machine operators.....
							Toppers, wrappers, cream-pie fillers, cake icers, fruit cleaners, women helpers, plate washers, sorters, inspectors:
							Rate A.....
							Rate B.....
							Doughnut shops:
							Doughnut and chocolate enrobing-machine operators.....
							Mixers.....
							Foremen (women).....
							Helpers (women):
							Starting rate.....
							After 1 month.....
							After 6 months.....
							After 1 year and wrappers.....
							Hebrew shops:
							Foremen or first hands.....
							Second hands.....
							Third hands.....
							Bohemian shops—Bread:
							Small shops—Hand:
							First hands.....
							Second hands.....
							Large shops—Machine:
							First hands.....
							Second hands.....
							Italian shops:
							Hand shops:
							First-class bakeries, without insurance.....
							Second-class bakeries, without insurance.....
							Machine shops:
							First-class bakeries, with insurance.....
							Second-class bakeries, with insurance.....
							Polish shops:
							Retail shops:
							Day work:
							Foremen, spongers.....
							Second hands.....
							Wholesale shops:
							Day work:
							Foremen, spongers.....
							Second hands.....
							Machine shops:
							Day work:
							Foremen, spongers.....
							Second hands.....
							South-side shops:
							Foremen, spongers.....
							Second hands.....
							Crackers and cookies:
							Agreement A:
							Men employees:
							First mixers.....
							Second mixers.....
							Other men helpers:
							First 2 months.....
							3-12 months.....
							1-2 years.....
							Over 2 years.....

<sup>1</sup> Information not available for rate and hours on July 1, 1946.<sup>2</sup> 48-hour week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
CHICAGO, ILL.—Continued				CHICAGO, ILL.—Continued			
Crackers and cookies—Continued				Crackers and cookies—Continued			
Agreement A—Continued				Agreement D—Continued			
Women employees:				Sponge- and sweet-baking department:			
First 2 months.....	\$0.600	40	\$0.600	Machinemen.....	\$1.285	40	\$1.145
3-12 months.....	.650	40	.650	Machinemen (sweet).....	1.245	40	1.105
1-2 years.....	.700	40	.700	Peelers (sponge).....	1.245	40	1.105
Over 2 years.....	.750	40	.750	Rollermen.....	1.195	40	1.055
Foreladies.....	.800	40	.800	Ovenmen (sweet).....	1.125	40	.985
Agreement B:				Head ovenmen (sweet).....	1.050	40	.940
Sponge-mixing department:				Oven relievers.....	1.075	40	.935
Mixers.....	1.200	40	1.080	Oven helpers (sweet and sponge).....	1.020	40	.910
Mixers' helpers.....	1.100	40	1.030	Stackers (sponge).....	.930	40	.820
General helpers.....	.900	40	.810	Pan feeders and greasers (sweet).....	.930	40	.820
Sponge-baking department:				General helpers.....	.820	40	.710
Machine captains.....	1.330	40	1.170	Icing department:			
Peelers-in.....	1.270	40	1.130	Assistant foremen.....	1.295	40	1.155
Rollermen.....	1.240	40	1.080	Machinemen.....	1.125	40	.985
Draw boys.....	1.100	40	.935	Mixers.....	1.075	40	.935
Stackers.....	1.050	40	.835	Packers.....	.825	40	.685
Sweet-mixing department:				Cello-baggers and makers.....	.765	40	.625
Mixers.....	1.250	40	1.080	Machine feeders.....	.755	40	.615
Mixers' helpers.....	1.150	40	1.030	Machine girls.....	.705	40	.595
Sweet-baking department:				Sponge- and sweet-packing department:			
Ovenmen.....	1.250	40	1.010	Floor boys.....	.865	40	.755
Machinemen.....	1.150	40	.960	Packers (sponge).....	.845	40	.705
Ovenmen's helpers.....	1.100	40	.935	Packers (sweet).....	.825	40	.685
Pan feeders and greasers.....	.930	40	.760	Cello-baggers.....	.765	40	.625
Icing department:				Floor girls.....	.705	40	.595
Machinemen.....	1.100	40	.960	Wrapping and bundling department:			
Mixers.....	1.200	40	.910	Machinemen.....	1.060	40	.920
Packers.....	.800	40	.670	Bundlers.....	.845	40	.705
Machine feeders.....	.800	40	.670	Feeders.....	.725	40	.615
Packing and wrapping department:				Carton and caddy forming:			
Machinemen.....	1.100	40	.930	Women employees.....	.775	40	.635
Fiber-case stitchers (male).....	.950	40	.910	CINCINNATI, OHIO			
Fiber-case scalars.....	1.000	40	.910	Bread and cake—hand shops:			
Sponge packers, under 16-oz. carton.....	.900	40	.730	Foremen, first hands.....	1.480	42	1.340
Sponge packers, 16-oz. carton and over.....	.850	40	.730	Bakers.....	1.361	42	1.221
Sweet packers, cartons.....	.850	40	.690	Bread and cake—Machine shops:			
Sweet packers, caddies.....	.800	40	.690	Agreement A:			
Bag fillers, dump pack.....	.750	40	.675	Foremen or first hands.....	1.375	40	1.235
Packers.....	.750	40	.650	Ovenmen, mixers, doughnut mixers, icing mixers.....	1.293	40	1.153
Carton and caddy formers (women).....	.850	40	.650	Ingredient scalars, bench or machine hands.....	1.230	40	1.090
Sweet packers, pans.....	.900	40	.690	Machine-wrapping operators.....	1.130	40	.990
Fillers, cellophane.....	.850	40	.675	Stockroom receiving clerks, head shippers.....	1.090	40	.950
Glassine packers (women).....	.800	40	.650	Utility helpers.....	.900	40	.760
Agreement C:				Pan greasers, machine.....	1.050	40	.910
Icing department:				Pan washing-machine operators, stockroom			
Machinemen.....	1.090	40	.950	helpers, packers and shippers.....	.950	40	.810
Head mixers.....	.990	40	.850	Foremen (women).....	.920	40	.780
Packers.....	.850	40	.710	Chutemen and machine helpers, bread wrapping-			
Head sample girls.....	.825	40	.685	machine helpers.....	.910	40	.770
Stitchers (women), cellophane packers, stickers,				Icers, icing-machine operators, doughnut helpers,			
sample helpers, trolley packers.....	.780	40	.640	cake wrapping-machine helpers, women utility			
Packing department:				helpers.....	.840	40	.700
Stacking-machine captains:				Agreement B:			
First 3 months.....	.865	40	.725	Foremen or first bakers.....	1.450	48	1.111
Next 3 months.....	1.090	40	1.050	Ovenmen, mixers.....	1.355	48	1.029
After 6 months.....	1.190	40	1.050	Bench hands.....	1.280	48	.966
Wrapping-machine operators.....	1.040	40	.900	Crackers and cookies:			
Scalars (men).....	.940	40	.800	Head mixers, cutting-machine operators.....	1.250	40	1.100
General helpers.....	.890	40	.750	Reel-oven operators.....	1.200	40	1.050
Carton formers.....	.860	40	.720	Machine set-up captains, peelers.....	1.170	40	1.020
Bundlers, sponge packers.....	.860	40	.720	Upright and brake rollermen, mixers (baking and			
Sweet packers.....	.820	40	(1)	icing), band ovenmen.....	1.150	40	1.000
Women carton and caddy stitchers.....	.780	40	.640	Assistant cutting-machine operators, marshmallow-			
Receiving department:				depositor operators, receiving clerks, truck ship-			
Floor unloaders.....	1.060	40	.920	ping clerks, assistant reel-oven operators, inspec-			
Order fillers and stockmen.....	1.020	40	.880	tors, checker captains.....	1.110	40	.960
Receiving clerks.....	1.015	40	.875	Assistant mixers, order checkers, spray-machine			
Paper cutters and sugar grinders.....	.965	40	.825	operators, auto-brake operators.....	1.045	40	.895
Shipping department:				Small power truck operators, repairmen, marsh-			
Head shipping clerk.....	1.240	40	1.100	mallow beaters, order fillers, flour dumpers, ware-			
Men-in-charge, commission department.....	1.140	40	1.000	house storekeepers.....	1.005	40	.855
Men-in-charge, wholesale department.....	1.090	40	.950	Sirup mixers, enrober helpers, grinding mill opera-			
Order fillers.....	.990	40	.850	tors, slotting-machine operators, order chasers,			
Stockmen.....	.940	40	.800	car packers, cheese and fig grinders, spray-machine			
Agreement D:				cleaners, shortening weighers.....	.965	40	.815
Sponge- and sweet-mixing department:				Women employees:			
Mixers (sponge).....	1.195	40	1.055	Captains.....	.950	40	.800
Mixers (sweet).....	1.195	40	1.055	Inspectors, box tapers, oven tenders, packers, in-			
Mixers' helpers (sponge and sweet).....	1.115	40	1.005	ingredient weighers, machine operators (class A).....	.900	40	.750
General helpers (sponge and sweet).....	.980	40	.870				

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>CINCINNATI, OHIO—Continued</b>				<b>COLUMBUS, OHIO—Continued</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops—Continued			
Women employees—Continued				Agreement C—Continued			
Machine operators (class B), breakers (stackers), variable scalers, dump fillers, bundlers, magazine feeders, machine feeders, stock clerks, nesting makers	\$0.850	40	\$0.700	Bake-shop helpers, bread rackers, packers, flour blenders	\$1.000	40	\$0.880
Carton weighers, general helpers, supply girls, carton handlers and assemblers, machine helpers and machine operators (class C), scrap pickers	.800	40	.650	Women rackers, packers (buns)	1.000	40	.780
<b>CLEVELAND, OHIO</b>				Agreement D:			
Bread and cake—Hand shops:				Bread department:			
First hands	1.375	48	1.250	Mixers, oven operators	1.240	40	1.070
Second hands	1.315	48	1.190	Mixers' helpers, oven loaders and unloaders, dividers, divider operators and molder operators	1.110	40	.970
Male bake-shop helpers and shipping clerks	1.020	48	( <sup>1</sup> )	Pan rack washers	.940	40	.820
Women, all classes	.720	48	.650	Roll department:			
Bread and cake—Machine shops:				Mixers, oven operators	1.240	40	1.070
Agreement A:				Machinemen and ingredient scalers, wrapping-machine operators	1.110	40	.970
Ovenmen, mixers, ingredientmen, cake decorators	1.250	40	1.120	Branch leaders and shippers	1.040	40	.920
Bench or machine hands	1.200	40	1.070	Ingredient scalers	1.110	40	.920
Mixers' helpers, oven feeders, helpers and dumpers, wrapping and slicer adjusters, doughnut-machine operators, open-kettle fryers	1.100	40	1.000	Roll panners	.990	40	.870
Bake-shop helpers, shipping-room helpers, bread wrappers and slicers	1.000	40	.900	Hand icers and wrappers	.870	40	.770
Agreement B:				Cake department:			
Working foremen	1.430	40	\$ 1.300	Mixers, ovenmen	1.240	40	1.070
Ovenmen, mixers, ingredientmen, cake decorators	1.330	40	\$ 1.200	Machinemen depositors, decorators	1.110	40	.970
Bench and machine hands	1.300	40	\$ 1.170	Cooky-machine operators	.990	40	.870
Oven helpers, mixers' helpers, bread and cake wrapping and slicing adjusters	1.180	40	\$ 1.050	Machine helpers	.940	40	.82
Bake-shop helpers, shipping-room helpers	1.100	40	\$ 1.000	Hand icers and wrappers, washers and greasers (women)	.870	40	.770
Floormen (women)	1.130	40	\$ 1.000	Shipping department:			
Baker porters, panners and make-up, workers (women)	.930	40	\$ .850	Wrapping-machine operators, set-up	1.110	40	.970
Icers (women)	.830	40	\$ .750	Wrapping-machine helpers, packers and shippers	.990	40	.870
General helpers (women)	.780	40	\$ .700	Order fillers	.870	40	.770
Pie and pastry:				Warehouse department:			
Dough mixers, ovenmen	1.250	40	1.120	Stockroom and receiving clerks	1.000	40	.870
Fruit cookers	1.150	40	1.050	Freight handlers and flour dumpers	.950	40	.850
Dough cutters	1.050	40	.950	Agreement E:			
Bake-shop helpers	1.000	40	.900	Mixers, ovenmen	1.250	40	1.080
Machine girls	.820	40	.720	Oven helpers, feeders and dumpers	1.150	40	1.000
Wrapper girls	.750	40	.650	Dividers, molders, head wrappers, mixers' helpers	1.120	40	.980
Hebrew bakeries:				Molders' helpers, pan greasers, bread rackers, flour blenders, wrapping-machine helpers	1.000	40	.880
First hands	1.711	45	1.622	Agreement F:			
Second hands	1.600	45	1.511	Mixers	1.250	40	1.100
Cake bakers' helpers	1.178	45	1.088	Oven operators	1.225	40	1.075
Bohemian shops:				Dividers, tray-oven feeders and dumpers, doughnut-machine operators, icing mixers	1.170	40	1.025
First hands	1.375	48	1.250	Bench hands, tunnel-oven feeders and dumpers, shippers, molders, depositors	1.120	40	.975
Second hands	1.318	48	1.188	Order workers	1.060	40	.925
Crackers and cookies:				Helpers, panners, pan setters, pan greasers, blenders, packers	1.000	40	.870
Mixers, ovenmen, peelers, cracker ovenmen	1.150	40	1.020	Pie and pastry:			
Machinemen	1.100	40	.970	Ovenmen	.940	40	( <sup>1</sup> )
Cake-oven helpers, mixers' helpers, rollers	1.000	40	.900	Roller fillers, toppers and trimmers	.870	40	.770
Bake-shop helpers	.950	40	.850	Pie cookers and pie mixers	1.110	40	( <sup>1</sup> )
All other helpers (women)	.700	40	.600	Crackers and cookies:			
<b>COLUMBUS, OHIO</b>				Head mixers	1.250	40	1.100
Bread and cake—Machine shops:				Ovenmen, pan pullers	1.225	40	1.075
Agreement A:				Machine operators, dough mixers	1.170	40	1.025
Working foremen	1.400	40	1.250	Receiving clerks, machine feeders, band-oven tenders	1.120	40	.975
Mixers	1.250	40	1.080	Dough break roll feeders, mixers' helpers	1.060	40	.925
Oven feeders	1.150	40	1.000	Ingredient scalers, stockmen	1.000	40	.870
Checkers, bench and machinemen, wrappers	1.120	40	.980	Ingredient scalers (women); packers; feeders; dumpers; cleaners; helpers (men), first 30 days	.930	40	.820
Stockmen	1.020	40	.900	Pull and catch pans; men helpers, first 30 days	.860	40	.750
Wrapping helpers, pan greasers, flour blenders, etc.	1.000	40	.880	Scrap pickers, packers, tray and carton scalers, box formers, machine tenders, wrappers	.800	40	.700
Agreement B:				Stitchers, packers, magazine feeders	.770	40	.670
Foremen:				Women helpers, first 30 days	.720	40	.620
Bread department	1.400	40	1.250	<b>DALLAS, TEXAS</b>			
Wrapping department	1.350	40	1.200	Bread and cake—Machine shops:			
Mixers, ovenmen	1.250	40	1.080	Agreement A:			
Oven feeders and dumpers	1.150	40	1.000	Working foremen	1.340	40	1.200
Divider and molder operators and bun-machine operators, benchmen, machine operators, set-up	1.120	40	.980	Mixers	1.240	40	1.100
Wrapping-machine helpers, packers, oven helpers, bake-shop helpers, extra helpers	1.000	40	.880	Molders, dividers, twisters, benchmen, wrapping- or slicing-machine operators, ingredient scalers	1.140	40	1.000
Agreement C:				Foremen (women)	.920	40	.800
Mixers, ovenmen	1.250	40	1.080	Packers' helpers	.860	40	.750
Oven feeders and dumpers	1.150	40	1.000	Beginners:			
Bench and machine operators, checkers, wrapping-machine operators (set-up)	1.120	40	.980	First 6 months	.630	40	.550
				7-12 months	.690	40	.600
				After 1 year	.800	40	.700
				Ovenmen	1.220	40	1.080

<sup>1</sup> Information not available for rate and hours on July 1, 1946.<sup>2</sup> Information not available for hours per week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>DALLAS, TEXAS—Continued</b>				<b>DAYTON, OHIO—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Bread and cake—Machine shops—Continued</b>			
<b>Agreement B:</b>				<b>Wrapping-machine helpers, other helpers, packers, rackers.....</b>			
<b>Bread:</b>				<b>Iceers, packers, wrappers (women).....</b>			
<b>Working foremen.....</b>				<b>Crackers and cookies:</b>			
<b>Mixers.....</b>				<b>Agreement A:</b>			
<b>Machine operators.....</b>				<b>Machine captains.....</b>			
<b>Slicing operators.....</b>				<b>Mixers:</b>			
<b>Helpers:</b>				<b>First 2 weeks.....</b>			
<b>First 3 months.....</b>				<b>3-4 weeks.....</b>			
<b>4-6 months.....</b>				<b>After 1 month.....</b>			
<b>After 6 months.....</b>				<b>Packers and wrappers:</b>			
<b>Cake:</b>				<b>First 2 weeks.....</b>			
<b>Foremen.....</b>				<b>3-4 weeks.....</b>			
<b>Bench, oven and machine operators.....</b>				<b>After 1 month.....</b>			
<b>Foremen (women).....</b>				<b>Handlers, shippers:</b>			
<b>Wrapping-machine operators.....</b>				<b>First 2 weeks.....</b>			
<b>Helpers:</b>				<b>3-4 weeks.....</b>			
<b>First 3 months.....</b>				<b>After 1 month.....</b>			
<b>4-6 months.....</b>				<b>Agreement B:</b>			
<b>After 6 months.....</b>				<b>Machinemen, plate; head mixers.....</b>			
<b>Iceers:</b>				<b>Machinemen, reel.....</b>			
<b>First 6 months.....</b>				<b>Mixers, plate-reel hands.....</b>			
<b>7-12 months.....</b>				<b>Machinemen (captains).....</b>			
<b>After 1 year.....</b>				<b>Ovenmen, reel; band ovenmen; hand-oven machinemen; hand-oven laminatormen; sirup mixers.....</b>			
<b>Agreement C:</b>				<b>Machinemen and frymen, head stockmen, receiving clerks.....</b>			
<b>Bread:</b>				<b>Head raw-material stockmen.....</b>			
<b>Foremen.....</b>				<b>Order pickers, truck loaders.....</b>			
<b>Mixers, sponge.....</b>				<b>Peeler plate; take-out men, plate and ripple; reliefmen, plate-band ovens; cuttermen; junior machinemen; receiving clerks' helpers; car checkers; head carton and paper stockmen.....</b>			
<b>Ovenmen.....</b>				<b>Marshmallow men.....</b>			
<b>Dispensing checkers, benchmen, molders, twist-ers, dividers, slicing- and wrapping-machine operators.....</b>				<b>H. P. A. machinemen, sandwich-machine operators, assistant machinemen.....</b>			
<b>Agreement D:</b>				<b>Chocolate icing mixers.....</b>			
<b>Working foremen.....</b>				<b>Dough feeders, stackers, ovenmen, reel, helpers, grinders, sack cleaners, cooling box tenders, sirup mixers, helpers, papercutter men, cello-bag machine operators, dumpers, carton loaders, assistant machinemen, shipping department stockmen, car loaders and unloaders, tally clerks, washing-machine operators, spray machinemen.....</b>			
<b>Mixers.....</b>				<b>Icing mixer girls, shipping department chute girls.....</b>			
<b>Ovenmen.....</b>				<b>Flour dumpers.....</b>			
<b>Benchmen, second bakers.....</b>				<b>Weight checkers.....</b>			
<b>Agreement E:</b>				<b>DENVER, COLO.</b>			
<b>Mixers.....</b>				<b>Bread and cake—Hand shops:</b>			
<b>Ovenmen.....</b>				<b>Foremen.....</b>			
<b>Ingredient scalers, second ovenmen, shipping-room clerks.....</b>				<b>Dough mixers, ovenmen.....</b>			
<b>Miscellaneous employees (men).....</b>				<b>Bench hands.....</b>			
<b>Finishers and wrappers (women):</b>				<b>Bread and cake—Machine shops:</b>			
<b>First 6 months.....</b>				<b>Foremen.....</b>			
<b>7-12 months.....</b>				<b>Dough mixers, spongers, ovenmen.....</b>			
<b>After 1 year.....</b>				<b>Bench hands, machine operators.....</b>			
<b>Agreement F:</b>				<b>Hebrew shops:</b>			
<b>Working foremen.....</b>				<b>Foremen.....</b>			
<b>Mixers.....</b>				<b>Ovenmen.....</b>			
<b>Benchmen, twisters, panners, dividers, loaders, head checkers, shipping clerks.....</b>				<b>Bench hands, machine operators.....</b>			
<b>DAVENPORT, IOWA</b>				<b>Crackers and cookies:</b>			
<b>(See Rock Island (Ill.) District)</b>				<b>Agreement A:</b>			
<b>DAYTON, OHIO</b>				<b>Machine captains.....</b>			
<b>Bread and cake—Semimachine shops:</b>				<b>Head sponge and sweet mixers, peelers.....</b>			
<b>Agreement A:</b>				<b>Bakers.....</b>			
<b>Mixers, ovenmen.....</b>				<b>Mixers, rollermen, drawmen.....</b>			
<b>Oven feeders and dumpers, molders, machinemen, dividers, benchmen.....</b>				<b>Mixers' helpers.....</b>			
<b>Iceers, wrappers, packers (women).....</b>				<b>Stackers.....</b>			
<b>Doughnut-machine operators.....</b>				<b>General helpers, men:</b>			
<b>Mixers' helpers.....</b>				<b>First 3 months.....</b>			
<b>Set-up men.....</b>				<b>4-6 months.....</b>			
<b>Wrapping-machine helpers, other helpers, packers.....</b>				<b>Packing and icing department:</b>			
<b>Agreement B:</b>				<b>Icing mixers.....</b>			
<b>Mixers, ovenmen.....</b>				<b>Wrapping-machine set-up men.....</b>			
<b>Benchmen, machinemen.....</b>				<b>Floormen.....</b>			
<b>Doughnut-machine operators.....</b>				<b>Women employees:</b>			
<b>Mixers' helpers.....</b>				<b>Sponge packers.....</b>			
<b>Head wrappers.....</b>				<b>Bundlers, machine operators, "Q" formers and stitchers, sweet icing packers, graham packers.....</b>			
<b>Pan greasers and setters.....</b>				<b>General helpers:</b>			
<b>Wrappers and packers.....</b>				<b>First 3 months.....</b>			
<b>Iceers, packers, wrappers (women).....</b>				<b>4-6 months.....</b>			
<b>Bread and cake—Machine shops:</b>							
<b>Mixers, ovenmen.....</b>							
<b>Oven feeders and dumpers, molders, dividers, benchmen.....</b>							
<b>Doughnut-machine operators.....</b>							
<b>Mixers' helpers.....</b>							
<b>Set-up men and head shippers.....</b>							
<b>Flour blenders.....</b>							

\* Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>DENVER, COLO.—Continued</b>				<b>DES MOINES, IOWA—Continued</b>			
<b>Crackers and cookies—Continued</b>				<b>Crackers and cookies—Continued</b>			
<b>Agreement B:</b>				<b>Packing department—Continued</b>			
<b>Baking department:</b>				<b>Machine feeders, sample room attendants, bundlers, carton formers.....</b>			
Machinemen (sponge).....	\$1.190	40	\$1.090	Women helpers (after 30 days).....	\$0.775	40	\$0.675
Machinemen (sweet).....	1.170	40	1.070		.750	40	.650
Peelers, ovenmen (sponge).....	1.140	40	1.040	<b>Shipping and receiving department:</b>			
Ovenmen (sweet), sponge reliefmen.....	1.120	40	1.020	Order clerks.....	1.050	40	.950
Dough raisers, tollermen.....	1.070	40	.970	Helpers.....	.950	40	.850
Dough feeders.....	1.010	40	.910				
Mixers' helpers.....	.980	40	.880				
Sponge ovenmen's helpers.....	.970	40	.870				
Pan greasers.....	.940	40	.840				
<b>Icing room:</b>				<b>DETROIT, MICH.</b>			
Machinemen; jelly, cream, and icing mixers.....	1.070	40	.970	<b>Bread and cake—Machine shops:</b>			
Jelly, cream, and icing mixers' helpers.....	.940	40	.840	<b>Agreement A:</b>			
<b>Packing department:</b>				<b>Bread department:</b>			
Wrapping and labeling-machine men.....	1.090	40	.990	Mixers, ovenmen.....	1.200	40	1.130
Wrapping and labeling-machine helpers.....	.940	40	.840	Flour blenders, ingredientmen, mixers' helpers, dividers, molders, oven feeders and dumpers.....	1.100	40	1.030
<b>General helpers (women):</b>				Pan rackers, greasers, wrapping-machineset-up men.....	1.050	40	.980
First month.....	.650	40	.550	Bread rackers and wrappers.....	1.000	40	.930
2-3 months.....	.700	40	.600	<b>Cake and sweet goods department:</b>			
4-6 months.....	.720	40	.620	Benchmen.....	1.150	40	1.080
7-9 months.....	.750	40	.650	Depositors, doughnut-machine operators, icing mixers, cookers, scalers.....	1.100	40	1.030
10-12 months.....	.780	40	.680	Pan greasers.....	1.050	40	.980
After 1 year.....	.800	40	.700	Decorators.....	.950	40	.880
<b>General helpers (men):</b>				Oven helpers and dumpers.....	.850	40	.780
First month.....	.750	40	.650	Icers and wrappers.....	.820	40	.750
2-3 months.....	.800	40	.700	Checkers.....	1.050	40	.980
4-6 months.....	.820	40	.720	Packers (miscellaneous).....	1.000	40	.930
7-9 months.....	.840	40	.740				
10-12 months.....	.870	40	.770	<b>Agreement B:</b>			
After 1 year.....	.920	40	.820	Mixers, ovenmen.....	1.200	40	1.130
<b>DES MOINES, IOWA</b>				Benchmen.....	1.150	40	1.080
<b>Bread and cake—Hand shops:</b>				Dividers, molders, oven feeders, doughnut-machine operators.....	1.100	40	1.030
First hands.....	1.042	48	1.042	Pan greasers, wrapping-machine set-up men.....	1.050	40	.980
Second hands.....	.938	48	.938	Rackers.....	1.000	40	.930
Third hands.....	.844	48	.844	Stockroom men.....	.950	40	.880
<b>Bread and cake—Machine shops:</b>				<b>Agreement C:</b>			
<b>Agreement A:</b>				Dough mixers.....	1.200	40	1.130
Working foremen.....	1.400	40	1.250	Benchmen.....	1.150	40	1.080
Dough mixers, ovenmen, pan setters, pan dumpers.....	1.300	40	1.150	Flour blenders, scalers, icing mixers and cookers, depositors, dividers.....	1.100	40	1.030
Benchmen, machinemen, shipping clerks.....	1.200	40	1.050	Pan greasers.....	1.050	40	.980
Helpers:				Dumpers.....	.850	40	.780
First year.....	.830	40	.780	Rackers, icers, wrappers (women).....	.820	40	.750
After 1 year.....	.950	40	.900	<b>Agreement D:</b>			
<b>Agreement B:</b>				Mixers, ovenmen.....	1.200	40	1.130
Working foremen.....	1.390	40	1.240	Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders and dumpers.....	1.100	40	1.030
Mixers, scalers, ovenmen, floormen, benchmen (after 1 year).....	1.290	40	1.140	Molders' helpers, pan rackers, greasers, wrapping-room set-up men, checkers.....	1.050	40	.980
Benchmen:				Bread rackers, machine wrappers, packers.....	1.000	40	.930
First 6 months.....	1.190	40	1.040	Stockroom men.....	.950	40	.880
Second 6 months.....	1.240	40	1.090	<b>Agreement E:</b>			
Shipping clerks, carton assemblers.....	1.190	40	1.040	Mixers, oven operators.....	1.200	40	1.130
Helpers:				Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers, twisters.....	1.100	40	1.030
First 6 months.....	.875	40	.775	Molders' helpers, pan rackers, greasers, wrapping-room set-up men, checkers.....	1.050	40	.980
Second 6 months.....	.925	40	.825	Machine wrappers, packers.....	1.000	40	.930
After 1 year.....	.975	40	.875	Stockroom men.....	.950	40	.880
<b>Miscellaneous employees:</b>				Bun panners.....	.850	40	.780
First year.....	.830	40	.780	Wrappers.....	.820	40	.750
After 1 year.....	.900	40	.850	<b>Agreement F:</b>			
<b>Women employees:</b>				Mixers, oven operators.....	1.200	40	1.130
Foremen (women).....	.985	40	.925	Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders and dumpers, twisters.....	1.100	40	1.030
Cake wrappers, packers, carton makers, icers, packers of doughnuts or bread on conveyor line:				Molders' helpers, pan rackers, greasers, wrapping-room set-up men, checkers.....	1.050	40	.980
First 6 months.....	.805	40	.745	Bread rackers, machine wrappers.....	1.000	40	.930
7-12 months.....	.830	40	.770	Stockroom men.....	.950	40	.880
After 1 year.....	.865	40	.805	Bun panners.....	.850	40	.780
<b>Crackers and cookies:</b>				Bun wrappers.....	.820	40	.750
<b>Mixing and baking department:</b>				<b>Agreement G:</b>			
Head mixers.....	1.215	40	1.115	Mixers, oven operators.....	1.200	40	1.130
Machinemen.....	1.155	40	1.055	Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders and dumpers.....	1.100	40	1.030
Mixers' helpers.....	1.120	40	1.020	Molders' helpers, pan rackers and setters, greasers, wrapping-room set-up men, checkers.....	1.050	40	.980
Reliefmen, peelers.....	1.105	40	1.005	Bread wrappers, packers.....	1.000	40	.930
Bakers.....	1.085	40	.985	Stockroom men.....	.950	40	.880
Drawmen.....	1.050	40	.950	Bun panners.....	.850	40	.780
Rollermen.....	1.025	40	.925	Wrappers (women).....	.820	40	.750
Stackers.....	.980	40	.880				
Pan passers, floormen.....	.970	40	.870				
<b>Packing department:</b>							
Machinemen.....	.950	40	.850				
Floormen.....	.900	40	.800				
Sponge packers, stock boys.....	.825	40	.725				

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>DETROIT, MICH.—Continued</b>				<b>DETROIT, MICH.—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Bread and cake—Machine shops—Continued</b>			
<b>Agreement H:</b>				<b>Agreement J—Continued</b>			
<b>Bread department:</b>				<b>Oven feeders, dumpers, dividers, twisters, bread rackers, flour blenders, stockmen, bun panners.....</b>			
Mixers, oven operators.....	\$1.200	40	\$1.130	Head wrappers.....	1.050	40	.950
Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders and dumpers, twisters.....	1.100	40	1.030	Bread wrappers, pan cleaners, setters, rackers, and greasers.....	1.020	40	.920
Molders' helpers, pan rackers, greasers, wrap- ping-room set-up men, checkers.....	1.050	40	.980	Cake wrappers, dumpers, rackers, icers, panners (women).....	.870	40	.770
Bread rackers, packers, machine wrappers.....	1.000	40	.930	<b>Agreement K:</b>			
Stockroom men.....	.950	40	.880	<b>Bread and roll department:</b>			
Bun panners.....	.850	40	.780	Baker leaders.....	1.450	40	1.305
Wrappers, bun wrappers.....	.820	40	.750	Mixers.....	1.400	40	1.290
<b>Cake department:</b>				Bakers.....	1.400	40	1.255
Dough mixers, oven operators, icing mixers.....	1.200	40	1.200	Moldermen.....	1.240	40	1.170
Depositor operators.....	1.100	40	1.100	Bench helpers.....	1.175	40	1.095
Mixers' helpers, oven helpers, dumpers, de- positor's helpers, wrapping-machine set-up men, icing-machine operators.....	1.050	40	1.050	Panners (women).....	.905	40	.835
Packers (men).....	1.000	40	1.000	<b>Cake department:</b>			
Cake cutters, pan greasers.....	.980	40	.980	Baker leaders.....	1.450	40	1.305
Stockroom men.....	.950	40	.950	Mixers.....	1.400	40	1.290
Miscellaneous helpers.....	.940	40	.940	Bakers.....	1.400	40	1.255
Icers, wrappers, other general helpers (women)...	.780	40	.780	Icing leaders.....	1.355	40	1.255
<b>Agreement I:</b>				Icers.....	1.305	40	1.205
<b>Bread and roll mixers:</b>				Depositors.....	1.240	40	1.170
Starting rate.....	1.190	40	1.050	Depositor and icing helpers.....	1.175	40	1.095
After 2 months.....	1.330	40	1.190	Icing leaders (women).....	.970	40	.885
<b>Ovenmen, icing and filling cookers, cake mixers:</b>				Leaders, panners (women).....	.955	40	.885
Starting rate.....	1.170	40	1.030	Icers (women).....	.920	40	.835
After 2 months.....	1.310	40	1.170	<b>Pie department:</b>			
<b>Bakers, expert bench hands:</b>				Bakers (men).....	1.400	40	1.255
Starting rate.....	1.190	40	1.050	<b>Coffee cake department:</b>			
Bakers, expert bench hands (after 2 months), in- gredient scalers.....	1.280	40	1.140	Baker leaders.....	1.450	40	1.305
Formula men, experienced.....	1.270	40	1.170	Bakers.....	1.400	40	1.255
<b>Pie crust mixers:</b>				Benchmen.....	1.355	40	1.205
Starting rate.....	1.140	40	1.000	Mixers' helpers.....	1.175	40	1.095
After 2 months.....	1.250	40	1.110	Muffin girls.....	.940	40	.870
<b>Doughnut fryers, after 3 months; stockmen re- ceivers.....</b>				Finishers, general utility, leaders (women).....	.915	40	.865
Starting rate.....	1.240	40	1.140	<b>Cooky department:</b>			
After 2 months.....	1.230	40	1.090	Mixers.....	1.400	40	1.290
<b>Bakers, all-round benchmen:</b>				Bakers.....	1.400	40	1.255
Starting rate.....	1.140	40	1.000	Depositors.....	1.240	40	1.170
After 2 months.....	1.230	40	1.090	Packing leaders (women).....	.955	40	.880
<b>Bread divider operators, bread wrapping-machine operators starting rate.....</b>				Packers (women).....	.905	40	.835
Starting rate.....	1.050	40	.950	General utility (women).....	.865	40	.815
<b>Bread divider operators, after 2 months; bread- oven loaders, after 3 months; cake-depositor operators, stockmen, bread wrapping-machine operators, after 2 months.....</b>				<b>Scaling and flour blending department:</b>			
Starting rate.....	1.190	40	1.090	Oven No. 1, leaders.....	1.450	40	1.305
<b>Cake decorators:</b>				Scalers, leaders.....	1.290	40	1.220
Starting rate.....	.920	40	.870	Scalers, blenders.....	1.240	40	1.170
After 1 month.....	.970	40	.920	General utility.....	1.085	40	1.035
After 3 months.....	1.070	40	1.020	Panners (women).....	.905	40	.835
After 6 months.....	1.170	40	1.120	<b>Oven department:</b>			
<b>Pan pullers to washing machine, washing-machine operators.....</b>				Bakers:			
Starting rate.....	1.170	40	1.040	Oven No. 1.....	1.400	40	1.255
Baking utility man, shipping-room servicemen.....	1.170	40	1.070	Oven No. 2.....	1.325	40	1.200
Machine operators (not otherwise specified), Habamfa machine operators, bread and roll mixers' helpers.....	1.140	40	1.040	<b>Fried-cake department:</b>			
Bread panners.....	1.120	40	1.020	Fried-cake makers.....	1.355	40	1.145
Pan conditioners, general bakery workers, bakery helpers, oven helpers, bread rackers.....	1.090	40	.990	Fried-cake helpers.....	1.175	40	1.095
Decorators (finishing department).....	.920	40	.870	<b>Specialty department:</b>			
<b>Order girls:</b>				Baker leader.....	1.450	40	1.305
Starting rate.....	.680	40	.630	Decorators.....	1.415	40	1.315
After 6 months.....	.880	40	.830	Bakers.....	1.400	40	1.255
<b>Shipping-room bread packers (women):</b>				General utility.....	1.085	40	1.035
Starting rate.....	.680	40	.630	Decorator No. 1 (women).....	1.030	40	.920
After 1 month.....	.730	40	.680	Decorator No. 2 (women).....	.970	40	.870
After 3 months.....	.780	40	.730	Panners (women).....	.905	40	.835
After 6 months.....	.880	40	.830	<b>Agreement M:</b>			
<b>General bakery workers, finishing department workers, general icing workers, layer cake icers, bench girls, panners, order helpers, (women):</b>				<b>Cake and miscellaneous:</b>			
Starting rate.....	.680	40	.630	Dough mixers, oven operators, icing mixers.....	1.200	40	1.200
After 1 month.....	.730	40	.680	Ingredient scalers, depositors, doughnut-machine operators.....	1.100	40	1.100
After 3 months.....	.780	40	.730	Checkers.....	1.050	40	1.050
After 6 months.....	.880	40	.830	Packers.....	1.000	40	1.000
<b>Agreement J:</b>				<b>Miscellaneous men helpers:</b>			
Mixers, bread, dough, icing.....	1.150	40	1.050	Starting rate.....	.890	40	.890
Rolls dividermen, bun panners, ovenmen, bench- men.....	1.120	40	1.020	After 6 months.....	.940	40	.940
Mixers' helpers.....	1.095	40	.995	<b>Helpers (women):</b>			
				Starting rate.....	.730	40	.730
				After 6 months.....	.780	40	.780
				<b>Agreement N:</b>			
				<b>Cake department:</b>			
				Cake and icing mixers, ovenmen.....	1.200	40	1.200
				Biscuit and icing mixers, depositors, ingredient scalers, doughnut-machine operators.....	1.100	40	1.100
				Checkers, wrapping-machine set-up men.....	1.050	40	1.050
				Helpers (men).....	.940	40	.940
				Bake-shop helpers (women).....	.780	40	.780

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>DETROIT, MICH.—Continued</b>				<b>DULUTH, MINN.</b>			
<b>Pie and pastry:</b>				<b>Bread and cake—Hand shops:</b>			
<b>Agreement A:</b>				<b>Agreement A:</b>			
Cookers No. 1, pie bakers.....	\$1.200	40	\$1.200	Foremen.....	\$1.352	48	\$1.082
Pie dough mixers.....	1.100	40	1.100	Mixers, ovenmen.....	1.124	48	.977
Pie peelers.....	1.050	40	1.050	Bench hands.....	1.072	48	.932
General miscellaneous helpers, pan washers.....	.940	40	.940	Hand wrappers and packers:			
Shop helpers (men).....	.890	40	.890	First 100 days.....	.665	48	(1)
Helpers (women):				After 100 days.....	.725	48	(1)
First 6 months.....	.730	40	.730	Helpers:			
After 6 months.....	.780	40	.780	First 150 days.....	.714	48	.650
<b>Agreement B:</b>				151-300 days.....	.765	48	.695
Pie bakers, sweet yeast goods dough mixers.....	1.200	40	1.200	301-600 days.....	.845	48	.768
Icing mixers, meringue, and pie dough mixers.....	1.100	40	1.100	After 600 days.....	.885	48	.805
Checkers, pie peelers, wrapping-machine set-up men.....	1.050	40	1.050	<b>Bread and cake—Machine shops:</b>			
Receiving and stockroom men.....	.950	40	.950	Foremen.....	1.361	40	1.205
Helpers (men).....	.940	40	.940	Dough mixers, ovenmen.....	1.230	40	1.090
Helpers (women):				Bench hands, doughnut-machine operators.....	1.175	40	1.040
First 6 months.....	.730	40	.730	Machinemen, dividers, molders, traveling-oven loaders, wrapping-machine operators.....	1.100	40	.975
After 6 months.....	.780	40	.780	Stockmen, receiving clerks.....	1.038	40	.940
<b>Hebrew shops:</b>				Bread panners, twisters.....	1.030	40	.910
First hands (1 oven) cake bakers.....	2.156	45	1.955	Shipping clerks (30-90 days) helpers after 300 days.....	.971	40	.860
First hands (2 ovens).....	2.200	45	2.000	Foremen (women).....	.915	40	.810
Second hands.....	2.089	45	1.888	Helpers:			
Helpers.....	1.533	45	1.333	First 150 days.....	.820	40	.730
<b>Polish shops:</b>				151-300 days.....	.881	40	.780
First hands (either handling 2 ovens or mixing dough).....	1.700	40	1.550	301-600 days.....	.971	40	.860
First hands (1 oven).....	1.650	40	1.500	After 600 days.....	1.020	40	(1)
Second hands and partial dough mixers.....	1.550	40	1.405	<b>Hand wrappers and packers:</b>			
Second hands (1 oven).....	1.475	40	1.330	First 100 days.....	.769	40	.680
<b>Crackers and cookies:</b>				After 100 days.....	.836	40	.740
<b>Agreement A:</b>				Dishwashers.....	.788	40	.698
Mixers.....	1.200	40	1.100	Shipping department:			
Workers (women):				Foremen.....	1.300	40	1.150
First 6 months.....	.680	40	.600	Shipping clerks (when only 1 in a plant).....	1.130	40	1.000
7-12 months.....	.730	40	.650	Shipping clerks:			
After 1 year.....	.780	40	.700	First 30 days.....	.881	40	.780
<b>Agreement B:</b>				31-90 days.....	.971	40	.860
Mixers:				After 90 days.....	1.030	40	.910
Starting rate.....	1.130	40	.900	<b>Pie and pastry:</b>			
After 1 year.....	1.200	40	.970	Bakers.....	1.130	40	1.000
Helpers (men):				Helpers:			
Starting rate.....	.840	40	.650	First 150 days.....	.820	40	(1)
After 6 months.....	.890	40	.700	151-300 days.....	.881	40	(1)
After 1 year.....	.940	40	.750	301-600 days.....	.971	40	(1)
Helpers (women):				After 600 days.....	1.020	40	(1)
Starting rate.....	.650	40	.570	Women employees:			
After 6 months.....	.710	40	.630	First 150 days.....	.622	40	.550
After 1 year.....	.780	40	.700	After 150 days.....	.706	40	.625
<b>Agreement C:</b>				<b>Crackers and cookies:</b>			
Baking and mixing department:				Men employees:			
Machine captains.....	1.280	40	1.130	Foremen.....	1.341	40	1.188
Peelers.....	1.250	40	1.100	Inexperienced.....	1.059	40	.938
Sponge or sweet mixers.....	1.220	40	1.070	Experienced.....	1.113	40	.988
Bakers, sponge.....	1.180	40	1.030	Women employees:			
Sponge rollermen, sweet-oven men, oven firemen.....	1.170	40	1.020	Foremen (women).....	.833	40	.738
Assembly men No. 1, sponge drawmen.....	1.150	40	1.000	Inexperienced.....	.720	40	.638
Flour dumpers.....	1.100	40	.950	Experienced.....	.749	40	.663
Ritz mixers.....	1.090	40	.940	<b>EL PASO, TEXAS</b>			
Stackers, pan cleaners, ritz rollermen, pan feeders, mixers' helpers.....	1.050	40	.900	<b>Bread and cake—Machine shops:</b>			
<b>Icing department:</b>				<b>Agreement A:</b>			
Working assistant foremen.....	1.300	40	1.150	Dough mixers.....	1.200	40	.950
Head mixers (icing).....	1.250	40	1.100	Ovenmen.....	1.130	40	.880
Machine operators.....	.900	40	.750	Dividers, scalers, machine bread wrappers.....	1.030	40	.900
Icing packers.....	.880	40	.730	Oven helpers, first class.....	.990	40	.760
Other helpers.....	.870	40	.720	Molders.....	.890	40	.660
<b>Packing department:</b>				Oven helpers, second class.....	.890	40	.640
Working supervisors (men).....	1.150	40	1.000	Molders' helpers.....	.830	40	.620
Foremen (women).....	1.080	40	.930	Wrapping-machine helpers, cake wrappers and bench work, pan greasers.....	.830	40	.600
Machine set-up men.....	1.050	40	.900	Wrapping-machine operators (cake).....	.930	40	.600
Floormen, assistant foremen (women).....	1.000	40	.850	<b>Agreement B:</b>			
Working supervisors (women).....	.950	40	.800	Dough mixers.....	1.200	40	1.080
Sponge packers.....	.910	40	.760	Ovenmen.....	1.130	40	1.010
Head carton formers, machine operators.....	.900	40	.750	Dividers.....	1.030	40	.930
Sweet packers, hand carton foremen, "Q" foremen, stitchers, weighers, closers, hand bundlers, cripple pickers, filling machine operators, sealing, staplers, sample room weight clerks, "S" packers and "S" formers.....	.890	40	.740	Ovenmen's helpers.....	.990	40	.890
				Molders.....	.890	40	.790
				Bread rackers.....	.890	40	.780
				Bread rackers' helpers.....	.830	40	.730

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>EL PASO, TEXAS—Continued</b>				<b>HOUSTON, TEXAS—Continued</b>			
Bread and cake—Machine shops—Continued				Bread—Semimachine shops—Continued			
Agreement B—Continued				Pan and bread rackers.....			
Wrapping department:				Weigh-up men.....			
Wrapping-machine operators.....				Bread and cake—Machine shops:			
Wrappers, hand.....				Foremen.....			
Wrappers' helpers.....				Dough mixers.....			
Shipping department:				Ovenmen.....			
Route checkers.....				Benchmen and machinemen.....			
Shipping checkers.....				Counters, checkers.....			
Shipping helpers.....				Oven dumpers or loaders.....			
				Wrappers.....			
				Pan and bread rackers.....			
				Weigh-up men.....			
<b>GRAND RAPIDS, MICH.</b>							
Bread and cake—Machine shops:				<b>INDIANAPOLIS, IND.</b>			
Agreement A:				Bread—Hand shops:			
Foremen, mixers, dividermen, head ovenmen.....				Foremen or first hands.....			
Oven dumpers, oven loaders and dumpers.....				Second hands.....			
Benchmen, machine wrappers, molders.....				Helpers.....			
Pan rackers.....				Bread and cake—Machine shops:			
Ingredientmen, bread rackers, hand wrappers, mixers' helpers, pan greasers, general helpers.....				Agreement A:			
Agreement B:				Foremen or first hands.....			
Bread and rolls department:				Second hands.....			
Dough mixers, oven operators, wrapping-machine set-up men, bun and roll operators.....				Helpers.....			
Divider operators.....				Agreement B:			
Oven dumpers.....				Bread department:			
Molders.....				Dough mixers, oven operators.....			
Oven loaders, pan catchers, ingredient scalers, checkers.....				Ovenmen (rolls), machine and bench hands.....			
Dough mixers' helpers, molders' helpers, pan greasers, flour dumpers, loaders.....				Foremen (women).....			
Bread boxers.....				Helpers (bread).....			
Miscellaneous help:				Helpers (rolls).....			
Starting rate.....				Icers and wrappers.....			
After 60 days.....				Crew supervisors, order fillers.....			
After 1 year.....				Service helpers:			
Cake department:				Men.....			
Mixers, wrapping-machine operators, doughnut-machine operators.....				Women.....			
Depositor operators, oven dumpers.....				Stockroom helpers.....			
Oven loaders.....				Cake department:			
Agreement C:				Mixers.....			
Ovenmen, cake mixers.....				Bench and machine hands, oven operators.....			
Ingredient scalers.....				Foremen (women).....			
Wrapping-machine operators.....				Helpers.....			
Benchmen.....				Cake icers.....			
Ovenloaders and dumpers, depositor operators, cooky-machine operators, pan greasers.....				Agreement C:			
Bread rackers, wrapping-machine helpers, foremen (women).....				Bread department:			
Pan rackers, shop helpers.....				Mixers.....			
Cake icers and wrappers, miscellaneous helpers.....				Oven feeders and dumpers, bench and machine hands; head wrappers and slicers.....			
Agreement D:				Assistant head checkers.....			
Mixers, doughnut-machine operators.....				Wrappers and sackers.....			
Divider operators, cake-oven operators, bench hands, bread-oven dumpers.....				Bake shop helpers.....			
Shipping clerks.....				Flour dumpers.....			
Molder operators, oven feeders and dumpers, depositor operators, wrapping-machine operators, order fillers.....				Cake department:			
Doughnut packing-machine operators (women).....				Head mixers.....			
Cake-shop employees (women).....				Mixers.....			
Agreement E:				Bench hands, oven hands.....			
Mixers, divider operators.....				Doughnut-machine operators.....			
Wrapping-machine operators, doughnut-machine operators, molders, shipping clerks.....				Pan boys and helpers.....			
Order fillers, oven feeders, and dumpers.....				Cake wrappers and icers.....			
Women cake-shop employees.....				Agreement D:			
				Bread department:			
				Dough mixers.....			
				Oven operators; bread shipping supervisors.....			
				Machine and bench hands, oven helpers.....			
				Crew supervisors.....			
				Bread-machine wrappers.....			
				Bread checkers.....			
				Order fillers.....			
				Helpers.....			
				Stockroom helpers.....			
				Cleaners and pan-room helpers.....			
				Cake department:			
				Cake depositor operators.....			
				Foremen (women), cake decorators.....			
				Cake wrappers.....			
				Cake helpers.....			
				Cake icers.....			
				Agreement E:			
				Mixers.....			
				Oven operators, stockroom supervisors.....			
				Machine and bench hands.....			
				Bread shipping supervisors.....			
				Crew supervisors.....			
				Cleaners and pan-room helpers.....			
				Stockroom helpers.....			

1 Information not available for rate and hours on July 1, 1946.

\* 46-hour week on July 1, 1946.



TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
INDIANAPOLIS, IND.—Continued				KANSAS CITY, MO.			
Bread and cake—Machine shops—Continued				Bread and cake—Machine shops:			
Agreement F:				Foremen.....			
Dough mixers.....	1.250	40	1.120	Ovenmen, drawers, mixers, spongers.....	1.440	40	1.297
Oven operators.....	1.250	40	1.070	Bench hands.....	1.350	40	1.214
Machine and bench hands, oven helpers.....	1.200	40	1.070	Foremen (women).....	1.610	40	.875
Bread checkers.....	1.150	40	.940	Wrappers, ingredientmen, icing makers, head			
Helpers and order fillers.....	1.000	40	.810	checkers.....	.990	40	.850
Bun wrappers, cleaners and pan-room helpers.....	.900	40	.810	Men helpers.....	.890	40	.750
Stockroom helpers.....	.950	40	.810	Women helpers.....	.810	40	.675
Agreement G:				Crackers and cookies:			
Dough mixers.....	1.250	40	1.120	Agreement A:			
Oven operators.....	1.250	40	1.070	Head mixers.....	1.375	40	1.250
Machine bench hands.....	1.200	40	1.070	Head icing-room men.....	1.235	40	1.110
Crew supervisors.....	1.010	40	1.000	Head machinemen.....	1.225	40	1.100
Bread checkers.....	1.150	40	.940	Ovenmen, mixers.....	1.115	40	.990
Helpers, order fillers.....	1.000	40	.810	Rollermen.....	1.065	40	.940
Bun slicers, cleaners and pan-room helpers.....	.900	40	.810	Mixers' helpers.....	1.020	40	.895
Bun wrappers.....	.900	40	.810	Sandwich-machine operators, wrapping-machine			
Stockroom helpers.....	.950	40	.810	operators.....	.915	40	.790
Bread carton fillers.....	1.000	40	.810	Cracker packers.....	.870	40	.745
Agreement H:				Sweet-work wrappers and bundlers (women).....			
Bread department:				Cooky packers, icing-machine operators, caddy-			
Scalers.....	1.250	40	1.050	machine operators, stock boys.....	.790	40	.665
Mixers, ovenmen, dividermen.....	1.200	40	1.000	Agreement B:			
Molder-machine men.....	1.100	40	.970	Machine captains, head mixers.....	1.190	40	1.040
All other helpers.....	1.000	40	.875	Mixers, working supervisors (men).....	1.150	40	1.000
Shipping-room employees.....	1.000	40	.845	Peelers.....	1.110	40	.960
Cake department:				Assemblers.....	1.060	40	.910
Ingredient scalers, mixers, ovenmen, depositor-				Icing mixers, paper-stop men.....	1.090	40	.940
men, wrapping-machine operators, icing				Bakers.....	1.070	40	.920
mixers.....	1.230	40	.970	Rollermen.....	1.055	40	.905
Depositors' helpers.....	1.050	40	.895	Drawers (sponge and sweet).....	1.040	40	.890
Dumpers.....	1.050	40	.890	Cone bakers, machine operators.....	1.040	40	.890
Helpers, shipping-room employees.....	1.000	40	.845	Mixers' helpers, receiving clerks.....	1.020	40	.870
Women employees:				Cone mixers.....	.990	40	.840
First 4 months.....	.790	40	.620	Flour dumpers.....	.960	40	.840
5-8 months.....	.830	40	.660	Dough feeders.....	.990	40	.840
9-12 months.....	.870	40	.700	Sack binders, car loaders, machine set-up men.....	.970	40	.820
After 1 year.....	.910	40	.740	Working supervisors (women), stackers.....	.940	40	.790
Pie and pastry:				Graham-pan feeders.....	.920	40	.770
Ingredient scalers, machine operators, pie-filling				Pan cleaners, pan dumpers.....	.920	40	.770
cookers.....	1.200	40	1.070	Conveyormen.....	.890	40	.740
Pie-oven operators.....	1.200	40	1.070	Cone packers.....	.890	40	.740
Foremen (women).....	1.100	40	1.000	Sponge packers.....	.865	40	.715
Rollers, fillers, toppers, trimmers.....	.910	40	.810	Packers, scalers, weighers, sweet packers, women			
JACKSONVILLE, FLA.				icing-machine operators.....	.845	40	.695
Bread and cake—Machine shops:				Women helpers.....	.820	40	.670
Agreement A:				Agreement C:			
Oven operators, mixers, doughnut-machine oper-				Bake shop (sponge):			
ators.....	1.050	40	.950	Machinemen, head sponge mixers.....	1.160	40	(1)
Dividers, depositors, benchmen, wrapping-ma-				Sponge mixers.....	1.110	40	(1)
chine operators.....	1.000	40	.900	Peelers.....	1.105	40	(1)
Checkers, oven molders, roll-machine operators.....	.950	40	.850	Ovenmen.....	1.090	40	(1)
Benchmen (second class), ingredient scalers, icers				Rollermen.....	1.050	40	(1)
and decorators, stock clerks.....	.900	40	.800	Take-out men.....	1.030	40	(1)
Oven loaders and dumpers, shipping selectors.....	.850	40	.750	Sack cleaners.....	.885	40	(1)
Cake icers, roll panners, flour dumpers, rackers,				Bake shop (sweet):			
pan greasers, twisters, molders' helpers.....	.780	40	.700	Machinemen.....	1.185	40	(1)
Bakers' helpers, doughnut packers, cake cutters				Head mixers.....	1.160	40	(1)
and packagers.....	.730	40	.650	Ovenmen.....	1.060	40	(1)
Agreement B:				Mixer helpers.....	1.010	40	(1)
Bread:				Dough feeders, relief men.....	.960	40	(1)
Foremen, working.....	1.160	40	(1)	Pan greasers and feeders.....	.910	40	(1)
Mixers.....	1.060	40	(1)	Miscellaneous workers.....	.885	40	(1)
Wrapping-machine operators.....	.960	40	(1)	Fig grinders.....	.880	40	(1)
Ingredient scalers.....	.940	40	(1)	Icing department:			
Dividers.....	.920	40	(1)	Machinemen.....	1.080	40	(1)
Benchmen.....	.910	40	(1)	Icing mixers.....	1.030	40	(1)
Molder operators.....	.880	40	(1)	Cooks.....	1.010	40	(1)
Feeders and dumpers, wrapping-machine help-				Tray washers.....	.860	40	(1)
ers, shipping checkers.....	.860	40	(1)	Supply girls.....	.775	40	(1)
Cake:				Packing department:			
Mixers, ovenmen, icing makers.....	.980	40	(1)	Flourmen truckers.....	.960	40	(1)
Scalers.....	.930	40	(1)	Packers No. 22 cartons (standard crew).....	.845	40	(1)
Foremen (women).....	.880	40	(1)	Conveyor packers (standard crew), packers from			
Wrapping-machine operators.....	.780	40	(1)	packing tables (No. 25 cartons).....	.820	40	(1)
Helpers.....	.730	40	(1)	Carton formers (hand), cello-bag operators,			
				supply girls, caddy workers.....	.800	40	(1)
				Tally clerks.....	.775	40	(1)

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour			
	Rate per hour	Hours per week			Rate per hour	Hours per week				
<b>KANSAS CITY, MO.—Continued</b>				<b>LOS ANGELES, CALIF.—Continued</b>						
Crackers and cookies—Continued				Bread and cake—Hand and semimachine shops—Con.						
Agreement C—Continued				Machine operators, hand wrappers, checkers, shipping clerks						
Label room:				Helpers (shipping room)						
Machinemen				\$1.110	40	(1)	\$1.100	44	\$0.950	
Assistant machinemen				1.060	40	(1)	1.050	44	.825	
Supply men, truckmen				.960	40	(1)				
Sealers				.910	40	(1)	Agreement C:			
Machine operators and feeders				.775	40	(1)	Foremen	1.780	40	1.575
Shipping department:							Ovenmen, dough mixers	1.680	40	1.475
Head checkers				1.025	40	(1)	Benchmen	1.590	40	1.345
Checkers				.975	40	(1)	Bread—Machine shops:			
Order fillers, packers, car loaders, stockmen				.950	40	(1)	Foremen	1.780	40	1.575
Receiving and warehouse:							Dough mixers, ovenmen, doughnut men	1.680	40	1.475
Requisition clerks, paper cutters, checkers				.975	40	(1)	Shipping-foremen	1.570	40	1.375
Car unloaders				.950	40	(1)	Machine and bench hands	1.590	40	1.345
							Twisters, molders, dough mixers' helpers, panners, oven dumpers	1.590	40	1.345
							Oven feeders, ingredient men	1.590	40	1.345
							Machine men, shipping clerks, receiving clerks	1.420	40	1.225
							Machine and bench hand helpers, flour dumpers, bread rackers	1.270	40	1.075
							Pan washers, greasers	1.270	40	1.075
							Hand wrappers	1.250	40	1.075
							Conveyormen, bun slicers, packers	1.200	40	1.025
<b>LITTLE ROCK, ARK.</b>							Cake—Machine shops:			
Bread and cake—machine shops:							Foremen	1.780	40	1.575
Agreement A:							Ovenmen, mixers, icing mixers	1.680	40	1.475
Bread department:							Shipping-room foremen	1.570	40	1.375
Foremen				1.250	40	\$1.110	Bench hands	1.590	40	1.345
Mixers, ovenmen, head checkers				1.140	40	1.010	Machine operators, depositors	1.430	40	1.235
Dividers				1.070	40	.950	Ingredient scalars	1.430	40	1.235
Molders, benchmen, machine operators				1.010	40	.900	Receiving clerks	1.420	40	1.225
Wrapping-machine operators, stockroom clerks, assistant checkers				.960	40	.850	Checkers	1.330	40	1.150
Helpers:							Oven helpers	1.270	40	1.075
First 6 months				.730	40	.650	Auxiliary workers	1.230	40	1.050
7-12 months				.790	40	.700	Packers and helpers	1.180	40	1.000
After 12 months				.840	40	.750	Pan washers, unskilled help	1.070	40	.885
Ingredient scalars (cake)				.960	40	.850	Women employees:			
Agreement B:							Foremen (women)	1.180	40	1.005
Bread:							Machine wrappers	1.040	40	.855
Foremen				1.250	40	1.110	Icers	1.090	40	.855
Mixers, ovenmen, head checkers				1.140	40	1.010	Experienced help	.980	40	.805
Dividers				1.070	40	.950	Inexperienced help	.850	40	.675
Molders, benchmen, machine operators				1.010	40	.900	Pie and pastry:			
Wrapping-machine operators, stockroom clerks, assistant checkers				.960	40	.850	Foremen	1.575	40	1.225
Assistant wrapping-machine operators				.900	40	.800	Head ovenmen	1.475	40	1.150
Helpers:							Head cream cooks, fruit cooks	1.475	40	1.150
First 6 months				.730	40	.650	Cake mixers, dough mixers	1.475	40	1.150
7-12 months				.790	40	.700	Head checkers	1.235	40	1.050
After 12 months				.840	40	.750	Second ovenmen	1.185	40	1.000
Agreement C:							Second cream cooks	1.185	40	1.000
Bread:							Scalars	1.185	40	1.000
Foremen				1.250	40	1.110	Rollermen	1.185	40	1.000
Mixers, ovenmen, head checkers				1.140	40	1.010	Toppers	1.085	40	.900
Dividers				1.070	40	.950	Topping baggers	1.085	40	.900
Benchmen, molders				1.010	40	.900	Foremen (women)	1.035	40	.850
Stock clerks, assistant checkers, wrapping-machine operators				.960	40	.850	Helpers	.985	40	.800
Helpers:							Order fillers	.985	40	.800
First 6 months				.730	40	.650	Packers and wrappers	.935	40	.750
7-12 months				.790	40	.700	Wrapping-machine operators (women)	.935	40	.750
After 12 months				.840	40	.750	Wrappers	.935	40	.750
Cake:							Pan washers	.910	40	.725
Mixers				1.035	40	.920	Hebrew bread:			
Ovenmen				1.135	40	.880	First hands	1.934	42	<sup>1</sup> 1.810
Scalars, ingredient men				.960	40	.850	Second hands	1.775	42	<sup>1</sup> 1.657
Foremen (women)				.850	40	.780	Crackers and cookies:			
Helpers				.880	40	.650	Hand and semimachine shops:			
Icers, wrappers, pan girls, checkers, packers, boxers:							Foremen	1.290	40	1.170
First 3 months				.610	40	.550	Assistant foremen, traveling-oven feeders and take-out men	1.240	40	1.120
3-6 months				.670	40	.600	Machine men, mixers	1.190	40	1.070
After 6 months				.730	40	.650	Mixers' helpers	1.090	40	.970
							Reel-oven men	1.040	40	.920
							Cooky-machine operators	.965	40	.845
							Machine feeders and take-out men	.940	40	.820
							Miscellaneous machine help	.890	40	.770
							Floorladies	.820	40	.740
							Miscellaneous help (women):			
							1-3 months	.680	40	.600
							After 4 months	.710	40	.630
							Machine shops:			
							Agreement A:			
							Head mixers, machine men	1.333	40	1.263
							Peelers, ovenmen, reliefmen	1.333	40	1.213
							Rollermen	1.268	40	1.148
							Helpers, sponge-oven mixers	1.235	40	1.115
									</	

<sup>1</sup> Information not available for rate and hours on July 1, 1946.<sup>2</sup> 45-hour week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946 Rate per hour	City and classification	July 1, 1947		July 1, 1946 Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>LOS ANGELES, CALIF.—Continued</b>				<b>LOUISVILLE, KY.—Continued</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops—Continued			
Machine shops—Continued				Agreement E—Continued			
Agreement A—Continued				Ovenmen			
Wrapping-machine men, icing mixers, wafer mixers	\$1.220	40	\$1.100	Roll machine helpers, panners, reliefmen, pan greasers, pan rackers	1.060	40	.950
Sweet-oven helpers, sweet-dough feeders, pan greasers, feeders	1.170	40	1.050	Flour blenders	1.010	40	.900
Packing department supervisors	1.150	40	1.030	Wrapping-machine operators (rolls)	.970	40	.900
Stackers, receivers, shippers	1.120	40	1.000	Wrapping-machine operators' helpers (bread)	.960	40	.875
Oven and dough feeders' helpers	1.095	40	.975	Wrapping-machine operators (bread)	1.080	40	.950
General helpers	1.033	40	.913	Packers' helpers	.980	40	.875
Employees (women):				Wrapping-machine helpers (rolls), bread rackers	.920	40	.850
Supervisors	.940	40	.860	Bakery helpers	.950	40	.850
Spongers, stackers, packers	.855	40	.775	Mixers' helpers	.950	40	.850
Icing and sugar wafer girls, sugar wafer oven girls and spreaders, weighers, carton and caddy formers, wrappers, bundlers, cellobag machine operators, sample and relief girls	.855	40	.775	Crackers and cookies:			
Sweet packers	.818	40	.738	Mixing department:			
Agreement B:				Dough mixers	1.060	40	.990
Machine men, head dough mixers	1.383	40	1.263	Sponge setters	.900	40	.830
Ovenmen, reliefmen	1.333	40	1.213	Mixers' helpers	.820	40	.750
Rollermen	1.268	40	1.148	Unskilled labor	.750	40	.700
Mixers' helpers	1.235	40	1.115	Baking department:			
Sheeters	1.190	40	1.070	Peelers, ovenmen	1.005	40	.935
Sponge-machine feeders	1.190	40	1.070	Machinemen, ovenmen's helpers	.900	40	.830
Agreement C:				Semiskilled labor	.820	40	.750
Head mixers, machine men	1.383	40	1.263	Unskilled labor	.770	40	.700
Peelers, ovenmen, reliefmen	1.333	40	1.213	Icing department:			
Rollermen	1.268	40	1.148	Enrober men	.920	40	.850
Mixers' helpers, sponge-oven helpers	1.235	40	1.115	Sirup makers	.870	40	.800
Sweet-dough feeders, pan greasers and feeders	1.170	40	1.050	Filler makers	.820	40	.750
Traveling-oven feeders	1.170	40	1.050	Marshmallow-machine operators, sandwich-machine operators, marshmallow makers	.730	40	.680
<b>LOUISVILLE, KY.</b>				Packers, feeders, marshmallow makers' helpers	.680	40	.630
Bread and cake—Machine shops:				Packing department:			
Agreement A:				Main man	1.040	40	.970
First mixers	1.150	40	1.025	Wrapping-machine operators	.890	40	.820
Ovenmen, dumpers, feeders	1.120	40	.975	Stockmen:			
Wrapping-machine operators, first hands, divider operators, molders, utilitymen, first slicers	1.100	40	.975	Receiving	.920	40	.850
Cake second-mixers, head packers and checkers	1.070	40	.950	Shipping	.970	40	.900
Cake benchmen	1.100	40	.925	Packers and bundlers	.680	40	.630
Stockmen, packers and checkers	1.020	40	.900	<b>MADISON, WIS.</b>			
Bread panners, twisters, setters	.950	40	.850	Bread and cake—Hand shop:			
Rackers, feeders	.900	40	.805	Foremen	1.390	48	1.270
Foremen (women)	.850	40	.750	Mixers, ovenmen	1.280	48	1.160
Women icers, wrappers and finishers	.800	40	.700	Bench hands	1.220	48	1.100
Pan-room men, helpers	.880	40	.805	Women icers	.770	48	.650
Women production workers	.820	40	.625	Helpers	.912	48	.683
Agreement B:				Bread and cake—Machine shops:			
Mixers	1.150	40	1.030	Agreement A:			
Dividers, reliefmen	1.100	40	.970	Foremen	1.564	40	1.443
Mixers' helpers, molders, oven feeders and dumpers, wrapping-machine operators	1.050	40	.950	Ovenmen, dough and sponge mixers	1.233	40	1.113
Pan spotters, machine pan-greasers, bread rackers	.970	40	.870	Machinemen	1.205	40	1.084
Wrapping-machine helpers, general helpers	.950	40	.850	Bench hands	1.233	40	1.051
Packers, order fillers	.950	40	.770	Helpers	.989	40	.903
Flour blenders	.850	40	.700	Checkers, packers, stockroom employees	.989	40	.869
Agreement C:				Slicing and wrapping-machine operators	.960	40	.840
Mixers	1.160	40	1.025	Women wrappers, slicers	.845	40	.581
Dividers, molders, depositors, oven feeders and dumpers, doughnut-machine operators, wrapping-machine operators	1.110	40	.975	Agreement B:			
Stockkeepers	1.035	40	.900	Mixers	1.220	40	1.100
Shippers, order fillers	1.010	40	.875	Bench hands	1.170	40	(1)
General helpers	.935	40	.800	Molders, dividers, doughnut-machine operators, oven feeders, dumpers, shipping clerks	1.170	40	1.050
Women helpers (cake shop)	.810	40	.700	Slicing-machine operators	1.120	40	1.000
Agreement D:				Shippers, order fillers, packers	1.070	40	.950
Head mixers	1.200	40	1.080	Helpers	.970	40	.850
Mixers, ovenmen	1.180	40	1.060	<b>MANCHESTER, N. H.</b>			
Machinemen, head checkers, head wrappers and slicers (machine)	1.120	40	1.000	Bread and pastry—Hand shops:			
Dumpers	1.090	40	.970	Foremen, mixers	1.250	48	.938
Wrapping- and slicing-machine men, pan rackers, greasers, mixers' helpers	1.010	40	.890	Second hands	1.104	48	.875
Flour blenders, general helpers	1.010	40	.850	Bench hands	.958	48	.833
Bread rackers	.970	40	.850	<b>MEMPHIS, TENN.</b>			
Agreement E:				Bread and cake—Combination hand and machine shops:			
Dough mixers	1.230	40	1.112	shops:			
Batchmen, proof-box oven operators	1.220	40	1.100	Foremen	1.290	40	1.190
Utility men	1.160	40	1.075	Ovenmen, mixers	1.040	40	.950
Head packers and checkers	1.130	40	1.025	Dividers	.950	40	.860
Dividers	1.110	40	1.000	Moldermen	.900	40	.820
				Oven helpers	.810	40	.725
				Helpers:			
				First 3 months	.650	40	.600
				After 3 months	.700	40	.650

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
MEMPHIS, TENN.—Continued				MEMPHIS, TENN.—Continued			
Bread and cake—Machine shops:				Crackers and cookies—continued			
Bread only:				Sponge-baking department:			
Foremen	\$1.480	40	\$1.345	Head mixers	\$1.245	40	\$1.095
Mixers, spongers, ovenmen, ingredient scalars	1.200	40	1.090	Machine captains	1.185	40	1.035
Dividers	1.090	40	.990	Mixers	1.145	40	.995
Machinemen, pan dumpers, wrapping-machine operators	1.040	40	.940	Assistant foremen	1.155	40	.975
Checkers	1.010	40	.915	Bakers, peelers	1.115	40	.965
Bread rackers	.920	40	.840	Rollermen	1.075	40	.925
Wrappers' and packers' helpers	.830	40	.750	Drawmen	1.045	40	.895
Helpers:				Assemblers	.995	40	.845
First 3 months	.730	40	.650	Mixers' assistants and helpers	.975	40	.825
4-9 months	.780	40	.700	Women employees:			
After 9 months	.830	40	.750	Foremen (women)	.915	40	.765
Flour dumpers	.725	40	.625	Sponge packers	.815	40	.665
Cake only:				Cone department:			
Agreement A:				Bakers	1.045	40	.895
Foremen	1.300	40	1.195	Mixers	.995	40	.845
Mixers (dough and icing)	1.160	40	1.050	Assistant mixers and bakers	.925	40	.775
Ovenmen	1.100	40	1.000	Packers	.875	40	.725
Checkers	.960	40	.870	Shipping department:			
Scaling-machine operators, ingredient scalars	.990	40	.900	Car loaders:			
Foremen (women)	.920	40	.840	First	1.095	40	.945
Head icers	.870	40	.790	Second	.925	40	.775
Scaling-machine helpers	.830	40	.750	Assemblers:			
Helpers (men):				First	1.095	40	.945
First 3 months	.730	40	.650	Second	.955	40	.805
4-9 months	.780	40	.700	MILWAUKEE, WIS.			
After 9 months	.830	40	.750	Bread and cake—Machine shops:			
Wrapping-machine operators	.820	40	.740	Agreement A:			
Helpers (women):				Mixers, ovenmen, doughnut-machine operators	1.150	40	1.050
First 3 months	.650	40	.570	Depositor operators, dividermen, oven feeders and dumpers (bread)	1.050	40	.950
4-9 months	.700	40	.620	Bench hands, wrapping-machine operators, moldermen, oven feeders and dumpers (cake)	1.000	40	.900
After 9 months	.750	40	.675	Shipping-room workers	.900	40	.850
Agreement B:				Miscellaneous helpers:			
Mixers (dough and icing)	1.160	40	1.050	Men	.900	40	.800
Ovenmen	1.100	40	1.000	Women	.700	40	.650
Ingredient scalars	.990	40	.900	Agreement B:			
Checkers	.960	40	.870	Working foremen	1.450	40	1.350
Scaling-machine operators	.940	40	.850	Mixers	1.200	40	1.100
Foremen	1.310	40	1.195	Dividermen, doughnut-machine operators	1.150	40	1.050
Foremen (women)	.920	40	.840	Ovenmen, molders	1.100	40	1.000
Head icers	.870	40	.790	Wrapping-machine operators	1.050	40	.950
Scaling-machine helpers	.830	40	.750	Miscellaneous helpers, shipping-room workers	1.000	40	.900
Helpers (men):				Women miscellaneous helpers	.800	40	.700
First 3 months	.730	40	.650	Agreement C:			
4-9 months	.780	40	.700	Working foremen	1.100	40	1.050
After 9 months	.830	40	.750	Mixers, ovenmen	1.050	40	1.000
Wrapping-machine operators	.820	40	.740	Dividermen, moldermen, bench hands, doughnut-machine operators	1.000	40	.950
Helpers (women):				Stockroom workers	.925	40	.875
First 3 months	.650	40	.570	Miscellaneous helpers	.875	40	.825
4-9 months	.700	40	.620	Junior helpers	.750	40	.650
After 9 months	.750	40	.675	Women miscellaneous helpers	.700	40	.550
Agreement C:				Agreement D:			
Cake mixers, icing mixers	1.160	40	1.050	Working foremen	1.150	40	1.100
Ovenmen	1.100	40	1.000	Mixers, ovenmen	1.050	40	1.000
Ingredient scalars	.990	40	.900	Dividermen, benchhands, doughnut-machine operators, moldermen, wrapping-machine operators	1.000	40	.950
Shipping clerks	.960	40	.870	Stockroom workers	1.000	40	.950
Scaling-machine operators	.940	40	.850	Miscellaneous helpers	.875	40	.825
Scaling-machine helpers	.830	40	.750	Women miscellaneous helpers	.700	40	.550
Helpers (men):				Agreement E:			
First 3 months	.730	40	.650	Foremen	1.100	40	1.050
4-9 months	.780	40	.700	Mixers, ovenmen	1.050	40	1.000
After 9 months	.830	40	.750	Dividermen, benchmen, doughnut-machine operators, moldermen	1.000	40	.950
Helpers (women):				Miscellaneous helpers	.875	40	.825
First 3 months	.650	40	.570	Women miscellaneous helpers	.700	40	.550
4-9 months	.700	40	.620	Agreement F:			
After 9 months	.750	40	.675	Mixers, ovenmen	1.050	40	1.000
Crackers and cookies:				Dividermen, molders, benchmen, doughnut-machine operators	1.000	40	.950
Sweet-baking department:				Miscellaneous helpers	.875	40	.825
Head mixers	1.245	40	1.095	Women miscellaneous helpers	.700	40	.550
Machine captains	1.185	40	1.035	Agreement G:			
Bakers	1.095	40	.925	Mixers, ovenmen	1.050	40	1.000
Rollermen	1.075	40	.925	Dividermen, wrapping-machine operators, bench hands, doughnut-machine operators, molders	1.000	40	.950
Ovenmen	1.005	40	.850				
Pan cleaners and feeders	.945	40	.795				
Packers	.785	40	.635				
Icing department:							
Mixers	1.095	40	.945				
Machine operators	.995	40	.845				
Women employees:							
Supervisors	.915	40	.765				
Helpers	.795	40	.645				

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
MILWAUKEE, WIS.				MINNEAPOLIS, MINN.—Continued			
Bread and cake—Machine shops—Continued				Bread and cake—Machine shops:			
Agreement G—Continued				Foremen.....			
Stockroom and shipping-room workers.....				Sponge and dough mixers, oven operators and ovenmen.....			
Miscellaneous helpers.....				.....			
Women miscellaneous helpers.....				.....			
Agreement H:				Icing and batter mixers, cake ovenmen.....			
Mixers, ovenmen.....				Doughnut-machine operators.....			
Bench hands, wrapping-machine operators, depositor operators.....				Depositors, and/or drop-machine operators.....			
Shipping-room workers.....				Dividers, molders, bench hands, bun-machine operators.....			
Women helpers.....				Traveling-oven feeders and dumpers, doughroom men, slicing- and wrapping-machine operators.....			
Bread only—Machine shops:				Cake ingredient scalers, fruit cookers, kettle fryers.....			
Mixers, ovenmen.....				Foremen (women), twisters, dough panners, oven and bench helpers.....			
Wrapping-machine operators, moldermen.....				Icing-machine operators, cake wrappers.....			
Stockroom workers.....				Helpers:			
Miscellaneous helpers.....				First 8 weeks.....			
Cake only—Machine shops:				After 8 weeks.....			
Foremen.....				Women employees:			
Mixers, ovenmen.....				Finishers, wrappers, packers:			
Depositor operators.....				First 8 weeks.....			
Miscellaneous helpers.....				After 8 weeks.....			
Women miscellaneous helpers.....				Hebrew bakeries:			
Crackers and cookies:				Hand shops:			
Agreement A:				Foremen, all-round cakemen.....			
Sponge department:				Bench hands, machinemen.....			
Ovenmen.....				General cakemen, mixers, ovenmen.....			
Mixers, relief rollermen, peelers-in.....				Helpers.....			
Rollermen, peelers-out.....				Machine shops:			
Mixers' helpers.....				Foremen, all-round cakemen.....			
Packers.....				General cakemen, mixers, ovenmen.....			
Sweet department:				Bench hands, machinemen.....			
Mixers.....				Helpers:			
Machinemen, ovenmen.....				First 6 months.....			
Mixers' helpers.....				7-12 months.....			
Ovenmen helpers.....				After 1 year.....			
Panfeeders, greasers, general helpers.....				1 to 1½ years.....			
Packers.....				After 2 years.....			
Icing room:				Crackers and cookies:			
Machinemen.....				Agreement A:			
Packers.....				Baking department:			
Feeders and sackers.....				Sponge mixers.....			
Packing department:				Senior sweet mixers.....			
Floormen.....				Sweet mixers.....			
Floormen helpers.....				Assembly sweet mixers.....			
Scalers.....				Sirup mixers.....			
Women employees.....				Assistant assembly sweet mixers.....			
Wrapping and cellophane department:				Sponge department:			
Women employees:				Ovenmen.....			
Machine girls, packers.....				Peelers.....			
Bundlers, carton-caddy, cases.....				Rollermen, using paste.....			
Feeders.....				Rollermen, no paste.....			
General helpers.....				Laminator operators.....			
Agreement B:				Lead ovenmen.....			
Machine captains.....				Take-out men.....			
Head sweet mixers.....				Laminator sheet feeders.....			
Peelers.....				Stackers.....			
Head sponge mixers.....				Sweet department:			
Mixers' helpers, bakers, rollermen, icing mixers.....				Oven firemen.....			
Drawmen.....				Ovenmen.....			
Ovenmen, assembly clerks.....				Ovenmen's helpers and relief.....			
Pan cleaners, assemblymen.....				Panmen, hand.....			
Stackers, conveyormen.....				Icing department:			
Women employees:				Mixers, machinemen.....			
Working supervisors.....				Marshmallow men, experienced.....			
Sponge packers, machine operators (women).....				First 30 days.....			
Sweet packers, bundlers-formers, stitchers, supply girls.....				Second 30 days.....			
General helpers (icing department).....				Floormen, experienced.....			
Hebrew shops, bread and cake:				First 30 days.....			
Cake bakers, bread workers.....				Second 30 days.....			
Dough mixers.....				Checkers (women).....			
MINNEAPOLIS, MINN.				Packers (chill room).....			
Bread and cake—Hand shops:				Packers.....			
Foremen.....				Enrober operators (women).....			
Mixers, ovenmen, bench hands.....				Weighers and baggers (chill room).....			
Wrapping-machine operators.....				Miscellaneous girls.....			
Helpers:				Tray feeders (women).....			
First 1,000 hours.....				Inexperienced workers (men):			
Second 1,000 hours.....				First 30 days.....			
Third 1,000 hours.....				Second 30 days.....			
Fourth 1,000 hours.....				Inexperienced workers (women):			
Fifth 1,000 hours.....				First 30 days.....			
Sixth 1,000 hours.....				Second 30 days.....			

1 Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour					
	Rate per hour	Hours per week			Rate per hour	Hours per week						
<b>MINNEAPOLIS, MINN.—Continued</b>				<b>NASHVILLE, TENN.—Continued</b>								
Crackers and cookies—Continued				Crackers and cookies—Continued								
Agreement A—Continued				Peelers-out.....								
Packing department:				Pan feeders and wipers.....								
Wrapping-machine men.....				\$0.980	40	\$0.830	\$0.900	40	\$0.790			
Case sealers.....				.885	40	.765	.810	40	.700			
Floormen.....				.865	40	.715	Sponge mixers.....	1.020	40	.850		
Sponge packers (cartons), checkers and relief (women).....				.805	40	.685	Relief ovenmen.....	.980	40	.880		
Sponge packers.....				.785	40	.685	Mixers' helpers (sweet).....	.800	40	.730		
Graham packers.....				.785	40	.665	Mixers' helpers.....	.780	40	.730		
Sweet packers.....				.755	40	.635	General workers (women).....	.550	40	.500		
Carton formers, caddy stitchers (women).....				.715	40	.595	Packers (women):					
Bundlers.....				.715	40	(1)	Sponge.....	.750	40	(1)		
Miscellaneous workers, junior caddy stitchers (women).....				.675	40	.555	Sweet.....	.720	40	(1)		
Agreement B:							Receiving clerks.....	.830	40	.780		
Baking department:							<b>NEWARK, N. J.</b>					
Machine captains.....				1.125	40	.975	Bread and cake—Hand shops:					
Sponge and sweet mixers.....				1.095	40	.945	Foremen, oven workers, dough mixers.....					
Peelers.....				1.075	40	.925	Bench workers, second-class.....					
Rollermen, sweet bakers.....				1.025	40	.875	Third-class workers.....					
Drawmen, oven firemen.....				1.005	40	.855	Bread and cake—Machine shops:					
Sweet ovenmen.....				.905	40	.825	Ovenmen, mixers, molders.....					
Sweet mixers' helpers.....				.950	40	.800	Benchmen, dividers.....					
Flour dumpers, stackers, pan cleaners, feeders, sweepers.....				.925	40	.775	Peelers, scalers, oven hands.....					
Dough feeders, conveyormen.....				.905	40	.755	Scaler operators (cake).....					
Icing department:							Ice makers.....					
Mixers.....				1.005	40	.855	Ice makers' helpers.....					
Floormen.....				.875	40	.725	Dough scalers' helpers.....					
Women employees:							Checkers.....					
Working supervisors.....				.875	40	.725	Flour dumpers, sifters.....					
Other help (after 1 year).....				.765	40	.615	Machine helpers, pan greasers.....					
Packing department:							Slicers, wrappers, packers.....					
Machine set-up men.....				.905	40	.755	Icers, women.....					
Floormen, foremen (women).....				.875	40	.725	Machine operators (women).....					
Sponge packers.....				.815	40	.665	Hand wrappers.....					
Sweet packers.....				.785	40	.635	Hebrew shops:					
Sample room packers, bundlers, machine operators, scalers and weighers, closers, carton formers, stitchers.....				.765	40	.615	Foremen, ovenmen.....					
Cellophane-bag girls.....				.735	40	.585	Second hands, mixers.....					
Inexperienced workers (men):							Bread carriers, helpers.....					
First 30 days.....				.825	40	.675	1.125				48	1.000
30-90 days.....				.875	40	.700						
Inexperienced workers (women):							<b>NEW HAVEN, CONN.</b>					
First 30 days.....				.600	40	.450	Bread and cake—Hand shops:					
30-90 days.....				.650	40	.475	Foremen.....					
							Assistant foremen, mixers, ovenmen.....					
							Benchmen.....					
							1.168				44	1.018
							Bread and cake—Machine shops:					
							Bread:					
							Mixers.....					
							Dividers, ovenmen.....					
							Assistant mixers, receiving clerks.....					
							Blenders, bakemen.....					
							Head packers.....					
							Molders.....					
							Wrappers:					
							Rate A.....					
							Rate B.....					
							Packers, pan greasers, pan rackers.....					
							Cake:					
							Foremen.....					
							Dough mixers.....					
							Ovenmen.....					
							Head shippers.....					
							Depositors, receivers, stock clerks.....					
							Ingredient scalers.....					
							Ice mixers.....					
							Depositors' helpers.....					
							Dumpers.....					
							Pan greasers, utilitymen, shippers' helpers:					
							First 6 months.....					
							7-12 months.....					
							After 1 year.....					
							Women employees:					
							Head icers, head wrappers.....					
							Icers.....					
							Wrappers.....					
							Hebrew shops:					
							Foremen, ovenmen.....					
							Second hands.....					
							1.563				48	1.563
							1.479				48	1.479
							<b>NEW ORLEANS, LA.</b>					
							Bread and cake—Hand and machine shops:					
							Foremen:					
							1-3 men.....					
							4 or more men.....					
							1.285				40	1.150
							1.385				40	1.250

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
NEW ORLEANS, LA.—Continued				NEW YORK, N. Y.—Continued			
Bread and cake—Hand and machine shops—Continued				Bread and cake—Machine shops—Continued			
Ovenmen, mixers, reliefmen	\$1.085	40	\$0.980	Agreement B:			
Benchmen, wrapping-machine operators, molders, dividers, cake depositors	.985	40	.850	Mixers, ovenmen	\$1.325	40	\$1.200
Ingredient men	.935	40	.800	Dividermen	1.235	40	1.110
Mixers' helpers, flour blenders, panners	.885	40	.750	Benchmen	1.225	40	1.100
Pan greasers, wrapping-machine helpers	.785	40	.650	Mixers' helpers, ingredient scalers, molders	1.175	40	1.050
Bakers' helpers, crumb packers, rackers	.735	40	.600	Oven feeders and dumpers	1.145	40	1.020
Foremen (women)	.885	40	.750	Flour dumpers	1.125	40	1.000
Cake helpers, icers, wrappers, packers, pan greasers	.735	40	.600	Head wrappers or slicers, checkers	1.095	40	.970
				General helpers	1.085	40	.960
				Packers	1.055	40	.930
NEW YORK, N. Y.				Agreement C:			
Bread and cake—Hand shops:				Ovenmen	1.355	40	1.170
Agreement A:				Dough mixers	1.355	40	1.120
First hands, oven workers	1.540	40	1.400	Icing makers	1.275	40	1.000
Second hands	1.430	40	1.300	Cookers	1.105	40	.980
Helpers	1.210	40	1.100	Checkers and shippers	1.095	40	.970
Shippers and packers (men)	.990	40	.900	Dough scalers	1.205	40	.960
Shippers and packers (women)	.825	40	.750	Ingredient cookers	1.078	40	.953
Agreement B:				General helpers	1.105	40	.890
First hands, ovenmen, mixers	1.595	40	1.413	Women employees	.900	40	.700
Second hands	1.483	40	1.313	Agreement D:			
Helpers	1.188	40	1.050	Bread:			
Packers	1.088	40	.963	Ovenmen	1.330	40	1.220
Agreement C:				Mixers	1.250	40	1.130
Foremen	1.625	48	1.563	Stockmen	1.250	40	1.120
Bench and second hands	1.500	48	1.438	Dividers, molders, oven helpers, panners	1.150	40	1.040
Third hands	1.375	48	1.313	Bread shop helpers, benchmen	1.150	40	1.020
Agreement D:				Mixers' helpers	1.130	40	1.020
First hands	1.663	40	1.473	Cake:			
Second hands	1.559	40	1.369	Ovenmen	1.200	40	1.085
Helpers	1.404	40	1.214	Stockmen and mixers	1.120	40	1.020
Miscellaneous	1.352	40	1.162	Oven helpers	1.050	40	.940
Agreement E:				Icing mixers, icers, decorators	1.150	40	.930
First hands, ovenmen	1.992	45	1.867	Benchmen	1.100	40	.920
Second hands	1.858	45	1.733	Doughnut men, decorators' helpers	1.100	40	.870
Third hands	1.458	45	1.333	Pan greasers	.950	40	.820
Agreement F:				Pan washers, women icers	.900	40	.770
First hands	1.563	40	1.469	Wrappers, fruit-room workers	.850	40	.620
Second hands	1.500	40	1.406	Agreement E:			
Helpers	1.250	40	1.156	Bread:			
Cake and pastry—Hand shops:				Oven tenders	1.360	40	1.240
First hands	1.812	48	1.500	Mixers	1.300	40	1.130
Second hands	1.687	48	1.250	Dividermen	1.250	40	1.130
Frankfurter rolls—Hand shops:				Panners, twistlers, oven helpers, blenders	1.200	40	1.080
Mixers	1.525	40	1.375	Checkers	1.180	40	1.060
Ovenmen	1.450	40	1.350	Floormen, flour handlers	1.150	40	1.030
Bench hands and packers	1.250	40	1.150	Bread wrappers, shipping clerks	1.130	40	1.010
Retail—Hand shops:				Agreement F:			
First hands	1.875	48	1.756	Bread:			
Second hands	1.750	48	1.631	Mixers, ovenmen	1.325	40	1.200
Third hands	1.375	48	1.256	Dividermen	1.225	40	1.110
Restaurants—Hand shops:				Benchmen	1.225	40	1.100
First hands	2.000	48	1.875	Ingredient scalers, mixers' helpers, molders	1.175	40	1.050
Second hands	1.875	48	1.750	Oven loaders or dumpers, pullman helpers	1.145	40	1.020
Third hands	1.500	48	1.375	Flour dumpers	1.125	40	1.000
Cafeteria—Hand shops:				Head packers and checkers, wrappers	1.095	40	.970
First hands	1.875	48	1.750	Pan greasers, general helpers	1.085	40	.960
Second hands	1.750	48	1.625	Cake:			
Third hands	1.500	48	1.375	Ovenmen	1.355	40	1.170
Helpers	1.030	48	.906	Mixers	1.355	40	1.120
Bread and cake—Semimachine shops:				Benchmen	1.190	40	1.065
Foremen	1.781	40	1.575	Fryers	1.188	40	1.063
Ovenmen, mixers	1.544	40	1.425	Ingredient scalers	1.205	40	.980
Bench hands	1.413	40	1.325	Depositors	1.205	40	.960
Packers	1.220	40	.980	Women helpers	.900	40	.700
Bread and cake—Machine shops:				General helpers	1.105	40	.960
Agreement A:				Pan greasers	1.085	40	.960
Tray-oven operators	1.260	40	1.110	Agreement G:			
Mixers	1.250	40	1.100	Mixers, peel-ovenmen, relief mixers	1.325	40	1.200
Confectioners, dough brake operators, dividermen	1.220	40	1.070	Dividers	1.235	40	1.110
Tray-oven helpers	1.210	40	1.060	Benchmen	1.225	40	1.100
Ring twistlers, oven operators, steam box operators, icing makers, roll-in operators, mixers' helpers	1.200	40	1.050	Molders, mixers' helpers, ingredient scalers	1.175	40	1.050
Kitchen operators	1.190	40	1.040	Oven dumpers	1.145	40	1.021
Ring makers, depositors	1.180	40	1.030	Oven loaders	1.145	40	1.020
Icing-machine operators	1.170	40	1.020	Flour dumpers	1.125	40	1.000
Benchmen, finishers, scalers, blenders, cooky bakers	1.160	40	1.010	Head slicers and wrappers, packers, and checkers	1.095	40	.970
Benchmen helpers, finishers helpers	1.120	40	.970	General helpers	1.085	40	.960
Packers, pan greasers	1.050	40	.900	Slicers and wrappers	1.065	40	.940
Women employees:				Agreement H:			
Pie workers	1.000	40	.850	Ovenmen	1.370	40	1.220
General workers	.870	40	.720	Mixers	1.320	40	1.170
				Benchmen	1.275	40	1.125
				Icing makers	1.200	40	1.050
				Cookers	1.190	40	1.040
				Checkers	1.180	40	1.030

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
NEW YORK, N. Y.—Continued				NEW YORK, N. Y.—Continued			
Bread and cake—Machine shop—Continued				Pie and pastry:			
Agreement H—Continued				Agreement A:			
Sweet-yeast men	\$1.175	40	\$1.025	Ovenmen, mixers	\$1.172	40	\$0.992
Packers, floormen	1.130	40	.980	Bench hands	1.038	40	.872
Helpers	1.090	40	.940	Second bench hands	1.038	40	.863
Women icers and wrappers	.900	40	.750	Bench hand rim makers	1.038	40	.858
Agreement I:				Dough lumpers, bench hand egg washers	1.038	40	.820
Mixers, ovenmen	1.325	40	1.200	Agreement B:			
Dividers	1.235	40	1.110	Men workers	.950	40	.850
Benchmen	1.225	40	1.100	Women workers	.850	40	.750
Mixers' helpers, molders	1.175	40	1.050	Agreement C:			
Oven dumpers, oven loaders	1.145	40	1.020	Foremen	1.700	40	1.350
Flour dumpers	1.125	40	1.000	Ovenmen	1.500	40	1.100
Checkers, head wrappers and packers	1.095	40	.970	Meringue fillers, fruit mixers	1.400	40	.995
Oven and bakery helpers, pan greasers	1.085	40	.960	Bench hands	1.300	40	.900
Machine cleaners	1.065	40	.940	Helpers	1.275	40	.875
Wrapping-machine operators	1.055	40	.930	Agreement D:			
Agreement J:				Foremen	1.600	40	1.475
Bread department:				First hands	1.425	40	1.300
Mixers, ovenmen	1.375	40	1.200	Second hands or mixers	1.300	40	1.175
Dividers	1.288	40	1.110	Third hands	1.200	40	1.075
Benchmen	1.288	40	1.100	Helpers	1.025	40	.900
Soft-roll dividers, scalers	1.240	40	1.065	Doughnuts only—Machine shops:			
Mixers' helpers, molders	1.225	40	1.050	Agreement A:			
Oven feeders, oven dumpers	1.195	40	1.020	Machine operators	1.200	40	1.050
Soft-roll molder operators	1.240	40	1.015	Mixers, shippers, helpers	1.050	40	.900
Flour dumpers	1.175	40	1.000	Packers, belt attendants	.875	40	.750
Checkers, head slicers, bread wrappers	1.145	40	.970	Box makers, beginning packers	.850	40	.700
Helpers, pan greasers, rack pushers	1.135	40	.960	Agreement B:			
Wrappers	1.115	40	.940	Assistant foremen	1.388	40	1.273
Cake department:				Mixers	1.355	40	1.217
Ovenmen	1.355	40	1.170	Cruller fryers	1.355	40	1.185
Mixers	1.355	40	1.120	Cooks	1.355	40	1.173
Icing mixers	1.275	40	1.000	Benchmen	1.255	40	1.124
Ingredient scalers	1.205	40	.980	Ingredient scalers	1.205	40	1.058
Depositors, dough scalers	1.205	40	.960	Machine operators	1.169	40	1.058
Oven feeders and delivery	1.185	40	( <sup>1</sup> )	Helpers, checkers	1.158	40	1.047
General helpers	1.105	40	( <sup>1</sup> )	Packers, sugarers	1.088	40	.976
Women wrappers and packers	.900	40	.700	Agreement C:			
Agreement K:				Machine operators	1.200	40	1.050
Mixers, ovenmen	1.325	40	1.200	Foremen	1.300	40	1.150
Dividers	1.235	40	1.110	Foremen (women)	1.080	40	.930
Mixers' helpers, ingredient scalers, molders	1.175	40	1.050	Helpers	1.050	40	.900
Oven loaders or oven dumpers	1.145	40	1.020	Assistant foremen (women)	1.030	40	.880
Flour dumpers	1.125	40	1.000	Packers	.850	40	.750
Head slicers or wrappers	1.095	40	.970	Crackers and cookies:			
Checkers	1.088	40	.963	Bakers	1.400	40	1.400
General helpers	1.085	40	.960	Bakers helpers	1.250	40	.800
Packers	1.055	40	.930	Packers, women	.850	40	.800
Agreement L:				Hebrew—Machine shops:			
Mixers	1.355	40	1.200	Agreement A:			
Dividers	1.235	40	1.110	First hands	2.000	42	1.929
Mixers' helpers, molders	1.175	40	1.050	Second hands	1.857	42	1.786
Checkers	1.158	40	.970	Helpers	1.429	42	1.357
Oven feeders and dumpers	1.145	40	1.020	Agreement B:			
Flour dumpers	1.125	40	1.000	First hands	1.992	45	1.867
Hand wrappers and packers	1.095	40	.970	Second hands	1.858	45	1.733
General helpers and pan greasers	1.085	40	.960	Helpers	1.458	45	1.333
Machine cleaners	1.065	40	.940	Hebrew—Hand shops:			
Agreement M:				Agreement A:			
Protein bread:				Foremen, first hands	2.125	48	1.969
Head ovenmen	1.375	40	1.250	Swingmen jobbers	2.063	48	1.906
Mixers, ovenmen	1.325	40	1.200	Second hands, third hands	2.000	48	1.844
Dividers (bread)	1.275	40	1.150	Agreement B:			
Dividers and platemen (English muffins)	1.250	40	1.125	First hands, ovenmen	2.000	45	1.867
Molder operators	1.200	40	1.075	Second hands	1.867	45	1.733
Mixers' helpers, ingredient scalers	1.175	40	1.050	Third hands	1.467	45	1.333
Roundmen (English muffins)	1.160	40	1.025	Agreement C:			
Wrappers	1.125	40	1.000	First hands, ovenmen	1.875	48	1.750
Receiving clerks	1.108	40	.983	Second hands	1.750	48	1.625
Flour handlers	1.100	40	.975	Third hands, helpers	1.375	48	1.250
General helpers	1.085	40	.960	Agreement D:			
Box carriers, packers, shippers	1.075	40	.950	Ovenmen, mixers	1.625	48	1.563
Agreement N:				Bench hands	1.500	48	1.438
Cake only:				Third hands	1.375	48	1.313
Foremen	1.625	40	1.500	Helpers	1.208	48	1.146
Ovenmen, mixers	1.475	40	1.350	Agreement E:			
Bench hands	1.325	40	1.200	Foremen, first hands	1.838	40	1.744
Helpers	1.225	40	1.100	Mixers, ovenmen	1.775	40	1.681
Agreement O:				Second hands	1.675	40	1.581
Mixers, benchmen	1.400	42	1.300	Helpers in traveling-oven shops	1.613	40	1.419
Ovenmen	1.350	42	1.250	Third hands (helpers)	1.450	40	1.356
Helpers, packers, first class	1.050	42	.950				
Packers, second class	.950	42	.850				

<sup>1</sup> Information not available for rate and hours on July 1, 1946.



TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
NEW YORK, N. Y.—Continued				OMAHA, NEBR.			
Bohemian shops:				Bread and cake—Machine shops:			
Large shops:				Working foremen.....	\$1.300	40	\$1.240
First hands.....	1.650	35	1.530	Cake decorators.....	1.350	40	1.120
Scalers.....	1.600	35	1.480	Dough mixers, ovenmen.....	1.250	40	1.100
Second hands.....	1.555	35	1.435	Cake mixers.....	1.200	40	1.050
Helpers, wrappers, packers, slicers.....	1.020	40	.900	Benchmen.....	1.180	40	1.030
Small shops:				Machine men.....	1.160	40	1.010
First hands.....	1.650	35	1.530	Ingredient scalers.....	1.150	40	1.000
Second hands.....	1.555	35	1.435	Dough-room helpers.....	1.070	40	.850
French shops:				Checkers.....	1.070	40	.940
Bread:				Oven dumpers.....	1.070	40	.960
Agreement A:				Bake-shop helpers and packers:			
Day work:				First 6 months.....	.850	40	.740
First hands.....	1.544	40	1.444	7-12 months.....	.880	40	.770
Bench hands.....	1.413	40	1.319	After 1 year.....	.950	40	.820
Agreement B:				Stockmen.....	.950	40	.820
Day work:				Hand wrappers and icers:			
Foremen.....	1.452	42	1.452	First 6 months.....	.710	40	.600
Second hands.....	1.405	42	1.405	7-12 months.....	.730	40	.620
Third hands.....	1.357	42	1.357	After 1 year.....	.760	40	.650
Italian shops:				Pie and pastry:			
Day work:				Pie mixers.....	1.200	40	1.050
First hands.....	1.500	48	1.354	Working foremen (women).....	1.030	40	.900
Second hands.....	1.250	48	1.146	Fruit cookers.....	1.000	40	.870
Third hands.....	1.042	48	.938	Miscellaneous helpers.....	.840	40	.730
Polish shops:				Pie fillers and wrappers.....	.760	40	.650
First hands.....	1.838	40	1.744	Crackers and cookies:			
Mixers, ovenmen.....	1.775	40	1.681	Machine captains.....	1.060	40	( <sup>1</sup> )
Second hands.....	1.675	40	1.581	Ovenmen.....	1.040	40	( <sup>1</sup> )
Helpers.....	1.450	40	1.356	Relief men.....	1.000	40	( <sup>1</sup> )
Scandinavian shops:				Machine men, mixers, icing department.....	.990	40	( <sup>1</sup> )
Foremen (day).....	1.500	48	1.500	Peelers-in, roller men, dough-up men.....	.980	40	( <sup>1</sup> )
Bench hands (day).....	1.417	48	1.417	Sponge setters.....	.950	40	( <sup>1</sup> )
Second hands.....	1.458	48	1.458	Assembly men, utilitymen, machine men, packing department, head stockmen, receiving and stor- age.....	.940	40	( <sup>1</sup> )
Helpers.....	1.146	48	1.146	Head stockmen, shipping department, head car loaders, checkers, labelers, head load assembly men.....	.930	40	( <sup>1</sup> )
NORFOLK, VA.				Flour dumpers, utility mixers and helpers, edgers, draw men, machine helpers.....	.920	40	( <sup>1</sup> )
Bread and cake:				Order fillers.....	.910	40	( <sup>1</sup> )
Mixers, scalers.....	1.150	40	1.050	Pan feeders and greasers, pan loaders, take-out men, helpers.....	.900	40	( <sup>1</sup> )
Oven supervisors.....	1.050	40	.950	Mixers' helpers, assembly men's helpers.....	.890	40	( <sup>1</sup> )
Truck loaders.....	.975	40	.875	Paper-cutter operators.....	.850	40	( <sup>1</sup> )
Wrapping-machine setters.....	.950	40	.850	Casers.....	.800	40	( <sup>1</sup> )
Molder operators, divider operators.....	.900	40	.800	Relief girls.....	.730	40	( <sup>1</sup> )
Flour blenders.....	.855	40	.780	Women helpers.....	.700	40	( <sup>1</sup> )
Oven feed and delivery.....	.875	40	.775				
Mixers' helpers.....	.825	40	.750	PEORIA, ILL.			
Wrapping-machine feeders.....	.825	40	.750	Bread and cake—hand shops:			
Bakery helpers:				Foremen.....	1.208	48	1.000
First 60 days.....	.725	40	.650	Ovenmen, mixers.....	1.042	48	.833
After 60 days.....	.775	40	.700	Benchmen.....	.979	48	.771
Roll baggers:				Bread and cake—Machine shops:			
First 60 days.....	.570	40	.520	Foremen.....	1.508	40	1.375
After 60 days.....	.620	40	.570	Ovenmen, spongers.....	1.383	40	1.250
Cleaners, men:				Benchmen, machine operators.....	1.308	40	1.175
First 60 days.....	.625	40	( <sup>1</sup> )	Helpers.....	.985	44	.850
After 60 days.....	.670	40	( <sup>1</sup> )	Wrappers, men:			
Cleaners, women:				First 2 weeks.....	.885	44	.750
First 60 days.....	.570	40	( <sup>1</sup> )	After 2 weeks.....	.935	44	.800
After 60 days.....	.650	40	( <sup>1</sup> )	Wrappers, women:			
OKLAHOMA CITY, OKLA.				First 2 weeks.....	.835	44	.700
Bread and cake—Machine shops:				After 2 weeks.....	.885	44	.750
Agreement A:				PHILADELPHIA, PA.			
Foremen.....	1.425	40	1.300	Bread and cake—Machine shops:			
Ovenmen, mixers, icing mixers.....	1.275	40	1.150	Agreement A:			
Bench and machine men.....	1.175	40	1.050	Head ovenmen.....	1.320	40	1.200
Cake depositors.....	1.175	40	1.050	Cake decorators, peel-oven men.....	1.245	40	1.125
Scalers.....	1.150	40	1.025	Dough and icing mixers.....	1.220	40	1.100
Foremen of wrapping department.....	1.125	40	.925	Bench and machinemen, steam-box tenders, in- gredient scalers.....	1.180	40	1.060
Checkers (bread or cake).....	1.000	40	.875	Traveling-oven feeders and delivery men.....	1.155	40	1.035
Wrapping-machine operators.....	1.025	40	.825	Bread coolers, mixers' helpers, dough punchers.....	1.130	40	1.010
First foreman (woman).....	1.050	40	.925	Route and pastry packers, bread wrappers, and packers.....	1.095	40	.975
Second foreman (woman).....	.950	40	.825				
Cake wrapping-machine operators.....	.925	40	.800				
Cake icers, hand wrappers, labelers, boxers.....	.825	40	.700				
Agreement B:							
Foremen.....	1.357	42	1.300				
Bench and machinemen.....	1.119	40	1.050				
Wrapping-machine operators.....	.976	40	.825				

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>PHILADELPHIA, PA.—Continued</b>				<b>PHILADELPHIA, PA.—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Crackers and cookies—Continued</b>			
<b>Agreement A—Continued</b>				<b>Agreement A—Continued</b>			
Flour pilers, dumpers, baking helpers, stockroom helpers, pan greasers.....	\$1.045	40	\$0.925	Packing and icing department—Continued			
Women wrappers and icers.....	.810	40	.710	Tang, mixing icing helpers.....	\$0.870	40	\$0.870
<b>Agreement B:</b>				Paste makers.....	.870	40	.870
Tray- and traveling-oven supervisors, oil oven- men, reel and rotary ovenmen.....	1.185	40	1.000	Stockmen.....	.850	40	.850
Mixers and icing makers.....	1.185	40	1.000	Icing department tallymen.....	.820	40	.820
Tray- and traveling-oven feeders, delivery men.....	1.135	40	.950	Scalers and weighers.....	.810	40	.810
Tenders, depositor operators, ingredient scalers.....	1.095	40	.910	Floormen.....	.800	40	.800
Mixers' helpers.....	1.060	40	.875	<b>Women employees:</b>			
Flour blenders, wrapping-machine operators, route packers.....	1.035	40	.850	Working supervisors.....	.770	40	.770
Reel-oven helpers, machine truckers, pilers, han- dlers, roll baggers, wrappers, pan greasers.....	.960	40	.775	General packing, machine operators.....	.680	40	.680
Wrappers and icers, women.....	.745	40	.560	Carton formers, other packers.....	.650	40	.650
<b>Agreement C:</b>				<b>Agreement B:</b>			
Shippers, receivers.....	1.315	40	1.195	Mixing department:			
Traveling- and tray-oven operators.....	1.305	40	1.170	Dough mixers.....	1.195	40	1.045
Mixers, inventory stockmen.....	1.305	40	1.120	Dough mixers' helpers, assemblers.....	1.070	40	.920
Decorators, oven feeders, delivery men.....	1.255	40	1.080	Mixing room helpers.....	.995	40	.845
Benchmen, divider operators, moldermen, greas- ing-machine operators, icing- and depositor- machine operators, roll dividers, ingredient scalars.....	1.215	40	1.080	<b>Bake house:</b>			
Mixers' helpers.....	1.180	40	1.020	Machinemen.....	1.195	40	1.045
Pan washing-machine operators, wrapping-ma- chine operators, bread selectors, flour blenders, assemblers, National wrapping-machine op- erators (cake and sweet goods).....	1.155	40	.995	Ovenmen.....	1.145	40	.995
General baking helpers, rackers, cutters, carton makers.....	1.080	40	.945	Dough rollers.....	1.100	40	.950
<b>Women employees:</b>				Relief men.....	1.085	40	.935
Working supervisors.....	1.150	40	.970	Helpers.....	.995	40	.845
All other girls.....	.845	40	.730	<b>Stockroom packing materials:</b>			
<b>Agreement D:</b>				Supervisors.....	1.215	40	( <sup>1</sup> )
Working foremen.....	1.250	40	1.150	Stockmen.....	1.195	40	1.015
Dough mixers, ovenmen, ingredient scalars.....	1.150	40	1.050	Paper-cutting-machine operators.....	1.045	40	.895
Benchmen.....	1.050	40	.950	Packing material helpers, wrapping-depart- ment helpers, conveyor workers.....	.995	40	.845
Depositor operators, icing- and cutting-machine operators, shippers, stock clerks.....	1.030	40	.930	<b>Icing, wrapping, and packing department:</b>			
Wrapping-machine operators.....	1.030	40	.930	Receivers, loaders.....	1.100	40	.950
Pan greasers' helpers.....	.900	40	.800	Set-up men.....	1.065	40	.895
Floorladies.....	.800	40	.700	Warehousemen's helpers, wrapping depart- ment helpers.....	.995	40	.845
Wrappers and icers, women.....	.745	40	.660	Working supervisors.....	.925	40	.775
<b>Pie and pastry:</b>				Packers, bundlers, weighers, stitchers, inspec- tors, hand carton formers, helpers, machine operators, sugarers, stockers, baggers and crimpers of lady fingers.....	.840	40	.690
<b>Agreement A:</b>				<b>General helpers (men):</b>			
Working foremen.....	1.314	40	1.194	Starting rate.....	.820	40	.670
First hands.....	1.270	40	1.150	After 200 hours.....	.870	40	.720
Second hands.....	1.180	40	1.060	After 400 hours.....	.920	40	.770
Packers.....	1.095	40	.975	<b>Icing room and feeding magazine, miscellaneous wrapping departments (women):</b>			
Third hands.....	1.045	40	.925	General helpers (women):			
<b>Agreement B:</b>				Starting rate.....	.700	40	.550
Working foremen.....	1.200	40	1.050	After 200 hours.....	.730	40	.580
Head order packers, ovenmen, cooks, dough and custard mixers.....	1.100	40	.950	After 400 hours.....	.800	40	( <sup>1</sup> )
Floorladies.....	1.015	40	.865	After 600 hours.....	.800	40	( <sup>1</sup> )
Washing-machine men, order packers, cook help- ers, ovenmen's helpers, ingredient scalars.....	1.000	40	.850	After 800 hours.....	.840	40	( <sup>1</sup> )
Toppers, fillers, pie makers, shell makers.....	.950	40	.800	<b>Agreement C:</b>			
Dish washers, helpers, wrappers, utility men and cleaners.....	.875	40	.725	Machine captains.....	1.190	40	1.025
Pie wrappers, crown makers.....	.745	40	.610	Sponge and sweet dough mixers.....	1.190	40	1.015
<b>Crackers and cookies:</b>				Peelers.....	1.170	40	1.010
<b>Agreement A:</b>				Ovenmen.....	1.140	40	.975
Sponge and sweet baking:				Rollermen.....	1.090	40	.940
Head mixers, sponge.....	1.070	40	1.070	Icing mixers.....	1.100	40	.925
Sweet and sponge mixers, machine captains.....	1.045	40	1.045	Drawmen.....	1.060	40	.910
Peelers.....	1.020	40	1.020	Mixers' helpers.....	1.060	40	.905
Bakers (reel or travel).....	.995	40	.995	Dumpers.....	1.045	40	.890
Rollermen.....	.950	40	.950	Panmen (out).....	1.040	40	.890
Drawmen.....	.930	40	.930	Supply men.....	1.030	40	.875
Sweet mixers' helpers.....	.920	40	.920	Sandwich depositor operators.....	1.010	40	.855
Ovenmen, gas.....	.910	40	.910	Stockroom men.....	1.020	40	.860
Oven firemen.....	.900	40	.900	Stackers, panmen (in).....	.990	40	.840
Pan cleaners, feeders (fast).....	.870	40	.870	Pan cleaners, feeders, general helpers.....	.980	40	.825
Stackers.....	.850	40	.850	<b>Women employees:</b>			
Pan cleaners, feeders (slow) pan men, spray-ma- chine operators.....	.840	40	.840	Set-up supervisors, wrapping-machine operators.....	1.010	40	.860
Packing and icing department:				Working supervisors.....	.910	40	.755
Tally clerks.....	.950	40	.950	Packers, sponge.....	.830	40	.680
Supply men.....	.920	40	.920	Packers and bundlers.....	.805	40	.655
				<b>Hebrew shops—Bread:</b>			
				Foremen, ovenhands.....	1.750	48	1.640
				Second hand dough mixers.....	1.680	48	1.581
				Third hand helpers.....	1.560	48	1.484
				Fourth hands.....	1.130	48	1.094
				<b>Hebrew shops—Cake:</b>			
				First hands, foremen.....	1.750	48	1.640
				Second hands.....	1.680	48	1.581
				Third hands.....	1.560	48	1.484
				Fourth hands, helpers.....	1.130	48	1.094

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
PHOENIX, ARIZ.				PORTLAND, OREG.—Continued			
Bread and cake—Hand shops:				Crackers and cookies:			
Foremen.....	\$1.409	44	\$1.273	Agreement A:			
Mixers, ovenmen.....	1.318	44	1.182	Machinememen, sponge.....	\$1.320	40	(1)
Machine and bench hands.....	1.227	44	1.091	Machinememen, sweet shop.....	1.330	40	\$1.178
Distribution foremen.....	1.182	44	1.045	Mixers.....	1.260	40	1.140
Checkers, shipping clerks.....	1.000	44	.864	Peelers.....	1.245	40	1.125
Pan washers.....	.818	44	.682	Ovenmen.....	1.195	40	1.075
Wrappers:				Rollermen.....	1.170	40	1.050
First 3 months.....	.773	44	.636	Scalemen, wrappers.....	1.148	40	1.050
Second 3 months.....	.818	44	.682	Mixers' helpers.....	1.110	40	1.020
After 6 months.....	.909	44	.773	Rollermen's helpers, dough feeders, assemblymen.....	1.070	40	.950
Flour dumpers.....	.909	44	.773	Stackers.....	1.050	40	.930
Bread and cake—Machine shops:				Other helpers.....	1.045	40	.925
Baking department:				Women employees:			
Foremen.....	1.550	40	1.400	Packers.....	.785	40	.705
Dough mixers, ovenmen.....	1.450	40	1.300	Iceers and other helpers.....	.740	40	.660
Machinememen, bench hands.....	1.350	40	1.200	Agreement B:			
Pan washers, etc.....	.900	40	.750	Shipping clerks.....	1.125	40	1.000
Wrapping department:				Mixers.....	1.260	40	1.140
Foremen.....	1.300	40	1.150	Peelers.....	1.245	40	1.125
Machine operators.....	1.200	40	1.050	Ovenmen.....	1.195	40	1.075
Machine helpers:				Rollermen.....	1.170	40	1.050
First 3 months.....	.850	40	.700	Mixers' helpers.....	1.110	40	1.020
Second 3 months.....	.900	40	.750	Stackers.....	1.050	40	.930
Thereafter.....	1.000	40	.850	Other helpers.....	1.045	40	.925
PITTSBURGH, PA.				Women employees:			
Bread and cake—Machine shops:				Packers.....	.785	40	.705
Mixers, ovenmen, ingredient scalars.....	1.270	40	1.170	Other helpers.....	.785	40	.660
Molders, dividers, benchmen, machine hands.....	1.220	40	1.120	PROVIDENCE, R. I.			
Traveling-oven feeders, dumpers.....	1.170	40	1.070	Bread and cake—Hand shops:			
Mixers, helpers, bake-shop helpers.....	1.110	40	1.010	Working foremen, mixers, ovenmen.....	1.265	40	1.125
Checkers.....	1.060	40	.960	General helpers.....	1.065	40	.925
Wrapping-machine setters.....	1.060	40	.950	Bread and cake—Machine shops:			
Stock handlers, order assemblers.....	1.030	40	.930	Agreement A:			
Packers.....	.990	40	.890	Mixers.....	1.225	40	1.075
Miscellaneous helpers.....	.980	40	.880	Dividers.....	1.175	40	1.025
Women helpers.....	.850	40	.750	Molders, traveling-oven men.....	1.125	40	.975
Hebrew bake shops:				Doughnut mixers, baking mechanics, bread wrap- pers, machine adjusters, head wrappers.....	1.100	40	.950
Bread:				Doughnut wrappers, utilitymen, helpers, packers.....	1.000	40	.850
Ovenmen, first hands.....	1.625	48	1.563	Agreement B:			
Mixers, second hands.....	1.563	48	1.500	Mixers, head ovenmen.....	1.290	40	1.150
Third hands, bench hands.....	1.479	48	1.417	Head benchmen, roll-oven men, dividers.....	1.190	40	1.050
Cake:				Molders.....	1.140	40	1.000
First hands.....	1.563	48	1.500	Utilitymen.....	1.115	40	.975
Second hands.....	1.479	48	1.417	Mixers' helpers, ingredient scalars.....	1.090	40	.950
Unskilled help:				Benchmen and bread wrappers.....	1.070	40	.930
Shippers, bread wrappers.....	.896	48	.833	Roll-oven helpers.....	1.060	40	.920
Cake bakers' helpers.....	.884	48	.822	Flour dumpers.....	1.045	40	.905
Stock handlers.....	.823	48	.760	Ovenmen helpers, checkers, molders' helpers.....	1.040	40	.900
Pan greasers.....	.792	48	.729	Wrappers.....	.995	40	.855
Wrappers, women.....	.625	48	.583	Packers.....	.990	40	.850
Women dumpers, cake wrappers, iceers, and pack- ers.....	.646	48	.563	Pan greasers.....	.945	40	.805
PORTLAND, OREG.				Agreement C:			
Bread and cake—Hand shops:				Mixers.....	1.290	40	1.150
Foremen.....	1.655	40	1.455	Dividers.....	1.190	40	1.050
Ovenmen, mixers.....	1.564	40	1.389	Molders.....	1.140	40	1.000
Bench hands.....	1.446	40	1.257	Ingredient scalars, mixers' helpers.....	1.090	40	.950
Head checkers.....	1.260	40	1.119	Flour dumpers.....	1.045	40	.905
Assistant checkers.....	1.122	40	.972	Ovenmen helpers, molders' helpers, checkers.....	1.040	40	.900
Packers, hand wrappers.....	1.089	40	.939	Wrappers.....	.995	40	.855
Helpers:				Packers.....	.990	40	.850
First year.....	.955	40	.805	Pan greasers.....	.950	40	.810
Third year.....	1.145	40	.991	Agreement D:			
Bread and cake—Machine shops:				Working foremen.....	1.640	40	1.500
Foremen.....	1.737	36	1.537	Mixer scalars.....	1.290	40	1.150
Ovenmen, mixers.....	1.638	36	1.463	Mixers.....	1.240	40	1.100
Bench hands, machinememen.....	1.550	36	1.390	Ovenmen.....	1.190	40	1.050
Head checkers, wrappers, stock clerks, receiving clerks, head shipping clerks.....	1.454	36	1.332	Dividers, first benchmen.....	1.115	40	.975
Wrappers, machine operators.....	1.389	36	1.239	Molders.....	1.065	40	.925
Flour blenders.....	1.316	36	1.166	Checkers, wrapping-machine operators.....	.985	40	.845
Assistant checkers.....	1.297	36	1.147	Benchmen, oven helpers, general helpers.....	.965	40	.825
Machine operators' helpers.....	1.187	36	1.037	Agreement E:			
Pan greasers (helpers first year).....	1.029	36	.879	Mixers.....	1.300	40	1.160
Women employees:				Ovenmen.....	1.215	40	1.075
Foremen, women (in charge of 4 or more girls).....	1.194	36	.920	Scalars, icing mixers, icing- and cutting-machine operators, fryers, fried-cake mixers.....	1.105	40	.965
Cake decorators.....	1.139	36	.870	Stock clerks, floormen, cake and fried-cake helpers (after 2 months).....	.995	40	.855
Iceers.....	1.028	36	.762	Pan greasers, pan washers, pan papering, cake and fried-cake helpers (first 2 months).....	.915	40	.775
Other helpers (after 1 year).....	1.000	36	.705	Women helpers:			
Machine shop helpers (second and third years).....	1.244	36	* 1.094	First 2 months.....	.785	40	.645
				After 2 months.....	.855	40	.715

<sup>1</sup> Information not available for rate and hours on July 1, 1946.

\* 40-hour week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>PROVIDENCE, R. I.—Continued</b>				<b>RICHMOND, VA.—Continued</b>			
<b>Bread and cake—Machine shops—continued</b>				<b>Sweet goods department—continued</b>			
<b>Agreement F:</b>				<b>Agreement C:</b>			
Head mixers and scalers.....	\$1.390	40	\$1.250	Bread:			
Ovenmen.....	1.215	40	1.075	Mixers.....	\$1.180	40	\$1.080
Dividers.....	1.190	40	1.050	Dividers, ovenmen.....	1.100	40	1.000
Head wrapping-machine operators.....	1.165	40	1.025	Molders, roll-machine men, wrapping-machine operators.....	1.050	40	.950
Molders.....	1.140	40	1.000	Oven feeders and dumpers.....	1.030	40	.930
First benchmen.....	1.115	40	.975	General helpers, pan greasers.....	.850	40	.750
Mixers' helpers.....	1.090	40	.950	Cake:			
Ovenmen's helpers, benchmen, roll-oven men.....	1.065	40	.925	Mixers.....	1.050	40	.950
Molders' helpers, checkers, benchmen helpers.....	1.040	40	.900	Ovenmen.....	1.000	40	.900
Wrapping-machine operators.....	.995	40	.855	Depositors, scalers.....	.950	40	.850
Packers.....	.990	40	.850	Helpers (men).....	.850	40	.750
Pan greasers.....	.945	40	.805	Cake wrappers, icers, women.....	.800	40	.700
<b>Pie and pastry:</b>				<b>Agreement D:</b>			
Cooks.....	.950	40	.860	Bread:			
Bakers.....	.910	40	.820	Working and shipping foremen.....	1.310	40	1.190
Receiving clerks.....	.880	40	.800	Mixers.....	1.170	40	1.050
Filling mixers.....	.860	40	.780	Dividers.....	1.090	40	.920
Doughbreakers, helpers.....	.850	40	.770	Wrapping-machine operators, mixers' helpers.....	1.040	40	.920
Washers, cleaners, miscellaneous workers.....	.810	40	.730	Molders.....	1.040	40	.870
<b>Women employees:</b>				Molders' helpers, wrapping-machine operators' helpers, bread packers.....	.920	40	.800
Beginners.....	.650	40	.550	General helpers.....	.870	40	.750
After 3 months.....	.690	40	.590	Flour blenders.....	.820	40	.700
After 9 months.....	.730	40	.630	Oven feeders, dumpers.....	1.020	40	.870
<b>Hebrew shops:</b>				<b>Cake and doughnuts:</b>			
Foremen.....	1.458	48	1.458	Foremen.....	1.310	40	1.190
Second hands.....	1.354	48	1.354	Mixers.....	1.170	40	1.050
<b>READING, PA.</b>				Cake slicers, hand icers.....	.830	40	.700
<b>Bread and cake—Machine shops:</b>				Doughnut-machine operators, oven tenders.....	1.090	40	.920
<b>Agreement A:</b>				Foremen (women).....	.980	40	.850
Mixers.....	1.220	40	1.075	Wrapping-machine operators.....	.880	40	.750
Oven feeders, bread; ovenmen, cake and sweets; all round bakers.....	1.200	40	1.050	Depositors.....	.900	40	.750
Dividers, molders, batter scalers, oven delivery men, bench hands, bread-wrapping-machine operators.....	1.150	40	1.000	Helpers (women).....	.780	40	.650
Ingredient scalers and mixers' helpers.....	1.125	40	.975	<b>Agreement E:</b>			
Icing mixers, women.....	1.000	40	.900	Bread and rolls:			
Cake packers, women; bread rackers, blenders.....	1.050	40	.900	Mixers.....	1.180	40	1.080
Pan rackers, loaf stackers, sweet-bun icers, semi-automatic wrappers, men; pan greasers and washers, women.....	1.000	40	.850	Dividers, ovenmen.....	1.100	40	1.000
Cake decorators, women.....	1.000	40	.800	Roll-machine operators, dough mixers' helpers, molders, wrapping-machine operators.....	1.050	40	.950
Cake icers, women.....	.820	40	.730	Oven feeders and dumpers.....	1.030	40	.930
Cake and sweet wrappers, women.....	.780	40	.690	Wrappers, feeders.....	.950	40	.850
<b>Agreement B:</b>				General helpers.....	.850	40	.750
Foremen, packing room.....	1.225	40	1.175	<b>Cake and doughnut:</b>			
Foremen, bread and cake.....	1.225	40	1.075	Doughnut-machine operators, mixers, icing mixers.....	1.050	40	.950
Stockmen.....	1.150	40	1.025	Ovenmen.....	1.000	40	.900
Mixers, oven supervisors.....	1.200	40	1.050	Cake-depositor operators.....	.950	40	.850
Ingredient scalers, second mixers.....	1.200	40	1.025	Scalers.....	.900	40	.800
Wrapping-machine operators.....	1.125	40	.975	General helpers (men), machine wrappers, foremen (women), icing machine operators.....	.850	40	.750
Divider operators, benchmen, molders.....	1.150	40	1.000	Icers, wrappers (women), general help (women).....	.800	40	.700
Ovenmen.....	1.150	40	.975	<b>Crackers and cookies:</b>			
Floor packers.....	1.100	40	.950	Dough mixers.....	1.025	40	.875
Helpers:				Checkers.....	1.000	40	.850
Stockmen.....	1.075	40	.925	Machinemen, enrobers, ovenmen.....	.975	40	.825
Bread and cake, ovenmen.....	1.000	40	.850	Wrapping and automatic carton forming.....	.950	40	.800
Women.....	.740	40	.640	Dough rollers.....	.925	40	.775
<b>RICHMOND, VA.</b>				Stockmen.....	.900	40	.750
<b>Bread and cake—Machine shops:</b>				Finished goods stockmen, icing-machine men and mixers.....	.875	40	.725
<b>Agreement A:</b>				Receiving clerks, mixers and bakers' helpers.....	.850	40	.700
Mixers.....	1.180	40	1.080	Dough rollers' helpers.....	.800	40	.650
Dividers.....	1.100	40	1.000	Shippers, stockmen helpers, icing helpers, packing department helpers.....	.775	40	.625
Molders, cake mixers, wrapping-machine operators.....	1.050	40	.950	Women employees, after 6 months.....	.750	40	.600
Oven feeders and dumpers.....	1.030	40	.930	<b>ROCHESTER, N. Y.</b>			
Oven tenders.....	1.000	40	.900	<b>Bread and cake—Hand shops:</b>			
General helpers.....	.850	40	.750	First hands.....	1.426	40	1.275
Icers and wrappers, women.....	.800	40	.700	Second hands, ovenmen, mixers.....	1.336	40	1.090
<b>Agreement B:</b>				Third hands, bench hands.....	1.286	40	1.060
Cake mixers, icing mixers, doughnut-machine operators.....	1.050	40	.950	<b>Bread and cake—Machine shops:</b>			
Ovenmen.....	1.000	40	.900	<b>Agreement A:</b>			
Depositors.....	.950	40	.850	First hands.....	1.405	40	1.275
Ingredient scalers.....	.900	40	.800	Second hands.....	1.300	40	1.190
Foremen (women) helpers (men).....	.850	40	.750	Third hands, bench hands.....	1.250	40	1.150
Hand icers and wrappers, helpers (women).....	.800	40	.700	Feeders and dumpers.....	1.300	40	1.150
<b>Sweet goods department:</b>				Decorators.....	.980	40	.850
Dough mixers.....	1.180	40	1.080	Icers, cooky-machine assistants, helpers, wrappers and finishers.....	.850	40	.750
Oven feeders.....	1.030	40	.930				

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>ROCHESTER, N. Y.—Continued</b>				<b>ST. LOUIS, MO.—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Bread—Machine shops—Continued</b>			
<b>Agreement A—continued</b>				<b>Women helpers:</b>			
Women employees:				Experienced.....	\$0.860	40	\$0.725
Foremen (women).....	\$0.980	40	\$0.850	Inexperienced.....	.785	40	.650
General helpers, wrappers.....	.750	40	.700	<b>Cake—Machine shops:</b>			
<b>Agreement B:</b>				Foremen.....	1.603	40	1.468
Mixers.....	1.180	40	1.030	Ovenmen, mixers.....	1.493	40	1.358
Dividers.....	1.130	40	.980	Machine hands.....	1.383	40	1.248
Moldermen, benchmen, ovenmen, assemblymen, batchmen, oven dumpers, and feeders.....	1.080	40	.930	Helpers.....	1.190	40	1.055
Flour blenders, mixers' helpers.....	1.030	40	.880	Icing mixers, ingredient scalers.....	1.159	40	1.024
Wrapping-machine operators.....	.980	40	.830	Miscellaneous helpers:			
Flour handlers.....	.955	40	.805	Experienced.....	.960	40	.825
Pan greasers; oven, bench, and machine helpers; bread rackers; checkers and packers.....	.930	40	.780	Inexperienced.....	.885	40	.750
Wrapping and slicing helpers.....	.905	40	.755	Foremen (women).....	.910	40	.775
<b>Agreement C:</b>				Women helpers:			
First hands or foremen.....	1.300	40	1.170	Experienced.....	.860	40	.725
Mixers.....	1.280	40	1.170	Inexperienced.....	.785	40	.650
Second hands, ovenmen.....	1.200	40	1.090	<b>Crackers and cookies:</b>			
Third hands, machine or bench hands, shipping clerks.....	1.160	40	1.060	<b>Agreement A:</b>			
General helpers, wrappers.....	.980	40	.880	Oven operators.....	1.225	40	1.075
<b>Hebrew shops:</b>				Cracker-dough mixers, sweet-dough mixers, graham-dough mixers, dough-machine set-up and operators, sponge mixers, enrobing machine set-up and operators.....	1.200	40	1.050
Ovenmen mixers, first cake bakers.....	1.911	45	1.667	Dough-break-machine feeders, marshmallow ma- chine set-up and operators, icing machine set-up and operators.....	1.175	40	1.025
Bench hands, second cake bakers.....	1.767	45	1.531	Mixers' helpers (sweet and graham dough), icing mixers, marshmallow mixers.....	1.100	40	.950
<b>Crackers and cookies:</b>				Head stockkeepers.....	1.075	40	.925
Shop foremen.....	1.080	40	.930	Dough-break roll feeders.....	1.050	40	.900
Batch scalers, dough mixers, machine operators, oven feeders, oven dumpers.....	1.030	40	.880	Wrapping-machine set-up men.....	1.000	40	.850
Rack pullers, cooky dumpers, pan cleaners, carton packers and helpers.....	.880	40	.730	Jam mixers, sirup mixers, vanilla sugar mixers, scrap grinders, machine relief.....	.975	40	.825
Women employees:				Scrap (women), carton-forming-machine opera- tors.....	.925	40	.775
Foremen.....	.800	40	.650	Miscellaneous help, packers, off wrapping ma- chine, wire-tie-machine operators, sack cleaners, stockkeepers, carton peelers.....	.850	40	.700
Wrappers and packers.....	.730	40	.580	Scalers.....	.800	40	.650
<b>ROCK ISLAND, ILL.</b>				Women helpers:			
<b>(Includes Davenport, Iowa, and Moline, Ill.)</b>				Experienced.....	.750	40	.600
<b>Bread—Hand shops:</b>				Inexperienced.....	.700	40	.550
Foremen.....	1.275	48	1.125	<b>Agreement B:</b>			
First bakers.....	1.170	48	1.020	Sponge mixing department:			
Second bakers.....	1.120	48	.970	Head mixers.....	1.135	40	1.035
Helpers.....	.850	48	.750	Sponge and dough mixers.....	1.025	40	.925
<b>Bread and cake—Machine shops:</b>				Mixers' helpers.....	.925	40	.825
Wrapping-machine operators.....	1.235	40	.950	Sweet mixing department:			
Pan rackers, roll panners.....	1.035	40	.850	Head mixers.....	1.125	40	1.035
Helpers, open kettle fryers, icing-machine operators.....	.885	40	.750	Mixers.....	1.085	40	.925
Rackers, pan greasers.....	.885	40	.700	Mixers' helpers.....	.925	40	.825
Cake dumpers.....	.835	40	.700	<b>Baking department:</b>			
Hand wrappers, icers, etc. (women) after 1 year.....	.785	40	.650	Machineman.....	1.125	40	1.025
<b>Bread and rolls—Machine shops:</b>				Peelers.....	1.085	40	.985
Checkers, shipping clerks.....	1.035	40	.900	Rollermen, ovenmen.....	1.025	40	.925
Stockmen, packers, wrapping-machine helpers.....	.885	40	.750	Oven take-out men.....	.985	40	.885
Hand wrappers and icers, women:				Sheeters and laminators, reliefmen (sweet).....	.955	40	.835
1-6 months.....	.685	40	.550	Cost and raw material checkers.....	.905	40	.805
After 6 months.....	.735	40	.600	Stackers, men.....	.935	40	.795
<b>Pie and pastry:</b>				General help, semiskilled.....	.855	40	.755
Working foremen.....	1.285	40	1.200	Sponge and sweet-packing department:			
Scalers.....	1.235	40	.900	Supply men.....	.895	40	.795
<b>ST. LOUIS, MO.</b>				General help, semiskilled, men.....	.855	40	.755
<b>Bread and cake—Hand shops:</b>				Working supervisors, women.....	.810	40	.740
Foremen.....	1.167	48	1.083	Checkers, women, cello-bag-machine operators.....	.770	40	.700
Second hands, benchmen.....	1.071	48	.988	Weighers.....	.700	40	.630
<b>Bread—Machine shops:</b>				General help, semiskilled, women.....	.660	40	.590
Foremen.....	1.603	40	1.468	<b>Icing department:</b>			
Oven hands.....	1.493	40	1.358	Mixers, machinemen.....	1.025	40	.925
Assistant spongers.....	1.438	40	1.303	Marshmallow and icing mixers.....	.970	40	.850
First bench hands, scalers.....	1.410	40	1.275	Supply men.....	.895	40	.795
Bench and machine hands.....	1.383	40	1.248	Women employees:			
Bread counters.....	1.218	40	1.083	Machine operators.....	.845	40	.775
Helpers, pan greasers.....	1.190	40	1.055	Checkers.....	.770	40	.700
Ingredient scalers.....	1.073	40	.938	Machine feeders.....	.740	40	.650
Wrapping and slicing-machine operators.....	.998	40	.863	Trolley girls.....	.680	40	.690
Packers:				General help, semiskilled, men.....	.855	40	.755
Experienced.....	1.085	40	.950	General help, semiskilled, women.....	.660	40	.590
Inexperienced.....	1.010	40	.875	<b>Carton and caddy forming and wrapping depart- ment:</b>			
Beltmen:				Machinemen (set-up and adjusters).....	1.055	40	.955
First 6 months.....	.923	40	.788	Machine operators, men.....	.975	40	.875
Experienced.....	.998	40	.863				
Foremen (women).....	.910	40	.775				

\* 48-hour week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
ST. LOUIS, MO.—Continued				ST. PAUL, MINN.—Continued			
Crackers and cookies—Continued				Cake—Machine shops—Continued			
Agreement B—Continued				Helpers:			
Receiving and warehouse department:				First 8 weeks.....			
Working supervisors, men.....				\$1.005	40	\$0.905	40
Receivers.....				.925	40	.805	40
Receivers' helpers, loaders.....				.875	40	.775	40
Shipping department:				Women employees:			
Working supervisors.....				1.005	40	.905	40
Checkers.....				.925	40	.805	40
Assemblers and loaders.....				.875	40	.775	40
Women employees:				Wrapping-machine operators, semi-automatic.....			
Checkers.....				.800	40	.730	40
Assemblers and loaders.....				.760	40	.680	40
Agreement C:				Wrappers, packers, finishers:			
Baking and mixing departments:				First 8 weeks.....			
Head mixers, machine captains.....				1.095	40	.945	40
Peelers.....				1.045	40	.895	40
Bakers, sponge mixers, assemblymen.....				1.015	40	.865	40
Rollermen.....				.995	40	.845	40
Ovenmen, drawmen.....				.945	40	.795	40
Mixers' helpers, stackers, general help.....				.895	40	.745	40
Packing department:				Crackers and cookies:			
Floormen.....				.895	40	.745	40
Women employees:				Head sweet-dough mixers.....			
Working supervisors.....				.895	40	.745	40
Packers, sponge.....				.795	40	.645	40
Tally clerks.....				.775	40	.625	40
Packers, sweet, bundlers, machine operators, weighers and closers, "Q" formers and stitchers, general help, carton formers.....				.745	40	.595	40
Icing department:				Peelers, reliefmen, sponge ovenmen.....			
Mixers.....				.925	40	.775	40
Mixers' helpers.....				.895	40	.745	40
Working supervisors (women).....				.795	40	.645	40
Machine operators, other helpers (women).....				.745	40	.595	40
Hebrew hand shops:				Foremen.....			
Foremen, bakers, ovenmen.....				1.354	48	1.354	48
Second hands.....				1.146	48	1.146	48
Miscellaneous helpers.....				.542	48	.542	48
ST. PAUL, MINN.				SALT LAKE CITY, UTAH			
Bread and cake—Hand shops:				Bread and cake—Hand shops:			
Foremen, supervising 6 or more workers.....				1.289	45	1.178	48
Foremen, supervising 6 or less workers, first hands.....				1.178	45	1.067	48
Ovenmen, mixers, bench hands.....				1.111	45	1.000	48
Wrappers.....				.911	45	.800	48
Helpers:				Helpers:			
First 6 months.....				.667	45	.600	48
6-12 months.....				.722	45	.650	48
12-18 months.....				.778	45	.700	48
2 years.....				.833	45	.750	48
24-30 months.....				.889	45	.800	48
3 years.....				1.000	45	.900	48
Bread and cake—Machine shops:				Bread and cake—Machine shops:			
Foremen.....				1.420	40	1.275	40
Sponge and dough mixers, ovenmen and oven operators.....				1.260	40	1.125	40
Bench hands, dividers, molders, bun-machine operators.....				1.200	40	1.075	40
Oven feeders and dumpers, slicing- and wrapping-machine operators.....				1.130	40	1.015	40
Doughnut-machine operators.....				1.260	40	1.000	40
Oven helpers, bench helpers, twistors and panners.....				1.030	40	.925	40
Helpers (men):				Helpers (men):			
First 8 weeks.....				.900	40	.825	40
After 8 weeks.....				1.000	40	.900	40
Women employees:				Women employees:			
Foremen.....				1.030	40	.925	40
Finishers, packers and wrappers:				Finishers, packers and wrappers:			
First 8 weeks.....				.740	40	.680	40
After 8 weeks.....				.820	40	.740	40
Bread and cake—Semimachine shops:				Bread and cake—Semimachine shops:			
Foremen, supervising up to 5 workers.....				1.247	42½	1.129	40
Ovenmen, dough mixers, bench hands.....				1.176	42½	1.059	40
Wrapping-machine operators.....				.965	42½	.847	40
Hand workers (women) after 6 months.....				.847	42½	.729	40
Helpers, first year.....				.776	42½	.659	40
After first year.....				.894	42½	.776	40
Cake—Machine shops:				Cake—Machine shops:			
Foremen.....				1.420	40½	1.275	40
Mixers, ovenmen.....				1.260	40½	1.100	40
Depositors and/or drop-machine operators.....				1.200	40	1.000	40
Ingredient scalers, fruit cookers, kettle fryers.....				1.150	40	1.000	40
Icing or jelly-machine operators.....				1.000	40	(1)	40
ST. PAUL, MINN.—Continued				ST. PAUL, MINN.—Continued			
Helpers:				Helpers:			
First 8 weeks.....				\$0.900	40	\$0.825	40
After 8 weeks.....				1.000	40	.900	40
Women employees:				Women employees:			
Foremen.....				1.030	40	.925	40
Wrapping-machine operators, semi-automatic.....				1.000	40	.900	40
Wrappers, packers, finishers:				Wrappers, packers, finishers:			
First 8 weeks.....				.740	40	.680	40
After 8 weeks.....				.820	40	.740	40
Crackers and cookies:				Crackers and cookies:			
Head sweet-dough mixers.....				1.250	40	1.130	40
Peelers, reliefmen, sponge ovenmen.....				1.220	40	1.100	40
Foremen.....				1.220	40	1.080	40
Head sponge dough mixers.....				1.170	40	1.060	40
Assistant sponge dough mixers.....				1.130	40	1.020	40
Rollermen.....				1.150	40	1.000	40
Assistant sweet dough mixers.....				1.130	40	(1)	40
Dough scalers, sweet-oven reliefmen, cracker stackers.....				1.050	40	(1)	40
Marshmallow mixers, sweet-oven men, machinemen.....				1.090	40	.980	40
Drawmen.....				1.090	40	.970	40
Pan greasers, flour dumpers.....				1.050	40	.940	40
Unclassified helpers (men):				Unclassified helpers (men):			
Starting rate.....				.860	40	.780	40
After 3 months.....				.930	40	.830	40
After 6 months.....				1.000	40	.890	40
Women employees:				Women employees:			
Floorladies.....				.860	40	.770	40
Cracker packers.....				.840	40	.750	40
Assistant floorladies.....				.820	40	.740	40
Cooky packers.....				.820	40	.730	40
Wrappers, cracker-machine operators.....				.820	40	.720	40
Unclassified helpers:				Unclassified helpers:			
Starting rate.....				.680	40	.600	40
After 3 months.....				.730	40	.650	40
After 6 months.....				.780	40	.700	40
SALT LAKE CITY, UTAH				SALT LAKE CITY, UTAH			
Bread and cake—Hand shops:				Bread and cake—Hand shops:			
Foremen.....				1.360	48	1.160	48
Ovenmen, mixers.....				1.200	48	1.020	48
Bench hands.....				1.180	48	1.000	48
Shipping clerks, head wrappers.....				1.020	48	.860	48
Helpers:				Helpers:			
First year.....				.800	48	.650	48
Second year.....				.880	48	.730	48
Third year.....				.990	48	.830	48
Bread and cake—Machine shops:				Bread and cake—Machine shops:			
Foremen.....				1.440	40	1.290	40
Mixers, ovenmen.....				1.300	40	1.150	40
Ingredient scalers.....				1.240	40	1.090	40
Machinemen, benchmen.....				1.190	40	1.040	40
Shipping clerks, head wrappers.....				1.120	40	.970	40
Checkers.....				1.070	40	.920	40
Rackers, pan greasers, all second year helpers.....				.970	40	.870	40
Foremen (women).....				.970	40	.820	40
Helpers, first year.....				.870	40	.770	40
Wrapping-machine operators (women).....				.850	40	.750	40
Icers, wrappers, packers, labelers, sweet-roll pan-ners (women).....				.800	40	.700	40
Crackers and cookies:				Crackers and cookies:			
Assistant foremen (icing), machinists.....				.950	40	.850	40
Panners (out).....				.925	40	.825	40
Panners (in).....				.900	40	.800	40
Sponge mixers.....				.875	40	.775	40
Cracker edgers.....				.775	40	.675	40
Sponge packers.....				.750	40	.650	40
Weighers.....				.685	40	.585	40
Case makers.....				.680	40	.580	40
Sweet packers.....				.650	40	.550	40
Cello-nest cutters, cello-machine operators (women).....				.625	40	.525	40
Feeders, machinemen.....				.600	40	.500	40
SAN ANTONIO, TEXAS				SAN ANTONIO, TEXAS			
Crackers and cookies:				Crackers and cookies:			
Foremen.....				1.275	40	1.125	40
Shipping foremen.....				1.175	40	1.025	40
Dough and sponge mixers, ovenmen, shipping clerks or checkers.....				1.050	40	.900	40
Machinemen, dividers, ingredient scalers, loaders, dumpers and bench hands, wrapping-machine operators.....				.950	40	.800	40

1 Information not available for rate and hours on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
SAN ANTONIO, TEXAS—Continued				SCRANTON PA.—Continued			
Crackers and cookies—Continued				Bread and cake—Hand shops—Continued			
Helpers:				Agreement B—Continued			
Experienced.....\$0.850 40				Shippers.....\$0.896 48			
First 3 months......700 40				Wrappers, utilitymen......844 48			
3-6 months......750 40				Helpers......646 48			
6-9 months......900 40				Bread and cake—Machine shops:			
SAN FRANCISCO, CALIF.				Agreement A:			
Bread and cake—Hand shops:				Bread and rolls department:			
Dairy, lunches, restaurants, cafeterias:				Shipping clerks.....1.240 40			
Foremen, ovenmen.....1.675 40				Mixers, molders.....1.140 40			
Bench hands.....1.550 40				Dividers.....1.080 40			
Other hand shops:				Third mixers.....1.070 40			
Foremen.....1.670 42				Ovenmen.....1.075 40			
Ovenmen, mixers.....1.600 42				Proof-box men.....1.015 40			
Bench hands.....1.520 42				Flour blenders, mixers' helpers, molding-machine helpers.....1.000 40			
Bread department—Machine shops:				Assistant shipping clerks......975 40			
Foremen.....1.780 38				Pan setters......985 40			
Mixers, ovenmen.....1.720 38				Traveling-oven feeders and receivers......950 40			
Bench hands.....1.630 38				Bench hands......913 40			
Flour blenders.....1.540 38				Wrappers, pan greasers......925 40			
Helpers (after 1 year).....1.340 38				Packers......913 40			
Cake department—Women employees:				Hand wrappers......900 40			
Ornamental icers.....1.240 40				General helpers......838 40			
Foremen (women).....1.180 40				Cake department:			
Icers (after 3 months).....1.090 40				General utilitymen.....1.020 40			
Wrappers, packers, other helpers......980 40				Mixers, ovenmen......908 40			
Pie and pastry:				Depositor operators, pan greasers......858 40			
Foremen.....1.810 42				Helpers......795 40			
Ovenmen, mixers.....1.740 42				Women employees:			
Journeyman pie makers.....1.630 42				Machine operators......708 40			
Helpers (after first year).....1.310 42				Icers and helpers, other jobs......695 40			
French and Italian—Hand shops:				Agreement B:			
Foremen, ovenmen, mixers.....1.620 40				Bread department:			
Bench hands.....1.500 40				Mixers, sponge-dough scalars.....1.250 40			
French and Italian—Machine shops:				Traveling ovenmen, shipping clerks.....1.200 40			
Foremen, ovenmen, mixers.....1.620 40				Mixers' assistants.....1.125 40			
Bench hands.....1.500 40				Bread rackers.....1.100 40			
Crackers and cookies:				Dividers, molder operators.....1.075 40			
Agreement A:				Relief men.....1.250 40			
Machinemen, ovenmen, mixers.....1.575 40				Receiving clerks, flour blenders.....1.050 40			
Cellophane or wax-wrapping-machine operators.....1.370 40				Assistant shipping clerks.....1.025 40			
Mixers' helpers.....1.405 40				Wrapping-machine operators.....1.050 40			
Icers.....1.340 40				Molders' helpers.....1.000 40			
Head shipping clerks.....1.335 40				Pan greasers......925 40			
Shippers and receivers.....1.300 40				Cake department:			
Benchmen.....1.200 40				Working foremen.....1.325 40			
Floorladies.....1.050 40				Receiving clerks.....1.200 40			
Icing girls, sweet packers, weighers, wrappers, relief girls, carton and caddy foremen, bundlers, stickers, cellophane-machine operators......950 40				Mixers and scalars.....1.250 40			
Agreement B:				Shipping clerks.....1.200 40			
Machinemen, head mixers.....1.545 40				Depositors.....1.075 40			
Peelers, ovenmen, reliefmen.....1.490 40				Ovenmen.....1.200 40			
Rollermen.....1.410 40				Icing mixers.....1.250 40			
Sponge-oven drawmen, mixers' helpers.....1.375 40				Oven helpers......975 40			
Icers.....1.360 40				Wrapping-machine operators.....1.050 40			
Wrapping-machine set-up men.....1.330 40				Depositors' helpers.....1.000 40			
Icing helpers.....1.300 40				Dumpers......925 40			
Sweet-dough feeders, pan greasers, pan feeders, sweet-oven helpers, oven feeders.....1.295 40				Pan greasers......900 40			
Assemblymen, shippers, receivers.....1.270 40				Packers, shipping-room helpers......925 40			
Traveling-oven feeders.....1.220 40				Box sorters......825 40			
Flour dumpers.....1.190 40				Stockmen......975 40			
Wrapping-machine helpers.....1.180 40				Women employees:			
Women workers:				Wrapping-machine operators......775 40			
Supervisors, part time sponge- and sweet-workers.....1.020 40				Wrappers, icers, after 6 months, box-makers......725 40			
Sponge packers, wrappers, bundlers, weighers, carton formers......920 40				Icers and general helpers, first 6 months......650 40			
Can renovators, icing and sugar wafer workers, sweet packers......900 40				Variety department:			
SCRANTON, PA.				Traveling-oven feeders and dumpers.....1.200 40			
Bread and cake—Hand shops:				Shippers.....1.200 40			
Agreement A:				Sponge and dough mixers.....1.250 40			
Ovenmen, dough mixers, second hands.....1.173 44				Dough mixers and scalars.....1.250 40			
Bench hands.....1.059 44				Wrapping-machine operators.....1.050 40			
Assistant bench hands......923 44				Junior shipping clerks.....1.000 40			
Helpers......809 44				Assistant dough rollers and bench hand assistants, machine packers, and operators......950 40			
Agreement B:				Pan greasers and rackers......825 40			
Mixers, ovenmen, first hands.....1.115 48				Bun packers and variety rackers......850 40			
Bench hands, oven helpers.....1.010 48				Agreement C:			
				Relief men.....1.220 40			
				Receiving clerks.....1.195 40			
				Doughnut-machine operators, oven operators, mixers.....1.145 40			
				Wrapping-machine operators (women), scalars, divider and molder operators.....1.095 40			
				Stockmen, cake depositors.....1.070 40			
				Tray ovenmen, industrial pan washers.....1.045 40			

\* 48-hour week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
SCRANTON, PA.—Continued				SEATTLE, WASH.—Continued			
Bread and cake—Machine shops—Continued				Bread and cake—Hand and machine shops—Continued			
Agreement C—Continued				Women—Continued			
Pan rackers, flour blenders, benchmen, proof-box men, depositors' helpers, loaders.....	\$1.020	40	\$0.850	General workers:	\$0.700	40	\$0.600
Mixers' helpers, oven dumpers and feeders.....	.995	40	.825	First 6 months.....	.750	40	.635
Oven bread rackers, cake dumpers.....	.995	40	.880	6-12 months.....	.825	40	.710
Bread packers and truckers, carton makers, pan greasers.....	.950	40	.800	1 year and over.....			
Industrial pan washers' helpers (men).....	1.045	40	.775	<b>Crackers and cookies:</b>			
General baking helpers.....	.850	40	.700	<b>Agreement A:</b>			
<b>Women employees:</b>				Machinemen.....	1.360	40	1.155
Working foremen (women).....	.900	40	.750	Mixers.....	1.280	40	1.075
Pan greasers, cake cutters, machine wrappers, depositors, bread rackers.....	.750	40	.630	Ovenmen.....	1.180	40	1.010
Doughnut-machine helpers, selectors, bread roll girls, bench helpers, floor girls, icers, cake-shop girls, hand wrappers.....	.700	40	.580	Scalers, wrappers.....	1.080	40	.945
<b>Bread only—Machine shops:</b>				Mixers' helpers.....	1.120	40	.905
Shipping clerks.....	1.398	40	1.283	Pan cleaners, sweepers, feeders, and other helpers:			
Mixers, peel-oven men, molders, divider operators, utilitymen.....	1.320	40	1.205	First 6 months.....	.980	40	.780
Flour blenders.....	1.185	40	1.070	After 6 months.....	1.030	40	.830
Mixers' helpers.....	1.195	40	1.040	<b>Women employees:</b>			
Molders' helpers.....	1.145	40	1.030	Plain sweet packers.....	.730	40	.635
Pan greasers.....	1.145	40	1.024	<b>Agreement B:</b>			
Traveling-oven feeders and dumpers, assistant shippers.....	1.145	40	.980	Machinemen.....	1.480	40	1.300
Machine wrappers.....	1.145	40	.955	Mixers:			
<b>Bread rackers and pick-ups:</b>				First.....	1.480	40	1.300
First 3 months.....	1.020	40	.880	Second.....	1.330	40	1.150
After 3 months.....	1.145	40	.980	Peelers.....	1.330	40	1.150
<b>Pie and cake:</b>				Ovenmen:			
Fruit cookers.....	1.413	40	.938	First.....	1.330	40	1.150
Mixers.....	1.163	40	.963	Second.....	1.230	40	1.105
Ovenmen.....	1.138	40	.938	Rollermen.....	1.230	40	1.050
Shipping clerks.....	1.063	40	.813	Scalers and wrappers.....	1.130	40	.950
Helpers.....	.925	40	.725	Mixers' helpers.....	1.150	40	(1)
Scalers.....	.875	40	.675	Feeders, sweepers, and other helpers:			
Cake dumpers, pan greasers, depositor operators.....	.850	40	.650	First 6 months.....	.980	40	.850
Fruit cookers' helpers.....	.950	40	.550	After 6 months.....	1.080	40	.900
Depositors' helpers, bowl washers.....	.800	40	.550	<b>Women employees:</b>			
<b>Women employees:</b>				Sponge packers, experienced.....	.880	40	.700
Icers, packers.....	.725	40	.588	Plain sweet and combination packers, icing and sugar-wafer girls.....	.830	40	.650
Box makers, wrappers, wrapping-machine operators.....	.725	40	.550	<b>Agreement C:</b>			
<b>Crackers and cookies:</b>				Machinemen.....	1.305	40	1.155
Mixers.....	1.135	40	1.085	Mixers.....	1.225	40	1.075
Working foremen.....	1.075	40	1.025	Peelers.....	1.205	40	1.055
Shipping clerks.....	.950	40	.900	Ovenmen.....	1.160	40	1.010
Marshmallow mixers.....	.895	40	.845	Rollermen.....	1.115	40	.965
Peelers, machinemen, assistant mixers.....	.855	40	.805	Scalers, wrappers, oven helpers.....	1.095	40	.945
Ovenmen.....	.855	40	.800	Mixers' helpers.....	1.055	40	.905
Assistant machinemen.....	.830	40	.780	Stackers.....	.985	40	.835
Ovenmen's helpers, assistant shipping clerks.....	.810	40	.760	Icing helpers.....	.985	40	.830
Stackers, pan feeders, dough rollers, oven feeders.....	.745	40	.695	Sweepers and other helpers:			
Pan catchers and greasers, flour blenders, sugar grinders, general helpers.....	.710	40	.660	After 6 months.....	.980	40	.830
Utilitymen.....	.650	40	.600	Receiving clerks.....	1.165	40	1.015
<b>Women employees:</b>				Pan cleaners and feeders.....	.930	40	.780
Working foremen.....	.660	40	.610	Experienced sponge packing, and combination packers.....	.765	40	.675
Working foremen, second and third floor.....	.625	40	.575	Plain sweet packers, icing and sugar wafers.....	.725	40	.635
Machine operators and handlers.....	.635	40	.585	<b>Agreement D:</b>			
Marshmallow girls, box makers, packers, bundlers, stackers, all others.....	.625	40	.575	Machinemen.....	1.430	40	1.250
SEATTLE, WASH.				Mixers, peelers, ovenmen.....	1.280	40	1.100
Bread and cake—Hand and machine shops:				Rollermen.....	1.180	40	1.000
Foremen.....	1.836	36	1.670	Scalers and wrappers.....	1.080	40	.900
Mixers, ovenmen, machinemen.....	1.710	36	1.545	Feeders and other helpers:			
Bench hands.....	1.634	36	1.465	After 6 months.....	1.080	40	.750
Control-room men.....	1.334	36	1.165	Pan cleaners and other helpers:			
<b>Helpers:</b>				First 6 months.....	.930	40	.750
After 1 year.....	1.328	36	1.130	Experienced sponge packing.....	.850	40	.700
After 2 years.....	1.450	36	1.285	Plain sweet packers.....	.800	40	.650
<b>Unskilled help:</b>				Icing and sugar wafers.....	.800	40	(1)
Stockmen.....	1.175	40	1.100	Combination packers.....	.850	40	.650
Men-in-charge, assistant stockmen.....	1.075	40	1.000	SOUTH BEND, IND.			
<b>General helpers:</b>				Bread and cake—Hand shops:			
First 6 months.....	.900	40	.750	<b>Agreement A:</b>			
6-12 months.....	.950	40	.805	First hands.....	1.750	40	1.375
After 1 year.....	1.025	40	.930	Second hands.....	1.375	40	1.250
<b>Women:</b>				<b>Agreement B:</b>			
Floorladies.....	1.000	40	.885	Working foremen.....	1.550	42	1.050
Assistant floorladies.....	.950	40	.835	Bench hands.....	1.320	42	.900
Machine operators, experienced.....	.940	40	.810	Bench helpers.....	.900	42	.750
SEATTLE, WASH.				Bread and cake—Machine shops:			
Bread and cake—Hand and machine shops:				<b>Agreement A:</b>			
Foremen.....	1.836	36	1.670	Mixers, dividermen, ovenmen, head benchmen, receiving clerks.....	1.280	40	1.135
Mixers, ovenmen, machinemen.....	1.710	36	1.545	Molder operators.....	1.260	40	1.105
Bench hands.....	1.634	36	1.465	Benchmen, repairmen.....	1.210	40	1.085
Control-room men.....	1.334	36	1.165	Stockroom helpers.....	1.040	40	1.030
<b>Helpers:</b>				SOUTH BEND, IND.			
After 1 year.....	1.328	36	1.130	Bread and cake—Hand shops:			
After 2 years.....	1.450	36	1.285	<b>Agreement A:</b>			
<b>Unskilled help:</b>				First hands.....	1.750	40	1.375
Stockmen.....	1.175	40	1.100	Second hands.....	1.375	40	1.250
Men-in-charge, assistant stockmen.....	1.075	40	1.000	<b>Agreement B:</b>			
<b>General helpers:</b>				Working foremen.....	1.550	42	1.050
First 6 months.....	.900	40	.750	Bench hands.....	1.320	42	.900
6-12 months.....	.950	40	.805	Bench helpers.....	.900	42	.750
After 1 year.....	1.025	40	.930	Bread and cake—Machine shops:			
<b>Women:</b>				<b>Agreement A:</b>			
Floorladies.....	1.000	40	.885	Mixers, dividermen, ovenmen, head benchmen, receiving clerks.....	1.280	40	1.135
Assistant floorladies.....	.950	40	.835	Molder operators.....	1.260	40	1.105
Machine operators, experienced.....	.940	40	.810	Benchmen, repairmen.....	1.210	40	1.085
SEATTLE, WASH.				Stockroom helpers.....			
Bread and cake—Hand and machine shops:				1.040 40 1.030			

<sup>1</sup> Information not available for rate and hours on July 1, 1946.



TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>SOUTH BEND, IND.—Continued</b>				<b>SPRINGFIELD, MASS.</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Bread, cakes, and pies—Hand shops:</b>			
<b>Agreement A—Continued</b>				<b>Foremen.....</b>			
Molders' helpers, mixers' helpers.....	\$1.130	40	\$1.005	Second hands, dough mixers, bench hands.....	1.225	48	1.125
Checkers.....	1.110	40	.985	<b>Bread and cake—Machine shops:</b>			
Conveyormen, bake-shop helpers.....	1.090	40	.965	<b>Agreement A:</b>			
Stockroom men.....	1.090	40	.935	Cake foremen.....	\$1.510	40	\$1.510
Packers.....	1.040	40	.915	Dough mixers.....	1.125	40	1.125
Slicers and wrappers.....	.980	40	.855	Relief men.....	1.125	40	1.125
Stale checkers.....	.960	40	.835	Oven dumpers.....	1.135	40	1.135
<b>Agreement B:</b>				Ovenmen.....	1.035	40	1.035
Mixers, dividers, ovenmen.....	1.300	40	1.100	Oven helpers, benchmen.....	.960	40	.960
Mixers' sponge.....	1.200	40	1.100	Divider operators.....	.960	40	.960
Molders.....	1.190	40	.990	Molder operators.....	.960	40	.960
Wrappers.....	1.120	40	.920	Doughnut bench hand.....	.960	40	.960
Checkers.....	.970	40	.870	Shipping room.....	.910	40	.910
Oven feeders' helpers.....	1.050	40	.850	Doughnut-machine men and fryers.....	.875	40	.875
Molders' helpers.....	.940	40	.840	Cake icing girls.....	.735	40	.735
Slicers.....	.900	40	.800	Helpers, women.....	.680	40	.680
Conveyormen, bake-shop helpers.....	.850	40	.750	<b>Agreement B:</b>			
Packers.....	.800	40	.700	Foremen.....	1.310	40	1.210
<b>Agreement C:</b>				Dough mixers, ovenmen.....	1.210	40	1.110
Dividers, benchmen.....	1.320	42	.900	Floormen, assistant foremen.....	1.185	40	1.085
Ovenmen.....	1.220	42	.900	Cake mixers.....	1.125	40	1.025
Wrappers.....	1.000	42	.850	Cake ovenmen.....	1.085	40	.985
<b>Agreement D:</b>				Dividers, molder operators, bench hands.....	1.060	40	.960
Ovenmen, loaders, dough mixers, cooks, ingre- dient men.....	1.020	40	.960	Scalers.....	1.050	40	.950
Pie-table operators.....	.990	40	.930	Dough-room helpers.....	1.035	40	.935
Cookers, oven helpers.....	.940	40	.880	<b>Women employees:</b>			
Fruit mixers.....	.920	40	.860	Foreladies.....	.935	40	.835
Dough feeders.....	.860	40	.810	Other helpers.....	.885	40	.785
Receiver helpers.....	.810	40	.750	Hand cake icers.....	.835	40	.735
Women supervisors.....	.780	40	.720	<b>Bread only—Machine shops:</b>			
Women helpers, miscellaneous.....	.740	40	.680	<b>Agreement A:</b>			
<b>SPOKANE, WASH.</b>				Foremen.....	1.310	40	1.210
<b>Bread and cake—Machine shops:</b>				Dough mixers, bench foremen.....	1.210	40	1.110
Foremen, mixers, ovenmen.....	1.620	40	1.470	Assistant foremen.....	1.185	40	1.085
Machine hands.....	1.560	40	1.410	Ovenmen.....	1.085	40	.985
Bench hands.....	1.500	40	1.350	Order men (retail shop).....	1.080	40	.980
Bread dumpers.....	1.320	40	1.170	Dividers, scalers, molder operators, bench hands.....	1.060	40	.960
Bread packers, conveyormen, machine wrappers, shipping and stock clerks, flour blenders.....	1.210	40	1.060	Dough-room helpers.....	1.035	40	.935
Carton strippers, helpers.....	1.080	40	.930	Pan greasers.....	1.010	40	.910
Women wrappers.....	.900	40	.750	Packers, slicers, icers, coolers.....	.960	40	.860
<b>Crackers and cookies:</b>				Helpers, men.....	.960	40	.860
<b>Agreement A:</b>				<b>Women employees:</b>			
Machinemen.....	1.200	40	1.120	Foremen.....	.935	40	.835
Mixers.....	1.160	40	1.050	Helpers.....	.775	40	.675
Peelers.....	1.130	40	1.000	<b>Agreement B:</b>			
Receiving clerks.....	1.100	40	.970	Reliefmen.....	1.225	40	1.125
Ovenmen.....	1.080	40	.950	Dough mixers.....	1.210	40	1.110
Rollermen.....	1.080	40	.950	Oven feeders.....	1.085	40	.985
Scalers and wrappers.....	1.020	40	.908	Molder operators.....	1.060	40	.960
Ovenmen's helpers.....	1.020	40	.900	Divider operators.....	1.060	40	.960
Rollermen's helpers, dough feeders.....	1.030	40	.900	Other workers.....	.985	40	.885
Mixers' helpers.....	1.000	40	.870	<b>Hebrew—Hand shops:</b>			
Assembly men.....	.950	40	.820	Foremen.....	1.514	40	1.514
Stackers, other helpers.....	.930	40	.800	Second hands, dough mixers.....	1.398	40	1.398
Pan cleaners and feeders, icing helpers.....	.930	40	.795	Bench hands.....	1.281	40	1.281
<b>Women workers:</b>				<b>TAMPA, FLA.</b>			
Floorladies.....	.900	40	.800	<b>Cake—Hand shops:</b>			
Assistant.....	.850	40	(1)	Head cakemen.....	1.370	40	1.250
Experienced workers.....	.700	40	.650	Second cakemen.....	1.180	40	1.070
<b>Agreement B:</b>				Piemen.....	1.100	40	1.000
Working supervisors.....	1.250	40	1.108	Ovenmen, third cakemen.....	.960	40	.870
Machinemen.....	1.200	40	1.058	Helpers.....	.710	40	.650
Mixers.....	1.180	40	1.020	<b>Bread and cake—Machine shops:</b>			
Peelers.....	1.120	40	.995	<b>Agreement A:</b>			
Receiving clerks.....	1.100	40	.970	Foremen.....	1.270	40	\$1.150
Ovenmen.....	1.070	40	.945	Dough mixers, ovenmen.....	1.120	40	\$1.000
Rollermen.....	1.030	40	.910	Bench and machinemen, shipping clerks.....	1.010	40	.900
Scalers and wrappers.....	1.020	40	.908	Wrapping-machine operators.....	.960	40	.850
Ovenmen's helpers.....	1.020	40	.900	Oven dumpers and loaders.....	.900	40	.800
Mixers' helpers.....	.960	40	.870	Helpers.....	.750	40	.650
Rollermen's helpers, dough feeders.....	.940	40	.820	Stockmen.....	.750	40	.650
Assembly men.....	.850	40	.820	<b>Agreement B:</b>			
Pan cleaners and feeders, helpers.....	.920	40	.795	Working foremen.....	1.270	40	(1)
<b>Women:</b>				Mixers.....	1.120	40	(1)
Stackers.....	.920	40	.800	Ovenmen.....	1.120	40	(1)
Working supervisors.....	.850	40	.695	Oven dumpers and loaders.....	.900	40	(1)
Floor girls, cracker packers.....	.720	40	.620	Bench and machinemen.....	1.010	40	(1)
Experienced icing room girls.....	.720	40	.600	Helpers.....	.750	40	(1)
				Wrapping-machine operators.....	.960	40	(1)
				Shipping clerks.....	1.010	40	(1)

<sup>1</sup> Information not available for rate and hours on July 1, 1946.<sup>2</sup> 48-hour week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>TAMPA, FLA.—Continued</b>				<b>TOLEDO, OHIO—Continued</b>			
<b>Cuban shops:</b>				<b>Crackers and cookies—Continued</b>			
<b>Master bakers, first cakemen:</b>				<b>Icing department:</b>			
Ovenmen-in-charge	\$0.958	48	\$0.906	<b>Men workers:</b>			
Dough-mixers-in-charge, ovenmen	.888	48	.835	Machinemen	\$1.210	40	\$1.045
Dough mixers	.815	48	.763	Chocolate mixers	1.180	40	1.015
Benchmen	.719	48	.666	Icing and marshmallow mixers	1.060	40	.895
Helpers	.624	48	.571	Supply clerks	.955	40	.790
<b>TOLEDO, OHIO</b>				<b>Women workers:</b>			
<b>Bread and cake—Hand shops:</b>				Working leaders	1.090	40	.825
First hands	1.160	48	1.160	Marshmallow machine packers and feeders, scalers, carton formers	.920	40	.755
Second hands	1.110	48	1.110	Sandwich-machine packers, sandwich feeders, caddy and case formers, supply workers	.900	40	.735
Third hands	1.060	48	1.060	Separators, crimp patch operators, general labor	.875	40	.710
Helpers	1.010	48	1.010	<b>Packing department:</b>			
<b>Bread and cake—Machine shops:</b>				<b>Men:</b>			
<b>Agreement A:</b>				Machine operators	1.280	40	1.115
<b>Major shops, bread division:</b>				Scalers	1.060	40	.895
First and second mixers, ovenmen	1.330	40	1.200	General helpers	.990	40	.825
Helpers and wrappers (women)	.880	40	(1)	<b>Women:</b>			
Traveling-oven men, mixers' helpers, dividers, molders, benchmen, bread wrapping-machine men, set-up	1.180	40	1.050	Working leaders	1.090	40	.825
Flour blenders	1.130	40	1.000	Machine bundlers, tin wrappers	.960	40	.795
Helpers				Sponge packers, carton formers, scalers	.940	40	.775
Bake shop, wrapping, packing, or shipping room	1.080	40	.950	Caddy and case foremen, sweet packers, wrapper feeders	.900	40	.735
<b>Agreement B:</b>				Stackers	.875	40	.710
<b>Major shops—Cake division:</b>				General helpers	.815	40	.650
Ovenmen, depositors, icing mixers, dough mixers, ingredient scalers	1.290	40	1.160	No. 2 bundlers	.990	40	.825
Wrapping-machine operators	1.130	40	1.000	<b>Receiving department:</b>			
Icing mixers' helpers, dough helpers	1.120	40	.990	Stock clerks	1.160	40	.995
Icing-machine operators	1.090	40	.960	Stock handlers	1.060	40	.895
Depositor helpers' checkers, dumpers	1.080	40	.950	General helpers	.945	40	.780
Stockroom men	1.070	40	.940	<b>Shipping department:</b>			
Pan greasers	1.050	40	.920	Order fillers	1.263	40	1.098
Loaders	1.040	40	.910	Stockmen	1.200	40	1.035
Miscellaneous male help	1.040	40	.850	Shipping laborers	1.095	40	.930
Women helpers, packers, hand icers, wrappers, and miscellaneous	.880	40	.750	Conveyormen	.955	40	.790
<b>Agreement C:</b>				<b>WASHINGTON, D. C.</b>			
<b>Smaller machine shops:</b>				<b>Bread and cake—Machine shops:</b>			
First and second mixers, cake mixers, ovenmen	1.300	40	1.170	<b>Day work:</b>			
Cake and bread bench foremen	1.240	40	1.110	Journeyman	1.400	40	1.250
Peel-oven men	1.210	40	1.080	Helpers	1.000	40	.850
Frymen, bread, cake and rolls bench hands	1.190	40	1.060	Packers and wrappers	.900	40	.750
Oven pullers, shovers and helpers, dividermen, molders	1.150	40	1.020	Women wrappers	.800	40	.650
Ingredientmen	1.100	40	.970	<b>WICHITA, KANS.</b>			
Helpers, bread slicers, rackers, shipping-room helpers	1.050	40	.970	<b>Bread and cake—Machine shops:</b>			
Hand fryers, cake and doughnut, automatic-machine frymen	1.090	40	.960	Foremen	1.315	40	1.175
Wrapping-machine helpers	1.050	40	.920	Mixers, spongers, ovenmen, head pastry men	1.175	40	1.050
<b>Pie and pastry:</b>				Dividers, panners, machinemen, second pastry men	1.060	40	.950
Ovenmen	1.170	40	1.040	Bread twisters	1.020	40	.900
Bench hand fillers; helpers, men after 30 days	1.070	40	.940	Checkers	.880	40	.800
Helpers, men:				<b>Wrapping-machine operators:</b>			
First 30 days	.990	40	.890	First 3 months	.850	40	.780
Helpers, women:				After 3 months	.950	40	.850
First 30 days	.820	40	.710	Helpers, bake shop	.830	40	.750
After 30 days	.880	40	.760	Helpers, women:			
<b>Crackers and cookies:</b>				First 3 months	.610	40	.550
<b>Mixing department:</b>				After 3 months	.720	40	.650
Head mixers	1.230	40	1.065	<b>WORCESTER, MASS.</b>			
Sponge mixers, flour dumpers, assistant mixers	1.160	40	.995	<b>Bread and cake—Machine shops:</b>			
Mixers' helpers	1.080	40	.915	<b>Agreement A:</b>			
<b>Baking department:</b>				Peel-oven men	1.215	40	1.180
<b>Oven No. 1:</b>				Head shippers	1.135	40	1.100
Machinemen	1.310	40	1.145	Head benchmen	1.160	40	1.125
Peelers-in	1.205	40	1.040	Mixers	1.143	40	1.108
Ovenmen, spray-machine operators	1.180	40	1.015	Molders, bench hands, dividermen	1.110	40	1.075
Peelers-out, roller men	1.160	40	.995	Special packers, tray-oven men, receiving and stock clerks	1.035	40	1.000
Intermediate roller men	1.100	40	.935	Pan rackers, wrapping-machine operators' helpers	.940	40	.905
Tray and pan men	1.060	40	.895	Shipping packers, wrapping-machine operators	.970	40	.935
<b>Oven No. 2:</b>				Mixers' helpers, bread rackers	.935	40	.900
Machinemen	1.310	40	1.145	Flour blenders	.835	40	.800
Peelers-in	1.230	40	1.065	Pan greasers	.885	40	.850
Ovenmen, roller men	1.180	40	1.015	General helpers	.835	40	.800
Peelers-out	1.160	40	.995	General helpers, women	.785	40	.750
Intermediate roller men	1.100	40	.935	<b>Agreement B:</b>			
Traymen	1.080	40	.915	Foremen	1.300	40	(1)
<b>Oven No. 3:</b>				Mixers	1.150	40	(1)
Oven and machinemen	1.345	40	1.180	Head machine operators	1.100	40	(1)
General labor	.990	40	.825	Bench hands, divider operators, ovenmen, relief men	1.050	40	(1)

1 Information not available for rate and hours on July 1, 1946.

2 48-hour week on July 1, 1946.

TABLE 12.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1947 and July 1, 1946—Continued

City and classification	July 1, 1947		July 1, 1946— Rate per hour	City and classification	July 1, 1947		July 1, 1946— Rate per hour
	Rate per hour	Hours per week			Rate per hour	Hours per week	
<b>WORCESTER, MASS.—Continued</b>				<b>WORCESTER, MASS.—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Pie and Pastry—Continued</b>			
<b>Agreement B—Continued</b>				Ovenmen, group II.....\$0.975 40 (1)			
Mixers' helpers, molder operators, ingredient scal-				Miscellaneous women helpers.....	.870	40	\$0.800
ers, oven feeders and dumpers, wrapping-ma-				Pie fillers, group II.....	.975	40	.750
chine operators, checkers, doughnut mixers and				Apple machine, pie machine, conveyors.....	.820	40	.750
machine operators.....	\$1.000	40	(1)	Hebrew shops:			
Pan greasers, molders' helpers, rackers, bench				Foremen.....	1.458	48	1.458
helpers, general helpers.....	.930	40	(1)	Second hands.....	1.354	48	1.354
Packers and boxers.....	.750	40	(1)	<b>YORK, PA.</b>			
<b>Bread only—Machine shops:</b>				<b>Pie and pastry:</b>			
<b>Agreement A:</b>				Head order packers, ovenmen, cooks, dough and			
<b>Foremen:</b>				custard mixers.....\$1.025 40 .875			
Baking.....	1.300	40	\$1.125	Cooks' helpers, washing-machine men, ovenmen's			
Sweet goods.....	1.300	40	1.050	helpers, order packers.....	.925	40	.775
Mixers.....	1.150	40	.950	Ingredient scalers.....	.925	40	.775
Dividers.....	1.050	40	.800	Pie makers, shell makers, women toppers and fillers.....	.875	40	.725
Assistant packers.....	1.000	40	.900	Utilitymen and helpers, dishwashers.....	.800	40	.650
Batchmen.....	1.000	40	.850	Pie wrappers and crown makers, women.....	.710	40	.755
Moldermen.....	1.000	40	.800	<b>Crackers and cookies:</b>			
Oven dumpers.....	1.000	40	.750	Machinemen.....	1.050	40	.870
Mixers' helpers.....	1.000	40	.725	Ovenmen.....	.940	40	.790
Machine wrappers.....	1.000	40	.675	Supervisors, women.....	.820	40	.640
Oven loaders.....	1.000	40	.700	Helpers, women.....	.740	40	.590
Flour blenders, bread rackers.....	.930	40	.700	Dough mixers.....	.955	40	.800
Bakery helpers.....	.930	40	.675	<b>YOUNGSTOWN, OHIO</b>			
Bread rackers, women.....	.850	40	.700	<b>Bread and cake—Hand shops:</b>			
Helpers, women.....	.850	40	.600	Working foremen.....	1.275	40	1.150
<b>Agreement B:</b>				Ovenmen, mixers.....	1.205	40	1.080
<b>Working foremen:</b>				Bench hands.....	1.145	40	1.020
Special.....	1.450	40	1.350	Checkers.....	1.045	40	.920
Shipping.....	1.400	40	1.300	Helpers.....	.925	40	.800
Dough mixers.....	1.250	40	1.150	Helpers, women.....	.725	40	.625
Rovers.....	1.150	40	1.150	<b>Bread and cake—Machine shops:</b>			
Special packers, wrappers.....	1.100	40	1.050	Mixers, ovenmen.....	1.330	40	1.175
Utilitymen.....	1.200	40	1.050	Mixers' helpers, bench and machine hands, dumpers			
Dividers.....	1.100	40	.950	and feeders.....	1.230	40	1.100
Moldermen.....	1.050	40	.900	Wrapping-machine set-up men, checkers.....	1.130	40	1.000
Ovenmen.....	1.000	40	.850	Bake-shop helpers.....	1.080	40	.960
Packers, machine operators, mixers' helpers.....	.900	40	.750	Bread rackers, packers, wrapping and slicing-ma-			
Pan rackers, bread packers, pan greasers.....	.800	40	.650	chine feeders.....	1.050	40	.930
<b>Pie and pastry:</b>				<b>Women employees:</b>			
Foremen.....	1.275	40	1.150	Bread rackers, packers and shippers.....	1.050	40	.930
Mixers.....	1.125	40	1.060	Hand wrappers.....	.880	40	.810
Ovenmen, group I.....	1.125	40	1.000				
Bench hands.....	1.125	40	.980				
Pie fillers.....	1.125	40	(1)				
Shippers.....	.975	40	.950				
Helpers, cleaners.....	.975	40	.850				

<sup>1</sup> Information not available for rate and hours on July 1, 1946.