

**Hourly Earnings in 10 Industries  
Selected Wage Areas  
September 1947–September 1948**

**Bulletin No. 953**

**UNITED STATES DEPARTMENT OF LABOR**

**BUREAU OF LABOR STATISTICS**





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**Selected Wage Areas**  
**September 1947 – September 1948**

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**UNITED STATES DEPARTMENT OF LABOR**

*Maurice J. Tobin, Secretary*

**BUREAU OF LABOR STATISTICS**

*Ewan Clague, Commissioner*



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## Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
*Washington, D. C., February 9, 1949.*

THE SECRETARY OF LABOR:

I have the honor to transmit herewith a publication which provides brief summaries of straight-time hourly earnings for a limited number of occupations in 10 manufacturing and nonmanufacturing industries. The studies were made by the Bureau of Labor Statistics in the latter half of 1947 and in 1948 in the leading localities for the industries selected. They were part of the Industry Wage Studies program of the Division of Wage Analysis. The studies were conducted in the Branch of Industry Wage Studies under the direction of Harry Ober.

EWAN CLAGUE, *Commissioner.*

HON. MAURICE J. TOBIN,  
*Secretary of Labor.*

## Contents

	<b>Page</b>
Footwear manufacturing: Earnings, September 1947.....	1
Industrial chemical industry: Earnings in January 1948.....	2
Textile manufacture: Earnings in April 1948.....	3
Department store workers' wages in 16 cities (April 1948).....	8
Automobile repair shops: Wages in July 1948.....	11
Hotel wages in large cities: July 1948.....	12
Power laundries: Wages in July 1948.....	14
Wholesale groceries: Wages in large cities, July 1948.....	15
Women's dress manufacture: August 1948.....	16
Men's suits and coats: Earnings in August-September 1948.....	18



# Hourly Earnings In 10 Industries, Selected Wage Areas, September 1947–September 1948

## Footwear Manufacturing: Earnings, September 1947<sup>1</sup>

Straight-time hourly earnings for vamp and whole shoe machine cutters in plants making women's shoes by the cement process ranged, among 6 New England areas, from an average of \$1.36 in Auburn-Lewiston, Maine, to \$1.63 in Boston in September 1947 (see accompanying table). Comparable workers in Los Angeles averaged \$1.87 an hour and those in New York City and St. Louis, most of whom were employed in plants making the same type of shoes, had average earnings of \$1.81 and \$1.61, respectively. Machine cutters in plants specializing in men's Goodyear welt shoes in Brockton and Worcester, Mass., had respective averages of \$1.61 and \$1.55. In Milwaukee plants making various types of shoes they averaged \$1.56, in Missouri (except St. Louis) \$1.22, and in Pennsylvania, \$1.06. In all except two cities, this occupation employed the greatest number of men among all those studied; hand cutters predominated in New York City, where they earned \$2.26, on the average, and in St. Louis, where they received \$1.54. Cutters of both types were generally paid on an incentive basis in all areas studied.

Fancy stitchers, a leading women's occupation, averaged \$2.60 an hour in New York City and \$1.68 in Los Angeles. Among the women's cement process plants in New England the area averages were grouped between \$1.10 and \$1.30, the latter in Boston. Missouri (except St. Louis) and Pennsylvania, with identical averages of 84 cents an hour, had the lowest earnings among all areas studied. These workers also were usually paid under piece rate or other incentive systems.

<sup>1</sup> Prepared in the Bureau's Wage Analysis Division. Establishments in the 13 selected areas included those primarily engaged in the manufacture of footwear (other than house slippers or rubber footwear), and employing 8 or more workers. The sample included 211 establishments.

The average hourly earnings include incentive payments but exclude premium paid for overtime and night work.

The inter-area wage relationships just described for these two jobs were generally found to exist in most of the other occupations.<sup>2</sup> Workers in New York City usually showed the highest or next to the highest average earnings. Those in Los Angeles and Boston generally had higher earnings than comparable workers in other cities, except New York, whereas those in the wider, State areas of Missouri (except St. Louis) and Pennsylvania were usually below all others in the wage ladder.

### Supplementary Wage Practices

A regular workweek of 40 hours was in effect in all establishments in 8 of 13 areas. Of the 211 establishments studied, only 15 had a workweek of more than 40 hours for men and 14 for women; none had a regular workweek of less than 40 hours. Most of the establishments with the longer workweek were located in the Milwaukee and Pennsylvania areas.

All but 15 of the total number of establishments granted a paid vacation to their plant workers of 1 week after 1 year of service. Of this group, 72 increased the vacation period to 2 weeks after 5 years of service. Most of the 72 plants were located in Brockton, New York City, Missouri (except St. Louis), and St. Louis; all establishments studied in Brockton had this feature.

Among the establishments studied, 5 out of every 7 paid their plant workers for 1 or more holidays not worked. Brockton and Auburn-Lewiston were the only areas in which none of the establishments studied had a paid holiday plan. In all the other areas at least half of the plants had such plans. Payment for 6 holidays was the predomi-

<sup>2</sup> The figures presented for 6 of the 7 New England areas cover the manufacture of one type of shoe only. However, in only 1 of these 6 areas was the portion of the industry not studied of appreciable size; in the other 5 it is doubtful that the inclusion of the relatively smaller number of workers would have seriously affected the inter-area relationships, although they might have changed the individual averages somewhat.

TABLE 1.—Average straight-time hourly earnings<sup>1</sup> for selected occupations in footwear establishments, by type of shoe and process and wage area, September 1947

Occupational, grade, and sex	Women's cement process							Predominantly women's cement process	Men's Goodyear welt process		Various types and processes <sup>2</sup>			
	Los Angeles, Calif.	Auburn-Lewiston, Maine	Boston, Mass.	Haverhill, Mass.	Lynn, Mass.	Worcester, Mass.	South-eastern New Hampshire		New York, N. Y.	St. Louis, Mo.	Brockton, Mass.	Worcester, Mass.	Milwaukee Wis.	Missouri (except St. Louis)	Pennsylvania
<i>Plant occupations</i>														
<b>Men:</b>														
Bed machine operators.....	\$2.11	\$1.49	\$1.58	\$1.81	\$1.70	\$1.67	\$1.66	\$2.14	\$1.56	\$1.53	\$1.38	\$1.61	\$1.31	\$1.20
Cutters, vamp and whole shoe, hand.....	1.83	(*)	1.61	1.49	1.59	1.10	(*)	2.26	1.54	1.50	1.20	1.66	1.20	1.43
Cutters, vamp and whole shoe, machine.....	1.87	1.36	1.63	1.51	1.58	1.46	1.49	1.81	1.61	1.61	1.55	1.66	1.22	1.06
Edge trimmers, machine.....	1.54	1.59	1.97	1.87	1.67	1.73	1.78	2.19	1.62	1.80	1.51	1.68	1.30	1.25
Floor boys.....	(*)	.84	.82	.80	.78	.80	.70	.84	.69	.76	(*)	(*)	.74	.68
Goodyear stitchers.....	(*)	(*)	(*)	(*)	(*)	(*)	(*)	1.69	(*)	1.53	1.51	1.60	1.16	1.13
Mechanics, maintenance.....	1.62	1.58	1.69	1.28	1.64	1.48	1.36	(*)	1.53	1.60	1.57	1.73	1.11	1.19
Sole attachers, cement.....	1.32	1.41	1.74	1.51	1.52	1.27	1.47	2.17	1.37	(*)	(*)	1.23	.99	.94
Treers.....	(*)	1.21	1.50	1.66	1.47	1.26	1.48	2.17	1.40	1.51	1.54	(*)	1.19	1.17
Vampers.....	(*)	(*)	1.29	(*)	(*)	(*)	(*)	2.04	1.43	1.43	1.18	(*)	(*)	1.30
<b>Women:</b>														
Fancy stitchers.....	1.68	1.17	1.30	1.17	1.10	1.12	1.14	2.60	1.13	1.12	1.00	1.14	.84	.84
Floor girls.....	(*)	.84	.89	.82	.82	.86	.83	.96	.78	.81	.81	.99	.77	.72
Treers.....	1.04	(*)	(*)	(*)	(*)	(*)	(*)	(*)	1.25	(*)	(*)	1.12	.98	.73
Vampers.....	1.66	(*)	(*)	.95	(*)	1.07	(*)	(*)	1.10	1.32	1.15	1.37	.84	.86
<i>Office occupations</i>														
<b>Women:</b>														
Clerk-typists.....	.92	.74	.76	.87	.79	(*)	(*)	.90	.76	.74	.72	.76	.75	.76
Stenographers, class A.....	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	1.09	(*)	(*)
Stenographers, class B.....	1.01	(*)	.84	.76	.72	.67	.79	(*)	.82	.70	.84	.82	.80	.78

<sup>1</sup> Excludes premium pay for overtime and night work, but includes earnings under incentive systems.

<sup>2</sup> Includes cement, Goodyear welt, stitchdown, as well as other processes.

<sup>3</sup> Insufficient number of workers to justify presentation of an average.

nant practice in the New York, Boston, Haverhill, and Lynn areas; and for 3 holidays, in Los Angeles, Milwaukee, Missouri, and St. Louis.

## Industrial Chemical Industry: Earnings in January 1948<sup>3</sup>

Skilled maintenance workers generally received the highest straight-time hourly earnings in January 1948, according to a Bureau of Labor Statistics study of key jobs in industrial chemical establishments. Hourly earnings of maintenance electricians and pipe fitters in the 11 centers studied ranged from \$1.85 and \$1.82, respectively (in Charleston, W. Va.), to \$1.40 and \$1.38 (in Baltimore). In a majority of the cities, the earnings of these workers exceeded \$1.60 an hour. In 5 cities, class A chemical operators also averaged \$1.60 or more an hour, although in Baltimore, New York, and Cincinnati, the average was \$1.40 or less. In most cities, average earnings of class B chemical operators ranged from 6 to 13 percent

<sup>3</sup> Prepared by Donald L. Helm of the Bureau's Division of Wage Analysis. Field work for the study was under the direction of the Bureau's regional wage analysts. Greater detail on wages and wage practices for each area presented is available on request.

below the amounts paid to class A operators.<sup>4</sup> Although earnings of 95 cents and \$1 were reported for janitors in New York City and Baltimore, in 4 cities such workers averaged from \$1.30 to \$1.33 an hour.

The industry employs relatively few women plant workers. In 3 of the 6 cities for which data were available, women laboratory assistants averaged about \$1 an hour—a third less than the amount earned by such workers in San Francisco.

Wage levels in general were highest in Charleston, W. Va., Detroit, and Buffalo (in which cities some of the largest plants are located) and in the historically high-wage Pacific region. Reflecting the trend of general wage increases in American industry, earnings of selected chemical occupations in the cities studied averaged between a fourth and a fifth more in January 1948 than in January 1946, when a similar study was made. The majority of the increases fell within a range of 15 to 30

<sup>4</sup> In Los Angeles, class B chemical operators averaged 11 cents more an hour than class A operators. This may be attributed to variation in products manufactured in plants in this area. Some establishments employed only class B chemical operators and did not require the services of class A operators; in other plants a reverse situation obtained. In plants in the area in which both classes of workers were employed, class A operators received the higher earnings.

TABLE 2.—*Straight-time average hourly earnings*<sup>1</sup> for selected occupations in industrial chemical establishments in 11 cities, January 1948

Occupation	Balti- more	Buffalo	Charles- ton, W. Va.	Cincin- nati	Detroit	Los Angeles	New York	Newark	Phila- delphia	San Fran- cisco	Seattle- Tacoma
<i>Men</i>											
Chemical operators, class A.....	\$1.32	\$1.54	\$1.81	\$1.40	\$1.61	\$1.60	\$1.39	\$1.49	\$1.54	\$1.65	\$1.61
Chemical operators, class B.....	1.14	1.45	1.58	1.29	1.52	1.71	1.26	1.30	1.37	1.57	(?)
Chemical operators' helpers.....	1.03	1.38	1.46	1.08	1.43	1.39	1.06	1.30	1.17	1.51	1.49
Drum fillers.....	(?)	1.40	(?)	1.24	(?)	1.42	(?)	1.23	1.18	1.33	1.44
Electricians, maintenance.....	1.40	1.72	1.85	1.46	1.68	1.69	1.64	1.63	1.61	1.78	1.54
Filling-machine tenders.....	1.03	(?)	(?)	(?)	(?)	(?)	(?)	1.25	1.12	1.38	(?)
Janitors.....	1.00	1.30	1.23	1.18	1.33	1.31	.95	1.17	1.06	1.31	(?)
Laboratory assistants.....	1.00	1.34	(?)	1.12	(?)	1.53	1.22	1.17	1.22	1.40	(?)
Mixers, class A.....	(?)	(?)	(?)	(?)	(?)	(?)	1.55	1.45	1.48	1.37	(?)
Mixers, class B.....	(?)	(?)	(?)	(?)	(?)	(?)	1.09	1.37	1.16	(?)	(?)
Pipefitters.....	1.38	1.71	1.82	1.41	1.67	1.71	1.48	1.71	1.53	1.64	1.57
Pumpmen.....	1.13	1.50	1.68	1.43	(?)	1.44	(?)	1.41	1.26	1.62	(?)
Truckers, hand.....	1.01	1.36	(?)	(?)	(?)	1.31	1.11	1.25	(?)	1.34	(?)
<i>Women</i>											
Laboratory assistants.....	1.02	.98	(?)	1.02	(?)	(?)	1.05	(?)	1.27	1.49	(?)

<sup>1</sup> Excludes premium pay for overtime and night work.<sup>2</sup> Insufficient data to justify presentation of an average.

percent. Percents of increase tended to be proportionately less marked for workers on skilled operations than for those in the less-skilled categories.

Although industrial chemical plants differ widely in size of establishment and type of product, they typically employ large numbers of maintenance workers. These comprise about a tenth of the labor force in plants employing fewer than 50 workers and about a fourth in establishments with more than 500 workers. These relatively large proportions can be ascribed to the high ratio of equipment to number of workers in many of the industry's operations which involve physical and/or chemical changes under highly critical pressure, vacuum, or temperature limits. Because the nature of the work does not readily lend itself to incentive methods of payment, nearly all workers in the industry are paid on a time basis.

Late-shift operation was common in all but the smallest establishments. Of the more than 50,000 plant workers in the industry in the selected cities, it is estimated that at least a fifth received extra earnings in the form of premium pay for second and third shifts. Such payments most typically ranged from 5 to 10 cents an hour above the first-shift rate. Although multishift operation was widespread, 7 out of 10 establishments had a full-time normal workweek of 40 hours.

Paid vacations of at least 1 week were granted by nearly all plants studied to both plant and office workers after 1 year of service; a paid vacation of 2 weeks was granted to plant workers by 1 out of 5 plants and to office workers by 7 out of 10. Provisions for increases in vacation

periods for plant workers, according to length of service, were found in a majority of establishments. Service requirements for more than 1 week of vacation varied among the plants studied: 2-week vacations were granted by 3 out of 7 establishments after plant workers had been employed for 2 years, and by 2 out of 3 establishments after 3 years; at least 5 out of 6 plants reported 2 or more weeks of vacation for workers with 5 years of service. In addition, 5 out of 6 establishments granted plant workers paid holidays, typically 6 in a year.

## Textiles Manufacture: Earnings in April 1948<sup>5</sup>

Occupational hourly earnings data collected for April 1948 in the three major textile industries<sup>6</sup> revealed that workers in weaving jobs averaged up to \$1.64 an hour, on a straight-time basis, among the representative areas covered in the study. Average earnings of weavers, varying by area, type of equipment, and sex group, ranged from 99 cents to \$1.47 in cotton textiles, \$1.11 to \$1.35 in the rayon and silk industry, and 99 cents to \$1.64 in woolen and worsted textiles manu-

<sup>5</sup> Prepared by Tovia P. Kanninen of the Bureau's Division of Wage Analysis. Data for a limited number of occupations were collected by field representatives under the direction of the Bureau's regional wage analysts. Greater detail on wages and wage practices for each textile industry and wage area presented here is available on request.

<sup>6</sup> Cotton, rayon and silk, and woolen and worsted industries. About 200,000 workers, or nearly two-fifths of those employed in the cotton textile industry were employed in the 8 areas of the study; approximately 66,000 workers were employed in the 8 selected rayon and silk areas—three-fifths of this industry's total; about 118,000 workers, or two-thirds of all employed in the woolen and worsted industry were reported in the 6 selected areas.

facture. Area averages for workers in loom-fixing jobs, the highest paid workers studied, ranged from \$1.19 to \$1.57 an hour in cotton mills, \$1.26 to \$1.53 in rayon and silk mills, and \$1.20 to \$1.82 in woolen and worsted mills. Average wage rates paid to hand truckers ranged from 86 cents to \$1.02 among the cotton areas, 87 cents to \$1.10 among the rayon and silk textiles areas, and 85 cents to \$1.21 among the areas in which the woolen and worsted industry was studied.

Each of the textile industries is of sufficient importance in New England to provide a basis for an interindustry comparison of occupational rates in that region. Weavers and loom fixers in woolen and worsted mills average higher hourly earnings, on a straight-time basis, than in the other textile industries studied. Although differences in type of equipment and job requirements may account in part for the higher earnings in these jobs, a wage advantage for workers in the woolen and worsted industry was also indicated in jobs more general in character, such as maintenance machinists and hand truckers. The range of area rates within the New England region for hand truckers, for example, was found to be 98 cents to \$1.02 an hour in cotton mills, 99 cents to \$1.10 in the rayon and silk industry, and \$1.09 to \$1.17 in the woolen and worsted industry.

The earnings of about a third of the mill workers in each of these industries are determined by their individual output, paid for on a unit basis. Of the selected occupations for which average hourly earnings are presented in this report, weavers and winders in all industries, spinners in cotton mills and woolen and worsted mills, and slubber tenders and spinning-frame doffers in the cotton textile industry are commonly employed on an incentive basis.

Comparisons of occupational earnings in April 1948 with those reported in wage studies conducted in 1946 indicate that about three-fourths of the area job averages in the cotton textile industry had increased by 30 percent or more since April-May 1946; a similar proportion of the rayon and silk job averages had increased by 30 percent or more since June-July 1946; and in woolen and worsted manufacture job averages increased somewhat less since April 1946.

### Cotton Textiles

Straight-time average hourly earnings in the weaving jobs in cotton textile mills ranged from \$1.17 to \$1.47 among 3 New England areas and from 99 cents to \$1.25 among 5 southern areas studied in April 1948 (table 3). Men weavers tending plan automatic looms (the type most commonly reported in each area) averaged \$1.30 an hour in northern New England, \$1.24 in the Fall River-New Bedford area of Massachusetts, \$1.15 in Charlotte, N. C., and northwest Georgia and \$1.08 in east central Alabama. Women employed on similar equipment generally averaged from 1 to 3 cents an hour less. The lowest and highest area averages for the loom-fixing jobs were \$1.47 and \$1.57 in New England and \$1.19 and \$1.32 in the South. Men janitors, the lowest paid workers studied, averaged 97 cents an hour in each of the 3 New England areas and from 84 to 86 cents among the southern areas.

Differences in wage levels among areas in the South were greater than in New England, although in neither region did a single area consistently rank as the highest- or lowest-paid area on the basis of job averages. Among 13 mill jobs for which averages were available in each area studied, the highest and lowest area averages in New England differed by 5 cents or less in 11 jobs. In contrast, the wage spread among the southern areas amounted to 6 cents or more in 10 of these 13 jobs. Among these 13 mill jobs, the lowest New England average exceeded the highest area average in the South by amounts ranging from 4 to 16 cents an hour. Earnings in office jobs in the southern areas, however, were found to be about the same as those in New England.

All mills operated a second shift, and seven-eighths of these reported third-shift operations. About a third of the mill workers in each area were employed on the second shift; the third shift accounted for proportions ranging from less than a tenth to a fourth of the area work force. Very few firms paid shift differentials to workers on the second shift, whereas nearly two-thirds of the southern mills and all except one of the New England mills provided extra pay for third-shift work. In most cases, the differential for third-shift work amounted to 5 cents an hour in the

South and 7 cents an hour in New England. A majority of the mills in both regions scheduled a 40-hour workweek for first-shift plant workers in April 1948. In contrast to New England, where only 1 mill reported weekly hours in excess of 45, a third of the southern mills scheduled a 48-hour week.

Paid vacation leave was granted to mill and office employees having a year or more of service by all the New England establishments and about 90 percent of the southern mills. With few exceptions, mill workers with a year of service qualified for a 1-week vacation. Office employees with the required service were granted a 2-week vacation by a great majority of the New England mills; the more common practice in the South provided a week of vacation leave. Paid holidays, generally 6 in number, were provided mill and office workers by all but one of the New England mills. Few southern mills granted paid holidays to mill workers, but about two-thirds of the mills provided from 1 to 6 paid holidays to office employees.

**Rayon and Silk Textiles**

Area earnings in the weaving jobs in rayon and silk mills ranged, in April 1948, from hourly averages of \$1.25 to \$1.34 in New England, \$1.19 to \$1.35 in Pennsylvania, and from \$1.11 to \$1.31 in the South (table 4). The interarea wage spread was found to be considerably narrowed when measured by the most common type of weaving equipment employed in each area. For example, the largest group of men weavers in each area averaged: Plain automatic loom, northern New England (\$1.33), southern New England (\$1.28), western Virginia (\$1.22); nonautomatic box loom, Allentown-Bethlehem (\$1.28), Scranton-Wilkes-Barre (\$1.27); automatic box loom, Charlotte, N. C. (\$1.25), Greensboro-Burlington, N. C. (\$1.22); and doobby loom, Greenville, S. C. (\$1.24). Women weavers tending similar equipment averaged slightly less in most of these areas. Average rates paid to janitors ranged from 84 cents an hour in the Allentown-Bethlehem area to \$1.01 in southern New England.

TABLE 3.—Average straight-time hourly earnings<sup>1</sup> for selected occupations in the cotton textile industry, by selected areas, April 1948

Occupation and sex	New England			South				
	Connecticut and Rhode Island	Fall River-New Bedford, Mass.	Northern New England	Charlotte, N. C.	Eastcentral Alabama	Greenville-Spartanburg, S. C.	Northwest Georgia	Statesville, N. C.
<i>Plant occupations</i>								
<b>Men:</b>								
Card grinders.....	\$1.28	\$1.28	\$1.28	\$1.13	\$1.21	\$1.19	\$1.23	\$1.09
Card tenders.....	1.12	1.10	1.07	.92	.95	.92	.94	.92
Doffers, spinning frame.....	1.22	1.24	1.21	1.00	1.06	1.04	1.12	1.01
Janitors.....	.97	.97	.97	.85	.84	.86	.86	.84
Loom fixers, box.....	( <sup>2</sup> )	( <sup>2</sup> )	1.53	1.31	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Loom fixers, Jacquard.....	( <sup>2</sup> )	( <sup>2</sup> )	1.57	1.27	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1.19
Loom fixers, other than Jacquard and box.....	1.47	1.49	1.47	1.27	1.30	1.25	1.30	1.32
Mechanists, maintenance.....	1.37	1.39	1.42	1.23	1.28	1.21	1.33	1.29
Mechanics, maintenance.....	( <sup>2</sup> )	1.26	1.34	1.12	1.19	1.20	1.21	1.10
Slasher tenders.....	1.31	1.36	1.34	1.13	1.15	.97	1.14	1.12
Slubber tenders.....	1.26	1.25	1.27	1.05	1.11	1.08	1.11	1.01
Truckers, hand, including bobbin boys.....	1.02	.98	.99	.88	.86	.88	.90	.89
Weavers, box.....	( <sup>2</sup> )	( <sup>2</sup> )	1.17	1.08	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Weavers, doobby.....	1.47	( <sup>2</sup> )	1.32	1.17	( <sup>2</sup> )	1.15	1.22	( <sup>2</sup> )
Weavers, Jacquard.....	( <sup>2</sup> )	( <sup>2</sup> )	1.40	1.25	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.99
Weavers, plain automatic.....	1.29	1.24	1.30	1.15	1.08	1.10	1.15	1.15
<b>Women:</b>								
Battery hands.....	1.03	1.00	1.01	.88	.90	.91	.94	.91
Doffers, spinning frame.....	1.12	( <sup>2</sup> )	1.17	1.09	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.91
Spinners, ring frame.....	1.14	1.12	1.13	.95	.99	.96	1.00	.94
Weavers, box.....	( <sup>2</sup> )	( <sup>2</sup> )	1.21	1.09	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Weavers, doobby.....	1.45	( <sup>2</sup> )	( <sup>2</sup> )	1.20	( <sup>2</sup> )	1.13	1.17	( <sup>2</sup> )
Weavers, Jacquard.....	( <sup>2</sup> )	( <sup>2</sup> )	1.38	1.18	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1.06
Weavers, plain automatic.....	1.29	1.22	1.27	1.12	1.07	1.09	1.16	1.12
Winders, cone, high speed.....	1.12	( <sup>2</sup> )	1.20	.93	( <sup>2</sup> )	.95	( <sup>2</sup> )	.91
Winders, cone, slow speed.....	1.11	( <sup>2</sup> )	( <sup>2</sup> )	1.06	( <sup>2</sup> )	.87	.97	( <sup>2</sup> )
Winders, filling, automatic.....	( <sup>2</sup> )	( <sup>2</sup> )	1.18	.95	.97	.94	1.03	.98
<i>Office occupations</i>								
<b>Women:</b>								
Clerks, pay roll.....	1.10	1.13	1.05	1.01	1.08	1.04	1.14	.99
Clerk-typist.....	.99	( <sup>2</sup> )	1.00	.96	1.01	.95	1.07	1.02
Stenographers, general.....	1.10	1.21	1.06	1.03	1.20	1.13	1.06	1.06

<sup>1</sup> Excludes premium pay for overtime and night work.

<sup>2</sup> Insufficient number of workers to justify presentation of an average.

TABLE 4.—Average straight-time hourly earnings<sup>1</sup> for selected occupations in the rayon and silk textile industry, by selected area, April 1948

Occupation and sex	New England		Middle Atlantic		South			
	Northern New England	Southern New England	Allentown-Bethlehem, Pa.	Scranton-Wilkes-Barre, Pa.	Charlotte, N. C.	Greenville, S. C.	Greensboro-Burlington, N. C.	Western Virginia
<i>Plant occupations</i>								
<b>Men:</b>								
Janitors.....	\$0.98	\$1.01	\$0.84	\$0.92	\$0.85	\$0.86	\$0.86	\$0.85
Loom fixers, box.....	( <sup>2</sup> ) 1.50	1.53	1.47	1.45	1.43	( <sup>2</sup> ) 1.44	1.44	1.28
Loom fixers, plain.....	( <sup>2</sup> ) 1.45	1.50	( <sup>2</sup> ) 1.39	1.49	1.37	( <sup>2</sup> ) 1.45	1.45	1.49
Mechanics, maintenance.....	1.36	1.40	1.14	1.19	1.11	1.15	1.19	1.23
Mechanics, maintenance.....	1.45	1.43	1.03	1.31	1.09	1.15	1.20	1.20
Slasher tenders.....	.99	1.10	.89	.89	.88	.91	.91	.87
Truckers, hand, general.....	( <sup>2</sup> ) 1.33	1.33	1.35	( <sup>2</sup> ) 1.27	1.25	( <sup>2</sup> ) 1.22	1.22	( <sup>2</sup> )
Weavers, box, automatic.....	( <sup>2</sup> ) 1.33	1.27	1.28	1.27	( <sup>2</sup> ) 1.20	( <sup>2</sup> ) 1.24	( <sup>2</sup> ) 1.25	1.12
Weavers, box, nonautomatic.....	1.33	1.28	1.29	( <sup>2</sup> ) 1.34	1.19	( <sup>2</sup> ) 1.24	( <sup>2</sup> ) 1.25	1.22
Weavers, doobby.....	1.33	1.28	( <sup>2</sup> )					
Weavers, plain, automatic.....								
<b>Women:</b>								
Inspectors, cloth, machine.....	1.02	1.04	.93	.96	.94	1.04	1.03	.97
Spinners, 5-B.....	( <sup>2</sup> ) 1.07	1.07	.89	.95	.92	1.00	.96	.91
Weavers, box, nonautomatic.....	( <sup>2</sup> ) 1.31	1.25	1.27	1.24	( <sup>2</sup> ) 1.16	( <sup>2</sup> ) 1.24	( <sup>2</sup> ) 1.25	( <sup>2</sup> ) 1.11
Weavers, doobby.....	1.34	1.34	1.21	( <sup>2</sup> ) 1.19	( <sup>2</sup> ) 1.16	( <sup>2</sup> ) 1.24	( <sup>2</sup> ) 1.25	1.31
Weavers, plain, automatic.....	( <sup>2</sup> ) 1.10	1.13	( <sup>2</sup> ) .92	.92	.99	1.02	.95	1.07
Winders, cone, high speed.....	1.10	1.05	( <sup>2</sup> ) .91	.91	.96	( <sup>2</sup> ) 1.02	( <sup>2</sup> ) .95	1.01
Winders, filling, automatic.....	1.19	1.09	.91	1.02	.92	1.04	1.03	.99
Winders, filling, nonautomatic.....								
<i>Office occupations</i>								
<b>Women:</b>								
Clerks, pay roll.....	1.05	1.07	( <sup>2</sup> )	1.00	.98	1.04	.97	.96
Clerk-typists.....	1.00	.97	.88	.94	.96	.97	.89	.91
Stenographers, general.....	( <sup>2</sup> )	1.19	.99	1.03	1.03	1.23	1.02	1.04

<sup>1</sup> Excludes premium pay for overtime and night work.<sup>2</sup> Insufficient number of workers to justify presentation of an average.

With few exceptions, job averages in New England were the highest among the 8 areas studied. Levels of earnings in the southern areas, especially among women's mill and office jobs, were about the same as those in Pennsylvania. Women filling winders who tended nonautomatic equipment, for example, averaged 91 cents and \$1.02 an hour in the Allentown-Bethlehem and Scranton-Wilkes Barre areas, respectively, and from 92 cents to \$1.04 among the areas of the South.

Second shifts were reported by all mills, and third-shift operation was found in more than three-fourths of them in April 1948. About 30 percent of the mill workers in each area were on the second shift. The proportion of the work force employed on the third shift ranged from 5 percent, in the Allentown-Bethlehem area, to 27 percent in the Greenville, S. C., area. With the exception of the Allentown-Bethlehem area, very few mills paid a differential for second-shift work. All mills operating a third shift paid differentials, with 5 cents an hour additional payment most commonly provided in the South, 7 cents in the New England areas, and 10 cents in the Pennsylvania areas. A 48-hour workweek was sched-

uled by a majority of the southern mills. Most of the New England and Pennsylvania mills reported a 40-hour week.

Paid vacations were granted to employees with a year of service by nearly all the mills studied. With few exceptions, eligible mill workers received 1 week of paid vacation leave in each of the 8 areas. Although a similar policy applied to office employees in most of the mills, over 40 percent of the establishments provided 2 weeks of leave. The more liberal leave provisions were less common in Pennsylvania than in New England and the South. Paid holidays were granted to office workers in nearly all mills. A policy of paying mill workers for holidays was reported by all (7) of the northern New England mills, 27 of 33 southern New England mills, 14 of 20 mills in the Allentown-Bethlehem area, and 8 of 23 establishments studied in the Scranton-Wilkes-Barre area. Few southern mills reported paid holidays for mill workers. Mill and office workers in northern mills were generally paid for 5 or more holidays, whereas in southern mills payment was more commonly limited to 3 or 4 holidays.

**Woolen and Worsted Textiles**

Average hourly earnings of men weavers on worsted fabrics ranged from \$1.49 to \$1.64 among 3 New England areas in April 1948. Earnings in the same job group were recorded as \$1.61 in Paterson, N. J., \$1.43 in Philadelphia, and \$1.20 in the Virginia-North Carolina area (table 5). Women weavers on worsted fabrics averaged from 2 to 13 cents an hour less. Earnings in woolen-weaving jobs were found to be below worsted-weaving wages in Rhode Island, Philadelphia, and the Virginia-North Carolina area; woolen weavers in the Lawrence, Mass., and northern New England areas, however, earned more than worsted weavers. Earnings in the loom-fixing jobs ranged from \$1.60 to \$1.84 an hour among the northern areas and from \$1.20 to \$1.33 in the Virginia-North Carolina area. Within individual areas, loom fixers on worsted equipment averaged from 1 to 14 cents an hour more than the average for those working on looms used in woolen weaving.

With some exceptions, mill job averages in the Paterson area were the highest among the 6 areas. Workers generally earned less in northern New

England than in the Lawrence and Rhode Island areas. Job averages in Philadelphia, except in the loom-fixing jobs and office work, were the lowest among the 5 northern areas studied. Mill workers in the Virginia-North Carolina mill group averaged from 1 to 49 cents an hour less than the lowest northern area average among men's jobs, and from 1 to 21 cents an hour less than the lowest average in the North, in the case of women's jobs, however, earnings in office jobs in the area were about the same as in the northern areas.

Extra-shift operations were less common in woolen and worsted mills than in the cotton or rayon and silk industries. Second and third shifts were reported by four-fifths and one-half of the woolen and worsted mills, respectively, in April 1948. The proportion of workers employed on second shifts ranged from a fifth in Philadelphia to about a third in Paterson, N. J. With the exception of the Virginia-North Carolina area, less than a sixth of the work force in each area was employed on the third shift. Second-shift differentials, typically 4 cents an hour, were paid by four-fifths of the firms operating this shift. Extra

TABLE 5.—Average straight-time hourly earnings<sup>1</sup> for selected occupations in the woolen and worsted textile industry, by selected areas, April 1948

Occupation and sex	New England			Middle Atlantic		South
	Lawrence, Mass.	Northern New England	Rhode Island	Paterson, N. J.	Philadelphia, Pa.	Virginia-North Carolina
<i>Plant occupations</i>						
<b>Men:</b>						
Card tenders, woolen system.....	\$1.17	\$1.08	\$1.31	(2)	\$1.08	\$0.93
Dyeing-machine tenders, cloth, woolen.....	1.17	1.12	1.23	(2)	(2)	.90
Dyeing-machine tenders, cloth, worsted.....	1.21	1.21	1.27	\$1.31	(2)	(2)
Fuller tenders, woolen.....	1.23	1.12	1.21	(2)	(2)	.98
Loom fixers, other than Jacquard, woolen.....	1.71	1.60	1.62	1.79	1.60	1.20
Loom fixers, other than Jacquard, worsted.....	1.82	1.61	1.76	1.84	1.63	1.33
Mechanists, maintenance.....	1.52	1.46	1.51	1.56	1.43	1.11
Mechanics, maintenance.....	(2)	1.35	1.46	1.57	1.29	1.11
Spinners, mule, woolen system.....	1.66	1.53	1.54	(2)	(2)	1.04
Truckers, hand.....	1.17	1.09	1.14	1.21	1.01	.85
Weavers, other than jacquard, woolen.....	1.63	1.49	1.45	(2)	(2)	1.11
Weavers, other than jacquard, worsted.....	1.59	1.49	1.64	1.61	1.43	1.20
<b>Women:</b>						
Doffers, frame, Bradford system.....	1.13	1.07	1.07	(2)	.91	.90
Spinners, frame, Bradford system.....	1.20	1.13	1.13	(2)	.98	.95
Spinners, frame, woolen system.....	(2)	1.17	1.22	(2)	(2)	.96
Weavers, other than jacquard, woolen.....	(2)	1.41	(2)	(2)	1.20	.99
Weavers, other than jacquard, worsted.....	1.57	1.36	(2)	1.55	1.35	(2)
Winders, cone, high speed.....	1.24	1.14	1.21	1.30	1.02	(2)
Winders, cone, slow speed.....	(2)	1.12	1.12	(2)	1.02	(2)
Winders, filling, automatic.....	1.20	1.16	1.29	1.18	1.03	.87
Winders, filling, nonautomatic.....	(2)	1.14	1.18	(2)	.99	.85
<i>Office occupations</i>						
<b>Women:</b>						
Clerks, pay roll.....	(2)	1.09	1.11	(2)	1.16	1.11
Clerk-typists.....	(2)	.99	1.02	(2)	1.02	.90
Stenographers, general.....	(2)	1.04	1.26	(2)	1.16	1.22

<sup>1</sup> Excludes premium pay for overtime and night work.

<sup>2</sup> Insufficient number of workers to justify presentation of an average.

pay for third-shift work, in most cases 7 cents an hour, was reported by nine-tenths of the mills operating a late-night shift. Nearly 90 percent of the mills scheduled a 40-hour workweek in April 1948.

Employees received vacations with pay in nearly all establishments studied. Mill workers with a year of service were generally limited to a 1-week vacation, whereas office employees in most of the New England mills and a third or more of the mills in the other areas received 2 weeks' vacation leave. Six or more paid holidays were granted to mill and office employees in most of the mills in the New England and Paterson areas; similar practice was reported by a smaller proportion of the mills in the Philadelphia and Virginia-North Carolina areas.

## Department Store Workers' Wages in 16 Cities<sup>7</sup>

Weekly earnings of workers in a group of selected occupations in department and women's ready-to-wear stores varied considerably within each of 16 cities for which studies were made in April 1948.<sup>2</sup> The variations among the nonselling jobs reflected differences in degree of skill and responsibility; among the selling jobs the variations resulted from the commission method of wage payment, which in its application, provided for higher earnings in some departments than in others. Workers in supervisory and administrative categories were not included in the studies.

Among women salespersons, those selling furniture and bedding were the highest-paid group in 6 of the 9 cities for which data on this occupation could be shown. These workers averaged \$99.59 a week in Philadelphia, the highest earnings for any women's group among all cities. Sales-

women in women's accessories, women's dresses, and women's suits and coats departments usually constituted the largest groups of women sales personnel. The intercity range in saleswomen's average earnings in women's accessories departments was from \$46.94 to \$31.66; in women's dresses, from \$53.31 to \$33.74; and in women's suits and coats, from \$59.27 to \$37.14.<sup>8</sup> Within each city the earnings in suits and coats departments were above those in women's dresses, which, in turn, were higher than those in women's accessories. In 7 cities, the weekly earnings of women selling women's suits and coats were above \$50; only 2 cities showed averages below \$40. In women's dress departments, weekly earnings in 2 cities exceeded \$50, in 8 fell between \$40 and \$50, and in 6 others were below \$40. In women's accessories, saleswomen received over \$40 a week in only 3 cities, and in all others averaged between \$30 and \$40.

Women selling notions and trimmings were at the bottom of the earnings ladder for sales personnel in 10 cities. The highest average earnings for these workers was \$38.32 and the lowest \$26.71, among the 16 cities. In a few cities, blouse and neckwear saleswomen had the lowest earnings, and, in a few others, some of the basement stores had the lowest-paid saleswomen.

Among the women's nonselling group of occupations (other than office workers) fitters of women's garments generally had the highest earnings, with a range among the 16 cities from \$56.25 in New York to \$33.78 in New Orleans. In all, workers in 3 cities had average earnings above \$50 for this occupation, and in 6 others the average exceeded \$40. Generally, two other occupations which accounted for relatively large numbers of workers—passenger elevator operators and cashier-wrappers—were considerably lower in the earnings scale. The city averages for passenger elevator operators ranged from \$39.59 in Pittsburgh to \$19.11 in Atlanta, and for cashier-wrappers, from \$36.27 in Oakland to \$22.45 in New Orleans.<sup>9</sup> Average weekly earnings amounted to at least \$30 for both jobs in only 8 cities. In those cities in which sufficient numbers of women porters (cleaners) and stockmen were found to

<sup>2</sup> All earnings data exclude premium pay for overtime work and pertain to regular full-time workers only; part-time workers and contingents were excluded from the survey. Weekly earnings for straight-salary workers are those that were in effect in April 1948. For commission workers, the commissions were averaged over a 12-month period wherever possible.

<sup>7</sup> Prepared by Kermit B. Mohn of the Bureau's Division of Wage Analysis. The collection of data for this study was directed by the Bureau's regional wage analysts. More detailed information will be available in a mimeographed report.

Surveys were made in 16 selected cities: Atlanta, Boston, Chicago, Dallas, Denver, New Orleans, New York, Oakland, Philadelphia, Pittsburgh, Portland (Oreg.), Providence, St. Paul, Seattle, Toledo, and Washington, D. C. The scope of the surveys included department stores and women's ready-to-wear stores (corresponding to industries 5011 and 5121 of the Standard Industrial Classification Manual issued by the U. S. Bureau of the Budget), employing more than 100 workers.

<sup>8</sup> Unless otherwise stated, earnings of sales personnel refer to those in regular or upstairs stores.

<sup>9</sup> Data could not be shown for cashier-wrappers in one city.

warrant publication of their earnings, the levels for these jobs were frequently at or near the bottom of the wage structure.

Among office workers, women general stenographers averaged \$43.01 in the highest-pay city for the occupation; the average in 4 other cities was above \$40, and the lowest figure was \$31.72. Comptometer-type calculating machine operators had averages falling within the \$30-\$40 bracket in the 15 cities for which data in this occupation were shown.

Men selling major electrical appliances were the highest-paid workers in 9 of the 16 cities, those selling furniture and bedding were at the top level in 5 others, and floor coverings and men's clothing salesmen, each led in one. Major electrical-appliance salesmen averaged more than \$100 a week in 9 of the 16 cities; furniture and bedding and floor coverings salesmen exceeded this figure in 5 cities. The highest average for appliance salesmen was \$172.33, in New York, for furniture and bedding salesmen, \$147.57, also in New York. Floor-coverings salesmen in Pittsburgh, averaging \$117.85, led all others in that classification. Men's clothing salesmen, among 15 cities for which data were shown for this occupation, had weekly earnings ranging from \$119.20 to \$58.64, with the averages in 3 cities exceeding \$100 and in 5 being between \$80 and \$100. Men's furnishings salesmen showed substantially lower earnings; the highest city average was \$64.66 and average earnings in the other cities ranged down to \$33.35. Only 7 cities showed averages in excess of \$50 for this occupation.

Men porters (cleaners), constituting a relatively large nonselling group in all cities, averaged slightly more than \$25 a week in 2 cities, between \$30 and \$40 in 10 cities, and over \$40 but less than \$45 in the other 4. Stockmen (selling sections), another numerically important group, had average earnings of less than \$40 in all except 2 cities (data not available for 1 other). Furniture finishers averaged more than \$40 a week in all cities; in fact, the average exceeded \$50 in 10 cities; with 4 being above \$60. Maintenance carpenters (usually the highest-paid nonselling job studied) in 3 cities had average weekly earnings exceeding \$80, in 7 others they averaged between \$70 and \$80, and in the 4 others for which data could be shown they averaged above \$60 a week.

Average weekly earnings are shown in the table on page 10 for a varying number of store (excluding office) occupations, ranging from 27 in Providence to 50 in New York and Philadelphia. However, the subsequent analysis of intracity and intercity variations in earnings is limited to 16 occupations<sup>10</sup> for which averages could be shown in each of the cities.

The majority of the 16 occupations showed weekly average earnings of less than \$50 in all cities except Chicago. In 7 of the cities, averages were below \$40 for a majority of the occupations. On the other hand, the averages for at least 3 occupations exceeded \$70 in 14 cities.

The extent of range of the occupational averages among the cities showed considerable variation. Differences between the lowest- and highest-pay cities amounted to between 40 and 70 percent in 9 of the 10 women's occupations; in one other, elevator operators, the highest-pay city exceeded the lowest-pay by 107 percent. The intercity variations among the 6 men's occupations were somewhat greater than those found among women's occupations. The minimum earnings differential amounted to 70 percent for porters while the maximum equaled 162 percent for major electrical appliance salesmen.

The highest earnings levels among the 16 occupations were recorded in Chicago in 4 jobs; in New York, Oakland, and Pittsburgh, in 3 jobs each; in Dallas, in 2 jobs; and in Denver, in 1 job. Based on a ranking of all 16 jobs, Pittsburgh led all other cities, with Chicago taking second place, and New York, third. The remaining cities in their order of ranking were Oakland, Dallas, Philadelphia and Portland (which were tied for sixth place), Denver, Seattle, Toledo, Washington, St. Paul, Boston, New Orleans, Atlanta, and Providence. A comparison of earnings in 33 store occupations in Pittsburgh, Chicago, and New York produced the same results, insofar as ranking among the top 3 cities was concerned. However, the difference between Pittsburgh and Chicago was very slight; for selling jobs only, the latter city had the advantage.

<sup>10</sup> Included are the following women's occupations: elevator operators; fitters, women's garments; and saleswomen in these departments—bedspreads, draperies, and blankets; blouses and neckwear; men's furnishings; notions; piece goods; women's accessories; women's dresses; and women's suits and coats. Men's jobs included furniture finishers, porters, and salesmen in floor coverings; furniture and bedding; major appliances; and men's furnishings.

## HOURLY EARNINGS IN 10 INDUSTRIES

TABLE 6.—Average weekly earnings<sup>1</sup> of workers in department and women's ready-to-wear stores in selected cities, April 1948

Sex and occupation	At-lan-ta	Bos-ton	Chi-cago	Dal-las	Den-ver	New Or-leans	New York	Oak-land	Phila-del-phia	Pitts-burgh	Port-land, Oreg.	Provi-dence	St. Paul	Seat-tle	Tole-do	Wash-ington, D. C.
<i>Women—store</i>																
Cashier-wrappers	\$27.03		\$36.06	\$28.22	\$30.70	\$22.45	\$35.42	\$36.27	\$28.38	\$25.15	\$32.65	\$28.33	\$28.60	\$32.93	\$31.88	\$30.47
Elevator operators, passenger	19.11	\$27.37	34.58	25.10	30.61	20.79	35.34	37.03	39.41	39.59	34.91	27.87	27.68	35.60	33.40	28.33
Fitters, women's garments	36.20	37.66	52.08	53.22	42.54	33.78	58.25	44.66	38.96	48.71	35.40	36.54	36.09	43.88	40.50	41.21
Packers, bulk			34.79		35.23		37.27	37.84	30.64	51.26	35.42			39.29		
Porters, day (cleaners)	17.52			21.48		16.85	36.11		31.69			28.77		36.14		26.41
Receiving clerks (checkers)	28.00	31.54		27.80	31.16	25.82	34.13	37.59	30.02		39.02		31.62	34.21		
Sales clerks (regular or upstairs stores):																
Bedspreads, draperies, and blankets	30.12	32.04	43.77	41.89	36.66	37.28	42.81	43.41	38.37	43.85	42.54	32.77	39.61	37.55	40.88	36.95
Blouses and neckwear	30.57	30.42	50.63	45.66	37.07	32.94	36.23	40.15	33.16	38.42	40.84	29.70	31.99	34.77	34.17	32.78
Floor coverings		49.53			77.73				70.61					67.83		
Furniture and bedding			75.78	68.88	46.00			44.82	99.59	73.64	71.81			64.40		73.95
Housewares	30.41	33.97	42.34	36.21	39.18	30.95	41.30	41.11	34.68	40.38	40.09		34.81	35.08	37.27	34.80
Major appliances (refrigerators, stoves, washers, etc.)					40.53											
Men's furnishings	31.18	31.44	41.90	45.77	47.59	31.18	38.89	41.88	37.64	42.05	41.73	32.06	36.92	35.49	37.19	39.84
Notions, trimmings	26.71	29.57	37.33	32.01	33.88	26.73	37.17	38.32	32.66	36.96	33.68	28.86	29.33	32.85	34.63	33.16
Piece goods (yard goods, upholstery fabrics)	29.38	31.55	47.80	40.83	38.29	32.99	47.64	42.44	38.53	41.55	39.79	30.67	35.38	38.71	37.31	35.93
Silverware and jewelry (excluding costume jewelry)	34.21		51.05	53.10	50.96	34.05	51.79	39.61	39.33	40.76	41.60		40.53	37.23	38.49	
Women's accessories (hosiery, gloves, and handbags)	32.37	31.73	41.07	46.94	38.42	32.51	38.73	40.75	34.66	39.02	38.91	31.66	33.33	34.48	36.87	33.74
Women's dresses	42.29	33.74	53.31	51.81	40.36	41.95	46.41	45.60	43.14	41.42	41.02	34.35	37.36	34.52	36.94	37.37
Women's shoes	35.96		62.87	54.22	47.15	43.40	56.19	52.58	50.38	52.23	46.68	37.19		43.37	48.09	48.35
Women's suits and coats	43.72	40.32	56.30	59.27	47.96	44.39	50.09	51.93	51.62	57.96	50.11	37.14	40.96	46.27	49.58	38.64
Sales clerks (basement stores):																
Bedspreads, draperies, and blankets		33.06			45.35					41.14	42.23					
Blouses and neckwear							36.94			37.57						
Housewares					36.11											
Men's furnishings							40.13								36.47	
Piece goods (yard goods, upholstery fabrics)					35.02					34.34						
Women's accessories (hosiery, gloves, handbags)					33.21		38.69		36.73	36.81					36.61	
Women's dresses	33.18		52.88	28.70	36.11		38.50		41.21	38.99					36.94	
Women's shoes			61.15				51.21		44.63	44.39						
Women's suits and coats	37.55		49.48		43.32		45.24		48.31	47.13						
Stockmen, selling sections	19.16		33.11	27.55	31.16	20.15	32.94		26.64	33.46	33.18	29.16		32.18		
Tailors, alterations, men's garments	31.28			31.76	44.60									56.50		
Tailors, alterations, women's garments	27.56	35.30	38.78	31.60	31.38	25.21	40.32	39.93	35.78		60.32	35.75	29.68	37.49	36.83	
<i>Women—office</i>																
Billers (billing machine)		(?)	40.05	34.65	31.71	36.38	39.36	41.23	34.76	38.26				38.65	37.17	36.04
Billers (bookkeeping machine)		(?)			32.10		40.00				38.23	36.19	33.45		36.06	
Calculating-machine operators (Comptom-eter-type)	34.65	(?)	39.88	34.41	33.45	31.77	39.53	39.43	32.71	32.61	37.47	32.76	34.63	36.80	36.74	39.38
Calculating-machine operators (other than Comptometer-type)		(?)					39.29	40.81								
Clerks, pay roll	37.74	(?)	39.86	38.15	38.55	34.38	42.88	41.56	35.40	42.27	40.00	39.82	37.81	40.66	38.94	37.17
Stenographers, general	41.47	(?)	43.01	38.11	36.14	35.08	41.27	41.58	33.43	37.70	39.65	31.72	37.21	38.46	38.67	41.64
Switchboard operators	29.76	(?)	37.40	31.46	35.33	29.48	38.57	39.23	32.42	38.24	37.95	31.02	30.88	36.94	35.09	36.95
<i>Men—store</i>																
Carpenters, maintenance		65.72	74.76	73.91	77.29	68.25	69.33	80.58	81.24	83.81	76.61		73.28	79.96	61.62	70.00
Elevator operators, passenger	22.57			30.80	29.26		40.46		39.81	43.17				38.80		
Finishers, furniture	42.19	48.89	53.76	46.14	57.43	45.14	56.38	72.56	49.29	66.64	70.10	59.00	57.17	63.19	54.78	47.63
Fitters, men's garments		54.03	69.31		63.14		71.67		60.96	63.18	74.40		54.42			66.73
Fitters, women's garments							76.49									
Packers, bulk	28.45	35.23	38.69	31.35	36.62	30.47	41.14	42.30	36.43	51.16	47.72	32.94	38.70	45.72	37.32	
Porters, day (cleaners)	25.54	34.30	38.74	30.24	33.34	25.44	39.22	43.16	38.21	40.63	38.91	34.34	32.89	40.40	42.07	30.22
Receiving clerks (checkers)	34.22	33.61	39.90	34.62	42.36	32.21	38.48	50.99	37.27	50.87	49.76	36.10	40.73	46.40		35.23
Sales clerks (regular or upstairs stores):																
Bedspreads, draperies, and blankets		39.64	60.45	51.14	58.86	52.09	53.27	43.73	56.43							
Floor coverings	70.79	76.99	89.56	98.46	86.38	66.34	110.54	100.75	114.72	117.85	87.96	69.21	100.37	82.71	84.64	87.47
Furniture and bedding	81.87	99.39	90.69	105.67	84.86	83.85	147.57	89.55	122.94	122.55	88.63	71.70	87.62	84.97	93.84	105.46
Housewares		33.21	53.01				45.53		41.87					45.00		50.72
Major appliances (refrigerators, stoves, washers, etc.)	111.88	96.15	114.18	109.30	94.40	99.05	172.33	93.59	104.37	128.79	104.04	65.67	100.84	106.68	91.39	94.57
Men's clothing	62.29	81.37	92.10	94.54	95.09	63.09	100.11	61.19	105.50	119.20	61.77			58.64	79.19	79.63
Men's furnishings	40.60	36.80	64.66	63.81	58.45	42.43	50.45	49.82	56.18	50.57	46.55	33.35	41.95	48.33	43.08	58.79
Piece goods (yard goods, upholstery fabrics)		38.39	60.17				50.15	47.92								
Women's shoes	54.30		70.18	66.48	58.22	48.13	88.67	63.97	60.12	63.65	60.08	48.56	52.26	54.11		63.11
Sales clerks (basement stores):																
Floor coverings							86.67		82.01	66.66						
Furniture and bedding									105.14							
Men's clothing	50.30		78.47		59.11		73.61		95.66							
Men's furnishings							40.50		41.06							
Women's shoes			62.74				57.85									
Stockmen, selling sections	31.27	28.57	37.70	28.92	32.59	28.29	35.33	44.95	30.70	39.70	39.39		34.32	41.98	33.36	30.29
Stockmen, warehouse	32.91			33.12	43.37	30.77	42.83	53.68	40.15	50.74	48.68	35.97	42.69	45.47	62.80	33.02
Tailors, alterations, men's garments	39.69		58.22	51.35	54.60	28.75	56.43	69.69	52.53	58.35	67.86			64.59		58.36
Tailors, alterations, women's garments		48.39		67.99	50.77		62.90		53.51	67.92		54.58				58.45

<sup>1</sup> Excludes premium pay for overtime work and pertains to regular full-time workers only; part-time workers and contingents were excluded from the survey. Weekly earnings for straight-salary workers were those in

effect in April 1948. For commission workers, the commission earnings were averaged over a 12-month period wherever possible.

<sup>2</sup> Not available.

### Related Practices and Supplementary Benefits

A 40-hour workweek was scheduled for full-time employees in all establishments studied in Atlanta, Denver, Oakland, Seattle, and Toledo. Furthermore, this schedule was in effect in a majority of the stores studied in Chicago, New York, Philadelphia, Pittsburgh, and Washington. Regular workweeks of more than 40 hours were scheduled in a majority of the stores in New Orleans, Portland, and St. Paul. In Boston, 7 stores had a 40-hour week, a similar number had shorter workweeks, scattered between 35 and 40 hours, and 4 others had workweeks exceeding 40 hours. Three Dallas stores had a 40-hour week, 3 were on a 45-hour basis, and 2 had a workweek of less than 40 hours. Half of the Providence stores observed a 40-hour week while the other half had weeks ranging from 37½ to 39½ hours. New York was the only city besides Boston and Providence in which a substantial proportion of the stores had workweeks of less than 40 hours. Of the 15 New York stores in this category, 11 had a 37½-hour week.

Full-time employees' regular working hours tended to be grouped into a fixed number of days per week in definite city patterns. All establishments studied in Providence and Washington, all except 1 in Oakland, all but 2 in New York, and a majority in Boston, observed a 5-day employee workweek. A 6-day week was reported in all Denver, St. Paul, and Seattle stores, all except 1 of the New Orleans, Pittsburgh, and Portland stores, and a majority of the Chicago and Philadelphia stores. A 5½-day week predominated in Atlanta and Toledo, and was observed in half of the Dallas stores.

Discounts on merchandise purchased by employees were granted by all stores studied except 2 in New York. Generally, for full-time workers, these discounts ranged from 10 to 20 percent on all types of goods. In some cases, stores granting 20 percent on wearables allowed a smaller discount on nonwearables. New York was the only city in which a substantial number of stores reported discounts of more than 20 percent.

Vacations with pay to full-time employees were provided by all stores except one in New Orleans. Many stores granted vacations after 6 months of service. All except one store in New Orleans and one in Dallas provided vacations after 1 year of service. One week of vacation after a year's

period was predominant in most of the cities, although in all of them except St. Paul and Toledo some stores granted a 2-week vacation. A 2-week vacation after 1 year of service was in effect in a majority of establishments in Boston and Providence. Most of the stores in all cities except St. Paul increased the vacation time to 2 weeks after 2 years of service, and some stores in a few cities provided longer vacations after more than 2 years of service.

Paid holidays, varying in number among the individual stores, were provided for store and office workers in all establishments studied in 11 cities. In four cities, a majority of stores provided paid holidays, and, in one city, less than half of the stores had this feature. Most frequently, six or seven holidays were provided. Providence was the only city in which a majority of the stores provided more than seven holidays.

### Automobile Repair Shops: Wages in July 1948<sup>11</sup>

Straight-time average hourly earnings of class A mechanics in automobile repair shops ranged from \$1.31 to \$2.15 among 30 large cities surveyed by the Bureau of Labor Statistics in July 1948.<sup>12</sup> Average earnings in this job category exceeded \$1.75 an hour in a third of the cities covered; averages of \$2 an hour or more were recorded in San Francisco (\$2), St. Louis (\$2.08), and Detroit (\$2.09), with a high of \$2.15 in Cleveland. Class A mechanics averaged less than \$1.40 an hour in Louisville, Atlanta, and Providence. The flat-rate system of payment, whereby the mechanic receives a percentage of the labor cost charged the customer, was found most commonly used in the high-average cities.

Body repairmen, the highest-paid occupational group studied, averaged \$1.75 or more an hour in 17 of the 30 cities studied. Their average hourly earnings exceeded by 10 cents or more

<sup>11</sup> Prepared in the Bureau's Division of Wage Analysis. Greater detail on wages and wage practices for each city presented here is available on request.

<sup>12</sup> This study included general automobile repair shops and repair departments of retail motor-vehicle dealers, and specifically excluded maintenance repair shops operated by trucking concerns, bus lines, and other establishments operating automotive equipment. In July 1948, about 80,000 workers were employed in automobile repair shops as defined for the purposes of this study, in the 30 cities, exclusive of employment in establishments with less than 5 employees, which were not studied. Information was collected by Bureau field representatives, who obtained information directly from establishment pay rolls and other records and classified the workers on the basis of uniform job descriptions.

the average rate paid to class A mechanics, in two-thirds of the cities; they were also found to be higher than those of automotive electricians, in most of the areas studied. Greasers' earnings ranged, on a city-average basis, from 78 cents an hour in Richmond to \$1.65 in Toledo. City-wide average hourly earnings of automobile washers ranged from 64 cents to \$1.50 an hour, at the time of the study. In 20 of 29 cities providing a wage comparison, earnings averaged at least 10 cents an hour less for washers than for greasers.

Comparisons of job earnings in July 1948 with those reported for July 1947, the date of an earlier wage study of the industry,<sup>13</sup> indicate that more than three-fifths of the city-occupational averages increased by 5 percent or more during the year. Average earnings of greasers and washers increased more, on a percentage basis, than those of body repairmen and mechanics. Although increases of 5 percent or more were noted in at least one job in each city except Buffalo, in only 7 cities (Cincinnati, Denver, Indianapolis, Milwaukee, Providence, San Fran-

cisco, and Seattle) had each job increased by as much as 5 percent. Declines in occupational averages were found in some cities, probably because of lower earnings under the flat-rate system and of labor turn-over.

A 44-hour workweek for shop workers was scheduled by a third of the establishments. Most of the remainder reported weekly hours in excess of 44. All or a majority of the shops in Cleveland, St. Louis, San Francisco, and Seattle had established a 40-hour schedule.

Paid vacation leave was granted to shop and office workers by more than 90 percent of the establishments studied. With few exceptions, shop workers with a year of service qualified for a 1-week vacation. Policies relating to vacations of office employees were, on the whole, more liberal than those applying to shop workers. Fully a third of the employers granted 2 weeks to office employees who had a year of service.

Paid holidays, most commonly six in number, were also provided to shop and office workers, by a great majority of the establishments.

TABLE 7.—*Straight-time average hourly earnings,<sup>1</sup> selected occupations in automobile repair shops, in 30 large cities, July 1948*

City	Body repairmen, metal	Electricians, automotive	Greasers	Mechanics, automotive		Washers, automobile
				Class A	Class B	
Atlanta.....	\$1.71	\$1.67	\$0.83	\$1.34	\$0.89	\$0.67
Baltimore.....	1.71	1.43	.96	1.42	1.02	.80
Boston.....	1.69	1.69	.87	1.50	1.04	.89
Buffalo.....	1.69	(?)	1.18	1.53	1.21	.93
Chicago.....	2.10	1.83	1.31	1.83	1.38	1.08
Cincinnati.....	1.79	1.17	.98	1.55	1.08	.87
Cleveland.....	2.28	(?)	1.35	2.15	(?)	1.35
Dallas.....	1.94	1.83	.94	1.76	1.01	.73
Denver.....	1.66	2.02	1.22	1.86	(?)	1.01
Detroit.....	2.36	2.19	1.73	2.09	1.66	1.22
Indianapolis.....	1.97	(?)	1.39	1.63	1.21	.90
Kansas City.....	1.85	2.02	1.33	1.70	(?)	.82
Los Angeles.....	2.02	1.99	1.84	1.85	1.23	1.05
Louisville.....	1.51	(?)	1.09	1.37	(?)	.76
Memphis.....	1.94	2.25	.90	1.59	(?)	.64
Milwaukee.....	1.77	1.57	1.23	1.58	(?)	1.05
Minneapolis-St. Paul.....	1.64	(?)	1.35	1.59	(?)	1.21
Newark-Jersey City.....	1.39	1.64	.97	1.54	1.02	1.11
New Orleans.....	1.83	(?)	1.02	1.60	(?)	.74
New York.....	1.81	1.53	1.27	1.64	1.19	1.03
Philadelphia.....	1.69	(?)	.90	1.61	1.14	.91
Pittsburgh.....	1.55	1.33	.95	1.56	1.16	.88
Portland, Oreg.....	1.70	(?)	1.35	1.73	(?)	1.24
Providence.....	1.37	1.52	.93	1.31	1.07	(?)
Richmond.....	1.58	1.40	.78	1.42	1.01	.64
St. Louis.....	2.03	(?)	1.36	2.08	(?)	1.00
San Francisco.....	2.20	2.17	1.56	2.00	1.72	1.50
Seattle.....	1.94	1.81	1.48	1.80	(?)	1.48
Toledo.....	2.29	(?)	1.65	1.96	(?)	1.13
Washington, D. C.....	2.19	(?)	.84	1.48	1.04	.83

<sup>1</sup> Excludes premium pay for overtime and night work.

<sup>2</sup> Insufficient number of workers to justify presentation of an average.

<sup>13</sup> Monthly Labor Review, January 1948 (p. 54).

## Hotel Wages in Large Cities, July 1948<sup>14</sup>

Among 18 large cities of the United States, average earnings of men employed as hotel room clerks varied from 86 cents to \$1.29 an hour in July 1948.<sup>15</sup> A majority of the cities showed hourly averages amounting to \$1 or more for these employees. In 8 out of 15 cities for which comparisons could be made, room clerks averaged at least 10 cents an hour more than desk clerks; in 6 cities, however, hourly averages for these 2 jobs varied by less than 5 cents. Desk clerks, commonly employed in smaller hotels, often perform a variety of duties; however, variations in type and size of hotel appear to influence earnings within each city. Among non-office jobs, the range in hourly pay by city was similar for men cleaners and housemen (46 cents to \$1.03 and 43 cents to \$1.02, respectively) and somewhat lower (41 to 93 cents) for elevator operators, although

<sup>14</sup> Prepared in the Bureau's Division of Wage Analysis. Data were collected by field representatives under the direction of the Bureau's regional wage analysts. Greater detail on wages and wage practices for each city represented in the study is available on request.

<sup>15</sup> Earnings are exclusive of premium pay for overtime and night work, tips, uniforms, and cash equivalent of room and/or meals provided some employees. Hotels with less than 51 workers were excluded from the study. About 117,000 workers were employed in hotels with 51 or more workers in the 18 cities studied.

in some hotels elevator operators also carry baggage and receive supplementary compensation in the form of tips.

In nearly all cities, the lowest rates for the selected jobs studied were reported for chambermaids, with averages by city ranging from 29 to 88 cents an hour. Earnings of women elevator operators equaled those of men employed in this job in 3 cities, but in the other cities were more often a few cents higher. Among hotel office occupations studied, women general stenographers usually averaged considerably more than clerk-typists; switchboard operators generally had the lowest rates, with averages in the 18 cities ranging from 48 cents to \$1.05 an hour.

San Francisco and Seattle hotels reported the highest wage levels for the selected jobs. In these two cities, men desk clerks had the same averages (\$1.23); in the other jobs for which information was available, earnings in half the jobs were from 8 to 10 cents higher in Seattle, and in half from 1 to 3 cents higher in San Francisco. The lowest levels reported were chiefly in New Orleans and Atlanta, particularly for nonoffice jobs. In two office jobs (men room clerks and women general stenographers), the averages in Atlanta ranked relatively high in comparison with a number of other cities.

The typical workweek for office employees in over half the hotels studied was 48 hours; schedules of 40 to 45 hours were reported in most of the others. About three-fourths of these hotels had schedules of 48 hours for nonoffice employees.

Only the San Francisco and Seattle hotels studied, and a large majority of those in New York, reported schedules of 40 hours for all employees.

Practically all hotels studied had paid vacation policies. After a year of service, nonoffice employees usually were allowed 1 week; office employees were allowed 2 weeks in approximately one-third of the hotels, and 1 week in most of the others. The policy in more than four-fifths of the hotels was to extend the vacation time for both groups to 2 weeks after more than 1 year's service, usually varying from 2 to 5 years. The highest proportion of hotels reporting no change in vacations for longer service were located in New Orleans, Dallas, and Atlanta.

In addition to paid vacations, time off with pay on specified holidays was reported by almost four-fifths of the hotels for office employees and by slightly more than two-fifths for other employees. The number of holidays allowed with pay usually varied from 4 to 6, although 6 days were reported more frequently for office than for other employees.

### Power Laundries: Wages in July 1948<sup>16</sup>

Average wages of women power-laundry workers employed on flatwork finishing machines

<sup>16</sup> Prepared in the Bureau's Division of Wage Analysis. Data for a limited number of occupations were collected by field representatives under the direction of the Bureau's regional wage analysts. Greater detail on wages and wage practices for each city in the current article is available on request.

TABLE 8.—*Straight-time average hourly earnings<sup>1</sup> for selected occupations in year-round hotels in 18 large cities, by sex, July 1948*

Cities	Men					Women						
	Cleaners	Clerks, desk	Clerks, room	Elevator operators, passenger	Housemen	Chambermaids	Cleaners	Clerks, desk	Clerk-typists	Elevator operators, passenger	Stenographers, general	Switchboard operators
Atlanta.....	\$0.58	\$0.78	\$1.06	(?)	\$0.43	\$0.29	(?)	(?)	(?)	\$0.34	\$0.93	\$0.58
Boston.....	.72	.97	.93	\$0.62	.68	.59	\$0.69	(?)	\$0.79	(?)	.85	.69
Buffalo.....	(?)	.91	.89	.58	.65	.58	(?)	\$0.76	(?)	.60	.74	.66
Chicago.....	.86	.89	1.03	.84	.79	.67	.74	.77	.87	.77	1.05	.77
Cleveland.....	.72	.93	.93	(?)	.66	.59	.67	.89	.76	.62	.90	.72
Dallas.....	.67	.83	1.19	.45	.49	.35	(?)	.61	.78	.48	(?)	.66
Detroit.....	(?)	1.09	1.10	.81	.75	.62	(?)	(?)	.79	.81	.91	.82
Los Angeles.....	.78	.92	1.02	.77	.82	.73	(?)	(?)	.86	.78	(?)	.80
Milwaukee.....	(?)	.97	(?)	.63	.68	.68	.65	.83	(?)	.66	.76	.69
Minneapolis-St. Paul.....	.83	.85	1.02	.73	.85	.78	(?)	(?)	.78	.82	.79	.77
New Orleans.....	.46	.73	.91	.41	.44	.29	(?)	(?)	.61	.38	.79	.48
New York <sup>2</sup> .....	.85	1.01	1.15	.78	.80	.66	.68	.85	.83	.80	.92	.87
Philadelphia.....	.65	.92	1.08	.61	.66	.57	.59	(?)	.84	.63	.86	.68
Pittsburgh.....	(?)	.82	(?)	(?)	.74	.67	(?)	.72	(?)	.67	(?)	.76
St. Louis.....	(?)	.85	.86	.63	.72	.59	(?)	.72	(?)	.65	.85	.78
San Francisco.....	.93	1.23	1.29	.93	.93	.88	.95	(?)	(?)	.93	(?)	.96
Seattle.....	1.03	1.23	1.26	.92	1.02	.86	1.03	(?)	(?)	.92	(?)	1.05
Washington.....	.65	(?)	1.00	.66	.66	.61	(?)	(?)	.78	.64	.98	.77

<sup>1</sup> Excludes premium pay for overtime and night work and tips. No allowance is made for room and/or meals provided some employees.

<sup>2</sup> Insufficient number of workers to justify presentation of an average.

<sup>3</sup> Earnings do not reflect wage increases granted subsequent to Aug. 1, 1948, and retroactive to July 1948.

ranged from 37 to 91 cents an hour<sup>17</sup> among 33 large cities surveyed in July 1948.<sup>18</sup> The hourly pay of these workers, who represented the largest occupational group in power laundries, averaged less than 65 cents in 17 cities. Laundry bundle wrappers in almost as many cities averaged less than 65 cents, and in 8 cities both these jobs were below the 50-cent level. In 24 of the 33 cities, the average hourly pay of markers, and in 22 and 19 cities, respectively, that of shirt pressers (machine) and retail receiving clerks amounted to 65 cents or more.

Hourly rates of men workers in 3 jobs in which they were typically employed were seldom below 65 cents on a city-wide basis. Of these occupations, extractor operators, generally paid the lowest rates, averaged \$1 an hour or more in only 8 cities; this level of rates was exceeded in 18 cities by machine washers and in 20 cities by firemen of stationary boilers.

Highest earnings levels were reported in Pacific Coast cities. Among the 4 large cities studied in that region, flatwork finishers in Los Angeles, with an 83-cent average, were the only occupational group having an earnings level below 90 cents an hour. In Seattle and San Francisco, earnings of women markers, bundle wrappers, and retail receiving clerks equaled \$1 or more. The highest job average for women was \$1.08, reported for markers in San Francisco. Men, on the other hand, averaged at least \$1.25 in Portland, San Francisco, and Seattle, in the 3 jobs studied. Firemen in San Francisco received the top average for men's jobs—\$1.90. Cities in which earnings ranked next to those in the Pacific Coast region for one or more jobs (men's or women's) included Chicago, Detroit, New York, Newark, and Toledo. In contrast with the Pacific Coast region, all city job averages which were below 50 cents an hour for women and below 75 cents for men were found in either the Southeast or Southwest region. Atlanta, Birmingham, Jacksonville, and Memphis ranked lowest for one or more jobs, with variations in earnings levels of only a few cents among these cities.

#### Comparisons of earnings in the July 1948 study

<sup>17</sup> Exclusive of premium payments for overtime and night work.

<sup>18</sup> Approximately 115,000 workers were employed in power laundries in the 33 cities in July 1948, exclusive of establishments with less than 21 workers, which were not included in the current study.

TABLE 9.—*Straight-time average hourly earnings,<sup>1</sup> selected occupations in power laundries in 33 large cities, July 1948*

Wage area	Men			Women				
	Ex-trac-tor op-er-a-tors	Fire-men, sta-tion-ary, boil-er	Wash-ers, ma-chine	Clerks, retail re-ceiving	Fin-ishers, flat-work, ma-chine	Mark-ers	Press-ers, shirt, ma-chine	Wrap-pers, bundle
Atlanta.....	\$0.65	\$0.67	\$0.78	\$0.65	\$0.37	\$0.49	\$0.49	\$0.39
Baltimore.....	.76	.94	.88	.62	.55	.58	.62	.67
Birmingham.....	.58	.65	.81	.57	.37	.52	.46	.40
Boston.....	.95	1.21	1.04	.73	.65	.71	.86	.66
Buffalo.....	.92	1.06	1.00	.68	.69	.68	.79	.68
Chicago.....	1.06	1.16	1.24	( <sup>2</sup> )	.71	.82	.95	.76
Cincinnati.....	.78	1.09	.88	.62	.66	.66	.73	.67
Cleveland.....	.85	1.06	.97	.71	.66	.76	.85	.66
Dallas.....	.68	.92	.85	.58	.44	.61	.55	.49
Denver.....	.79	.90	.97	.63	.56	.67	.63	.60
Detroit.....	1.02	1.34	1.18	.86	.78	.87	.94	.78
Houston.....	.71	1.03	.97	.60	.43	.60	.55	.47
Indianapolis.....	.89	.95	1.09	.71	.62	.73	.73	.73
Jacksonville.....	.65	.79	.84	.64	.38	.51	.43	.42
Kansas City.....	.76	1.14	.85	.78	.55	.65	.62	.56
Los Angeles.....	1.11	( <sup>2</sup> )	1.24	.93	.83	.97	.96	.93
Louisville.....	.79	1.07	1.02	.66	.57	.67	.74	.66
Memphis.....	.60	( <sup>2</sup> )	.66	.56	.39	.46	.48	.37
Milwaukee.....	.94	1.25	1.20	.73	.69	.75	.77	.72
Minneapolis-St. Paul.....	.87	1.16	1.10	.71	.66	.72	.71	.68
Newark-Jersey City.....	.92	1.22	1.09	.85	.71	.91	.85	.78
New Orleans.....	.65	( <sup>2</sup> )	.94	.61	.46	.67	.58	.46
New York.....	1.00	1.36	1.22	( <sup>2</sup> )	.72	.85	.84	.81
Philadelphia.....	.86	1.06	1.03	.73	.63	.70	.74	.66
Pittsburgh.....	.87	1.14	1.05	.64	.62	.70	.72	.62
Portland (Oreg.).....	1.25	1.62	1.41	.92	.91	.95	.94	.94
Providence.....	.81	1.01	1.06	.68	.66	.86	.85	.77
Richmond.....	.66	.78	.73	.65	.44	.50	.59	.44
St. Louis.....	.78	.82	.99	( <sup>2</sup> )	.55	.66	.69	.58
San Francisco.....	1.27	1.90	1.58	1.00	.90	1.08	.99	1.05
Seattle.....	1.28	1.55	1.48	1.06	.91	1.04	.95	1.00
Toledo.....	1.02	1.21	1.35	( <sup>2</sup> )	.78	.89	.82	.87
Washington.....	.79	.85	.90	.75	.62	.71	.71	.61

<sup>1</sup> Excludes premium pay for overtime and night work.

<sup>2</sup> Insufficient number of workers to justify presentation of an average.

with those reported the same month in 1947<sup>19</sup> revealed that increases had occurred in most job averages in nearly all cities. Women flatwork finishers (machine), and men extractor operators and washers (machine) showed increases, in approximately half of the cities, amounting to at least 5 percent, with more than four-fifths of the increases ranging from 5 to 15 percent. For women bundle wrappers and shirt pressers, the increases equaled or exceeded 5 percent in 22 and 26 of the cities, respectively, and more than two-thirds of these increases ranged from 5 to 15 percent. Although earnings were relatively low in Birmingham, this was the only city in which the increases in all five of these jobs exceeded 10 percent.

<sup>19</sup> The 1947 study included establishments with 8 or more workers. Since the estimated employment in establishments with 8 to 20 workers accounted for less than 4 percent of the total power-laundry employment in the 33 cities, their exclusion from the 1948 study would have little if any influence upon the job averages in which comparisons were made.

## Wholesale Groceries: Wages in Large Cities, July 1948<sup>20</sup>

In 16 large cities of the United States, straight-time hourly earnings of local-delivery truck drivers in wholesale grocery establishments ranged from \$1 to \$1.70 in July 1948; in 13 of these cities, their earnings equaled or exceeded \$1.25.<sup>21</sup> For order fillers, earnings levels generally were somewhat lower, with a range from \$1.10 to \$1.46, and for stockmen or stock helpers they were considerably lower with averages from 96 cents to \$1.44. Earnings of fork-lift and other power truckers, who are usually employed only by large establishments, were 1 cent below earnings of stockmen in 2 cities, but in the 6 other cities for which comparisons were possible they were from 6 to 12 cents higher.

Earnings levels, for the most part, were highest in San Francisco and New York. Truck drivers had the highest earnings in San Francisco (\$1.70), while in New York top averages for order fillers and stockmen (\$1.46 and \$1.44) were reported. In these 2 cities, as well as in Los Angeles and Chicago, truck drivers averaged \$1.50 an hour or more, and stockmen and order fillers equaled or exceeded \$1.30. For the latter 2 jobs, earnings averaged as much as \$1.30 in Pittsburgh, but only the order fillers attained this level in Detroit and Philadelphia. Lowest earnings levels among all cities included in the study were found in Baltimore and Washington, where the averages for the 3 jobs ranged from 96 cents to \$1.15 an hour.

Wages increased generally during the year preceding the current study; there were wide variations by city, however, for each occupational group. The most substantial gains were made by order fillers, whose typical increases ranged from 10 to 15 percent in a majority of the cities, compared to increases for stockmen ranging from 5 to 10 percent in half the cities. Averages for truck drivers had changed less than 5 percent over the 1-year period in about half the cities, though

<sup>20</sup> Prepared in the Bureau's Division of Wage Analysis. Greater detail on wages and wage practices for each city included in the study is available on request.

<sup>21</sup> The wage information here summarized refers to average hourly earnings (excluding premium pay for overtime and night work) in selected jobs. The study, made by the Bureau of Labor Statistics, included general-line wholesale grocery establishments and grocery chain-store warehouses engaged in wholesale distribution of merchandise to retail outlets, and employing 8 or more workers. The Southeast and Southwest regions were not represented among the 16 cities covered by the study.

in 5 others the increases ranged from 11 percent to about 34 percent. Average increases of at least 10 percent for all 3 jobs were reported in Boston, Cincinnati, Milwaukee, Pittsburgh, and St. Louis. In contrast, earnings in the selected jobs on a city-wide basis in Baltimore, Detroit, Los Angeles, Minneapolis, and New York did not increase as much as 10 percent. Slight decreases occurred for stockmen in Los Angeles and for local-delivery truck drivers in New York; however, these declines in earnings probably resulted from factors such as increases in labor force and turn-over in employment rather than from actual downward adjustments in basic rates.

## Women's Dress Manufacture: Earnings in August 1948<sup>22</sup>

Women sewing-machine operators employed on the single-hand (tailor) system of dress manufacture<sup>23</sup> averaged \$1.70 or more an hour in

TABLE 10.—Straight-time average hourly earnings<sup>1</sup> of men, selected occupations in wholesale grocery establishments in 16 cities, July of 1947 and 1948

Cities	Order fillers			Stockmen or stock helpers			Truck drivers, local delivery			Truckers, power <sup>2</sup>
	July 1948	July 1947	Percent increase	July 1948	July 1947	Percent increase	July 1948	July 1947	Percent increase		July 1948
Baltimore.....	\$1.11	\$1.01	9.9	\$0.96	\$0.96	0	\$1.15	\$1.10	4.5	( <sup>3</sup> )
Boston.....	1.28	1.16	10.3	1.28	1.14	12.3	1.35	( <sup>3</sup> )	-----	\$1.34
Buffalo.....	1.16	1.05	10.5	1.15	1.05	9.5	1.25	1.16	7.8	( <sup>3</sup> ) 1.14
Chicago.....	1.38	1.25	10.4	1.34	1.23	8.9	1.51	1.44	4.9	( <sup>3</sup> )
Cincinnati.....	1.18	1.05	12.4	1.08	.97	11.3	1.30	1.08	20.4	( <sup>3</sup> )
Cleveland.....	1.23	1.09	12.8	1.18	1.08	9.3	1.44	1.35	6.7	( <sup>3</sup> )
Detroit.....	1.30	1.20	8.3	1.18	1.08	9.3	1.40	1.28	9.4	1.30
Los Angeles.....	( <sup>3</sup> )	1.27	-----	1.38	1.40	-1.4	1.53	1.47	4.1	1.45
Milwaukee.....	1.24	1.06	17.0	1.13	.97	16.5	1.26	1.11	13.5	( <sup>3</sup> )
Minneapolis.....	1.11	1.07	3.7	1.08	1.05	2.9	1.17	1.14	2.6	1.16
St. Paul.....	1.46	1.36	7.4	1.44	1.33	8.3	1.56	1.57	- .6	1.56
New York.....	1.45	1.18	22.9	1.09	1.03	5.8	1.29	1.29	0	1.08
Pittsburgh.....	1.37	1.24	10.5	1.31	1.18	11.0	1.49	1.34	11.2	1.41
St. Louis.....	1.24	1.10	12.7	1.15	.98	17.3	1.35	1.01	33.7	( <sup>3</sup> )
San Francisco.....	1.38	1.28	7.8	1.39	1.28	8.6	1.70	1.46	16.4	( <sup>3</sup> )
Washington.....	1.10	.99	11.1	.97	.89	9.0	1.00	.97	3.1	( <sup>3</sup> )

<sup>1</sup> Excludes premium pay for overtime and night work.

<sup>2</sup> This occupation was not included in the July 1947 study.

<sup>3</sup> Insufficient number of workers to justify presentation of an average.

<sup>22</sup> Prepared by Toivo P. Kanninen of the Bureau's Division of Wage Analysis. Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices for each of the cities studied is available on request.

<sup>23</sup> Excluding those establishments primarily engaged in manufacturing aprons, smocks, hoovers, and nurses' and maids' uniforms, and those establishments with fewer than 8 workers, which were not covered in the study. Approximately 117,000 workers were employed in the industry in the 11 cities studied in August 1948, exclusive of establishments with fewer than 8 employees.

August 1948 in 7 of 11 large cities included in a survey by the Bureau of Labor Statistics. Women workers in this numerically largest job group in the industry averaged less than \$1 an hour in Atlanta (92 cents) and Dallas (99 cents), and their earnings exceeded \$2 an hour in Paterson (\$2.02) and New York City (\$2.07). Hourly earnings of women machine operators on the section system ranged from 86 cents, on the average, in Los Angeles, to \$1.69 in New York. Hand sewers, the second-largest job group, the majority of whom are paid piece rates, averaged \$1 or more an hour in 8 of the 11 cities, with averages ranging from 76 cents in Atlanta to \$1.47 in New York. Averages for women inspectors, usually paid hourly rates, ranged from 81 cents in Dallas to \$1.22 an hour in New York. Average hourly pay for thread trimmers ranged from 67 cents in Boston to 94 cents in New York.

Men workers, comprising a sixth of the dress manufacturing labor force, are employed principally as cutters, pressers, and sewing-machine operators (single-hand system). City averages for pressers, usually paid piece rates and among the highest paid shop workers in the industry, ranged from \$2.22 an hour in St. Louis to \$3.50 an hour in Boston. Averages of \$3 or more an hour were also recorded for this job in Chicago, New York, and Paterson. Averages for cutters, generally paid on a time basis, ranged from \$1.26 in Dallas to \$2.43 in New York; except in Atlanta and St. Louis, with averages of \$1.47 and \$1.74, cutters averaged \$2 or more an hour in the other cities.

Variations in occupational earnings are believed to reflect a combination of factors including differences in types and prices of garments made, methods of wage payment, unionization, and geographic location. In 3 cities—Chicago, Newark, and Philadelphia—in which wage comparisons could be made between shops producing unit-priced dresses and those manufacturing dresses priced by the dozen, averages for each of the selected shop jobs were higher in the unit-priced dress group. Hourly averages for cutters employed in shops manufacturing unit-priced dresses, for example, exceeded average rates for this work in dozen-priced dress manufacture by 81 cents in Chicago, 45 cents in Newark, and 28 cents in Philadelphia. For women hand sewers, the wage

advantage in favor of workers employed in shops producing unit-priced dresses ranged from 34 to 47 cents an hour.

Comparisons of earnings in August 1948 with those reported in a similar study of a year earlier showed that more than half of the city job averages had increased by 5 percent or more during the period. A decline in earnings of pressers, sewing-machine operators, and hand sewers was noted in a few cities. These reductions in earnings do not reflect reductions in wage rates, but rather the effect on earnings of changes in work flow and related factors under incentive systems of wage payment.

Of the 117,000 workers employed in women's dress manufacture in the 11 cities in August 1948, approximately 78,000 were concentrated in New York City and about 9,000 in Chicago; only 2 other areas (Newark-Jersey City and St. Louis) accounted for more than 5,000. Except in Dallas, a majority of the establishments were operating under union agreements.

### Related Wage Practices

A 35-hour workweek was scheduled by nearly all the establishments covered in Atlanta, Boston, New York, and Paterson and by a majority of those in Chicago, Newark, and St. Louis. A 40-hour week was reported by most of the plants in Cleveland and Dallas and was also common in Los Angeles and Philadelphia.

Paid holidays were granted to plant workers by four-fifths of the shops and to office workers by nearly all establishments studied. Policies on paid holidays varied greatly, however, among the 11 cities. In contrast to Atlanta, where no paid holidays were granted to shop workers, more than 90 percent of the plants in New York and Paterson paid for 6½ holidays. Only 4 of 17 shops in Dallas and 4 of 33 in Los Angeles allowed holidays with pay. In Boston and Cleveland, nearly all shops granted 3 paid holidays, and in Chicago, where only half the establishments reported paid holidays, 4 days were most common. A great majority of the shops in Philadelphia and St. Louis paid for 5 holidays whereas nearly all those in Newark paid for 6.

Vacations with pay were given to shop and office workers in all but a few establishments.

TABLE 11.—Straight-time average hourly earnings<sup>1</sup> in selected occupations in women's and misses' dress manufacture, August 1948

Occupation and sex	Atlanta <sup>2</sup>	Boston <sup>2</sup>	Chicago			Cleveland <sup>2</sup>	Dallas <sup>2</sup>	Los Angeles <sup>2</sup>																																																																																																																																																																																																																
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<i>Plant occupations</i>																																																																																																																																																																																																																								
Cutters, machine, men.....	\$1.47	\$2.00	\$2.19	\$2.40	\$1.59	\$2.07	\$1.26	\$2.35																																																																																																																																																																																																																
Inspectors, final examiners, women.....	( <sup>3</sup> )	1.07	.95	.98	.89	.99	.81	1.13																																																																																																																																																																																																																
Pressers, finish.....	.65	2.73	2.14	3.00	.96	1.79	.82	1.91																																																																																																																																																																																																																
Men.....	( <sup>3</sup> )	3.50	3.35	3.35	( <sup>3</sup> )	2.93	( <sup>3</sup> )	2.49																																																																																																																																																																																																																
Women.....	.65	1.40	1.07	( <sup>3</sup> )	.96	1.02	.82	1.55																																																																																																																																																																																																																
Sewers, hand finishers, women.....	.76	1.00	1.38	1.43	.96	1.07	.87	1.25																																																																																																																																																																																																																
Sewing-machine operators, section system.....	.95	1.30	.96	( <sup>3</sup> )	1.01	1.06	.82	.86																																																																																																																																																																																																																
Men.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )																																																																																																																																																																																																																
Women.....	.95	1.30	.94	( <sup>3</sup> )	.99	1.06	.92	.86																																																																																																																																																																																																																
Sewing-machine operators, single-hand (tailor) system.....	.92	1.66	1.77	1.79	( <sup>3</sup> )	1.73	.99	1.77																																																																																																																																																																																																																
Men.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.69	( <sup>3</sup> )	1.47																																																																																																																																																																																																																
Women.....	.92	1.66	1.76	1.79	( <sup>3</sup> )	1.74	.99	1.78																																																																																																																																																																																																																
Thread trimmers, women.....	.75	.67	.89	.91	( <sup>3</sup> )	.77	.73	( <sup>3</sup> )																																																																																																																																																																																																																
Work distributors, women.....	.89	.79	.91	.91	( <sup>3</sup> )	.92	.68	1.12																																																																																																																																																																																																																
<i>Office occupations</i>																																																																																																																																																																																																																								
Bookkeepers, hand, women.....	1.21	1.33	1.46	1.42	1.59	( <sup>3</sup> )	( <sup>3</sup> )	1.66																																																																																																																																																																																																																
Clerk-typists, women.....	( <sup>3</sup> )	.78	.95	.97	( <sup>3</sup> )	1.05	.84	( <sup>3</sup> )																																																																																																																																																																																																																
Stenographers, general, women.....	( <sup>3</sup> )	.96	1.22	1.21	1.23	1.13	.99	1.26																																																																																																																																																																																																																
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Newark</th> <th>New York</th> <th>Paterson</th> <th colspan="3">Philadelphia</th> <th rowspan="2">St. Louis<sup>2</sup></th> </tr> <tr> <th>All dresses</th> <th>Dresses priced by the unit</th> <th>Dresses priced by the dozen</th> <th>Dresses priced by the unit</th> <th>Dresses priced by the unit</th> <th>All dresses</th> <th>Dresses priced by the unit</th> <th>Dresses priced by the dozen</th> </tr> </thead> <tbody> <tr> <td colspan="10"><i>Plant occupations</i></td> </tr> <tr> <td>Cutters, machine, men.....</td> <td>\$2.10</td> <td>\$2.17</td> <td>\$1.72</td> <td>\$2.43</td> <td>(<sup>3</sup>)</td> <td>\$2.02</td> <td>\$2.15</td> <td>\$1.87</td> <td>\$1.74</td> </tr> <tr> <td>Inspectors, final examiners, women.....</td> <td>1.07</td> <td>1.11</td> <td>.81</td> <td>1.22</td> <td>\$1.20</td> <td>.88</td> <td>.94</td> <td>(<sup>3</sup>)</td> <td>.87</td> </tr> <tr> <td>Pressers, finish.....</td> <td>2.01</td> <td>2.17</td> <td>1.03</td> <td>3.18</td> <td>3.00</td> <td>1.51</td> <td>2.12</td> <td>1.00</td> <td>1.68</td> </tr> <tr> <td>Men.....</td> <td>2.55</td> <td>2.56</td> <td>(<sup>3</sup>)</td> <td>3.23</td> <td>3.00</td> <td>2.79</td> <td>2.77</td> <td>(<sup>3</sup>)</td> <td>2.22</td> </tr> <tr> <td>Women.....</td> <td>1.68</td> <td>1.75</td> <td>1.02</td> <td>2.54</td> <td>(<sup>3</sup>)</td> <td>1.00</td> <td>1.11</td> <td>.96</td> <td>1.22</td> </tr> <tr> <td>Sewers, hand finishers, women.....</td> <td>1.20</td> <td>1.24</td> <td>.79</td> <td>1.47</td> <td>1.24</td> <td>1.23</td> <td>1.25</td> <td>.91</td> <td>.86</td> </tr> <tr> <td>Sewing-machine operators, section system.....</td> <td>1.29</td> <td>1.53</td> <td>.94</td> <td>1.69</td> <td>1.51</td> <td>1.16</td> <td>1.22</td> <td>1.10</td> <td>.99</td> </tr> <tr> <td>Men.....</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>1.84</td> <td>(<sup>3</sup>)</td> <td>1.56</td> <td>(<sup>3</sup>)</td> </tr> <tr> <td>Women.....</td> <td>1.29</td> <td>1.53</td> <td>.94</td> <td>1.69</td> <td>1.51</td> <td>1.13</td> <td>1.22</td> <td>1.09</td> <td>.99</td> </tr> <tr> <td>Sewing-machine operators, single-hand (tailor) system.....</td> <td>1.70</td> <td>1.73</td> <td>(<sup>3</sup>)</td> <td>2.20</td> <td>2.02</td> <td>1.86</td> <td>1.95</td> <td>(<sup>3</sup>)</td> <td>1.37</td> </tr> <tr> <td>Men.....</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>2.70</td> <td>(<sup>3</sup>)</td> <td>2.59</td> <td>2.59</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> </tr> <tr> <td>Women.....</td> <td>1.70</td> <td>1.73</td> <td>(<sup>3</sup>)</td> <td>2.07</td> <td>2.02</td> <td>1.72</td> <td>1.80</td> <td>(<sup>3</sup>)</td> <td>1.37</td> </tr> <tr> <td>Thread trimmers, women.....</td> <td>.80</td> <td>.81</td> <td>.72</td> <td>.94</td> <td>.90</td> <td>.72</td> <td>.74</td> <td>.69</td> <td>.71</td> </tr> <tr> <td>Work distributors, women.....</td> <td>.84</td> <td>.91</td> <td>(<sup>3</sup>)</td> <td>1.07</td> <td>(<sup>3</sup>)</td> <td>.82</td> <td>.84</td> <td>.68</td> <td>.71</td> </tr> <tr> <td colspan="10"><i>Office occupations</i></td> </tr> <tr> <td>Bookkeepers, hand, women.....</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>1.56</td> <td>1.24</td> <td>1.34</td> <td>1.41</td> <td>1.17</td> <td>1.21</td> </tr> <tr> <td>Clerk-typists, women.....</td> <td>.97</td> <td>(<sup>3</sup>)</td> <td>.97</td> <td>.99</td> <td>(<sup>3</sup>)</td> <td>.78</td> <td>.82</td> <td>.76</td> <td>.88</td> </tr> <tr> <td>Stenographers, general, women.....</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>(<sup>3</sup>)</td> <td>1.06</td> <td>(<sup>3</sup>)</td> <td>.92</td> <td>(<sup>3</sup>)</td> <td>.92</td> <td>1.00</td> </tr> </tbody> </table>										Newark			New York	Paterson	Philadelphia			St. Louis <sup>2</sup>	All dresses	Dresses priced by the unit	Dresses priced by the dozen	Dresses priced by the unit	Dresses priced by the unit	All dresses	Dresses priced by the unit	Dresses priced by the dozen	<i>Plant occupations</i>										Cutters, machine, men.....	\$2.10	\$2.17	\$1.72	\$2.43	( <sup>3</sup> )	\$2.02	\$2.15	\$1.87	\$1.74	Inspectors, final examiners, women.....	1.07	1.11	.81	1.22	\$1.20	.88	.94	( <sup>3</sup> )	.87	Pressers, finish.....	2.01	2.17	1.03	3.18	3.00	1.51	2.12	1.00	1.68	Men.....	2.55	2.56	( <sup>3</sup> )	3.23	3.00	2.79	2.77	( <sup>3</sup> )	2.22	Women.....	1.68	1.75	1.02	2.54	( <sup>3</sup> )	1.00	1.11	.96	1.22	Sewers, hand finishers, women.....	1.20	1.24	.79	1.47	1.24	1.23	1.25	.91	.86	Sewing-machine operators, section system.....	1.29	1.53	.94	1.69	1.51	1.16	1.22	1.10	.99	Men.....	( <sup>3</sup> )	1.84	( <sup>3</sup> )	1.56	( <sup>3</sup> )	Women.....	1.29	1.53	.94	1.69	1.51	1.13	1.22	1.09	.99	Sewing-machine operators, single-hand (tailor) system.....	1.70	1.73	( <sup>3</sup> )	2.20	2.02	1.86	1.95	( <sup>3</sup> )	1.37	Men.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.70	( <sup>3</sup> )	2.59	2.59	( <sup>3</sup> )	( <sup>3</sup> )	Women.....	1.70	1.73	( <sup>3</sup> )	2.07	2.02	1.72	1.80	( <sup>3</sup> )	1.37	Thread trimmers, women.....	.80	.81	.72	.94	.90	.72	.74	.69	.71	Work distributors, women.....	.84	.91	( <sup>3</sup> )	1.07	( <sup>3</sup> )	.82	.84	.68	.71	<i>Office occupations</i>										Bookkeepers, hand, women.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.56	1.24	1.34	1.41	1.17	1.21	Clerk-typists, women.....	.97	( <sup>3</sup> )	.97	.99	( <sup>3</sup> )	.78	.82	.76	.88	Stenographers, general, women.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.06	( <sup>3</sup> )	.92	( <sup>3</sup> )	.92	1.00				
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Sewing-machine operators, section system.....	1.29	1.53	.94	1.69	1.51	1.16	1.22	1.10	.99																																																																																																																																																																																																															
Men.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.84	( <sup>3</sup> )	1.56	( <sup>3</sup> )																																																																																																																																																																																																															
Women.....	1.29	1.53	.94	1.69	1.51	1.13	1.22	1.09	.99																																																																																																																																																																																																															
Sewing-machine operators, single-hand (tailor) system.....	1.70	1.73	( <sup>3</sup> )	2.20	2.02	1.86	1.95	( <sup>3</sup> )	1.37																																																																																																																																																																																																															
Men.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.70	( <sup>3</sup> )	2.59	2.59	( <sup>3</sup> )	( <sup>3</sup> )																																																																																																																																																																																																															
Women.....	1.70	1.73	( <sup>3</sup> )	2.07	2.02	1.72	1.80	( <sup>3</sup> )	1.37																																																																																																																																																																																																															
Thread trimmers, women.....	.80	.81	.72	.94	.90	.72	.74	.69	.71																																																																																																																																																																																																															
Work distributors, women.....	.84	.91	( <sup>3</sup> )	1.07	( <sup>3</sup> )	.82	.84	.68	.71																																																																																																																																																																																																															
<i>Office occupations</i>																																																																																																																																																																																																																								
Bookkeepers, hand, women.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.56	1.24	1.34	1.41	1.17	1.21																																																																																																																																																																																																															
Clerk-typists, women.....	.97	( <sup>3</sup> )	.97	.99	( <sup>3</sup> )	.78	.82	.76	.88																																																																																																																																																																																																															
Stenographers, general, women.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.06	( <sup>3</sup> )	.92	( <sup>3</sup> )	.92	1.00																																																																																																																																																																																																															

<sup>1</sup> Excludes premium pay for overtime and night work.  
<sup>2</sup> Predominantly unit-priced dresses at wholesale.

<sup>3</sup> Predominantly dozen-priced dresses at wholesale.  
<sup>4</sup> Insufficient number of workers to justify presentation of an average.

Under terms of collective-bargaining agreements with the International Ladies' Garment Workers' Union, employers in most of the cities contributed amounts equal to a fixed percentage of their pay rolls to a health and welfare fund from which vacation payments were made to union workers. The percentage of pay rolls contributed by the employer and the conditions of eligibility for vacation payments varied. In New York City, Newark, Paterson, and Philadelphia, employers contributed 4½ percent of their weekly pay rolls for workers covered by union agreement.

Workers with 6 months' union membership were entitled to cash vacation benefits, payable from the health and welfare fund by the union. Additional eligibility requirements were found in several cities. Other benefits, such as paid sick leave and hospitalization, were also disbursed from these funds.

In some cities, including Chicago, eligible workers were given paid vacations directly by the employers. With few exceptions, 1 week with pay was granted to workers with a year of service.

## Men's Suits and Coats: Earnings, August-September 1948<sup>24</sup>

Straight-time hourly earnings of women sewing-machine operators employed in the manufacture of men's and boys' coats, in 10 production centers, ranged from \$1.19 in St. Louis to \$1.61 in Newark in August-September 1948.<sup>25</sup> These operators averaged \$1.56 in New York, \$1.38 in Philadelphia, \$1.41 in Chicago, and \$1.40 in Rochester; these 4 centers accounted for more than three-fourths of the 85,000 workers in the industry in the areas surveyed.<sup>26</sup> On trousers, hourly earnings of women machine sewers averaged from \$1.14 in St. Louis to \$1.51 in New York. Men sewing-machine operators averaged \$2.02 an hour on coats and \$1.79 on trousers in New York, where more than half of these operators were employed. Averages in the other cities ranged from \$1.56 to \$2.09 on coats and \$1.48 to \$2.07 on trousers. Men sewing-machine operators as a group averaged considerably more than women in all cities; exceptions were noted, however, among individual sewing operations.

In the selected hand-sewing jobs studied, women's earnings ranged from 99 cents in St. Louis for button sewers and for finishers to \$1.76 in the Newark area for canvas basters, whereas earnings of men varied from \$1.40 in Baltimore for basters of body-lining and facing to \$2.44 in New York for fitters. Men's averages were generally above those of women performing the same sewing operations. Since the number of jobs studied for which averages for both men and women could be compared were limited, comparisons do not necessarily apply to workers in the same shops or to workers on garments of equal quality of stitching. Among the hand-sewing jobs studied, such operations as basting, shaping, and fitting were

<sup>24</sup> Prepared by Louis E. Badenhop of the Bureau's Division of Wage Analysis. Data were collected by field representatives under the direction of the Bureau's regional wage analysts. Greater detail on wages and wage practices for each of the 10 areas is available on request.

<sup>25</sup> Earnings include incentive payments but exclude premium pay for overtime and night work.

<sup>26</sup> The industry as defined for this study was limited to establishments primarily engaged in manufacturing men's, youth's and boys' suits, coats, and overcoats, including military, policemen's, firemen's, and similar uniforms. Regular shops which purchase material, manufacture clothing, and sell the finished apparel, and contract shops which fabricate apparel from material owned and usually cut by others, were included in the study provided they employed 20 or more workers. Manufacturers who have all sewing performed by contractors, and who employ 5 or more workers, were also included and were grouped with regular shops where earnings are presented by type of shop.

typically performed by men; button sewing, buttonhole making, and miscellaneous hand finishing were usually performed by women.

Cutting and pressing operations were usually performed by men, and were among the highest paid jobs studied. Earnings of cutters and markers exceeded \$2 an hour in 8 of the 10 cities and ranged from \$1.69 in St. Louis to \$2.34 in New York. On coat finish pressing, men's earnings were above \$2 in 3 of the 10 cities for machine pressers and in 4 of 9 cities for hand pressers, whereas under-pressers averaged somewhat less. Earnings of janitors were lowest for all jobs studied in which men were employed, with averages ranging from 76 cents in Baltimore to \$1.08 in Chicago.

Women's earnings in the nonsewing jobs studied were usually lower than for either hand or machine sewing. City averages ranged from 93 cents to \$1.24 for thread trimmers, 91 cents to \$1.21 for pairers and turners, and 85 cents to \$1.07 for work distributors.

Earnings levels of women employed in office jobs ranged from \$1.03 to \$1.50 an hour among nine cities for hand bookkeepers. Clerk-typists, the lowest-paid office worker group studied, averaged \$1 or more in only three of the eight cities for which averages could be prepared.

### Intercity Variations in Earnings

A comparison of earnings levels in the four major centers revealed that an overwhelming majority of the hourly straight-time averages for selected jobs in New York were above those in Philadelphia, and a majority of the averages in Rochester and Chicago were below Philadelphia levels. Slightly more than half the job averages in Rochester were above those in Chicago although when considered separately, earnings for a majority of the jobs were highest for coat fabricating operations in Rochester, and for trousers fabricating operations in Chicago. Newark levels were above those in New York in over half the jobs which could be compared. More than three-fifths of the averages in St. Louis were below those for the same jobs in the other cities.

The grade of clothing produced, chiefly because of the differing amounts of hand- and machine-sewing required on various grades had some influence on employment in the selected jobs found in each industry center. However, the

influence of this factor upon earnings levels was not apparent, probably because of greater production on the cheaper grade garments.

Other industry differences among the 10 cities include the extent of employment in contract shops. In New York slightly over half, and in Baltimore and Philadelphia approximately two-fifths, of the plant workers were employed in such shops. In the other cities, employment in contract shops was relatively small. Earnings levels in contract shops were below those in regular shops in a large proportion of the jobs in New York and Baltimore, but in Philadelphia the opposite relationship existed.

**Related Wage Practices**

Most of the industry's plant workers in 9 of the cities studied were covered by union agreements, except St. Louis, where over two-thirds of the

plant workers studied were employed in non-union shops. With few exceptions, the contracts were with the Amalgamated Clothing Workers of America (CIO).

In general, union agreements in the industry specify 6 holidays and a vacation with pay. The vacation period is usually the same for all workers, since many shops are closed for a week during the vacation period; however, the amount of vacation pay varies by length of service. Employees having 6 up to 9 months of service received half a week's pay; for 9 months and up to 1 year of service they received three-fourths of a week's pay; and for 1 year or more of service they received 1 week's pay. Vacation pay is usually based on 40 hours, at the rate of average straight-time hourly earnings of each worker during the 4 busiest weeks of the year preceding the vacation. Additional vacation benefits of 1 percent of earn-

TABLE 12.—*Straight-time average hourly earnings,<sup>1</sup> selected occupations in men's and boys' suit and coat manufacturing establishments in 10 cities, August–September 1948*

Occupation	Baltimore			Boston	Chicago	Cincinnati	Los Angeles	Newark-Jersey City	New York			Philadelphia			Rochester	St. Louis
	All shops	Regular shops <sup>2</sup>	Contract shops						All shops	Regular shops <sup>2</sup>	Contract shops	All shops	Regular shops <sup>2</sup>	Contract shops		
<i>Plant occupations—Men</i>																
Cutting:																
Cutters and markers.....	\$2.06	\$2.06	( <sup>3</sup> )	\$2.25	\$2.02	\$1.80	\$2.15	\$2.30	\$2.34	\$2.34	( <sup>3</sup> )	\$2.11	\$2.11	( <sup>3</sup> )	\$2.01	\$1.69
Cutters, body-lining.....	1.98	1.98	( <sup>3</sup> )	2.02	1.81	1.61	2.01	2.32	2.28	2.28	( <sup>3</sup> )	2.01	2.01	( <sup>3</sup> )	1.87	1.86
Coat fabrication:																
Basters, body-lining and facing, hand.....	1.40	1.43	\$1.36	1.69	1.46	( <sup>3</sup> )	1.90	1.94	1.80	1.82	\$1.77	1.76	1.76	\$1.77	1.57	( <sup>3</sup> )
Basters, canvas, hand.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.76	( <sup>3</sup> )	1.56	( <sup>3</sup> )	1.72	1.69	1.77	1.58	1.52	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Basters, collar, hand.....	1.57	1.66	1.51	( <sup>3</sup> )	1.45	( <sup>3</sup> )	1.94	1.97	1.84	1.86	1.82	1.74	1.74	1.74	1.64	( <sup>3</sup> )
Fitters.....	1.53	1.66	1.47	1.62	1.86	( <sup>3</sup> )	( <sup>3</sup> )	2.26	2.44	2.45	2.44	2.34	2.27	2.44	1.92	( <sup>3</sup> )
Pressers, finish, hand.....	1.92	1.96	1.86	1.88	1.79	2.01	2.35	2.26	2.01	2.09	1.90	1.95	1.93	1.93	1.73	( <sup>3</sup> )
Pressers, finish, machine.....	1.87	2.01	1.74	1.83	1.82	2.07	2.09	2.12	1.95	2.11	1.84	1.94	1.87	1.90	1.88	1.91
Sewing-machine operators <sup>4</sup> .....	1.56	1.56	1.56	1.78	1.67	1.80	1.91	2.09	2.02	2.05	1.99	1.79	1.77	1.80	1.65	2.08
Basting edges.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.44	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.03	2.09	1.97	1.75	1.71	1.80	( <sup>3</sup> )	( <sup>3</sup> )
Buttonhole making.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.66	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.57	2.64	2.52	1.92	1.97	1.89	( <sup>3</sup> )	( <sup>3</sup> )
Joining shoulders, cloth.....	1.49	1.50	1.49	1.63	1.82	( <sup>3</sup> )	1.99	( <sup>3</sup> )	1.98	2.02	1.95	1.74	1.78	1.68	1.58	( <sup>3</sup> )
Joining side seams.....	1.56	( <sup>3</sup> )	1.48	1.80	1.72	( <sup>3</sup> )	1.76	1.96	1.91	1.95	1.87	1.68	1.86	1.92	1.60	( <sup>3</sup> )
Joining under-collar, joining sleeve lining, or piecing pockets.....	1.41	1.52	1.37	( <sup>3</sup>)	(^{3})	(^{3})	(^{3})	(^{3})	1.77	1.65	1.84	1.76	1.75	1.77	( <sup>3</sup> )	( <sup>3</sup> )
Jump-stitch operations.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.42	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.02	2.14	1.86	1.63	1.63	1.64	1.45	( <sup>3</sup> )
Sewing edge tape.....	1.51	1.41	1.57	1.80	1.59	( <sup>3</sup> )	2.01	2.24	2.10	2.02	2.14	1.85	1.95	1.73	1.65	( <sup>3</sup> )
Sewing in sleeve.....	1.65	1.60	1.62	1.99	1.74	2.03	2.00	2.35	2.37	2.42	2.33	2.20	2.16	2.25	1.85	( <sup>3</sup> )
Stitching edges.....	1.42	1.30	( <sup>3</sup> )	1.66	1.64	( <sup>3</sup> )	( <sup>3</sup> )	1.87	1.97	1.84	2.03	1.72	1.68	1.75	1.67	( <sup>3</sup> )
Shapers, edge and bottom.....	1.64	1.64	1.64	1.73	1.59	1.77	1.93	1.78	2.07	2.04	2.10	1.81	1.78	1.85	1.69	( <sup>3</sup> )
Shapers, under-collar.....	1.66	1.65	1.88	1.93	1.65	1.41	1.94	( <sup>3</sup> )	1.96	2.18	1.51	1.93	1.86	2.05	1.87	( <sup>3</sup> )
Tailors, all-around.....	1.68	1.59	1.81	( <sup>3</sup> )	1.58	1.52	1.72	( <sup>3</sup> )	1.79	1.80	1.79	1.62	1.65	1.57	1.64	1.12
Under-pressers.....	1.49	1.54	1.44	1.64	1.55	1.58	2.03	1.95	1.81	1.86	1.77	1.66	1.70	1.61	1.71	1.54
Trousers fabrication:																
Pressers, finish.....	2.02	1.92	2.16	( <sup>3</sup> )	2.06	1.80	2.42	( <sup>3</sup> )	1.99	2.25	1.87	2.13	1.94	2.23	1.72	2.02
Sewing-machine operators <sup>4</sup> .....	1.54	1.53	1.54	( <sup>3</sup> )	1.62	( <sup>3</sup> )	2.07	( <sup>3</sup> )	1.79	1.99	1.68	1.73	1.69	1.78	1.48	( <sup>3</sup> )
Attaching waistband.....	2.06	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.74	1.82	1.67	1.82	1.66	2.01	1.54	( <sup>3</sup> )
Joining inseams.....	1.61	( <sup>3</sup> )	1.64	( <sup>3</sup> )	1.54	( <sup>3</sup> )	2.00	( <sup>3</sup> )	1.84	1.84	1.83	1.80	1.83	1.76	( <sup>3</sup> )	( <sup>3</sup> )
Joining outseams.....	1.44	( <sup>3</sup> )	1.29	( <sup>3</sup> )	1.56	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.81	2.06	1.80	1.93	1.81	2.06	1.09	( <sup>3</sup> )
Joining seat seams.....	1.58	1.76	1.36	( <sup>3</sup>)	(^{3})	(^{3})	(^{3})	(^{3})	1.75	2.01	1.63	1.92	1.67	2.17	( <sup>3</sup> )	( <sup>3</sup> )
Making pockets.....	1.42	1.39	1.45	( <sup>3</sup> )	1.63	( <sup>3</sup> )	1.89	( <sup>3</sup> )	1.79	2.03	1.69	1.66	1.70	1.62	( <sup>3</sup> )	( <sup>3</sup> )
Serging.....	1.39	( <sup>3</sup> )	1.17	( <sup>3</sup>)	(^{3})	(^{3})	(^{3})	(^{3})	1.83	2.08	1.65	1.48	1.50	1.44	( <sup>3</sup> )	( <sup>3</sup> )
Under-pressers.....	1.49	1.43	1.55	( <sup>3</sup> )	1.64	1.49	1.80	( <sup>3</sup> )	1.71	2.03	1.59	1.68	1.64	1.54	1.61	1.21
Vest fabrication: Sewing-machine operators.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.53	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.94	1.89	1.97	1.47	1.42	1.50	1.54	( <sup>3</sup> )
Other selected jobs:																
Inspectors, final (examiners).....	1.45	1.29	1.68	1.40	1.45	1.41	1.93	1.97	1.64	1.65	1.63	1.30	1.28	1.38	1.54	1.41
Janitors.....	.76	.76	.76	.89	1.08	.79	( <sup>3</sup> )	.95	.94	.93	.98	.82	.80	.85	1.03	.83
Maintenance men, general utility.....	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.25	1.69	1.39	( <sup>3</sup> )	( <sup>3</sup> )	1.65	1.64	( <sup>3</sup> )	1.64	1.66	( <sup>3</sup> )	( <sup>3</sup> )	1.27
Packers.....	.92	.92	( <sup>3</sup> )	1.10	1.18	1.01	1.32	( <sup>3</sup> )	1.43	1.43	( <sup>3</sup> )	1.29	1.30	( <sup>3</sup> )	1.30	( <sup>3</sup> )
Repairmen, sewing-machine.....	1.61	1.61	( <sup>3</sup> )	1.63	1.77	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	2.09	2.07	( <sup>3</sup> )	2.12	2.22	1.99	1.68	( <sup>3</sup> )
Stock clerks, garments.....	1.14	1.14	( <sup>3</sup> )	( <sup>3</sup> )	1.08	1.34	( <sup>3</sup> )	( <sup>3</sup> )	1.25	1.25	( <sup>3</sup> )	1.40	1.40	( <sup>3</sup> )	1.40	( <sup>3</sup> )
Stock clerks, piece goods.....	1.15	1.15	( <sup>3</sup> )	1.08	1.12	.91	( <sup>3</sup> )	( <sup>3</sup> )	1.37	1.37	( <sup>3</sup> )	1.27	1.27	( <sup>3</sup> )	1.41	( <sup>3</sup> )
Truck drivers.....	1.04	( <sup>3</sup> )	1.13	( <sup>3</sup>)	(^{3})	(^{3})	(^{3})	(^{3})	1.33	1.31	( <sup>3</sup> )	1.24	( <sup>3</sup> )	1.07	1.26	( <sup>3</sup> )
Work distributors.....	1.03	1.02	( <sup>3</sup> )	( <sup>3</sup> )	.96	( <sup>3</sup> )	( <sup>3</sup> )	1.03	1.03	.98	1.13	.79	.75	.80	.98	( <sup>3</sup> )

See footnotes at end of table.

TABLE 12.—Straight-time average hourly earnings,<sup>1</sup> selected occupations in men's and boys' suit and coat manufacturing establishments in 10 cities, August–September 1948—Continued

Occupation	Baltimore			Boston	Chicago	Cincinnati	Los Angeles	Newark-Jersey City	New York			Philadelphia			Rochester	St. Louis
	All shops	Regular shops <sup>2</sup>	Contract shops						All shops	Regular shops <sup>2</sup>	Contract shops	All shops	Regular shops <sup>2</sup>	Contract shops		
<i>Plant occupations—Women</i>																
<b>Coat fabrication:</b>																
Basters, body-lining and facing, hand	\$1.39	\$1.38	\$1.41	( <sup>3</sup> )	\$1.34	\$1.22	\$1.53	\$1.75	\$1.51	\$1.47	\$1.53	\$1.41	\$1.38	\$1.49	\$1.45	\$1.15
Basters, canvas, hand	1.38	( <sup>3</sup> )	1.40	( <sup>3</sup> )	1.17	( <sup>3</sup> )	1.76	1.76	1.51	1.80	( <sup>3</sup> )	1.43	1.52	( <sup>3</sup> )	1.30	( <sup>3</sup> )
Basters, collar, hand	1.45	1.46	1.44	( <sup>3</sup> )	1.32	1.41	1.68	1.62	1.50	1.57	1.43	1.50	1.55	1.49	1.35	1.31
Button sewers, hand	1.16	1.13	1.20	\$1.29	1.21	1.19	1.47	1.65	1.40	1.47	1.36	1.24	1.21	1.27	1.23	.99
Buttonhole makers, hand	1.29	1.24	1.37	1.36	1.28	1.37	1.55	1.61	1.59	1.53	1.65	1.25	1.24	1.28	1.53	1.04
Finishers, hand	1.11	1.13	1.08	1.19	1.21	1.17	1.23	1.18	1.26	1.29	1.25	1.14	1.16	1.12	1.15	.99
Pairers and turners	.97	.95	1.01	1.08	1.14	.97	1.17	1.16	1.20	( <sup>3</sup> )	1.23	1.10	1.13	1.04	1.21	.91
Sewing-machine operators <sup>4</sup>	1.29	1.31	1.26	1.30	1.41	1.32	1.60	1.61	1.56	1.55	1.57	1.38	1.39	1.38	1.40	1.19
Basting wedges	1.32	1.45	1.24	1.30	1.41	1.15	1.82	1.66	1.79	( <sup>3</sup> )	1.84	1.47	1.39	1.57	1.40	1.16
Buttonhole making	1.19	( <sup>3</sup> )	1.10	1.24	1.31	( <sup>3</sup> )	1.47	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.32	( <sup>3</sup> )	1.56	1.65	1.24
Felling body-lining, bottom and side	1.31	1.34	1.28	1.40	1.56	1.41	1.54	1.60	1.53	1.61	1.39	1.53	1.52	1.53	1.47	1.17
Joining shoulders, cloth	1.27	( <sup>3</sup> )	1.22	1.20	1.35	1.32	( <sup>3</sup> )	1.84	1.58	1.53	( <sup>3</sup> )	1.36	( <sup>3</sup> )	1.38	1.61	1.22
Joining side seams	1.39	1.38	1.41	1.54	1.65	1.55	( <sup>3</sup> )	1.61	1.97	( <sup>3</sup> )	( <sup>3</sup> )	1.40	1.53	1.33	1.44	1.24
Joining under-collar, joining sleeve lining, or piecing pockets	1.23	1.34	1.13	1.27	1.40	1.15	1.65	1.76	1.54	1.58	1.63	1.33	1.38	1.29	1.24	1.12
Jump-stitch operations	1.34	1.38	1.32	1.33	1.43	1.36	1.60	1.80	1.43	1.56	1.46	1.49	1.54	1.45	1.44	1.41
Padding collar and lapels	1.27	1.37	1.19	1.22	1.39	1.27	1.74	1.64	1.80	1.97	1.72	1.43	1.52	1.35	1.43	1.12
Piping edges	1.18	1.16	1.20	1.10	1.68	1.19	1.34	1.49	1.59	1.61	1.58	1.49	1.53	1.45	1.32	1.41
Sewing darts (cloth)	1.25	1.36	1.12	1.41	1.42	1.17	1.58	1.65	1.65	1.72	1.59	1.34	1.35	1.33	1.42	( <sup>3</sup> )
Sewing edge tape	1.37	1.43	1.30	( <sup>3</sup> )	1.18	1.46	1.61	( <sup>3</sup> )	2.08	2.10	( <sup>3</sup> )	1.54	( <sup>3</sup> )	1.42	( <sup>3</sup> )	1.21
Sewing in sleeve	1.65	1.72	1.52	1.48	1.36	1.53	( <sup>3</sup> )	1.84	1.64	1.93	1.62	1.58	1.63	1.50	1.39	1.39
Stitching edges	1.25	1.33	1.19	1.41	1.24	1.23	( <sup>3</sup> )	1.35	1.87	( <sup>3</sup> )	1.45	1.34	1.52	( <sup>3</sup> )	1.24	( <sup>3</sup> )
Taping armholes	1.28	1.54	1.14	1.32	1.24	( <sup>3</sup> )	( <sup>3</sup> )	1.74	1.41	1.93	1.35	1.35	1.35	1.49	( <sup>3</sup> )	( <sup>3</sup> )
Shapers, under-collar	1.50	1.79	(^{3})	(^{3})	(^{3})	(^{3})	(<sup>3</sup> )	1.65	( <sup>3</sup> )	( <sup>3</sup> )	1.15	( <sup>3</sup> )	1.15	1.15	1.54	1.27
Thread trimmers (cleaners)	1.04	1.05	1.04	.94	1.10	1.13	1.16	1.20	1.00	1.05	.97	1.01	1.08	.93	1.24	.93
<b>Trousers fabrication:</b>																
Sewers, hand (bench workers, finishers)	1.09	1.04	1.16	( <sup>3</sup> )	1.15	1.08	1.35	( <sup>3</sup> )	1.28	1.47	1.27	1.16	1.14	1.17	1.16	1.01
Sewing-machine operators <sup>4</sup>	1.23	1.21	1.27	1.43	1.43	1.42	1.42	( <sup>3</sup> )	1.51	1.63	1.45	1.44	1.43	1.45	1.32	1.14
Attaching fly	1.26	1.25	( <sup>3</sup> )	1.41	1.47	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.68	1.78	1.61	1.58	( <sup>3</sup> )	1.61	1.41	1.13
Attaching waistband	1.34	1.40	1.27	1.53	1.51	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.59	1.67	( <sup>3</sup> )	1.52	1.61	1.47	1.34	1.19
Attaching zipper	1.23	1.23	( <sup>3</sup> )	1.27	1.62	1.16	1.50	( <sup>3</sup> )	1.64	2.01	1.42	1.65	1.61	1.68	1.50	( <sup>3</sup> )
Joining inseams	1.33	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.49	1.30	1.67	( <sup>3</sup> )	1.54	1.61	( <sup>3</sup> )	1.57	( <sup>3</sup> )	( <sup>3</sup> )	1.38	1.11
Joining outseams	1.06	1.02	1.15	1.50	1.42	1.30	( <sup>3</sup> )	( <sup>3</sup> )	1.84	( <sup>3</sup> )	( <sup>3</sup> )	1.62	1.51	1.66	1.30	1.14
Joining seatseams	1.23	1.26	( <sup>3</sup> )	( <sup>3</sup> )	1.48	( <sup>3</sup> )	1.70	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.48	( <sup>3</sup> )	( <sup>3</sup> )	1.45	( <sup>3</sup> )
Making pockets	1.26	1.19	1.36	1.43	1.38	1.26	1.65	( <sup>3</sup> )	1.73	1.73	1.73	1.61	1.56	1.45	1.31	1.15
Piecing fly	1.24	1.22	( <sup>3</sup> )	( <sup>3</sup> )	1.54	1.16	1.61	( <sup>3</sup> )	1.70	1.56	( <sup>3</sup> )	1.56	1.41	1.66	( <sup>3</sup> )	1.12
Serging	1.25	1.20	1.34	1.31	1.37	1.25	1.49	( <sup>3</sup> )	1.37	1.40	( <sup>3</sup> )	1.24	1.22	1.24	1.26	1.16
Sewing on waistband lining	1.22	1.20	1.28	1.39	1.52	1.38	( <sup>3</sup> )	( <sup>3</sup> )	1.66	1.67	1.65	1.40	1.53	1.36	1.23	( <sup>3</sup> )
Stitching pockets	1.23	1.14	1.37	( <sup>3</sup> )	1.46	1.35	( <sup>3</sup> )	( <sup>3</sup> )	1.40	1.53	1.24	1.30	1.31	1.30	( <sup>3</sup> )	1.13
Tacking	1.20	1.23	1.15	1.53	1.50	1.38	1.61	( <sup>3</sup> )	1.62	1.38	1.61	1.42	1.21	1.49	1.23	1.17
Thread trimmers (cleaners)	1.03	.97	1.13	.98	1.13	1.20	1.09	( <sup>3</sup> )	1.10	1.07	1.12	.97	.95	.98	1.16	( <sup>3</sup> )
<b>Vest fabrication:</b>																
Button sewers, hand	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.20	.98	( <sup>3</sup> )	( <sup>3</sup> )	1.29	( <sup>3</sup> )	1.31	1.11	1.02	1.15	1.12	.84
Buttonhole makers, hand	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.17	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.61	( <sup>3</sup> )	( <sup>3</sup> )	1.29	( <sup>3</sup> )	( <sup>3</sup> )	1.19	( <sup>3</sup> )
Miscellaneous hand workers	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.29	1.06	( <sup>3</sup> )	( <sup>3</sup> )	1.36	( <sup>3</sup> )	1.34	1.19	1.13	1.24	1.22	( <sup>3</sup> )
Sewing-machine operators	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.30	1.16	( <sup>3</sup> )	( <sup>3</sup> )	1.59	1.64	1.57	1.34	1.26	1.37	1.30	.98
<b>Other selected jobs:</b>																
Inspectors, final (examiners)	1.06	1.04	1.11	1.14	.95	( <sup>3</sup> )	1.24	( <sup>3</sup> )	1.31	1.29	1.31	1.15	1.08	1.22	( <sup>3</sup> )	( <sup>3</sup> )
Work distributors	.91	.88	( <sup>3</sup> )	( <sup>3</sup> )	.86	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1.07	1.13	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.97	.85
<i>Office occupations—Women</i>																
Bookkeepers, hand	1.23	1.22	1.32	1.28	1.21	1.08	1.50	1.41	1.47	1.56	1.19	1.31	1.34	1.21	( <sup>3</sup> )	1.03
Clerks, pay-roll	.96	.95	( <sup>3</sup> )	.86	1.08	1.04	1.52	1.24	1.11	1.12	1.05	1.00	.97	1.05	1.07	.90
Clerk-typists	.83	.83	( <sup>3</sup> )	.73	.98	.78	1.05	( <sup>3</sup> )	1.00	1.00	( <sup>3</sup> )	.93	.93	( <sup>3</sup> )	1.03	( <sup>3</sup> )
Stenographers, general	.97	.97	( <sup>3</sup> )	1.05	1.20	1.05	1.15	( <sup>3</sup> )	1.13	1.13	( <sup>3</sup> )	.98	.98	( <sup>3</sup> )	1.05	.94

<sup>1</sup> Includes incentive pay but excludes premium pay for overtime and night work.

<sup>2</sup> Includes establishments having sewing operations performed on a contract basis in addition to those performing all manufacturing operations.

<sup>3</sup> Insufficient number of workers to justify presentation of an average.

<sup>4</sup> Includes workers on other sewing-machine operations in addition to those shown separately.

ings for the previous calendar year are provided employees having between 2 and 3 years' of service, those with 3 or more years' service receive 2 percent of the previous years' earnings. Agreements also provide for additional vacation time for workers with more than a year of service, with a maximum of 2 weeks for those who have had 3 years' service with the same employer. A vacation fund is maintained, to which each employer having work performed on contract is

required to contribute, and from which the union pays vacation allowances to workers in contract shops.

Life, accident, and health insurance, as well as medical care, hospitalization, and retirement benefits, are also provided through a trust fund, into which each employer pays specified amounts based upon total pay roll, or, where contractors are employed, a percentage of the billed price of clothing made in contract shops.