

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

**July 1, 1948**

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**UNITED STATES DEPARTMENT OF LABOR**

**Maurice J. Tobin, *Secretary***

**BUREAU OF LABOR STATISTICS**

**Ewan Clague, *Commissioner***





## Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
*Washington, D. C., February 14, 1949.*

THE SECRETARY OF LABOR:

I have the honor to transmit herewith the annual report on wages and hours in the baking industry in 77 cities as of July 1, 1948.

This report was prepared in the Bureau's Division of Wage Analysis by Charles Rubenstein.

EWAN CLAGUE, *Commissioner.*

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

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## Union Scales in the Baking Industry, July 1, 1948

Basic union wage rates in the baking industry, like the rates of industrial workers generally, increased substantially during the year ending July 1, 1948, according to the Bureau of Labor Statistics annual survey of union scales in the industry. Wage rates of union bakery workers averaged \$1.23 an hour on July 1, 1948. In the same month, average hourly earnings of workers in both union and non-union shops amounted to \$1.17.<sup>1</sup> This latter figure includes premium pay for overtime and late-shift work.

The hourly wage scales for 9 of every 10 union workers were advanced during the year. Increases in rates from 5 to 15 percent were received by three-fourths of all workers covered in the study. About 70 percent of the workers had pay scales of \$1 or more an hour on July 1, 1948, compared to 60 percent in the previous year. The average increase of 9 cents an hour over the year raised the index of hourly wage rates from 60.6 to 73.4 percent above the level prevailing on June 1, 1939.

TABLE 1.—*Indexes of union hourly wage rates and hours in bakeries, 1939-48*  
[June 1, 1939 = 100]

Year	Index of hourly rates	Index of weekly hours
1939: June 1.....	100.0	100.0
1940: June 1.....	102.7	99.5
1941: June 1.....	106.1	99.2
1942: July 1.....	116.3	99.1
1943: July 1.....	121.2	98.6
1944: July 1.....	122.0	98.6
1945: July 1.....	123.6	98.6
1946: July 1.....	141.6	98.3
1947: July 1.....	160.6	98.2
1948: July 1.....	173.4	98.2

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

<sup>1</sup> Derived from the Bureau's reports on total pay roll and total man-hours worked for the pay period ending nearest July 15, 1948.

Prior to 1939, bread baking was the only branch of the industry covered. In that year, the coverage was expanded to include all occupations (except delivery drivers and plant maintenance workers) in all branches of the industry. The study was further modified in 1941 to present data by type of baking, e. g., hand shop, machine shop, pie and pastry shop, cracker and cookie shop, Hebrew baking and other national baking such as French, Polish, Bohemian, Scandinavian, Spanish, and Italian.

The information presented in this report is based on union scales in effect on July 1, 1948, covering 70,547 union bakery workers in 77 cities. Data were primarily obtained from the international office of the Bakery and Confectionery Workers' International Union of America (AFL); in some cities information was obtained by Bureau field representatives from local union officials.

Bread and cake hand shops employed 12 percent of the total union membership studied; bread and cake machine shops, 51 percent; pie and pastry shops, 3 percent; Hebrew baking, 6 percent; other national bake shops, 3 percent; and cracker and cookie shops, 25 percent.

Average rates per hour shown in this report are based on all wage scales reported in effect on July 1, 1948; individual rates were weighted by the number of union members working at each rate. However, average increases in cents per hour and in percentage terms from July 1, 1947 to July 1, 1948 are based on comparable rates for both years. Data for 1947 and 1948 were weighted by membership reported in 1948.

The "union scale" concept used in this series represents the minimum wage rate and maximum hour schedule agreed upon through collective bargaining between employers and trade unions. Rates in excess of the agreed-upon minimum paid for special qualifications or other reasons are excluded.

All union bakery workers in the 77 cities covered who were engaged in preparing and processing

bakery products were included in the survey. The occupational structure of the industry tends to differ from shop to shop according to type of product, size of establishment, and extent of mechanization. Since these factors affect the over-all level of union scales, wage-level comparisons can best be made by considering separately the industry branches. Rate levels in any branch of the industry are also affected by geographic location and size of city. Union workers in Pacific Coast cities, New York, and Detroit were usually among those having the highest wage rates in the various branches of the industry.

Although the wage scales of 86 percent of the union bakery workers studied were advanced between July 1, 1947 and July 1, 1948, approximately two-thirds of the workers in Hebrew baking and one-fourth each in other national baking and bread and cake hand shops did not receive any increases during the year. In contrast, the rates of more than 90 percent of the workers in bread and cake machine shops and cracker and cooky shops, which employed about three-fourths of the total union membership studied, were increased since July 1, 1947. The rates of only 10 percent of pie and pastry workers remained unchanged over the 1-year period. In-

creases were largely in the 5 to 15 percent range and raised the pay scales of over half the workers from 10 to 15 cents an hour.

TABLE 2.—Average union hourly wage rates as of July 1, 1948, and wage increases between July 1, 1947, and July 1, 1948, by type of baking

Type of baking	Amount of increase July 1, 1947 to July 1, 1948		Average rate per hour July 1, 1948
	Percent	Cents per hour	
All baking.....	8.0	9	\$1.23
Bread and cake:			
Hand.....	5.3	8	1.51
Machine.....	9.2	10	1.20
Pie and pastry.....	8.8	8	1.04
National baking:			
Hebrew.....	2.6	5	1.83
Other.....	6.7	10	1.55
Cracker and cooky.....	10.0	9	.98

While hourly rates in the baking industry ranged from 59 cents to over \$2.10, the wage scales for half the workers were concentrated between 90 cents and \$1.30. Rates of \$1.50 and more an hour were in effect for only 19 percent of the workers, predominantly those employed in bread and cake hand shops and in national bake shops.

TABLE 3.—Percent of union members affected by wage rate changes and extent of percent increase, by type of baking, July 1, 1947 to July 1, 1948

Type of baking	Percent of union members affected by—		Percent of total members affected by increase of—								
	No change	Increase	Less than 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 and under 25 percent	25 and under 30 percent	30 and under 35 percent	35 and under 40 percent	40 percent and over
All baking.....	13.6	86.4	3.9	42.3	34.3	4.1	1.4	0.3	( <sup>1</sup> )	0.1	( <sup>1</sup> )
Bread and cake:											
Hand.....	26.6	73.4	10.1	54.5	6.2	0.4	1.8		0.2	0.1	0.1
Machine.....	5.9	94.1	3.2	47.0	37.5	4.0	1.7	.5	( <sup>1</sup> )	.2	( <sup>1</sup> )
Pie and pastry.....	10.4	89.6	4.5	50.4	25.2	8.7	.7			.1	
National baking:											
Hebrew.....	67.4	32.6	7.1	13.4	9.6	2.4				.1	
Other.....	24.7	75.3	1.9	58.4	6.2	8.8					
Cracker and cooky.....	8.5	91.5	1.4	30.5	52.6	5.7	1.2	.1		( <sup>1</sup> )	

<sup>1</sup> Less than 0.05 of 1 percent.

TABLE 4.—Percent of union members affected by wage rate changes and extent of cents-per-hour increase, by type of baking, July 1, 1947 to July 1, 1948

Type of baking	Percent of union members affected by increase	Percent of total members affected by increase of —								
		Less than 5 cents	5 and under 10 cents	10 and under 15 cents	15 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 35 cents	35 and under 40 cents	40 cents and over
All baking.....	86.4	1.2	23.2	53.3	5.6	2.1	.7	(1)	0.3	(1)
Bread and cake:										
Hand.....	73.4	3.5	34.5	31.1	.4	.1	1.9	0.1	1.8	(1)
Machine.....	94.1	.6	21.8	60.6	8.4	1.9	.8	(1)		
Pie and pastry.....	89.6	.3	40.0	34.9	13.4	.9	.1			
National baking:										
Hebrew.....	32.6	1.5	7.8	11.6	.4	10.8	.5			
Other.....	75.3		3.8	52.6	10.1	8.8				
Cracker and cookie.....	91.5	1.6	24.2	63.0	2.2	.5	(1)	(1)		

<sup>1</sup> Less than 0.05 of 1 percent.

TABLE 5.—Distribution of union members in the bakery trades, by type of baking and by hourly rates, July 1, 1948

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were—																
		Under 60 cents	60 and under 70	70 and under 80	80 and under 90	90 and under 100	100 and under 110	110 and under 120	120 and under 130	130 and under 140	140 and under 150	150 and under 160	160 and under 170	170 and under 180	180 and under 190	190 and under 200	200 and under 210	210 and over
All baking.....	\$1.225	(1)	0.7	2.9	10.0	14.9	11.9	11.9	11.7	10.9	5.7	4.3	3.4	4.1	4.9	0.9	1.0	0.8
Bread and cake:																		
Hand.....	1.510	.1	.6	.5	.7	2.2	2.2	6.4	8.7	9.4	17.7	13.9	16.1	7.0	9.4	.6	1.1	3.4
Machine.....	1.198		.2	1.9	8.5	11.0	13.7	15.6	16.6	16.4	5.9	3.1	.9	3.9	2.0	.3		(1)
Pie and pastry.....	1.039		8.4	5.5	15.9	19.9	13.3	11.2	9.1	7.8	3.3		3.0	1.0	.8	.8		
National baking:																		
Hebrew.....	1.828		.3	.2	.3	.3		.2	2.4	2.0	2.3	5.7	3.5	11.7	42.1	8.7	14.8	5.5
Other.....	1.547		.5	.4	.8	.3	2.4	1.5	8.9	10.5	2.5	23.8	22.2	18.9	4.1	3.2		
Cracker and cookie.....	.979		.8	7.0	20.2	34.2	16.9	11.1	6.0	2.7	.7	.2	.2	(1)		(1)		

<sup>1</sup> Less than 0.05 of 1 percent.

## National Bake Shops

Union workers employed in Hebrew bake shops had an average wage scale of \$1.83 an hour, the highest of any of the industry branches. Although pay rates ranged from 68 cents to \$2.34 an hour, nearly 85 percent of the workers had rates of \$1.70 or more. Scales of \$2 and up were not uncommon and were found to apply to 1 out of every 5 workers.

Average hourly rates of workers in the cities having union Hebrew bakeries, ranged from \$1.31 in Pittsburgh to \$2.11 in Detroit. Los Angeles, with a \$2.02 rate, was the only other city in which workers averaged more than \$2. In 11 other cities, average pay scales exceeded \$1.50 an hour. Rate advances were negotiated in 14 cities between July 1, 1947 and July 1, 1948, ranging from 3 cents in New York to 21 cents in St. Louis. In Boston, Milwaukee, and Philadelphia, there were no wage advances during the year.

TABLE 6.—Average union hourly wage rates as of July 1, 1948, and wage increases between July 1, 1947, and July 1, 1948, for union workers in Hebrew bake shops, by city

City	Average rate per hour July 1, 1948	Amount of increase July 1, 1947 to July 1, 1948	
		Percent	Cents per hour
Detroit, Mich.....	\$2.110	6.7	13
Los Angeles, Calif.....	2.016	7.2	14
New York, N. Y.....	1.891	1.4	3
Chicago, Ill.....	1.830	12.4	20
All cities.....	1.828	2.6	6
Newark, N. J.....	1.809	3.7	7
New Haven, Conn.....	1.786	16.6	25
Cleveland, Ohio.....	1.724	4.0	7
Philadelphia, Pa.....	1.720	0	0
Boston, Mass.....	1.709	0	0
Providence, R. I.....	1.604	15.0	21
Miami, Fla.....	1.542	(1)	(1)
Worcester, Mass.....	1.539	15.1	21
Springfield, Mass.....	1.523	8.9	13
St. Louis, Mo.....	1.437	17.0	21
Denver, Colo.....	1.374	7.8	10
Minneapolis, Minn.....	1.358	10.2	13
Milwaukee, Wis.....	1.352	0	0
Pittsburgh, Pa.....	1.309	3.7	5

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

TABLE 7.—Average union hourly wage rates as of July 1, 1948, and wage increases between July 1, 1947, and July 1, 1948, in other national bake shops, by city

City	Average rate per hour July 1, 1948	Amount of increase July 1, 1947 to July 1, 1948	
		Percent	Cents per hour
Detroit, Mich.....	\$1.674	6.4	10
San Francisco, Calif.....	1.652	7.8	12
Chicago, Ill.....	1.577	4.7	7
All cities.....	1.547	6.7	10
New York, N. Y.....	1.546	7.1	10
Buffalo, N. Y.....	1.527	10.9	15
Cleveland, Ohio.....	1.489	9.2	12
Los Angeles, Calif.....	1.309	10.0	12
Tampa, Fla.....	.786	0	0

### Bread and Cake

More than half of the union bakery workers covered in the study were employed in mechanically equipped bread and cake shops. On July 1, 1948 the average wage scale in such shops was \$1.20; individual scales for about 80 percent of the workers

were \$1 or more an hour. Average rates in the 74 cities having this type of bake shop ranged from 74 cents in Savannah to \$1.81 in Oakland. The highest wage levels were generally found on the Pacific Coast; the 13 cities with average scales of less than \$1 an hour were primarily located in southern States.

No increases in wage scales between July 1, 1947 and July 1, 1948 were negotiated for union bread and cake machine shops in Butte, Miami, and San Antonio. Rates in other cities advanced from 3 cents an hour in Baltimore, Reading, and Richmond to 21 cents in Rochester; in over half of the cities the increase amounted to 10 cents or more. Hourly rates advanced in general between 5 and 10 percent; individual gains were as low as 3 percent and as high as 20 percent.

Employment in union hand bread and cake shops was only about a fourth as large as in machine shops. The average rate of \$1.51 an hour in hand shops was 31 cents higher than in machine shops,

TABLE 8.—Average union hourly wage rates as of July 1, 1948, and wage increases between July 1, 1947, and July 1, 1948 for union workers in bread and cake machine shops, by city.

City	Average rate per hour July 1, 1948	Amount of increase July 1, 1947 to July 1, 1948		City	Average rate per hour July 1, 1948	Amount of increase July 1, 1947 to July 1, 1948	
		Percent	Cents per hour			Percent	Cents per hour
Oakland, Calif.....	\$1.811	7.1	12	St. Paul, Minn.....	\$1.154	11.0	11
San Francisco, Calif.....	1.562	7.4	11	Chicago, Ill.....	1.152	7.0	8
Los Angeles, Calif.....	1.560	8.5	12	Duluth, Minn.....	1.150	8.8	9
Spokane, Wash.....	1.499	7.6	11	Columbus, Ohio.....	1.145	7.1	8
Cincinnati, Ohio.....	1.449	8.2	11	Detroit, Mich.....	1.139	10.8	11
Portland, Oreg.....	1.442	6.9	9	Providence, R. I.....	1.134	7.6	8
Butte, Mont.....	1.432	0	0	Philadelphia, Pa.....	1.124	10.1	10
Denver, Colo.....	1.365	7.3	9	Springfield, Mass.....	1.117	13.3	13
Phoenix, Ariz.....	1.348	7.9	10	Cleveland, Ohio.....	1.112	9.0	9
Peoria, Ill.....	1.332	7.4	9	Louisville, Ky.....	1.112	11.9	12
Washington, D.C.....	1.313	12.9	15	Worcester, Mass.....	1.110	9.6	10
St. Louis, Mo.....	1.296	8.4	10	Charleston, W. Va.....	1.103	9.2	9
Youngstown, Ohio.....	1.272	9.5	11	Milwaukee, Wis.....	1.084	20.1	18
New York, N.Y.....	1.267	8.9	10	Reading, Pa.....	1.082	2.9	3
Newark, N.J.....	1.262	8.7	10	Omaha, Nebr.....	1.078	10.1	10
Seattle, Wash.....	1.240	7.3	8	Wichita, Kans.....	1.075	10.3	10
Rochester, N. Y.....	1.238	19.9	21	Grand Rapids, Mich.....	1.064	8.1	8
Houston, Tex.....	1.227	8.9	10	Little Rock, Ark.....	1.058	10.7	10
Dayton, Ohio.....	1.219	8.9	10	Scranton, Pa.....	1.057	12.6	12
Pittsburgh, Pa.....	1.212	8.3	9	New Orleans, La.....	1.053	10.2	10
Portland, Maine.....	1.207	9.0	10	El Paso, Tex.....	1.010	5.2	5
Salt Lake City, Utah.....	1.207	9.0	10	Tampa, Fla.....	1.009	8.0	7
Syracuse, N. Y.....	1.199	8.1	9	Memphis, Tenn.....	1.002	9.7	9
All cities.....	1.198	9.2	10	San Antonio, Tex.....	.969	0	0
Oklahoma City, Okla.....	1.194	9.1	10	Richmond, Va.....	.950	2.8	3
Des Moines, Iowa.....	1.188	6.5	7	Nashville, Tenn.....	.938	9.3	8
Buffalo, N. Y.....	1.187	9.8	11	Charlotte, N. C.....	.936	8.7	8
Minneapolis, Minn.....	1.187	10.8	12	Atlanta, Ga.....	.934	9.1	8
Rock Island (Ill.) district <sup>1</sup> .....	1.187	7.7	9	Jacksonville, Fla.....	.933	11.9	10
South Bend, Ind.....	1.186	7.6	8	Birmingham, Ala.....	.926	11.0	9
Toledo, Ohio.....	1.184	10.3	11	Baltimore, Md.....	.919	3.7	3
Kansas City, Mo.....	1.174	9.5	10	Norfolk, Va.....	.882	7.3	6
Dallas, Tex.....	1.161	10.0	11	Chattanooga, Tenn.....	.875	6.1	5
New Haven, Conn.....	1.161	13.3	14	Miami, Fla.....	.875	0	0
Boston, Mass.....	1.157	15.2	16	Jackson, Miss.....	.807	12.0	9
Indianapolis, Ind.....	1.157	10.6	11	Savannah, Ga.....	.744	(2)	(2)
Madison, Wis.....	1.154	9.5	10				

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

<sup>2</sup> Information not available.

which have a larger degree of specialization in the preparation and processing of the finished products. Hand shops employ a greater proportion of more skilled and all-round craftsmen than machine shops and generally have higher scales in those cities where both types of bread and cake shops are found. Over half of the workers in hand shops had hourly scales varying from \$1.50 to over \$2.10 an hour.

Of the 37 cities having hand shops employing union workers, New York ranked highest with an average rate of \$1.74. Boston ranked lowest with an average of 95 cents—the only city showing a rate under \$1 an hour. Increases in pay scales between July 1, 1947 and July 1, 1948 ranged from 4 cents in Chicago to 30 cents in Manchester, N. H. In about half the cities, rates advanced 10 cents or more. Butte, Los Angeles, and South Bend were the only cities in which rate increases did not become effective during the year. Wage scale advances averaged 5 percent, but ranged from 3 to 35 percent on a city basis.

TABLE 9.—Average union hourly wage rates as of July 1, 1948, and wage increases between July 1, 1947, and July 1, 1948, for union workers in bread and cake hand shops, by city

City	Average rate per hour July 1, 1948	Amount of increase July 1, 1947 to July 1, 1948	
		Percent	Cents per hour
New York, N. Y.	\$1.739	5.5	9
Oakland, Calif.	1.619	2.9	5
San Francisco, Calif.	1.601	5.6	8
Portland, Oreg.	1.570	7.0	10
Baltimore, Md.	1.534	6.9	10
Los Angeles, Calif.	1.525	0	0
All cities	1.510	5.3	8
Newark, N. J.	1.505	7.4	10
Cleveland, Ohio	1.441	9.2	12
Chicago, Ill.	1.403	2.6	4
Denver, Colo.	1.398	7.7	10
Springfield, Mass.	1.370	10.0	13
South Bend, Ind.	1.327	0	0
Houston, Tex.	1.326	8.2	10
Butte, Mont.	1.306	0	0
Kansas City, Mo.	1.281	8.5	10
New Haven, Conn.	1.274	5.8	7
Pittsburgh, Pa.	1.264	8.1	9
Madison, Wis.	1.261	8.6	10
Providence, R. I.	1.238	4.2	5
Rock Island (Ill.) district <sup>1</sup>	1.233	9.0	10
St. Paul, Minn.	1.231	10.8	12
Minneapolis, Minn.	1.222	9.7	11
Phoenix, Ariz.	1.222	6.0	7
St. Louis, Mo.	1.210	7.5	8
Milwaukee, Wis.	1.191	6.2	7
Peoria, Ill.	1.188	10.7	11
Toledo, Ohio	1.178	5.4	6
Salt Lake City, Utah	1.169	4.5	5
Washington, D. C.	1.164	14.8	15
Manchester, N. H.	1.152	34.5	30
Tampa, Fla.	1.144	7.5	8
Saranton, Pa.	1.141	8.4	9
Duluth, Minn.	1.139	10.0	10
Youngstown, Ohio	1.093	8.3	8
Boston, Mass.	.951	9.3	8

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

## Other Baking

On July 1, 1948 union workers in pie and pastry shops had an average pay scale of \$1.04, which was exceeded by all branches of the industry except cracker and cooky shops. City averages ranged from 80 cents in Duluth to \$1.58 in San Francisco, and in about two-thirds of the cities amounted to more than \$1 an hour. Scales for approximately two-thirds of the workers were from 80 cents to \$1.30.

Between July 1, 1947 and July 1, 1948, advances in rates for union pie and pastry workers were negotiated in 17 cities and varied from 5 to 15 cents an hour. Most of the increases were concentrated between 5 and 10 percent. Two cities reported no wage changes during the year.

TABLE 10.—Average union hourly wage rates as of July 1, 1948, and wage increases between July 1, 1947, and July 1, 1948 for union workers in pie and pastry shops, by city

City	Average rate per hour July 1, 1948	Amount of increase July 1, 1947 to July 1, 1948	
		Percent	Cents per hour
San Francisco, Calif.	\$1.577	8.2	12
Los Angeles, Calif.	1.245	9.1	10
Indianapolis, Ind.	1.244	6.9	8
Toledo, Ohio	1.220	10.8	12
Boston, Mass.	1.219	11.4	13
Detroit, Mich.	1.119	15.3	15
Syracuse, N. Y.	1.071	5.4	5
Philadelphia, Pa.	1.070	9.3	9
Columbus, Ohio	1.061	8.0	8
Cleveland, Ohio	1.049	11.1	11
Worcester, Mass.	1.046	12.9	12
Omaha, Nebr.	1.044	10.6	10
All cities	1.039	8.8	8
Buffalo, N. Y.	.994	12.8	11
York, Pa.	.957	9.9	9
New York, N. Y.	.900	0	0
Providence, R. I.	.869	7.2	6
South Bend, Ind.	.848	0	0
Chicago, Ill.	.817	6.5	5
Duluth, Minn.	.795	8.8	6

The average wage scale of union workers employed in cracker and cooky shops was 98 cents an hour on July 1, 1948—the lowest for the various branches of the baking industry. The level of rates in such shops is attributed, in part, to the large proportion of women employees who perform routine and less-skilled tasks such as wrapping and packing. Approximately four-fifths of the workers had hourly scales between 80 cents and \$1.20. Average rates ranged from 78 cents in Salt Lake City to \$1.19 in Rochester; slightly over a fourth of the cities had averages of \$1 or more. The variation in scales between cities in this branch

was considerably less than in other branches of the industry.

Wage scales in 4 of the 42 cities having union cracker and cookie shops remained unchanged between July 1, 1947 and July 1, 1948. In other cities, advances in rates of from 4 to 12 cents an hour raised the wage scale level of all cities by 10 percent.

Table 11.—Average union hourly wage rates as of July 1, 1948, and wage increases between July 1, 1947, and July 1, 1948, for union workers in cracker and cookie shops, by city

City	Average rate per hour July 1, 1948	Amount of increase July 1, 1947 to July 1, 1948	
		Percent	Cents per hour
Rochester, N. Y.	\$1.188	10.6	11
Oakland, Calif.	1.130	11.4	12
Philadelphia, Pa.	1.047	10.7	10
Newark, N. J.	1.036	0	9
Detroit, Mich.	1.028	10.1	9
Dayton, Ohio	1.026	10.8	10
Atlanta, Ga.	1.024	10.8	10
Boston, Mass.	1.020	6.5	6
Chicago, Ill.	1.012	10.6	10
Pittsburgh, Pa.	1.011	11.0	10
St. Paul, Minn.	1.003	10.7	10
Buffalo, N. Y.	1.002	7.8	8
Cincinnati, Ohio	.995	11.5	10
Seattle, Wash.	.995	8.8	8
Portland, Oreg.	.992	8.7	8
Kansas City, Mo.	.987	10.7	10
All cities	.979	10.0	9
Memphis, Tenn.	.966	11.9	10
Toledo, Ohio	.965	0	0
Spokane, Wash.	.962	13.2	11
Omaha, Nebr.	.961	12.5	11
St. Louis, Mo.	.950	12.4	11
Oklahoma City, Okla.	.949	0	0
Des Moines, Iowa	.940	6.2	6
Los Angeles, Calif.	.937	7.2	6
Duluth, Minn.	.926	9.2	8
Houston, Tex.	.922	12.2	10
York, Pa.	.922	12.4	10
Minneapolis, Minn.	.905	15.5	12
Richmond, Va.	.893	9.2	8
Milwaukee, Wis.	.888	12.7	10
Denver, Colo.	.884	10.6	8
Cleveland, Ohio	.882	9.5	8
Nashville, Tenn.	.864	8.6	7
Charleston, S. C.	.863	( <sup>1</sup> )	( <sup>1</sup> )
Columbus, Ohio	.856	0	0
Dallas, Tex.	.820	5.6	4
Rock Island (Ill.) district <sup>2</sup>	.818	13.9	10
Scranton, Pa.	.817	12.2	9
Birmingham, Ala.	.794	9.6	7
Salt Lake City, Utah	.783	12.3	9

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

<sup>2</sup> Includes Rock Island and Moline, Ill., and Davenport, Iowa.

### Increases in Wage Scales Since July 1, 1948<sup>3</sup>

Wage increases have been negotiated in the baking industry since July 1, 1948, the date to which this study relates. For example, a large biscuit company signed a new agreement in August 1948 providing 14,500 workers in 24 cities with a pay boost of 10½ cents an hour plus an additional

<sup>3</sup> Partial information only is available on wage changes since July 1, 1948. Hence, no estimate can be made of their effect on the rate levels presented in this report.

allowance of ½-cent for dressing time. Contract renewals of other biscuit plants in Chicago, Davenport, Miami, New York, Richmond, and Seattle resulted in increases ranging from 5 to 17½ cents for approximately 4,000 workers. During the last half of 1948, 7,500 union bakery workers in Baltimore, Chicago, Cleveland, Detroit, Los Angeles, New Orleans, and Philadelphia benefited from wage advances varying from 7½ to 12½ cents hourly.

### Straight-Time Weekly Hours

A straight-time workweek of 40 hours on July 1, 1948 was predominant in bread and cake machine shops, pie and pastry shops, and cracker and cookie shops. These three branches of the industry employed nearly 80 percent of the union workers studied.

In bread and cake hand shops, about 40 percent of the workers had a 48-hour workweek before premium overtime rates became effective; approximately 25 percent had a weekly schedule of 40 hours and another 25 percent had one between 40 and 44 hours. Almost 50 percent of the workers in Hebrew bake shops had a straight-time schedule between 44 and 48 hours, and 25 percent worked a 48-hour week. In other national bake shops, 85 percent of the workers were equally divided between weekly schedules of 40 and 48 hours at straight-time rates.

Only one-half of 1 percent of the union bakery workers covered in the study were affected by contract changes in weekly hours between July 1, 1947, and July 1, 1948. No changes in hours occurred in pie and pastry shops, Hebrew bake shops, or cracker and cookie plants. Weekly hours in other branches of the industry changed very slightly during the year.

TABLE 12.—Distribution of union members in the bakery trades, by straight-time weekly hours and by type of baking, July 1, 1948

Type of baking	Percent of weekly hours —					
	Under 40	40	Over 40 and under 44	44	Over 44 and under 48	48
All baking	2.1	80.5	5.0	0.7	3.5	8.2
Break and cake:						
Hand	23.8	26.4	3.0	4.3	42.5	
Machine	4.1	94.7	.2	.3	.2	.5
Pie and pastry	94.2	5.5				.3
National baking:						
Hebrew	6.7	19.9		47.2	26.2	
Other	42.6	8.8	6.2		42.4	
Cracker and cookie	100.0					

# Union Scales of Wages and Hours by City and Occupation

Table 13 presents union hourly wage scales and straight-time hours per week in effect on July 1, 1947 and July 1, 1948 for each classification of bakery workers, by type of baking, in each of the

77 cities included in the study. Where more than one union rate is in effect for the same classification in a particular city, all rates are listed, with the letters, A,B,C, etc., designating the various effective agreements. The sequence of the letters does not indicate the relative importance of the agreements or the rates.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947

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

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>ATLANTA, GA.</b>				<b>ATLANTA, GA.—Continued</b>			
Bread and cake—Machine shops:				Bread and cake—Machine shops—Continued			
Agreement A:				Agreement D—Continued			
Mixers, cake and icing.....	\$1.250	40	\$1.150	Packers and slicers (women); after 6 months.....	\$0.810	40	\$0.730
Bread mixers and ovenmen, doughnut-machine operators.....	1.300	40	1.200	Dough mixers' helpers; first 6 months, and hand wrappers; after 6 months.....	.790	40	.720
Checkers, wrapping-machine operators, dividers.....	1.150	40	1.050	Cake:			
Mixers' helpers and molders.....	1.100	40	1.000	Foremen.....	1.320	40	1.230
Selectors.....	1.000	40	.900	Mixers, ovenmen.....	1.170	40	1.075
Bench hands.....	.900	40	.800	Scaling-machine operators, checkers, ingredientmen.....	.970	40	.900
Twisters, panners, oven loaders, bread rackers, dumpers, wrapping-machine helpers, women icers and wrappers.....	.830	40	.800	Wrapping-machine operators, packers and icers (women); after 6 months.....	.810	40	.730
Packers.....	.830	40	.750	Dumpers.....	.710	40	.670
Agreement B:				Shipping:			
Foremen.....	1.150	40	1.100	Shipping clerks.....	1.190	40	1.100
Mixers.....	.950	40	.900	Wrapping-machine helpers; first 6 months.....	.790	40	.720
Ovenmen, loaders.....	.800	40	.750	Agreement E:			
Wrapping-machine operators, cuttermen, scalers.....	.750	40	.700	Bread:			
Dumpers, enrobers, squeeze bagmen (icers), hand wrappers, packers, women helpers, after 60 days.....	.700	40	.650	Foremen.....	1.390	40	1.300
Agreement C:				Dough mixers, ovenmen, shipping and receiving clerks.....	1.190	40	1.100
Bread:				Dividers.....	1.110	40	1.015
Foremen.....	1.390	40	1.300	Roll-machine operators, benchmen, molders.....	1.080	40	1.000
Dough mixers, ovenmen.....	1.190	40	1.100	Wrapping-machine operators.....	1.060	40	.965
Dividers.....	1.110	40	1.015	Checkers.....	1.030	40	.950
Benchmen, rolling-machine men, moldermen.....	1.080	40	1.000	Oven loaders and dumpers.....	.900	40	.820
Dumpers.....	.900	40	.820	Dough mixers' helpers, pan greasers, bread rackers, bread panners, flour dumpers, wrapping-machine helpers; after 6 months.....	.840	40	.770
Bread rackers, oven helpers, pan greasers; after 6 months.....	.840	40	.770	Hand wrappers, truck loaders and helpers.....	.790	40	.720
Grease-machine operators.....	.800	40	.720	Cake:			
Truck loaders and helpers; after 6 months.....	.790	40	.720	Foremen.....	1.320	40	1.230
Cake:				Mixers, ovenmen.....	1.170	40	1.075
Foremen.....	1.320	40	1.230	Ingredient scalers, scaler operators and checkers.....	.970	40	.900
Mixers and ovenmen.....	1.170	40	1.075	Women wrapping-machine operators, hand icers, packers, wrappers, cutters.....	.810	40	.730
Ingredient scalers and checkers.....	.970	40	.900	Grease machine operators.....	.800	40	.720
Foremen (women), scaling-machine operators.....	.970	40	.880	Cake dumpers.....	.710	40	.670
Supervisors, women.....	.850	40	.780	Crackers and cookies:			
Icers, checkers, wrappers, packers, cutters; after 6 months, cake wrapping-machine operators.....	.810	40	.730	Sponge mixing:			
Pan greasers and cake dumpers.....	.710	40	.670	Head mixers.....	1.350	40	1.250
Shipping:				Mixers.....	1.250	40	1.150
Shipping clerks.....	1.190	40	1.100	Mixers' helpers.....	1.100	40	1.000
Bread wrapping-machine operators.....	1.060	40	.965	Sweet mixing:			
Checkers, bun wrapping-machine operators.....	1.030	40	.950	Head mixers.....	1.350	40	1.250
Bread wrapping-machine operators' helpers; after 6 months.....	.840	40	.770	Mixers.....	1.250	40	1.150
Bun trays, hand wrappers; after 6 months.....	.790	40	.720	Mixers' helpers.....	1.100	40	1.000
Agreement D:				Sponge baking:			
Bread:				Head bakers.....	1.350	40	1.220
Foremen.....	1.390	40	1.300	Machine captains.....	1.290	40	1.190
Ovenmen, dough mixers.....	1.190	40	1.100	Bakers (including sweet baking).....	1.220	40	1.120
Dividers.....	1.110	40	1.015	Rollermen.....	1.180	40	1.080
Molders, bench hands, benchmen, roll-machine operators.....	1.080	40	1.000	Sweet baking:			
Wrapping-machine operators.....	1.060	40	.965	Machine captains.....	1.290	40	1.190
Checkers.....	1.030	40	.950	Ovenmen.....	1.100	40	1.000
Oven loaders and dumpers, panners.....	.900	40	.820	Dough feeders, pan cleaners and feeders.....	1.050	40	.950
Mixers' helpers, wrapping-machine operators' helpers, rackers, pan greasers; after 6 months.....	.840	40	.770	Icing:			
				Head mixers.....	1.275	40	1.175
				Mixers.....	1.200	40	1.100
				Mixers' helpers.....	1.150	40	1.050
				Base cake weighers.....	1.100	40	1.000
				Floormen.....	1.000	40	.900
				Machine operators, women helpers.....	.900	40	.800

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>ATLANTA, GA.—Continued</b>				<b>BALTIMORE, MD.—Continued</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops—Continued			
Packing:				Agreement C—Continued			
Supervisors, supplymen.....	\$1.150	40	\$1.050	Machine operators.....	\$1.100	40	\$1.100
Pastemen.....	1.100	40	1.000	Bread wrapping-machine operators.....	1.100	40	1.000
Machine set-up, wrapping-machine operators, head clerks.....	1.050	40	.950	Depositors.....	1.100	40	.900
Floormen.....	1.000	40	.900	Cake bench hands, oven loaders and dumpers.....	1.050	40	.950
Women:				Ingredient scalers, bread benchmen, bread panners, and rackers.....	1.000	40	.900
Supervisors.....	1.020	40	.920	Bread checkers, dough mixers' helpers, cake-oven helpers.....	.975	40	.875
Sponge packers, hand bundlers.....	.920	40	.820	Hand icers and bread wrappers (women), pan greasers.....	.850	40	.750
Scalers and weighers.....	.910	40	.810	Checkers, packers, wrappers (women).....	.750	40	.650
"Q" formers, stitchers, wrapping-machine operators.....	.900	40	.800	General helpers (women).....	.750	40	.735
Sweet packers, carton formers, weighers and closers.....	.890	40	.790				
Shipping:				Agreement D:			
Supervisors, stockmen.....	1.150	40	1.050	Bread department:			
Assemblymen.....	1.100	40	1.000	Oven operators, dough mixers, shipping clerks, doughnut-machine operators.....	1.245	40	1.145
Car loaders.....	1.050	40	.950	All-round bench hands, molder operators, divider operators, wrapping-machine operators.....	1.195	40	1.095
Clerks (women).....	.990	40	.890	Ingredient scalers, oven feeders and dumpers, mixers' helpers, stock clerks, doughnut room men.....	1.145	40	1.045
<b>BALTIMORE, MD.</b>				Pan rackers and greasers, molders' helpers, chute and bread packers, selectors and order packers.....	1.095	40	.995
Bread and cake—Hand shops:				Pan washers, flour handlers.....	1.045	40	.945
Dough mixers, ovenmen.....	1.656	48	1.563	Helpers (women).....	.890	40	.800
Benchmen.....	1.563	48	1.469				
Oven loaders and dumpers.....	1.125	48	1.000	Pie and pastry:			
Bread and cake—Machine shops:				Doughnut shops:			
Agreement A:				Agreement A:			
Bread department:				Doughnut-machine operators.....	1.050	40	.950
Mixers, oven operators (bread trays).....	1.150	40	1.150	Receiving clerks.....	.940	40	.850
Ingredient scalers.....	1.125	40	1.125	Bakery helpers.....	.880	40	.800
Bench hands.....	1.120	40	1.120	Head packers (women).....	.800	40	.720
Bread wrappers, machine.....	1.075	40	1.075	Packers (women).....	.750	40	.670
Molder operators, divider operators.....	1.025	40	1.025				
Wrapping-machine helpers.....	.950	40	.950	Agreement B:			
Mixers' helpers, oven dumpers, oven helpers, oven feeders.....	.925	40	.925	Foremen.....	1.250	40	1.050
Bread wrappers (women).....	.855	40	.855	Mixers, machine operators, shipping clerks.....	1.000	40	.900
Bread packers.....	.850	40	.850	Bakery helpers.....	.875	40	.800
Flour blenders.....	.825	40	.825	Packers and helpers (women).....	.775	40	.700
Bakery helpers (men and women), pan greasers.....	.813	40	.813				
Cake and sweet department:				<b>BIRMINGHAM, ALA.</b>			
Mixers, ovenmen (first class).....	1.150	40	1.150	Bread and cake—Machine shops:			
Bench hands.....	1.120	40	1.120	Agreement A:			
Cake decorators.....	1.075	40	1.075	Mixers.....	1.045	40	.920
Ovenmen (second class), cooky or icing mixers.....	1.050	40	1.050	Ovenmen, head.....	.945	40	.820
Dividers (depositor-operators).....	1.000	40	1.000	Ovenmen.....	.920	40	.795
Ingredient mixers' helpers.....	.925	40	.925	Dividers, head rolling-machine operators.....	.895	40	.770
Oven feeders.....	.900	40	.900	Molders, benchmen.....	.870	40	.770
Cake packers.....	.875	40	.875	Rolling-machine operators.....	.820	40	.720
Packers.....	.850	40	.850	Machine wrappers.....	.770	40	.645
Bakers' helpers, pan greasers, bakery helpers.....	.813	40	.813	Utilitymen.....	.770	40	.670
Bench hands (women).....	.750	40	.750	Pan greasers, bake-shop helpers.....	.720	40	.620
Cake icers or wrappers (women).....	.725	40	.725	Packers, shippers.....	.695	40	.595
Agreement B:				Agreement B:			
Bread department:				Mixers.....	1.250	40	1.130
Mixers, ovenmen.....	1.140	40	1.140	Oven operators.....	1.215	40	1.030
Set-up men.....	1.085	40	1.085	Divider operators.....	1.150	40	1.030
Dividers.....	1.040	40	1.040	Molder operators.....	1.075	40	.975
Oven dumpers.....	.965	40	.965	Wrapping-machine operators.....	1.045	40	.945
Molders.....	.940	40	.940	Oven feeders and dumpers.....	.980	40	.880
Ovenmen's helpers, coolermen, bake-shop helpers, pan greasers.....	.890	40	.890	Checkers.....	.965	40	.855
Wrappers and slicers.....	.815	40	.815	Packers, sugar grinders, flour dumpers, pan greasers' helpers.....	.900	40	.830
Wrappers and slicers (women).....	.700	40	.700	Slicers, feeders, wrapping-machine helpers.....	.825	40	.755
Cake department:				Agreement C:			
Mixers, ovenmen.....	1.140	40	1.140	Bread:			
Icing makers.....	1.130	40	1.130	Mixers.....	1.250	40	1.045
Ingredient scalers, dough scalers, sugar grinders.....	.965	40	.965	Oven operators.....	1.215	40	1.005
Scalers' helpers, oven dumpers.....	.890	40	.890	Divider operators.....	1.150	40	1.030
Flour blenders.....	.865	40	.865	Molder operators.....	1.075	40	.975
Pan greasers, packers and shippers.....	.800	40	.800	Wrapping-machine operators.....	1.045	40	.945
Tray and mold boys.....	.795	40	.785	Oven feeders and dumpers.....	.980	40	.880
Icers, wrappers (women).....	.700	40	.700	Checkers.....	.955	40	.855
Agreement C:				Roll panners.....	.950	40	( <sup>1</sup> )
General utilitymen.....	1.200	40	1.100	Sugar grinders, flour dumpers, pan greasers, packers.....	.900	40	.830
Mixers.....	1.150	40	1.050	Slicers, feeders, wrapping-machine helpers.....	.825	40	.755
Ovenmen.....	1.125	40	1.025				

Information not available for rate and hours on July 1, 1947.



TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>BIRMINGHAM, ALA.—Continued</b>				<b>BOSTON, MASS.</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Bread and cake—Hand shops:</b>			
<b>Agreement C—Continued</b>				<b>Agreement A:</b>			
<b>Cake:</b>				<b>Bread and pastry:</b>			
Mixers.....	\$1.170	40	\$1.020	Dough mixers.....	\$1.460	48	\$1.250
Icing mixers.....	1.150	40	1.030	Ovenmen, bench hands, divider operators.....	1.350	48	1.150
Oven operators.....	1.140	40	.945	Molders.....	1.300	48	1.100
Depositors.....	1.055	40	.935	Bakers' helpers.....	1.160	48	1.030
Wrapping-machine operators.....	.940	40	.840	Wrapping-machine operators, shippers.....	1.060	48	.970
Oven feeders and dumpers.....	.930	40	.830	<b>Agreement B:</b>			
Head icers.....	.905	40	.805	<b>Pie, bread, and pastry:</b>			
Icers, wrappers.....	.845	40	.745	Foremen, second hands.....	1.020	48	.975
Pan greasers, bake-shop helpers.....	.835	40	.745	Head benchmen.....	1.020	48	.953
<b>Agreement D:</b>				Mixers.....	.990	48	.975
<b>Bread:</b>				Frosting makers.....	.990	48	.880
Mixers.....	1.250	40	1.130	Ovenmen, bread and pies.....	.990	48	.860
Oven operators.....	1.215	40	1.095	Ovenmen, cakes.....	.960	48	.860
Divider operators.....	1.150	40	1.030	Filling cooks.....	.880	48	.819
Molder operators.....	1.075	40	.975	Benchmen.....	.860	48	.808
Wrapping-machine operators.....	1.045	40	.945	Shipping clerks, pan greasers, cleaners.....	.690	48	.642
Oven feeders and dumpers.....	.980	40	.880	Helpers.....	.690	48	.631
Checkers.....	.955	40	.855	Frosters.....	.590	48	.577
Packers, sugar grinders, flour dumpers, pan greasers, and bake-shop helpers.....	.900	40	.830	<b>Agreement C:</b>			
Slicers, feeders, wrapping-machine helpers.....	.825	40	.755	<b>Pie, bread, and pastry:</b>			
<b>Cake:</b>				Ovenmen, dough mixers.....	1.290	40	1.125
Mixers.....	1.250	40	1.130	Benchmen.....	1.290	40	1.075
Oven operators.....	1.215	40	1.095	<b>Agreement D:</b>			
Icing mixers.....	1.150	40	1.005	<b>Bread:</b>			
Depositor operators.....	1.150	40	(1)	Foremen.....	1.270	40	1.170
Depositors' helpers.....	1.065	40	.965	Dough mixers, ovenmen.....	1.165	40	1.065
Head icers.....	.940	40	.840	Benchmen.....	1.115	40	1.015
Oven feeders and dumpers.....	.930	40	.830	<b>Agreement E:</b>			
Pan greasers and bake-shop helpers.....	.900	40	.830	<b>Bread:</b>			
Packers.....	.865	40	.770	Foremen.....	1.400	44	1.300
Icers and wrappers.....	.845	40	.745	Dough mixers, benchmen, ovenmen, shipping clerks.....	1.250	44	1.150
<b>Agreement E:</b>				<b>Bread and cake—Machine shops:</b>			
<b>Fruit cake:</b>				<b>Agreement A:</b>			
Mixers.....	.910	40	.820	Mixers.....	1.460	40	1.250
Scalers, bakers.....	.860	40	.770	Dividers.....	1.350	40	1.150
Packers, sealers, checkers, pan washers and toppers' helpers.....	.670	40	.620	Mixers' helpers, molders, oven feeders, ingredient scalars.....	1.300	40	1.100
Second floor packers, wrappers.....	.620	40	.570	Flour blenders, molders' helpers, rackers, pan greasers.....	1.220	40	1.030
<b>Crackers and cookies:</b>				Wrappers, packers, floormen (1-3 years).....	.970	40	.970
<b>First floor:</b>				<b>Agreement B:</b>			
<b>Mixing room:</b>				Mixers.....	1.460	40	1.250
Head mixers.....	1.040	40	.950	Machinemen, ovenmen, benchmen.....	1.350	40	1.150
Mixers.....	.940	40	.850	Mixers' helpers, ingredient scalars, molder operators, ovenmen's helpers.....	1.300	40	1.100
Mixers' helpers.....	.870	40	.780	Checkers and rackers:			
<b>Bake shop:</b>				1-3 years.....	1.160	40	.970
Machine operators, sponge peelers, sponge-oven bakers.....	1.040	40	.950	After 3 years.....	1.250	40	1.060
Sponge-oven helpers.....	.970	40	.880	Bakery helpers, floormen, flour dumpers, pan greasers.....	1.220	40	1.030
Sponge peelers:				<b>Bread only—Machine shops:</b>			
1-6 months.....	.950	40	.860	Mixers.....	1.460	40	1.250
Dough rollers, sweet-oven bakers.....	.910	40	.820	Benchmen, divider operators, ovenmen.....	1.350	40	1.150
Sponge-oven traymen.....	.910	40	.880	Mixers' helpers, molder operators, oven loaders and dumpers.....	1.300	40	1.100
Machine feeders, sweet-oven helpers.....	.890	40	.800	Pan greasers, floormen.....	1.220	40	1.030
Stackers.....	.870	40	.800	Stockmen, flour dumpers.....	1.160	40	1.030
Machine helpers.....	.670	40	.620	<b>Helpers:</b>			
Stackers:				1-3 years.....	1.060	40	.970
1-3 months.....	.620	40	.570	After 3 years.....	1.160	40	1.060
<b>Second floor:</b>				Wrapping-machine operators, packers, roll packers, trippers, baggers, 1-3 years.....	1.060	40	.970
Wrapping-machine operators, checkers.....	.890	40	.800	<b>Cake only—Machine shops:</b>			
Pan and tray dumpers.....	.820	40	.730	<b>Agreement A:</b>			
Sponge packers, sample women, large carton makers, large wafer-machine operators.....	.800	40	.730	Ovenmen, mixers.....	1.230	40	1.150
Pan greasers, pan feeders.....	.790	40	.700	Shippers.....	1.130	40	1.050
Wrapping-machine bundlers.....	.750	40	.680	Ingredient scalars.....	1.080	40	1.000
<b>Helpers:</b>				Helpers.....	.980	40	.900
Men.....	.670	40	.620	Shippers' helpers:			
Women.....	.620	40	.570	1-2 months.....	.930	40	.850
<b>Third floor:</b>				After 2 months.....	.980	40	.900
Head mixers.....	.940	40	.850	Wrappers, women:			
Icing mixers, sirup cooks.....	.870	40	.780	1-2 months.....	.780	40	.700
Trayers, cold-room packers.....	.800	40	.730	After 2 months.....	.830	40	.750
Cappers.....	.750	40	.680	<b>Agreement B:</b>			
Icing mixers' helpers, general helpers.....	.670	40	.620	Mixers.....	1.430	40	1.340
Caddy and carton formers, women helpers.....	.620	40	.570	Ovenmen.....	1.370	40	1.280
<b>Shipping room:</b>				Scalers.....	1.300	40	1.210
Stock checkers.....	.890	40	.800	Ingredient scalars.....	1.280	40	1.190
<b>Stock room:</b>							
Issue clerks.....	.870	40	.780				
Helpers.....	.820	40	.730				

1 Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>BOSTON, MASS.—Continued</b>				<b>BUFFALO, N. Y.—Continued</b>			
Cake only—Machine shops—Continued				Bread and cake—Machine shops—Continued			
Agreement B—Continued				Agreement B:			
Helpers	\$1.160	40	\$1.050	Bread department:			
Checkers, packers, wrappers, cutters:				Foremen	\$1.408	40	\$1.295
Under 1 year	.840	40	.810	Mixers	1.295	40	1.180
1-3 years	.880	40	.840	Traveling-oven men	1.270	40	1.155
After 3 years	.970	40	.930	Assemblymen	1.245	40	1.130
Agreement C:				Dividemen, bench hands	1.225	40	1.110
Ingredient scalers	1.300	40	1.210	Machine and moldermen	1.195	40	1.080
Bench hands, mixers, ovenmen	1.290	40	1.200	Oven feeders and dumpers, oven helpers;			
Packers, women	1.080	40	.980	wrapping-machine operators	1.120	40	1.005
Doughnuts:				Checkers	1.115	40	1.000
Machine operators	1.300	40	1.200	Bench helpers	1.105	40	.990
Mixers	1.240	40	1.140	Wrapping and slicing helpers, flour			
Packers:				handlers, utilitymen, packers	1.080	40	.965
1-2 years	.890	40	( <sup>1</sup> )	Coolermen, pan greasers	1.055	40	.940
2-3 years	.930	40	( <sup>1</sup> )	Cake department:			
After 3 years	.970	40	( <sup>1</sup> )	Foremen	1.408	40	1.298
Pie and pastry:				Mixers	1.295	40	1.180
Agreement A:				Assemblymen, traveling-oven men	1.270	40	1.155
Mixers, ovenmen, bench hands	1.290	40	1.200	Scalers	1.215	40	1.100
Baking helpers	1.080	40	.925	Fried-cake-machine men	1.160	40	1.045
Agreement B:				Wrapping-machine operators	1.120	40	1.005
Mixers, ovenmen, bench hands	1.290	40	1.190	Foremen (women)	1.100	40	.985
Helpers	1.080	40	.980	Machine helpers	1.095	40	.980
Cutters, pie table	.970	40	.870	Pan greasers	1.055	40	.940
Agreement C:				Oven helpers	1.005	40	.965
Mixers, ovenmen, oven firemen	1.330	40	1.130	Pie-machine boys (after 6 months)	.985	40	.870
Pie fillers, dough cutters	1.190	40	( <sup>1</sup> )	Cake decorators (women)	.885	40	.790
Hebrew shops:				Icers, packers, wrappers, pie-machine			
Foremen	1.874	48	1.874	operators (women)	.885	40	.770
Second hands	1.737	48	1.737	Agreement C:			
Third hands	1.599	48	1.599	Bread department:			
Crackers and cookies:				Working foremen	1.408	40	1.293
Dog food department:				Mixers	1.295	40	1.180
Mixers	1.210	40	( <sup>1</sup> )	Ovenmen	1.270	40	1.155
Machine captains	1.185	40	1.125	Assemblymen	1.245	40	1.130
Bakers	1.185	40	1.100	Dividemen, bench hands	1.225	40	1.110
Reliefmen	1.155	40	1.095	Machine and moldermen	1.195	40	1.080
Dough feeders	1.110	40	1.050	Mixers' helpers	1.145	40	1.030
Oven firemen	1.085	40	( <sup>1</sup> )	Assembly helpers, oven feeders and			
Floormen	1.070	40	.910	dumpers	1.120	40	1.005
Pan feeders	1.060	40	.940	Checkers	1.115	40	1.000
Bakers' helpers	1.040	40	.975	Wrapping-machine operators, bench			
Kibblers	1.000	40	.940	helpers	1.105	40	.990
Packing department:				Packers	1.085	40	.965
Floormen	1.070	40	1.010	Wrapping-machine helpers, coolermen,			
Handlers of broken and rejected goods	.845	40	.805	flour handlers	1.080	40	.965
Sealers, weighers, dog food packers	.835	40	.795	Pan greasers and machine hand helpers	1.055	40	.940
Shipping department:				Cake department:			
Shippers	1.160	40	1.015	Mixers, cake and icing	1.295	40	1.170
Light shippers	1.160	40	1.100	Ovenmen	1.270	40	1.130
Car checkers	1.125	40	1.065	Depositors	1.215	40	1.090
Car assemblers	1.105	40	1.045	Foremen (women)	1.100	40	.970
Head car loaders	1.100	40	1.040	Pan greasers	1.075	40	.960
Assemblers	1.075	40	1.015	General helpers	1.055	40	.940
Assistant car loaders	1.060	40	1.000	Icing-machine operators (women)	.920	40	.830
Stock clerks, stockmen	1.040	40	.980	Icers, packers, wrappers (women)	.885	40	.760
<b>BUFFALO, N. Y.</b>				Rollette department:			
Bread and cake—Hand and semimachine shops:				Mixers	1.235	40	1.120
Foremen	1.425	40	1.325	Jam cooks	1.150	40	1.035
Oven hands and mixers	1.375	40	1.275	Pan washers	1.120	40	.940
Bench hands	1.320	40	1.220	Foremen (women)	1.100	40	.970
Checkers, wrapping-machine operators, helpers				Mixers' helpers	1.085	40	.970
and pan greasers	1.065	40	.965	Wrappers, rollers, and boxers (women)	.885	40	.760
Hand wrappers	.875	40	.775	Agreement D:			
Bread and cake—Machine shops:				Mixers and ovenmen	1.315	40	1.200
Agreement A:				Cake decorators	1.295	40	1.180
Foremen	1.580	40	1.480	Assemblymen, fried-cake-machine operators	1.245	40	1.130
Oven hands and mixers	1.520	40	1.420	Dividemen, bench hands, receiving de-			
Bench hands	1.410	40	1.360	partment foremen	1.225	40	1.110
Scalers and machine operators	1.330	40	1.280	Moldermen, peelmen	1.195	40	1.080
Ingredientmen	1.270	40	1.220	Mixers' helpers, doughnut fryers, icing-			
Packers and checkers	1.220	40	1.170	machine operators, packers	1.145	40	1.030
Oven dumpers	1.210	40	1.160	Receiving department helpers	1.130	40	1.050
Molders (women)	1.180	40	1.130	Wrapping-machine operators	1.125	40	1.010
Helpers and pan greasers, flour dumpers and				Bench helpers, cooky-machine operators,			
blenders (women)	1.150	40	1.100	oven helpers, flour sifters and blenders	1.105	40	.990
Machine operators	1.120	40	1.070	Bake-shop helpers, flour sifters, blenders'			
Bread and pan stackers	1.120	40	1.070	helpers, doughnut fillers, washing-			
Icers and wrappers (women)	.980	40	.930	machine operators	1.055	40	.940
				Icers, wrappers and packers (women)	.885	40	.770
				Agreement E:			
				Men workers	1.140	40	1.050
				Women workers	.885	40	.780

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>BUFFALO, N. Y.—Continued</b>				<b>BUFFALO, N. Y.—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Crackers and cookies—Continued</b>			
<b>Agreement F:</b>				<b>Agreement A—Continued</b>			
Foremen.....	\$1.408	40	\$1.293	Packing department:			
Dough mixers.....	1.295	40	1.180	Assistant foremen.....	\$1.180	40	\$1.080
Ovenmen.....	1.270	40	1.155	Working supervisors.....	1.020	40	.990
Dividers.....	1.225	40	1.110	Sponge packers.....	.940	40	.840
Moldermen.....	1.195	40	1.080	Hand bundlers.....	.920	40	.820
Dough mixers' helpers.....	1.145	40	1.030	Filling-machine operators.....	.920	40	.790
Bread rackers, oven loaders and dumpers.....	1.120	40	1.005	Sweet packers.....	.910	40	.810
Wrapping-machine operators, machine helpers.....	1.105	40	.990	Carton formers, machine.....	.900	40	.800
Flour dumpers, truck loaders and helpers.....	1.080	40	.965	Sealers and weighers.....	.900	40	.790
Pan greasers, bread panners.....	1.055	40	.940	Shipping department:			
<b>Agreement G:</b>				Loading foremen.....	1.300	40	1.300
Foremen, mixers, ovenmen, dividers, benchmen, fried-cake-machine operators.....	1.350	40	( <sup>1</sup> )	Assemblers, car loaders.....	1.120	40	1.120
Oven loaders and dumpers, moldermen, wrapping-machine operators, flour dumpers, bench helpers, checkers.....	1.200	40	( <sup>1</sup> )	<b>Agreement B:</b>			
Pan greasers, bread rackers, bread panners, wrapping-machine helpers.....	1.100	40	( <sup>1</sup> )	Mixing department:			
Hand icers, (women) checkers, packers, wrappers, cutters.....	.825	40	( <sup>1</sup> )	Head mixers.....	1.320	40	1.200
<b>Agreement H:</b>				Enrobers.....	1.240	40	( <sup>1</sup> )
Foremen.....	1.580	40	1.375	Sponge mixers.....	1.220	40	1.120
Dough mixers, ovenmen.....	1.520	40	1.320	Sweet mixers.....	1.190	40	1.090
Benchmen.....	1.410	40	1.265	Jelly and marshmallow men.....	1.140	40	( <sup>1</sup> )
Dividers.....	1.330	40	1.190	Flour dumpers.....	1.090	40	.970
Ingredientmen.....	1.270	40	1.130	Filling-machine operators.....	1.090	40	( <sup>1</sup> )
Oven loaders and dumpers.....	1.210	40	1.080	Baking department:			
Moldermen.....	1.180	40	1.050	Machine captains.....	1.310	40	1.190
Pan greasers, flour dumpers.....	1.150	40	1.025	Cuttermen.....	1.220	40	1.100
Wrapping-machine operators, bread rackers.....	1.120	40	.995	Sponge rollers.....	1.170	40	1.090
Hand icers (women).....	.920	40	.810	Pan feeders and greasers, general helpers.....	1.090	40	.970
<b>Pie and pastry:</b>				<b>Icing and cello-bag department:</b>			
<b>Agreement A:</b>				Head mixers.....	1.220	40	1.120
Mixers, ovenmen, cooks.....	1.205	40	1.080	Machine set-up men.....	1.170	40	1.050
Ingredient scalers, auxiliary workers.....	1.065	40	.930	Paper cutters, icing mixers' helpers.....	1.170	40	1.030
Icing mixers.....	1.055	40	.780	General helpers.....	1.090	40	.970
<b>Women:</b>				Forming machine operators, carton formers (women).....	.950	40	( <sup>1</sup> )
Foremen.....	.955	40	.830	Sealers, weighers.....	.900	40	( <sup>1</sup> )
Helpers.....	.905	40	.780	<b>Packing department:</b>			
<b>Agreement B:</b>				Sponge packers.....	.990	40	.870
Machine operators, scaling-machine operators.....	1.145	40	1.045	Hand bundlers and carton formers (machine table).....	.940	40	.830
Shipping clerks, packers, checkers, wrappers, cutters.....	1.065	40	.965	Sweet packers, carton formers (hand) "Q" formers, cover stitchers, repack girls, breakage girls.....	.940	40	.820
Floorladies.....	.980	40	.905	<b>BUTTE, MONT.</b>			
Packers and wrappers (women).....	.900	40	.825	<b>Bread and cake—Hand shops:</b>			
<b>Polish and Hebrew shops:</b>				Foremen, mixers.....	1.568	44	1.568
First hands, ovenmen, mixers.....	1.600	40	1.450	Ovenmen.....	1.523	44	1.523
Second hands, bench hands.....	1.500	40	1.350	Benchmen.....	1.432	44	1.432
<b>Crackers and cookies:</b>				Wrappers, hand (women).....	.784	44	.784
<b>Agreement A:</b>				<b>Bread and cake—Machine shops:</b>			
Mixing department:				Foremen, dough mixers.....	1.643	42	1.643
Head mixers.....	1.345	40	1.245	Ovenmen.....	1.595	42	1.595
Sponge mixers.....	1.260	40	1.160	Bench hands, roll-machine operators, machine men.....	1.500	42	1.500
Mixers' helpers.....	1.160	40	1.060	Wrapping-machine operators, wrappers (men).....	1.114	44	1.114
Flour dumpers.....	1.160	40	( <sup>1</sup> )	Wrappers (women).....	.784	44	.784
Mixers, crackers.....	1.100	40	1.000	Shipping and receiving clerks.....	1.021	48	1.021
<b>Baking department:</b>				<b>CHARLESTON, S. C.</b>			
Machine captains.....	1.260	40	1.160	<b>Crackers and cookies:</b>			
Oven firemen, bakers.....	1.190	40	1.090	Foremen, mixers, cake.....	1.100	40	( <sup>1</sup> )
Floormen, class A.....	1.160	40	1.090	Ovenmen, dough mixers, icing mixers.....	1.000	40	( <sup>1</sup> )
Sponge rollers.....	1.160	40	1.060	Shipping and receiving clerks.....	.900	40	( <sup>1</sup> )
Cuttermen.....	1.120	40	1.070	Dividers, moldermen, stockmen, roll-machine operators, wrapping-machine operators, scaling-machine operators.....	.850	40	( <sup>1</sup> )
Rollermen.....	1.100	40	1.000	Oven loaders and dumpers.....	.800	40	( <sup>1</sup> )
Floormen, class B.....	1.070	40	( <sup>1</sup> )	Benchmen, bread rackers, cleaners, icers and packers (women).....	.700	40	( <sup>1</sup> )
Spray-machine operation and inspection workers.....	1.050	40	1.040	<b>CHARLESTON, W. VA.</b>			
Spray-machine operators, oven feeders and takers-out.....	1.040	40	.940	<b>Bread and cake—Machine shops:</b>			
Pan cleaners and feeders, dough feeders.....	1.040	40	( <sup>1</sup> )	<b>Agreement A:</b>			
Tally clerks.....	.940	40	.840	<b>Bread:</b>			
<b>Icing department:</b>				Mixers No. 1.....	1.350	48	1.270
Head mixers.....	1.345	40	1.245	Mixers No. 2, dividers, wrapping-machine operators, shipping clerks.....	1.200	48	1.120
Mixers.....	1.260	40	1.160	Proof-box operators.....	1.150	48	1.070
Machinemen.....	1.160	40	1.060	Bakers' helpers, first class.....	1.100	48	1.020
Jelly and marshmallow men.....	1.160	40	( <sup>1</sup> )	Molders.....	1.000	48	.920
Tenant-machine operators.....	1.070	40	( <sup>1</sup> )				
Icers (women) other helpers.....	.910	40	( <sup>1</sup> )				
Forming-machine operators.....	.900	40	( <sup>1</sup> )				
Machine operators.....	.900	40	.800				

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>CHARLESTON, W. VA.—Continued</b>				<b>CHATTANOOGA, TENN.</b>			
Bread and cake—Machine shops—Continued				Bread and cake—Machine shops:			
Agreement A—Continued				Bread:			
Bread—Continued				Dough mixers.....	\$0.985	40	\$0.935
Bakers' helpers, second class.....	\$0.950	48	\$0.870	Ovenmen, benchmen.....	.930	40	.880
Dividers, (women).....	1.200	48	1.120	Twisters, bench and machine helpers, wrapping-machine operators.....	.875	40	.825
Agreement B:				Wrapping-machine helpers.....	.820	40	.770
Bread:				Cake:			
Dough mixers.....	1.300	48	1.220	Mixers.....	.985	40	.935
Sponge mixers.....	1.300	48	1.220	Ovenmen.....	.930	40	.880
Divider operators.....	1.130	48	1.050	Machine operators.....	.875	40	.825
Ovenmen.....	1.120	48	1.040	Hand icers.....	.765	40	.715
Wrapping-machine operators.....	1.300	48	1.220	Checkers, wrappers, packers, cutters.....	.710	40	.660
Dough panners, feeders.....	.980	48	.900				
Greasers.....	.930	48	.850				
Shipping clerks.....	1.100	48	1.020				
Bun crew.....	.950	48	( <sup>1</sup> )				
Agreement C:				<b>CHICAGO, ILL.</b>			
Bread:				Bread and cake—Hand shops:			
Dough mixers.....	1.300	48	1.220	Retail—Bread:			
Wrapping-machine operators.....	1.300	48	1.120	First hands.....	1.460	42	1.460
Ovenmen, oven loaders and dumpers, bread rackers.....	1.120	48	1.020	Second hands.....	1.410	42	1.410
Dividers, moldermen.....	1.130	48	1.050	Pan cleaners and greasers.....	.945	42	.945
Truck loaders and helpers, shipping and receiving clerks.....	1.120	48	1.000	Icers.....	1.135	42	1.135
Wrapping-machine helpers.....	.980	48	.900	General bake-shop helpers.....	1.065	42	1.065
Pan greasers, bread panners.....	.980	48	.850	Retail—Bread and cake:			
Cake:				First hands, or spongers, ovenmen.....	1.600	42	1.460
Mixers, depositor operators.....	1.130	48	1.050	Second hands.....	1.550	42	1.410
Ovenmen.....	1.120	48	1.040	Third hands (24–36 months).....	1.390	42	1.250
Scaling-machine operators.....	1.080	48	1.000	Third hands:			
Hand icers, checkers, packers, wrappers and cutters (women).....	.880	48	.800	6–24 months.....	1.090	42	.950
				First 6 months.....	.900	42	.760
				Wholesale—Bread:			
				First hands, mixers, ovenmen, spongers.....	1.400	40	1.350
				Second hands, bench or machine hands, molders or dividers.....	1.350	40	1.300
				Pan greasers, flour dumpers.....	1.075	40	1.025
				Icers.....	1.135	40	1.085
				Bread and cake—Machine shops:			
				Bread only:			
				Agreement A:			
				Working foremen.....	1.510	40	1.410
				Ingredient scalers.....	1.350	40	1.250
				Ovenmen.....	1.400	40	1.300
				Traveling-oven feeders and dumpers, soft-roll scaling-machine men, bench hands.....	1.350	40	1.250
				Dividers.....	1.350	40	1.250
				Mixers.....	1.400	40	1.300
				Dough dumpers, molders.....	1.250	40	1.150
				Bake-shop helpers:			
				First 90 days.....	1.030	40	.930
				After 90 days.....	1.140	40	1.040
				Sorters.....	1.020	40	.940
				Agreement B:			
				Bread department:			
				Working foremen.....	1.510	40	1.410
				Ingredient scalers, bench hands.....	1.350	40	1.250
				Dividers.....	1.350	40	1.250
				Mixers, ovenmen.....	1.400	40	1.300
				Soft-roll scaling-machine operators, traveling-oven dumpers and feeders.....	1.350	40	1.250
				Dough dumpers, molders.....	1.250	40	1.150
				Bake-shop helpers.....	1.140	40	1.040
				Sorters, women inspectors.....	1.020	40	.940
				Helpers.....	1.030	40	.930
				Cake department:			
				Working foremen.....	1.510	40	1.410
				Mixers.....	1.400	40	1.300
				Scalers, cake and yeast oven feeders and dumpers, cooky-machine operators.....	1.350	40	1.250
				Bench hands.....	1.350	40	1.250
				General bakery helpers, pan washing-machine helpers, pan-greasing machine helpers, shipping-room helpers.....	1.030	40	.930
				Women employees:			
				Foremen.....	1.020	40	.940
				Icers.....	.950	40	.870
				Dough handlers.....	.950	40	.870
				Machine feeders.....	.900	40	.820
				Wrappers, packers, box workers, miscellaneous.....	.900	40	.820
				Unskilled.....	.830	40	.750
				Skilled (experienced).....	.950	40	.870
				Skilled (inexperienced).....	.900	40	.820
<b>CHARLOTTE, N. C.</b>							
Bread and cake—Machine shops:							
Agreement A:							
Bread:							
Foremen.....	1.150	40	1.050				
Mixers.....	1.000	40	.900				
Head ovenmen.....	1.000	40	.900				
Ovenmen.....	.900	40	.800				
Helpers:							
First 3 months.....	.750	40	.650				
After 3 months.....	.800	40	.700				
Machinemen.....	.925	40	.825				
Wrapping-machine operators.....	.900	40	.800				
Hand wrappers and machine helpers:							
First 3 months.....	.700	40	.600				
After 3 months.....	.800	40	.700				
Cake:							
Foremen.....	1.150	40	1.050				
Mixers.....	1.000	40	.900				
Oven loaders and dumpers.....	.800	40	.700				
Helpers:							
First 3 months.....	.750	40	.650				
After 3 months.....	.800	40	.700				
Ovenmen.....	1.000	40	.900				
Machinemen.....	.900	40	.800				
Foremen (women).....	.850	40	.750				
Icers, wrappers, and box makers:							
First 2 months.....	.700	40	.600				
3–4 months.....	.750	40	.650				
After 4 months.....	.800	40	.700				
Experienced icers.....	.850	40	.750				
Pan washers and greasers.....	.775	40	.675				
Shipping:							
Shipping clerks.....	1.000	40	.900				
Checkers and packers.....	.800	40	.700				
Freight handlers and stock helpers.....	.900	40	.800				
Agreement B:							
Mixers, oven operators, doughnut-machine operators.....	1.150	40	1.080				
Dividers, roll-machine operators, depositor operators, wrapping-machine operators.....	1.100	40	1.030				
Scalers, molder operators, stockmen, mixers' helpers.....	1.050	40	.980				
Oven loaders and dumpers.....	.950	40	.880				
Production employees, cake icers, hand.....	.875	40	.800				
Shipping:							
Shipping and receiving clerks.....	1.000	40	.930				
Selectors.....	.950	40	.880				

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>CHICAGO, ILL.—Continued</b>				<b>CHICAGO, ILL.—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Crackers and cookies—Continued</b>			
<b>Cake only:</b>				<b>Agreement A—Continued</b>			
<b>Agreement C:</b>				<b>Men employees—Continued</b>			
Stock and mixing foremen.....	\$1.400	40	\$1.400	Other men helpers:			
Doughnut foremen.....	1.350	40	1.350	First 2 months.....	\$0.800	40	\$0.700
Cake mixers, icing mixers, ovenmen, first scalers, doughnut mixers, head cooks.....	1.300	40	1.300	3-12 months.....	.850	40	.750
Ingredientmen.....	1.300	40	1.300	1-2 years.....	.900	40	.800
Mixers' helpers, oven helpers, second scalers.....	1.040	40	1.040	Over 2 years.....	.920	40	.820
Dumpers, truckers.....	1.040	40	1.040	<b>Women employees:</b>			
<b>Women employees:</b>				First 2 months.....	.700	40	.600
First month.....	.700	40	.700	3-12 months.....	.750	40	.650
After 30 days.....	.750	40	.750	1-2 years.....	.800	40	.700
After 6 months.....	.800	40	.800	Over 2 years.....	.850	40	.750
After 1 year.....	.850	40	.850	Foremen (women).....	1.000	40	.800
After 3 years.....	.900	40	.900	<b>Agreement B:</b>			
Assistant foremen.....	.950	40	.950	Sponge-mixing department:			
<b>Bread only:</b>				Mixers.....	1.320	40	1.200
<b>Agreement D:</b>				Mixers' helpers.....	1.220	40	1.100
Mixers, ingredient scalers, ovenmen.....	1.400	40	1.300	General helpers.....	1.020	40	.900
Soft roll (scaling machine), dividermen.....	1.350	40	1.250	<b>Sponge-baking department:</b>			
Working foremen.....	1.505	40	1.405	Machine captains.....	1.450	40	1.330
Molders, traveling-oven dumpers and feeders, bench hands, dough dumpers.....	1.300	40	1.200	Peelers-in.....	1.390	40	1.270
Helpers.....	1.030	40	.930	Rollermen.....	1.360	40	1.240
Bake shop.....	1.140	40	1.040	Draw boys.....	1.220	40	1.100
Sorters.....	1.040	40	.940	Stackers.....	1.170	40	1.050
Checkers, wrappers, packers, cutters (women):				<b>Sweet-mixing department:</b>			
Start.....	.700	40	.700	Mixers.....	1.370	40	1.250
After 30 days.....	.750	40	.750	Mixers' helpers.....	1.270	40	1.150
After 6 months.....	.800	40	.800	<b>Sweet-baking department:</b>			
After 1 year.....	.850	40	.850	Ovenmen.....	1.370	40	1.250
After 3 years.....	.900	40	.900	Machinemen.....	1.270	40	1.150
<b>Doughnut shops:</b>				Ovenmen's helpers.....	1.220	40	1.100
Doughnut and chocolate enrobing-machine operators.....	1.250	40	1.100	Fan feeders and greasers.....	1.050	40	.930
Shipping clerks, helpers, loaders.....	1.050	40	.975	<b>Icing department:</b>			
Foremen (women).....	.920	40	.820	Machinemen.....	1.220	40	1.100
Helpers (women):				Mixers.....	1.320	40	1.200
Starting rate.....	.750	40	.600	Mixers' helpers.....	1.220	40	1.100
After 1 month.....	.770	40	.650	Packers.....	.920	40	.800
After 6 months.....	.820	40	.700	Machine feeders.....	.920	40	.800
After 1 year and wrappers.....	.870	40	.770	<b>Packing and wrapping department:</b>			
<b>Pie and pastry:</b>				Machinemen.....	1.220	40	1.100
<b>Pie shops:</b>				Fiber-case stitchers.....	1.070	40	.950
Ingredientmen, ovenmen, cooks, dough mixers.....	1.120	40	1.070	Fiber-case scalers.....	1.120	40	1.000
Dough breakers, fruit mixers, servicemen, helpers.....	.920	40	.870	Sponge packers, under 16 oz. carton; bundlers.....	1.020	40	.900
Pie-machine operators.....	.840	40	.790	Sponge packers, 16 oz. carton and over.....	.970	40	.850
Toppers, wrappers, cream-pie fillers, cake icers, fruit cleaners, women helpers, plate washers, sorters, inspectors:				Sweet packers, cartons.....	.970	40	.850
Rate A.....	.600	40	.550	Sweet packers, caddies, and feeders.....	.920	40	.800
Rate B.....	.770	40	.720	Bag fillers, dump pack.....	.870	40	.750
<b>Hebrew shops:</b>				Packers.....	.870	40	.750
Foremen or first hands.....	1.889	45	1.688	Carton and caddy formers (women).....	.970	40	.850
Second hands.....	1.829	45	1.625	Sweet packers, pans.....	1.020	40	.900
Third hands.....	1.577	45	1.396	Fillers, cellophane.....	.870	40	.850
<b>Bohemian shops—Bread:</b>				Glassine packers (women).....	.920	40	.800
Small shops, hand:				<b>Agreement C:</b>			
First hands.....	1.396	48	1.396	Ovenmen.....	1.195	40	1.140
Second hands.....	1.333	48	1.333	<b>Icing department:</b>			
Large shops, machine:				Machinemen.....	1.145	40	1.090
First hands.....	1.800	40	1.650	Head mixers.....	1.045	40	.990
Second hands.....	1.725	40	1.575	Packers.....	.905	40	.850
<b>Polish shops:</b>				Head sample girls.....	.880	40	.825
Retail shops:				Stitchers, (women), cellophane packers, stickers, sample helpers, trolley packers.....	.835	40	.780
Day work:				<b>Packing department:</b>			
Foremen, spongers.....	1.667	48	1.563	Stacking-machine captains:			
Second hands.....	1.542	48	1.438	First 3 months.....	.920	40	.865
<b>Wholesale shops:</b>				Next 3 months.....	1.145	40	1.090
Day work:				After 6 months.....	1.245	40	1.190
Foremen, spongers.....	1.773	48	1.669	Wrapping-machine operators.....	1.095	40	1.040
Second hands.....	1.648	48	1.544	Scalers.....	.995	40	.940
<b>Crackers and cookies:</b>				General helpers.....	.945	40	.890
<b>Agreement A:</b>				Carton formers.....	.915	40	.860
Men employees:				Bundlers, sponge packers.....	.915	40	.860
First mixers.....	1.150	40	1.050	Sweet packers.....	.875	40	.820
Second mixers.....	1.000	40	.900	Women carton and caddy stitchers.....	.835	40	.780
				<b>Receiving department:</b>			
				Floor unloaders.....	1.115	40	1.060
				Order fillers and stockmen.....	1.075	40	1.020
				Receiving clerks.....	1.070	40	1.015
				Paper cutters and sugar grinders.....	1.020	40	.965
				<b>Shipping department:</b>			
				Head shipping clerks.....	1.295	40	1.240

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>CHICAGO, ILL.—Continued</b>				<b>CINCINNATI, OHIO—Continued</b>			
Crackers and cookies—Continued				Crackers and cookies—Continued			
Agreement C—Continued				Assistant cutting-machine operators, marsh-			
Shipping department—Continued				mallow depositor operators, receiving clerks,			
Men-in-charge, commission department	\$1.195	40	\$1.140	truck shipping clerks, assistant reel-oven	\$1.220	40	\$1.110
Men-in-charge, wholesale department	1.145	40	1.090	operators, inspectors, checker captains			
Order fillers	1.045	40	.990	Assistant mixers, order checkers, spray-ma-	1.155	40	1.045
Stockmen	.995	40	.940	chine operators, auto-brake operators			
Agreement D:				Small power truck operators, repairmen,			
Sponge- and sweet-mixing department:				marshmallow beaters, order fillers, flour			
Mixers (sponge and sweet)	1.305	40	1.195	dummers	1.115	40	1.005
Mixers' helpers (sponge and sweet)	1.215	40	1.115	Sirup mixers, enrober helpers, grinding mill			
Sponge- and sweet-baking department:				operators, slotting-machine operators, order			
Machinemen (sweet)	1.355	40	1.245	chasers, car packers, cheese and fig grinders,			
Ovenmen (sweet)	1.225	40	1.125	spray-machine cleaners, shortening weighers	1.075	40	.965
Oven relievers	1.185	40	1.075	Women employees:			
Oven helpers (sweet and sponge)	1.120	40	1.020	Inspectors, box tapers, oven tenders,			
Stackers (sponge)	1.030	40	.930	packers, ingredient weighers, machine			
Pan feeders and greasers (sweet)	1.030	40	.930	operators (class A)	1.000	40	.900
General helpers	.920	40	.820	Machine operators (class B), breakers,			
Iceing department:				(stackers), variable sealers, dump fillers,			
Assistant foremen	1.405	40	1.295	bundlers, magazine feeders, machine			
Machinemen	1.225	40	1.125	feeders, stock clerks, nesting makers	.950	40	.850
Mixers	1.175	40	1.075	Carton weighers, general helpers, supply			
Packers	.925	40	.825	girls, carton handlers and assemblers,			
Cello-baggers and makers	.865	40	.765	machine helpers and machine operators			
Machine feeders	.855	40	.755	(class C), scrap pickers	.900	40	.800
Sponge and sweet packing department:							
Floor boys	.965	40	.865				
Packers (sweet)	.925	40	.825				
Cello-baggers	.865	40	.765				
Floor girls	.745	40	.705				
Carton and caddy forming:							
Women employees	.875	40	.775				
Agreement E:							
Mixing and baking department:							
Mixing supervisors	1.400	40	1.300				
Baking supervisors	1.400	40	1.280				
Machine captains	1.380	40	1.280				
Peelers	1.320	40	1.220				
Working supervisors	1.300	40	1.200				
Drawmen	1.300	40	1.160				
Mixers, rollermen, cuttermen, reliefmen	1.290	40	1.190				
Bakers	1.220	40	1.120				
Oven firemen	1.180	40	1.080				
Flour dumpers, ovenmen, pan dumpers	1.160	40	1.060				
Battermen	1.115	40	1.015				
Dough feeders, pan cleaners and feeders	1.110	40	1.010				
Machine set-up men	1.080	40	.980				
Wrapping and packing department:							
Warehousemen, shipping helpers	1.160	40	1.060				
Tally clerks (women)	1.000	40	.870				
Sponge packers	.940	40	.840				
Sweet packers, carton formers, weighers,							
scalars, hand bundlers, machine opera-	.920	40	.820				
Iceing department:							
Head mixers	1.400	40	1.300				
Enrobermen	1.240	40	1.140				
Stackers	1.210	40	1.110				
Clerks	1.230	40	1.130				
Assemblymen, cracker-meal machine op-							
erators	1.160	40	1.060				
Mixers' helpers	1.150	40	1.050				

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>COLUMBUS, OHIO—Continued</b>				<b>COLUMBUS, OHIO—Continued</b>			
Bread and cake—Machine shops—Continued				Crackers and cookies—Continued			
Agreement A—Continued				Dough break roll feeders, mixers' helpers	\$1.060	40	\$1.060
Bake-shop helpers, bread rackers, packers, flour blenders	\$1.100	40	\$1.000	Ingredient scalars, stockman	1.000	40	1.000
Women rackers, packers (buns)	1.100	40	1.000	Ingredient scalars (women); packers, feeders, greasers, dumpers, cleaners, helpers (men), first 30 days	.930	40	.930
Agreement B:				Pull and catch pans, helpers, first 30 days	.860	40	.860
Bread department:				Scrap pickers, packers, tray and carton sealers, box formers, machine tenders, wrappers	.800	40	.800
Mixers, oven operators	1.340	40	1.240	Stitchers, packers, magazine feeders	.770	40	.770
Mixers' helpers, oven loaders and unloaders, dividers, divider operators and molder operators	1.210	40	1.110	Women helpers, first 30 days	.720	40	.720
Pan rack washers	1.040	40	.940				
Roll department:				<b>DALLAS, TEX.</b>			
Mixers, oven operators	1.340	40	1.240	Bread and cake—Machine shops:			
Machinemen and ingredient scalars, wrapping-machine operators	1.210	40	1.110	Agreement A:			
Branch leaders and shippers	1.140	40	1.040	Working foremen	1.470	40	1.340
Ingredient scalars	1.210	40	1.110	Mixers	1.360	40	1.240
Roll panners, wrapping-machine helpers	1.090	40	.990	Molders, dividers, twisters, benchmen, wrapping- or slicing-machine operators, ingredient scalars	1.250	40	1.140
Hand icers and wrappers	.920	40	.870	Foremen (women)	1.020	40	.920
Cake department:				Packers' helpers, pan rackers	.950	40	.860
Mixers, ovenmen	1.340	40	1.240	Cake wrapping-machine operators	.950	40	.860
Machinemen, depositors, decorators	1.210	40	1.110	Hand icers, packers, wrappers, cutters:			
Cooky-machine operators	1.090	40	.990	First 6 months	.700	40	.630
Machine helpers	1.040	40	.940	7-12 months	.760	40	.690
Hand icers and wrappers, pan washers and greasers (women)	.920	40	.870	After 1 year	.880	40	.800
Shipping department:				Ovenmen	1.340	40	1.220
Wrapping-machine operators, set-up	1.220	40	1.110	Agreement B:			
Wrapping-machine helpers, packers and shippers	1.090	40	.990	Bread:			
Order fillers	.970	40	.870	Working foremen	1.500	45	1.370
Warehouse department:				Mixers	1.390	45	1.270
Stockroom and receiving clerks	1.100	40	1.000	Machine operators	1.280	45	1.170
Freight handlers and flour dumpers	1.050	40	.950	Slicing operators, shipping clerks	1.280	45	1.170
Agreement C:				Cake:			
Mixers, ovenmen	1.350	40	1.250	Foremen	1.500	45	1.370
Oven helpers, feeders and dumpers	1.250	40	1.150	Bench, oven and machine operators	1.280	45	1.170
Dividers, molders, head wrappers, mixers' helpers	1.220	40	1.120	Wrapping-machine operators	.980	45	.890
Molders' helpers, pan greasers, bread rackers, flour blenders, wrapping-machine helpers	1.100	40	1.000	Helpers:			
Agreement D:				After 6 months	.980	45	.900
Mixers	1.250	40	1.250	Icers and wrappers:			
Oven operators	1.225	40	1.225	After 1 year	.910	45	.800
Dividers, tray-oven feeders and dumpers, doughnut-machine operators, icing mixers	1.170	40	1.170	Agreement C:			
Bench hands, tunnel-oven feeders and dumpers, shippers, molders, depositors	1.120	40	1.120	Working foremen	1.470	40	1.340
Order workers	1.060	40	1.060	Mixers, sponge and dough	1.360	40	1.240
Helpers, panners, pan setters, pan greasers, blenders, packers	1.000	40	1.000	Ovenmen	1.340	40	1.220
Agreement E:				Benchmen, second bakers	1.250	40	1.140
Dough mixers, ovenmen	1.350	40	1.250	Helpers	.950	40	.860
Oven loaders and dumpers	1.250	40	1.150	Agreement D:			
Dividermen, moldermen, wrapping-machine operators, bread panners, shipping and receiving clerks, checkers	1.220	40	1.120	Foremen	1.470	40	1.340
Dough mixers' helpers	1.210	40	1.120	Mixers	1.360	40	1.240
Bread rackers, pan greasers, flour dumpers, bench and machine helpers, truck loaders and helpers	1.100	40	1.000	Ovenmen	1.340	40	1.220
Agreement F:				Ingredient scalars, second ovenmen, shipping-room clerks	1.250	40	1.140
Working foremen	1.500	40	1.400	Miscellaneous employees (men), cake dumpers	.950	40	.860
Dough mixers, ovenmen	1.350	40	1.250	Cake wrapping-machine operators (women)	.950	40	.860
Oven loaders and dumpers	1.250	40	1.150	Finishers and wrappers (women):			
Dough mixers' helpers, dividermen, moldermen, roll-machine operators, bread panners, shipping and receiving clerks, checkers, wrapping-machine operators	1.220	40	1.120	First 6 months	.700	40	.630
Flour dumpers, bench and machine helpers, wrapping-machine helpers, truck loaders and helpers, pan greasers, bread rackers	1.100	40	1.000	7-12 months	.760	40	.690
Pie and pastry:				After 1 year	.880	40	.800
Ovenmen	1.040	40	.940	Agreement E:			
Rollers, fillers, toppers and trimmers	.920	40	.870	Working foremen	1.470	40	1.340
Pie cookers and pie mixers, ingredient scalars and scoopers	1.210	40	1.110	Mixers	1.360	40	1.240
Crackers and cookies:				Benchmen, twisters, panners, dividers, loaders, head checkers, shipping clerks	1.250	40	1.140
Head mixers	1.250	40	1.250	Agreement F:			
Ovenmen, pan pullers	1.225	40	1.225	Bread:			
Machine operators, dough mixers	1.170	40	1.170	Foremen	1.470	40	1.340
Receiving clerks, machine feeders, band-oven tenders	1.120	40	1.120	Mixers, sponge	1.360	40	1.240
				Ovenmen	1.340	40	1.220
				Bench molders, twisters, dividers, slicing- and wrapping-machine operators, dispensing checkers	1.250	40	1.140
				Pan rackers, pan greasers, bread rackers, dispensing and stockroom workers, helpers	.950	40	.860
				Cake:			
				Foremen	1.470	40	1.340
				Batter and icing mixers	1.360	40	1.240
				Ovenmen	1.340	40	1.220
				Bench hands, ingredient scalars, shipping clerks	1.250	40	1.140

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>DALLAS, TEX.—Continued</b>				<b>DAYTON, OHIO—Continued</b>			
Bread and cake—Machine shops—Continued				Crackers and cookies—Continued			
Agreement F—Continued				Agreement B—Continued			
Cake—Continued				Sirup mixers.....	\$1.120	40	\$1.010
Floor ladies.....	\$1.010	40	\$0.920	Floormen.....	1.000	40	.985
Pan greasers, cake dumpers, helpers:				Head raw-material stockmen.....	1.080	40	.980
First 6 months.....	.950	40	.860	Receiving clerks.....	1.200	40	.985
Hand icers and packers (women):				Machinemen, packing.....	1.150	40	.985
First 6 months.....	.700	40	.630	Car and truck checkers, cuttermen.....	1.150	40	.960
Next 6 months.....	.780	40	.690	Receiving clerks' helpers, reliefm, band			
After 1 year.....	.880	40	.800	ovens, junior machinemen.....	1.120	40	.960
Crackers and cookies:				Head carton, paper stockmen.....	1.100	40	.960
Machine captains.....	1.230	40	1.150	Chocolate mixers.....	1.050	40	.945
Mixers.....	1.205	40	1.125	Truck loaders, marshmallow men.....	1.080	40	.950
Ovenmen.....	1.140	40	1.060	Bundlers.....	1.060	40	.940
Machine set-up men.....	1.055	40	.975	Sweet packers.....	1.030	40	.940
Icing, head mixer.....	1.050	40	.970	Sponge packers, assortment stockmen.....	1.000	40	.935
Jelly and marshmallow men.....	1.000	40	.970	Reel-oven men's helpers, pan feeders, car			
Forming-machine operators, machine oper-				loaders and unloaders.....	1.100	40	.920
ators (women).....	.965	40	.885	Cello bag-machine operators, assistant ma-			
Tally clerks (women).....	.880	40	.840	chinemen, packing and band ovenmen.....	1.080	40	.920
Pan dumpers.....	.845	40	.795	Grinders, dough feeders, spray machine-			
Pan cleaners and feeders.....	.820	40	.770	men, sack cleaners, paper-cutter men.....	1.000	40	.920
Floormen, cleaners.....	.820	40	.790	Utensil washing-machine operators, rippled			
Sponge packers, sweet packers, hand bundlers				wheat cookers, stockmen, sirup mixers'			
(women).....	.725	40	.695	helpers, carton loaders.....	1.050	40	.920
Enrobermen.....	.710	40	.680	Chute girls, shipping department.....	.940	40	.880
Carton formers, sealers, weighers, scalers.....	.710	40	.670	Weight checkers.....	.900	40	.850
<b>DAYTON, OHIO</b>				<b>DENVER, COLO.</b>			
Bread and cake—Semimachine shops:				Bread and cake—Hand shops:			
Agreement A:				Foremen.....	1.490	48	1.390
Mixers, ovenmen.....	1.365	40	1.265	Dough mixers, ovenmen.....	1.400	48	1.300
Oven feeders and dumpers, molders, ma-				Bench hands.....	1.350	48	1.250
chinemen, dividers, benchmen, set-up				Bread and cake—Machine shops:			
men.....	1.315	40	1.215	Foremen.....	1.400	40	1.390
Icers, wrappers, packers (women).....	.980	40	.880	Dough mixers, spongers, ovenmen.....	1.400	40	1.300
Doughnut-machine operators.....	1.275	40	1.175	Bench hands, machine operators.....	1.350	40	1.250
Mixers' helpers.....	1.265	40	1.165	Hebrew shops:			
Wrapping-machine helpers, other helpers,				Foremen.....	1.490	40	1.390
packers.....	1.150	40	1.050	Ovenmen.....	1.400	40	1.300
Agreement B:				Bench hands, machine operators.....	1.350	40	1.250
Mixers, ovenmen.....	1.365	40	1.265	Crackers and cookies:			
Benchmen, machinemen, head wrappers.....	1.315	40	1.215	Agreement A:			
Doughnut-machine operators.....	1.275	40	1.175	Machine captains.....	1.225	40	1.125
Mixers' helpers.....	1.265	40	1.165	Head sponge and sweet mixers, peelers.....	1.175	40	1.075
Pan greasers and setters.....	1.200	40	1.100	Bakers.....	1.145	40	1.045
Wrappers and packers.....	1.150	40	1.050	Mixers, rollermen, drawmen.....	1.125	40	1.025
Icers, packers, wrappers (women).....	.980	40	.880	Mixers' helpers.....	1.035	40	.935
Bread and cake—Machine shops:				Stackers, general helpers (men).....	1.030	40	.930
Mixers, ovenmen.....	1.365	40	1.265	Packing and icing departments:			
Oven feeders and dumpers, molders, dividers,				Icing mixers.....	1.125	40	1.025
benchmen, head shippers, set-up men,				Wrapping-machine set-up men.....	1.075	40	.975
scalars.....	1.315	40	1.215	Floormen.....	.980	40	.880
Doughnut-machine operators.....	1.275	40	1.175	Women employees:			
Mixers' helpers.....	1.265	40	1.165	Working supervisors.....	.925	40	.825
Flour blenders.....	1.245	40	1.145	Sponge packers.....	.875	40	.785
Wrapping-machine helpers, other helpers,				Bundlers, machine operators, Q-for-			
packers, rackers.....	1.150	40	1.050	mers and stitchers, hand bundlers,			
Icers, packers, wrappers (women).....	.980	40	.880	sealers and weighers, tally clerks			
Crackers and cookies:				(women).....	.850	40	.750
Agreement A:				Agreement B:			
Machine captains.....	1.180	40	1.045	Baking department:			
Mixers:				Machinemen (sponge).....	1.310	40	1.190
First 2 weeks.....	1.020	40	.885	Machinemen (sweet).....	1.290	40	1.170
3-4 weeks.....	1.070	40	.935	Peelers; ovenmen (sponge).....	1.250	40	1.140
After 1 month.....	1.160	40	1.025	Ovenmen (sweet), sponge reliefm.....	1.230	40	1.120
Packers and wrappers:				Dough mixers, rollermen.....	1.180	40	1.070
First 2 weeks.....	.780	40	.705	Dough feeders.....	1.110	40	1.010
3-4 weeks.....	.830	40	.755	Mixers' helpers.....	1.080	40	.980
After 1 month.....	.920	40	.845	Sponge ovenmen's helpers.....	1.070	40	.970
Handlers, shippers:				Pan greasers.....	1.030	40	.940
First 2 weeks.....	.970	40	.835	Icing room:			
3-4 weeks.....	1.020	40	.885	Machinemen; jelly, cream, and icing			
After 1 month.....	1.110	40	.975	mixers.....	1.180	40	1.070
Agreement B:				Jelly, cream, and icing mixers' helpers.....	1.030	40	.940
Head mixers, after 12 months.....	1.300	40	1.110	Packing department:			
Senior machinemen.....	1.250	40	1.110	Wrapping and labeling machinemen.....	1.200	40	1.090
Head machinemen, packing and band oven				Wrapping and labeling machine helpers.....	1.030	40	.940
Mixers.....	1.200	40	1.060	General helpers (women):			
Carton formers.....	1.130	40	1.020	First month.....	.720	40	.650
Band-ovenmen, operators and machinemen				2-3 months.....	.770	40	.700
Ovenmen, reel; band-oven laminator men,				4-6 months.....	.790	40	.720
after 12 months.....	1.150	40	1.010	7-9 months.....	.820	40	.750
				After 1 year.....	.880	40	.800



TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>DENVER, COLO.—Continued</b>				<b>DETROIT, MICH.—Continued</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops—Continued			
Agreement B—Continued				Agreement D:			
General helpers (men):				Mixers, ovenmen.....	\$1.350	40	\$1.200
First month.....	\$0.830	40	\$0.750	Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders and dumpers.....	1.250	40	1.100
2-3 months.....	.880	40	.800	Molders' helpers, pan rackers, greasers, wrapping-room set-up men, checkers.....	1.200	40	1.050
4-6 months.....	.900	40	.820	Bread rackers, machine wrappers.....	1.110	40	1.000
7-9 months.....	.920	40	.840	Packers.....	1.150	40	1.000
10-12 months.....	.950	40	.870	Stockroom men.....	1.100	40	.950
After 1 year.....	1.010	40	.920	Agreement E:			
<b>DES MOINES, IOWA</b>				Mixers, oven operators.....	1.350	40	1.200
Bread and cake—Machine shops:				Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders, dumpers, women twisters.....	1.250	40	1.100
Working foremen.....	1.500	40	1.400	Molders' helpers, pan rackers, greasers, wrapping-room set-up, checkers.....	1.200	40	1.050
Dough mixers, ovenmen, pan setters, pan dumpers.....	1.400	40	1.300	Machine wrappers.....	1.110	40	1.000
Benchmen, machinemen, shipping clerks.....	1.280	40	1.200	Packers.....	1.150	40	1.000
Helpers:				Stockroom men.....	1.100	40	.950
First 6 months.....	.880	40	.830	Bun panners.....	1.000	40	.850
After 6 months.....	1.000	40	.950	Wrappers.....	.930	40	.820
Crackers and cookies:				Agreement F:			
Mixing and baking department:				Mixers, oven operators.....	1.350	40	1.200
Head mixers.....	1.270	40	1.215	Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders and dumpers, twisters.....	1.250	40	1.100
Machinemen.....	1.210	40	1.155	Molders' helpers, pan rackers, greasers, wrapping-room set-up men, checkers.....	1.200	40	1.050
Mixers' helpers.....	1.175	40	1.120	Bread rackers, machine wrappers.....	1.110	40	1.000
Reliefmen, peelers.....	1.160	40	1.105	Stockroom men.....	1.100	40	.950
Bakers.....	1.140	40	1.085	Bun panners.....	1.000	40	.850
Drawmen.....	1.105	40	1.050	Bun wrappers.....	.930	40	.820
Rollermen.....	1.080	40	1.025	Agreement G:			
Stackers.....	1.035	40	.980	Mixers, oven operators.....	1.350	40	1.200
Pan passers, floormen.....	1.025	40	.970	Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders and dumpers.....	1.250	40	1.100
Packing department:				Molders' helpers, pan rackers, greasers, wrapping-room set-up men, checkers.....	1.200	40	1.050
Machinemen.....	1.005	40	.950	Bread rackers, machine wrappers.....	1.110	40	1.000
Floormen.....	.955	40	.900	Stockroom men.....	1.100	40	.950
Sponge packers, stock boys.....	.880	40	.825	Bun panners.....	1.000	40	.850
Machine feeders, sample room attendants, bundlers, carton formers.....	.830	40	.775	Wrappers (women).....	.930	40	.820
Women helpers (after 30 days).....	.805	40	.750	Agreement H:			
Women helpers (first 30 days).....	.755	40	( <sup>1</sup> )	Bread department:			
Shipping and receiving department:				Mixers, oven operators.....	1.350	40	1.200
Order clerks.....	1.105	40	1.050	Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders and dumpers.....	1.250	40	1.100
Helpers.....	1.005	40	.950	Molders' helpers, pan rackers and setters, greasers, wrapping-room set-up men, checkers.....	1.200	40	1.050
<b>DETROIT, MICH.</b>				Packers.....	1.150	40	1.000
Bread and cake—Machine shops:				Bread rackers.....	1.110	40	1.000
Agreement A:				Stockroom men.....	1.100	40	.950
Bread department:				Bun panners.....	1.000	40	.850
Mixers, ovenmen.....	1.350	40	1.200	Wrappers (women).....	.930	40	.820
Flour blenders, ingredientmen, mixers' helpers, dividers, molders, oven feeders and dumpers.....	1.250	40	1.100	Agreement I:			
Pan rackers, greasers.....	1.200	40	1.050	Bread and roll mixers:			
Bread rackers and wrappers.....	1.110	40	1.000	Starting rate.....	1.240	40	1.190
Cake and sweet goods department:				After 2 months.....	1.380	40	1.330
Benchmen.....	1.300	40	1.150	Ovenmen, icing and filling cookers, cake mixers:			
Depositors, doughnut-machine operators, icing mixers, cookers, scalers.....	1.250	40	1.100	Starting rate.....	1.220	40	1.170
Pan greasers.....	1.200	40	1.050	After 2 months.....	1.360	40	1.310
Decorators.....	1.100	40	.950	Bakers, expert bench hands:			
Oven helpers and dumpers.....	1.000	40	.850	Starting rate.....	1.240	40	1.190
Icers and wrappers.....	.930	40	.820				
Checkers.....	1.200	40	1.050				
Packers (miscellaneous).....	1.150	40	1.000				
Agreement B:							
Mixers, ovenmen.....	1.350	40	1.200				
Benchmen.....	1.300	40	1.150				
Icers, wrappers.....	.930	40	.820				
Dividers, molders, oven feeders, doughnut-machine operators.....	1.250	40	1.100				
Wrapping-machine set-up men.....	1.250	40	1.050				
Racklers.....	1.110	40	1.000				
Stockroom men.....	1.100	40	.950				
Pan greasers.....	1.200	40	1.050				
Agreement C:							
Dough mixers.....	1.350	40	1.200				
Benchmen, ovenmen.....	1.300	40	1.150				
Flour blenders, scalers, icing mixers, depositors, dividers.....	1.250	40	1.100				
Pan greasers.....	1.200	40	1.050				
Dumpers.....	1.000	40	.850				
Racklers, icers, wrappers (women).....	.930	40	.820				

<sup>1</sup> Information not available for rate and hours on July 1, 1947:

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>DETROIT, MICH.—Continued</b>				<b>DETROIT, MICH.—Continued</b>			
Bread and cake—Machine shops—Continued				Bread and cake—Machine shops—Continued			
Agreement I—Continued				Agreement J—Continued			
Bakers, expert bench hands (after 2 months), ingredient scalars	\$1.330	40	\$1.280	Scaling and flour blending department:			
Formula men, experienced	1.320	40	1.270	Oven No. 1, leaders	\$1.450	40	\$1.450
Pie crust mixers:				Scalars, leaders	1.290	40	1.290
Starting rate	1.190	40	1.140	Scalars, blenders	1.240	40	1.240
After 2 months	1.300	40	1.250	General utility	1.085	40	1.085
Doughnut fryers after 3 months; stockmen receivers	1.290	40	1.240	Panners (women)	.905	40	.905
All-round bakers, benchmen:				Oven department:			
Starting rate	1.190	40	1.140	Bakers:			
After 2 months	1.280	40	1.230	Oven No. 1	1.400	40	1.400
Bread divider operators, bread wrapping-machine operators (starting rate)	1.100	40	1.050	Oven No. 2	1.325	40	1.325
Bread divider operators, after 2 months; bread oven loaders, after 3 months; cake, depositor operators, stockmen, bread wrapping-machine operators, after 2 months	1.240	40	1.190	Fried cake department:			
Cake decorators:				Fried cake makers	1.355	40	1.355
Starting rate	.970	40	.920	Fried cake helpers	1.175	40	1.175
After 1 month	.970	40	.970	Specialty department:			
After 3 months	1.120	40	1.070	Decorators	1.415	40	1.415
After 6 months	1.220	40	1.170	Bakers	1.400	40	1.400
Pan pullers to washing machine, washing-machine operators	1.220	40	1.170	General utility	1.085	40	1.085
Baking utility men, shipping-room servicemen	1.220	40	1.170	Decorator No. 1 (women)	1.030	40	1.030
Machine operators (not otherwise specified), Habamfa machine operators, bread and roll mixers' helpers (after 3 months)	1.190	40	1.140	Decorator No. 2 (women)	.970	40	.970
Bread panners (after 3 months)	1.170	40	1.120	Panners (women)	.905	40	.905
Pan conditioners, general bakery workers, bakery helpers, oven helpers, bread rackers (after 3 months)	1.140	40	1.090	Agreement K:			
Decorators (finishing department)	.970	40	.920	Cake and miscellaneous:			
Order girls:				Dough mixers, oven operators, icing mixers	1.350	40	1.200
Starting rate	.730	40	.680	Ingredient scalars, doughnut-machine operators	1.250	40	1.100
After 6 months	.930	40	.880	Checkers	1.200	40	1.050
Shipping-room bread packers (women):				Packers	1.150	40	1.000
Starting rate	.730	40	.680	Depositors	1.200	40	1.100
After 1 month	.780	40	.730	Agreement L:			
After 3 months	.830	40	.780	Cake department:			
After 6 months	.930	40	.880	Cake and icing mixers, ovenmen	1.350	40	1.200
General bakery workers, finishing department workers, general icing workers, layer cake icers, bench girls, panners, order helpers, (women):				Biscuit and icing mixers, depositors, ingredient scalars, doughnut-machine operators	1.250	40	1.100
Starting rate	.730	40	.680	Wrapping-machine set-up men	1.200	40	1.050
After 1 month	.780	40	.730	Helpers (men)	1.090	40	.940
After 3 months	.830	40	.780	Pie and pastry:			
After 6 months	.930	40	.880	Agreement A:			
Agreement J:				Cookers No. 1, pie bakers	1.350	40	1.200
Bread and roll department:				Pie dough mixers	1.250	40	1.100
Baker leaders	1.450	40	1.450	Pie peelers	1.200	40	1.050
Mixers	1.400	40	1.400	General miscellaneous helpers, after 6 months	1.090	40	.940
Bakers	1.400	40	1.400	Helpers (women):			
Moldermen	1.240	40	1.240	After 6 months	.930	40	.780
Bench helpers	1.175	40	1.175	Agreement B:			
Panners (women)	.905	40	.905	Pie bakers, sweet yeast goods dough mixers	1.350	40	1.200
Cake department:				Icing mixers, meringue and pie dough mixers	1.250	40	1.100
Baker leaders	1.450	40	1.450	Checkers, pie peelers, wrapping-machine set-up men	1.200	40	1.050
Mixers	1.400	40	1.400	Receiving and stockroom men	1.100	40	.950
Bakers	1.400	40	1.400	Helpers (men)	1.090	40	.940
Icers	1.305	40	1.305	Helpers (women):			
Depositors	1.240	40	1.240	After 6 months	.930	40	.780
Depositor and icing helpers	1.175	40	1.175	Hebrew shops:			
Icers (women)	.920	40	.920	First hands (1 oven) cake bakers	2.289	45	2.156
Pie department:				First hands (2 ovens)	2.333	45	2.200
Bakers (men)	1.400	40	1.400	Second hands	2.222	45	2.089
Coffee cake department:				Helpers	1.667	45	1.533
Baker leaders	1.450	40	1.450	Polish shops:			
Bakers	1.400	40	1.400	First hands (either handling 2 ovens or mixing dough)	1.800	40	1.700
Benchmen	1.355	40	1.355	First hands (1 oven)	1.750	40	1.650
Mixers' helpers	1.175	40	1.175	Second hands and partial dough mixers	1.650	40	1.550
Muffin girls	.940	40	.940	Second hands (1 oven)	1.575	40	1.475
Finishers, general utility, leaders (women)	.915	40	.915	Crackers and cookies:			
Cooky department:				Agreement A:			
Mixers	1.400	40	1.400	Mixers	1.350	40	1.200
Bakers	1.400	40	1.400	Workers (women):			
Depositors	1.240	40	1.240	Starting rate	.830	40	.680
Packing leaders (women)	.955	40	.955	After 1 month	.930	40	.780
Packers (women)	.905	40	.905	Agreement B:			
General utility (women)	.865	40	.865	Mixers:			
				Starting rate	1.250	40	1.130
				After 1 month	1.350	40	1.200
				Helpers (men):			
				Starting rate	.990	40	.840
				After 1 month	1.090	40	.940
				Helpers (women):			
				Starting rate	.830	40	.650
				After 1 month	.930	40	.780

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>DETROIT, MICH.—Continued</b>				<b>DULUTH, MINN.—Continued</b>			
Crackers and cookies—Continued				Crackers and cookies:			
Agreement C:				Men employees:			
Baking and mixing department:				Foremen.....	\$1.460	40	\$1.341
Machine captains.....	\$1.380	40	\$1.280	Inexperienced.....	1.155	40	1.059
Peelers.....	1.350	40	1.250	Experienced.....	1.215	40	1.113
Sponge or sweet mixers.....	1.320	40	1.220	Women employees:			
Bakers, sponge.....	1.300	40	1.180	Foremen (women).....	.910	40	.833
Sponge rollermen, sweet-oven men, oven firemen.....	1.270	40	1.170	Inexperienced.....	.785	40	.720
Assemblymen No. 1, sponge drawmen.....	1.250	40	1.150	Experienced.....	.820	40	.749
Flour dumpers.....	1.200	40	1.100				
Ritz mixers.....	1.190	40	1.090				
Stackers, pan cleaners, Ritz rollermen, pan feeders, mixers' helpers.....	1.150	40	1.050				
Icing department:				<b>EL PASO, TEX.</b>			
Working assistant foremen.....	1.400	40	1.300	Bread and cake—Machine shops:			
Head mixers (icing).....	1.350	40	1.250	Agreement A:			
Machine operators.....	1.000	40	.900	Dough mixers.....	1.250	40	1.200
Icing packers.....	.980	40	.880	Ovenmen.....	1.180	40	1.130
Other helpers.....	.970	40	.870	Dividers, scalers, machine bread wrappers.....	1.080	40	1.030
Packing department:				Doughnut friers, oven helpers, first class.....	1.040	40	.990
Working supervisors (men).....	1.250	40	1.150	Wrapping-machine operators (cake).....	.980	40	.930
Foremen (women).....	1.180	40	1.080	Molders, oven helpers, second class.....	.940	40	.890
Machine set-up men.....	1.150	40	1.050	Molders' helpers, wrapping-machine helpers, cake wrappers bench work, pan greasers.....	.880	40	.830
Floormen, assistant foremen (women).....	1.100	40	1.000	Agreement B:			
Working supervisors (women).....	1.050	40	.950	Dough mixers.....	1.250	40	1.200
Sponge packers.....	1.010	40	.910	Ovenmen.....	1.180	40	1.130
Head carton formers, machine operators.....	1.000	40	.900	Route checkers, shipping department.....	1.130	40	1.080
Sweet packers, hand carton formers, "Q" formers, stitchers, weighers, closers, bundlers, hand cripple pickers, filling-machine operators, sealers, staplers, sample-room weight clerks, "S" packers and "S" formers.....	.990	40	.890	Dividers, wrapping-machine operators.....	1.080	40	1.030
				Ovenmen's helpers.....	1.040	40	.990
				Molders, bread rackers.....	.940	40	.890
				Bread rackers' helpers, hand wrappers, wrappers' helpers, shipping helpers.....	.880	40	.830
<b>DULUTH, MINN.</b>				<b>GRAND RAPIDS, MICH.</b>			
Bread and cake—Hand shops:				Bread and cake—Machine shops:			
Foremen.....	1.488	48	1.353	Agreement A:			
Mixers, ovenmen.....	1.236	48	1.124	Mixers.....	1.250	40	1.150
Bench hands.....	1.178	48	1.072	Divider operators.....	1.150	40	1.150
Hand wrappers and packers:				Shipping clerks, wrapping-machine set-up operators, molders.....	1.100	40	1.000
First 100 days.....	.670	48	.665	Order fillers, oven feeders and dumpers.....	1.100	40	.950
After 100 days.....	.731	48	.725	Stockmen.....	1.000	40	.900
Foremen (women).....	.874	48	.795	Women cake-shop employees.....	.880	40	.800
Helpers:				Doughnut-machine operators.....	1.050	40	1.000
First 150 days.....	.720	48	.714	Agreement B:			
151-300 days.....	.852	48	.785	Bread department:			
301-600 days.....	.930	48	.845	Foremen, mixers, dividermen, head ovenmen.....	1.330	40	1.250
After 600 days.....	.975	48	.885	Oven feeders and dumpers.....	1.230	40	1.150
Bread and cake—Machine shops:				Benchmen, molders, machine wrappers.....	1.180	40	1.100
Foremen.....	1.480	40	1.361	Pan rackers.....	1.080	40	1.050
Dough mixers, ovenmen.....	1.340	40	1.230	Hand wrappers (women), mixers' helpers, ingredientmen, pan greasers, general helpers, bread rackers.....	1.080	40	1.000
Bench hands, doughnut-machine operators.....	1.280	40	1.175	Agreement C:			
Machinemen, dividers, molders, wrapping-machine operators.....	1.200	40	1.100	Bread department:			
Stockmen, receiving clerks.....	1.130	40	1.038	Dough mixers, oven operators, wrapping-machine set-up men, bun- and roll-machine operators.....	1.350	40	1.300
Bread panners, twisters.....	1.125	40	1.030	Divider operators.....	1.250	40	1.200
Shipping clerks (30-90 days), helpers after 300 days.....	1.055	40	.971	Oven dumpers.....	1.200	40	1.150
Foremen (women).....	.995	40	.915	Oven loaders.....	1.200	40	1.050
Helpers:				Molders.....	1.150	40	1.100
First 150 days.....	.895	40	.820	Checkers.....	1.150	40	1.050
151-300 days.....	.960	40	.881	Pan catchers, ingredient scalers.....	1.100	40	1.050
301-600 days.....	1.055	40	.971	Loaders.....	1.100	40	1.000
After 600 days.....	1.100	40	1.020	Dough mixers' helpers, molders' helpers, pan greasers, flour dumpers.....	1.050	40	1.000
Hand wrappers and packers:				Bread boxers.....	1.050	40	.950
First 100 days.....	.840	40	.769	Miscellaneous help:			
After 100 days.....	.910	40	.836	Starting rate.....	.750	40	.700
Dishwashers.....	.860	40	.788	After 60 days.....	.800	40	.750
Flour dumpers.....	1.100	40	1.011	After 1 year.....	.900	40	.850
Shipping department:				Cake department:			
Foremen.....	1.415	40	1.300	Mixers.....	1.350	40	1.200
Shipping clerks (when only 1 in a plant).....	1.230	40	1.130	Doughnut-machine operators, wrapping-machine operators.....	1.250	40	1.200
Shipping clerks:				Depositor operators.....	1.250	40	1.100
First 30 days.....	.960	40	.881	Oven dumpers.....	1.200	40	1.100
31-90 days.....	1.055	40	.971	Oven loaders.....	1.100	40	1.000
After 90 days.....	1.125	40	1.030				
Pie and pastry:							
Bakers.....	1.230	40	1.130				
Women employees:							
First 150 days.....	.675	40	.622				
After 150 days.....	.770	40	.706				

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>GRAND RAPIDS, MICH.—Continued</b>				<b>HOUSTON, TEX.—Continued</b>			
Bread and cake—Machine shops—Continued				Crackers and cookies—Continued			
Agreement C—Continued				Scalers and weighers.....			
Cake department—Continued				Tally clerks.....			
Miscellaneous help:				Women workers:			
Starting rate.....				Working supervisors.....			
After 60 days.....				Packers, sponge.....			
After 1 year.....				Sweet packers, hand bundlers, machine operators, carton formers, scalers and weighers.....			
Agreement D:				Helpers.....			
Ovenmen, cake mixers.....				Trainees.....			
Ingredient scalers.....							
Wrapping-machine operators.....							
Benchmen.....							
Oven loaders and dumpers, depositor operators, cooky-machine operators, pan greasers, order fillers, stockroom helpers							
Bread rackers, wrapping-machine operators' helpers, foremen (women).....							
Pan rackers, shop helpers.....							
Cake icers and wrappers.....							
Miscellaneous helpers.....							
Agreement E:							
Mixers, doughnut-machine operators, stockmen.....							
Divider operators, bake-oven operators, bench hands, bread-oven dumpers.....							
Shipping clerks.....							
Molders, oven feeders and dumpers, depositor operators, wrapping-machine set-up operators, order fillers.....							
Doughnut packing-machine operators, (women).....							
Cake-shop employees (women).....							
<b>HOUSTON, TEX.</b>							
Bread and cake—Hand shops:							
Foremen.....							
Dough mixers.....							
Ovenmen.....							
Benchmen.....							
Bread—Semimachine shops:							
Foremen.....							
Dough mixers.....							
Ovenmen or spongers.....							
Benchmen, machinemen.....							
Counters, checkers.....							
Oven dumpers and loaders.....							
Wrappers.....							
Pan and bread rackers.....							
Weigh-up men.....							
Bread and cake—Machine shops:							
Agreement A:							
Foremen.....							
Dough mixers.....							
Ovenmen.....							
Benchmen and machinemen.....							
Counters, checkers.....							
Oven dumpers or loaders.....							
Wrappers.....							
Pan and bread rackers.....							
Weigh-up men.....							
Agreement B:							
Foremen.....							
Mixers, ingredient scalers.....							
Ovenmen.....							
Scaling-machine operators, cake dumpers, checkers.....							
Grease machine operators.....							
Packers and helpers.....							
Women workers:							
Checkers.....							
Cake wrapping-machine operators, hand icers; cutters.....							
Crackers and cookies:							
Machine captains, head mixers, icing and mixing supervisors.....							
Bakers.....							
Mixers, sponge.....							
Mixers, sweet.....							
Rollermen.....							
Ovenmen.....							
Dough feeders.....							
Machine set-up men.....							
Pan cleaners and feeders.....							
Floormen.....							

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>INDIANAPOLIS, IND.—Continued</b>				<b>JACKSONVILLE, FLA.</b>			
Bread and cake—Machine shops—Continued				Bread and cake—Machine shops:			
Agreement E—Continued				Agreement A:			
Cake department:				Oven operators, mixers, doughnut-machine operators			
Mixers, cake and icing	\$1.350	40	\$1.250	Dividers, depositors, benchmen, wrapping-machine operators	1.100	40	1.000
Depositor operators, bench hands, scaling-machine operators, oven helpers	1.300	40	1.200	Checkers, oven molders, roll-machine operators	1.050	40	.950
Ingredient scalers	1.270	40	1.170	Benchmen (second class), ingredient scalers, icers and decorators, stock clerks	1.000	40	.900
Checkers	1.250	40	1.150	Oven loaders and dumpers, shipping selectors	.950	40	.850
Foremen (women)	1.170	40	1.070	Cake icers, roll panners, flour dumpers, rackers, pan greasers, twisters, molders' helpers	.875	40	.780
Helpers	1.100	40	1.000	Bakers' helpers, doughnut packers, cake cutters and packagers	.875	40	.730
Pan cleaners	1.000	40	.900	Agreement B:			
Icers	.970	40	.870	Bread:			
Agreement F:				Foremen, working	1.230	40	1.160
Bread only:				Mixers	1.130	40	1.060
Dough mixers, make-up supervisors, oven operators	1.350	40	1.250	Wrapping-machine operators	1.030	40	.960
Machine bench hands, oven helpers, molders, dividers, roll-machine operators, wrapping-machine operators	1.300	40	1.200	Ingredient scalers	1.010	40	.940
Bread checkers	1.250	40	1.150	Dividers	1.010	40	.920
Panners	1.200	40	1.100	Benchmen	1.010	40	.910
Wrapping-machine operators' helpers, bread rackers, pan greasers, carton fillers, order fillers	1.100	40	1.000	Molder operators	.950	40	.880
Flour dumpers, stockroom helpers	1.050	40	.950	Helpers	.820	40	.760
Bun wrappers, cleaners and pan-room helpers	1.000	40	.900	Feeders and dumpers, shipping checkers	.930	40	.860
Agreement G:				Wrapping-machine helpers	.920	40	.860
Oven operators, lead men	1.500	40	1.400	Cake:			
Dough mixers, doughnut-machine operators	1.400	40	1.300	Mixers, icing makers	1.130	40	.980
Roll-machine operators, dividers, molders, oven feeders and dumpers, wrapping-machine operators, selectors, reliefmen	1.300	40	1.200	Ovenmen	1.090	40	.980
Pan greasers	1.250	40	1.150	Scalers	1.010	40	.930
Flour blenders	1.180	40	1.080	Foremen (women)	.970	40	.880
Stock handlers, Oliver wrappers	1.130	40	1.030	Wrapping-machine operators (women)	.870	40	.780
Bread rackers and panners	1.080	40	.980	Helpers (women) icers; checkers	.820	40	.730
General helpers (women)	1.030	40	.930	<b>KANSAS CITY, MO.</b>			
Agreement H:				Bread only—Hand shops:			
Bread department:				Foremen—first hands	1.350	48	1.250
Dough mixers, ovenmen	1.350	40	1.250	Second hands	1.250	48	1.150
Bench hands, dough mixers' helpers, oven loaders and dumpers, machine and bench hands, dividers, molders, roll-machine operators, wrapping-machine operators	1.300	40	1.200	Bread and cake—Machine shops:			
Oven helpers, bread panners	1.200	40	1.100	Foremen	1.650	40	1.550
Bread helpers, pan greasers and setters, bread rackers, wrapping-machine operators' helpers	1.100	40	1.000	Ovenmen, drawers, mixers, spongers	1.540	40	1.440
Roll helpers	1.000	40	.900	Bench hands	1.450	40	1.350
Icers and wrappers	.970	40	.870	Foremen (women)	1.110	40	1.010
Cake department:				Auxiliary foremen	1.190	40	1.010
Mixers, oven operators	1.350	40	1.250	Wrappers, ingredientmen, icing makers, head checkers	1.090	40	.990
Bench and machine hands	1.300	40	1.200	Men helpers, cake dumpers, pan greasers, bread rackers, flour dumpers, checkers	.990	40	.890
Order fillers	1.100	40	1.000	Women helpers, checkers, cutters, auxiliary workers, hand icers, packers, wrappers	.910	40	.810
General helpers, pan-room helpers, stock-room helpers	1.000	40	.900	Crackers and cookies:			
Icers	.970	40	.870	Agreement A:			
Pie and pastry:				Head mixers	1.450	40	1.375
Pie filling cookers, oven operators	1.300	40	1.200	Head icing-room men	1.310	40	1.235
Ingredient scalers, machine operators	1.270	40	1.170	Head machinemen	1.300	40	1.225
Rollers, fillers, trimmers, toppers	1.000	40	.900	Ovenmen, mixers	1.190	40	1.115
<b>JACKSON, MISS.</b>				Rollermen	1.140	40	1.065
Bread and cake—Machine shops:				Mixers' helpers	1.095	40	1.020
Bread:				Sandwich-machine operators, wrapping-machine operators	.990	40	.915
Dough mixers, ovenmen	1.020	40	.920	Cracker packers	.945	40	.870
Dividersmen, roll-machine operators	.980	40	.880	Sweet-work wrappers and bundlers (women)	.905	40	.830
Molders	.930	40	.830	Cooky packers, icing-machine operators, caddy-machine operators, stock boys	.865	40	.790
Oven loaders and dumpers	.900	40	.800	Agreement B:			
Bread panners	.880	40	.780	Working supervisors (men)	1.290	40	1.150
Wrapping-machine operators	.850	40	.750	Machine captains, head mixers	1.290	40	1.190
Checkers	.800	40	.700	Mixers	1.250	40	1.150
Flour dumpers	.720	40	.650	Peelers	1.240	40	1.110
Wrapping-machine operators' helpers, hand wrappers, truck loaders and helpers	.660	40	.600	Assemblers	1.160	40	1.060
Cake:				Icing mixers, paper stockmen	1.190	40	1.090
Mixers	.940	40	.840	Bakers	1.190	40	1.070
Ovenmen	.840	40	.740	Rollermen	1.155	40	1.055
Depositor operators	.740	40	.640	Drawers (sponge and sweet)	1.155	40	1.040
Packers, helpers, wrapping-machine operators	.700	40	.600	Cone bakers, machine operators	1.155	40	1.040
Hand icers	.660	40	.600	Mixers' helpers, receiving clerks, assemblers' helpers	1.120	40	1.020
				Cone mixers	1.090	40	.990
				Flour dumpers	1.090	40	.990
				Dough feeders	1.090	40	.990

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>KANSAS CITY, MO.—Continued</b>				<b>LITTLE ROCK, ARK.</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops:			
Agreement B—Continued				Agreement A:			
Sack binders, car loaders, machine set-up men.....	\$1.070	40	\$0.970	Bread:			
Working supervisors (women), stackers.....	1.040	40	.940	Foremen.....	\$1.350	40	\$1.250
Graham-pan feeders.....	1.020	40	.920	Mixers, ovenmen, head checkers.....	1.240	40	1.140
Pan cleaners, pan dumpers.....	1.020	40	.920	Dividers.....	1.170	40	1.070
Conveyormen.....	1.020	40	.890	Molders, benchmen, machine operators.....	1.110	40	1.010
Cone packers.....	1.020	40	.890	Wrapping-machine operators' helpers.....	1.000	40	.900
Sponge packers.....	.965	40	.865	Wrapping-machine operators, stockroom clerks, assistant checkers.....	1.060	40	.960
Women machine carton formers, packers, sealers, weighers, sweet packers.....	.945	40	.845	Helpers:			
Women icing-machine operators.....	.965	40	.845	First 6 months.....	.830	40	.730
Women helpers.....	.920	40	.820	7-12 months.....	.890	40	.790
Agreement C:				After 12 months.....	.940	40	.840
Bake shop (sponge):				Cake:			
Tally clerks.....	1.025	40	.935	Scalers, ingredientmen.....	1.060	40	.960
Machinemen, head sponge mixers.....	1.250	40	1.160	Ovenmen.....	1.120	40	.990
Mixers, helpers.....	1.100	40	1.010	Mixers.....	1.120	40	1.020
Sponge mixers.....	1.200	40	1.110	Icing mixers, auxiliary workers.....	.980	40	.880
Peelers.....	1.195	40	1.105	Women workers:			
Ovenmen.....	1.150	40	1.060	Wrapping-machine operators, icers, wrappers and checkers:			
Rollermen, dough feeders.....	1.140	40	1.050	First 3 months.....	.710	40	.610
Take-out men.....	1.120	40	1.030	Second 3 months.....	.780	40	.680
Sack cleaners, miscellaneous floor work.....	.975	40	.885	Agreement B:			
Tray boys, edgers.....	1.020	40	.930	Bread:			
Bake shop (sweet):				Foremen.....	1.350	40	1.250
Machinemen.....	1.275	40	1.185	Mixers, ovenmen, head checkers.....	1.240	40	1.140
Head mixers.....	1.250	40	1.160	Dividers.....	1.170	40	1.070
Ovenmen.....	1.150	40	1.060	Molders, benchmen, machine operators.....	1.110	40	1.010
Take-out and put-in men.....	1.120	40	1.030	Wrapping-machine operators, stockroom clerks, assistant checkers.....	1.060	40	.960
Mixers, helpers.....	1.100	40	1.010	Assistant wrapping-machine operators.....	1.000	40	.900
Dough feeders, relief men.....	1.050	40	.960	Helpers:			
Pan greasers and feeders.....	1.000	40	.910	First 6 months.....	.830	40	.730
Miscellaneous workers.....	.975	40	.885	7-12 months.....	.890	40	.790
Fig grinders.....	.975	40	.880	After 12 months.....	.940	40	.840
Icing department:				Agreement C:			
Machinemen.....	1.170	40	1.080	Bread:			
Icing mixers.....	1.120	40	1.030	Foremen.....	1.350	40	1.250
Cooks.....	1.100	40	1.010	Mixers, ovenmen, head checkers.....	1.240	40	1.140
Tray washers.....	.950	40	.860	Dividers.....	1.170	40	1.070
Supply girls.....	.865	40	.775	Benchmen, molders.....	1.110	40	1.010
Packing department:				Stock clerks, assistant checkers, wrapping-machine operators.....	1.060	40	.960
Sponge packing:				Helpers:			
Packers No. 22 cartons (standard crew).....	.935	40	.845	First 6 months.....	.830	40	.730
Conveyor packers (standard crew), packers from packing tables.....	.910	40	.820	7-12 months.....	.890	40	.790
Caddy workers.....	.890	40	.800	After 12 months.....	.940	40	.840
Sweet packing:				Cake:			
Floormen truckers.....	1.050	40	.960	Mixers.....	1.240	40	1.020
Slot-nesting-machine operators.....	.950	40	.860	Ovenmen.....	1.240	40	1.140
Regular packers, graham packers, hand carton formers.....	.890	40	.800	Scalers, ingredientmen.....	1.060	40	.960
Talley clerks, cello-bag operators, supply girls, scalers, packers, machine feeders.....	.865	40	.775	Foremen (women).....	.950	40	.850
Nesting-machine operators.....	.820	40	.730	Helpers.....	.980	40	.880
Caddy stitchers, general workers, repackers.....	.795	40	.705	Icers, wrappers, pan girls, checkers, packers, boxers:			
Label room:				First 3 months.....	.710	40	.610
Machinemen.....	1.200	40	1.110	3-6 months.....	.780	40	.680
Assistant machinemen.....	1.150	40	1.060	After 6 months.....	.830	40	.730
Truckmen, supplymen.....	1.050	40	.960				
Scalers.....	1.000	40	.910				
Utilitymen.....	.955	40	.865				
Experienced workers.....	.950	40	.860				
Bundlers.....	.890	40	.800				
Closing-machine operators, machine operators and feeders.....	.865	40	.775				
Stack caddies.....	.795	40	.705				
General workers (casers, hand wrappers).....	.795	40	(1)				
Shipping department:							
Head checkers.....	1.115	40	1.025				
Checkers.....	1.065	40	.975				
Carloaders, order fillers, packers, checkers, stockmen.....	1.040	40	.950				
Receiving and warehouse:							
Checkers.....	1.160	40	.975				
Requisition clerks, paper cutters.....	1.065	40	.975				
Car unloaders.....	1.040	40	.950				

<sup>1</sup> Information not available for rate and hours on July, 1 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>LOS ANGELES, CALIF.—Continued</b>				<b>LOUISVILLE, KY.—Continued</b>			
Bread—Machine shops—Continued				Bread and cake—Machine shops—Continued			
Oven feeders, ingredientmen	\$1.710	40	\$1.590	Agreement A—Continued			
Machinemen, shipping clerks, receiving clerks, shipping checkers	1.540	40	1.420	Bread panners, twisters, setters, flour dumpers	\$1.050	40	\$0.950
Machine and bench hand helpers, flour dumpers, bread rackers	1.390	40	1.270	Wrapping-machine operators' helpers	1.050	40	.950
Pan washers, greasers	1.300	40	1.270	Rackers	1.000	40	.900
Hand wrappers	1.370	40	1.250	Foremen (women)	.950	40	.850
Conveyormen, bun slicers, packers, tailers	1.320	40	1.200	Women icers, wrappers and finishers	.900	40	.800
Cake—Machine shops:				Pan greasers, helpers (men), after 4 months	.980	40	.880
Foremen	1.900	40	1.780	Women production workers, after 4 months	.920	40	.820
Ovenmen, mixers, icing mixers	1.800	40	1.680	Agreement B:			
Shipping-room foremen	1.690	40	1.570	Ovenmen, cake	1.360	40	1.250
Bench hands	1.710	40	1.590	Mixers	1.260	40	1.150
Machine operators, depositors	1.710	40	1.590	Dividers, ovenmen, feeders, and dumpers	1.210	40	1.100
Ingredient scalars	1.550	40	1.430	Mixers' helpers, molders, oven feeders, and dumpers, reliefmen	1.160	40	1.050
Receiving clerks	1.540	40	1.420	Bread rackers	1.110	40	1.000
Checkers	1.450	40	1.330	Pan spotters, machine pan greasers	1.080	40	.970
Oven helpers	1.390	40	1.270	General helpers	1.060	40	.950
Auxiliary workers	1.350	40	1.230	Packers, order fillers, wrappers' helpers	1.060	40	.950
Packers and helpers	1.300	40	1.180	Flour blenders	.930	40	.850
Pan washers, unskilled help	1.190	40	1.070	Agreement C:			
Women employees:				Mixers	1.280	40	1.170
Foremen	1.300	40	1.180	Dividers, molders, depositors, oven feeders and dumpers, doughnut-machine operators, wrapping-machine operators, benchmen, bread ingredient scalars	1.230	40	1.120
Machine wrappers	1.110	40	1.040	Shipping clerks, checkers	1.230	40	1.110
Icers	1.160	40	1.090	Stockkeepers, twisters	1.155	40	1.035
Experienced help	1.050	40	.980	Shippers, order fillers	1.130	40	1.010
Inexperienced help	.920	40	.850	Flour dumpers, machine cleaners	1.005	40	.895
Pie and pastry:				General helpers	1.055	40	.945
Foremen	1.700	40	1.575	Women helpers (cake shop)	.910	40	.810
Head ovenmen	1.600	40	1.475	Agreement D:			
Head cream cooks, fruit cooks	1.600	40	1.475	Head mixers	1.310	40	1.200
Cake mixers, dough mixers	1.600	40	1.475	Mixers, ovenmen, feeders, shipping and receiving clerks	1.290	40	1.180
Head checkers	1.330	40	1.235	Machinemen, head checkers, head wrappers slicers (machine)	1.230	40	1.120
Second ovenmen	1.330	40	1.185	Dumpers	1.200	40	1.090
Second cream cooks	1.330	40	1.185	Wrapping- and slicing-machine helpers, pan rackers, greasers, mixers' helpers	1.120	40	1.010
Scalars	1.280	40	1.185	Flour dumpers, general helpers	1.130	40	1.010
Rollermen	1.280	40	1.185	Bread rackers, bench and machine helpers	1.080	40	.970
Toppers	1.170	40	1.085	Agreement E:			
Topping baggers	1.330	40	1.085	Dough mixers	1.340	40	1.230
Foremen (women)	1.120	40	1.035	Batchmen, ingredientmen, oven operators	1.330	40	1.220
Helpers	1.060	40	.985	Utilitymen, dough mixers' helpers	1.270	40	1.160
Order fillers	1.060	40	.985	Head packers and checkers	1.240	40	1.130
Packers and wrappers	1.010	40	.935	Dividers, roll-machine operators	1.220	40	1.110
Wrapping-machine operators (women)	1.010	40	.935	Ovenmen, feeders, and dumpers	1.190	40	1.080
Wrappers	1.010	40	.935	Roll-machine helpers, panners, reliefmen after 60 days, pan greasers, pan rackers, molders	1.170	40	1.060
Pan washers	.980	40	.910	Flour blenders, dumpers	1.120	40	1.010
Hebrew bread:				Wrapping-machine operators (rolls)	1.080	40	.970
First hands	2.071	42	1.934	Wrapping-machine operators' helpers (bread)	1.070	40	.960
Second hands	1.906	42	1.775	Wrapping-machine operators (bread)	1.190	40	1.080
French—Machine shops:				Packers' helpers	1.090	40	.980
Foremen, ovenmen, mixers	1.650	44	1.500	Wrapping-machine helpers (rolls), women bread rackers	1.030	40	.920
Mixers, ovenmen under a foreman	1.500	44	1.360	Bakery helpers	1.060	40	.950
Benchmen	1.400	44	1.250	Mixers' helpers	1.060	40	.950
Checkers and shipping clerks, machine operators, hand wrappers	1.200	44	1.100	Krum employees, roll boxers	.930	40	.830
Helpers, first year	1.050	44	1.000	Agreement F:			
Helpers, second year, shipping-room helpers	1.150	44	1.050	Oven operators	1.370	40	1.250
Crackers and cookies:				Mixers	1.320	40	1.200
Head mixers, icing	1.445	40	1.383	Divider operators, molder operators, benchmen, roll-machine operators	1.220	40	1.100
Ovenmen, cuttermen, reliefmen, peelers	1.395	40	1.333	Bread feeders and dumpers, cake-oven feeders	1.220	40	1.100
Mixers	1.353	40	1.290	Wrapping-machine operators' helpers, ingredient scalars, cake depositors, pan greasers, shipping clerks and checkers	1.170	40	1.050
Rollermen	1.333	40	1.268	Selectors, bread rackers, machinemen, pan rackers, bread packers	1.120	40	1.000
Flour dumpers, dough feeders, pan cleaners and feeders, pan dumpers	1.233	40	1.170	Cake dumpers, stock handlers, flour dumpers	1.050	40	.950
Forming-machine operators, sponge packers, spreaders, sponge stackers, head bundlers, carton formers, scalars, weighers	.918	40	.855	Foremen (women)	1.050	40	.950
Sweet packers	.880	40	.818	Mixers' helpers, general production workers	1.050	40	.850
				Wrapping-machine feeders and helpers	.950	40	.850
				Cake wrappers and icers, cooky and doughnut girls	.950	40	.850
				Roll and bread panners	.950	40	.800
				General bakery helpers, cake	.900	40	.800
<b>LOUISVILLE, KY.</b>							
Bread and cake—Machine shops:							
Agreement A:							
First mixers	1.270	40	1.150				
Ovenmen, dumpers, feeders	1.240	40	1.120				
Second cake mixers	1.220	40	1.070				
Wrapping-machine operators, first hands, divider operators, molders, utilitymen, first slicers, roll benchmen	1.220	40	1.100				
Head packers and checkers	1.190	40	1.070				
Mixers' helpers, pan rackers	1.140	40	1.070				
Cake benchmen	1.170	40	1.050				
Stockmen, packers, and checkers, first class	1.140	40	1.020				

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>MADISON, WIS.</b>				<b>MEMPHIS, TENN.—Continued</b>			
<b>Bread and cake—Hand shops:</b>				<b>Bread and cake—Machine shops—Continued</b>			
Foremen.....	\$1.490	48	\$1.390	<b>Agreement A—Continued</b>			
Mixers, ovenmen, ingredient scalers.....	1.380	48	1.280	Helpers (men):			
Bench hands.....	1.320	48	1.220	First 3 months.....	\$0.810	40	\$0.730
Women icers.....	.870	48	.773	4-9 months.....	.860	40	.780
Helpers.....	1.012	48	.912	After 9 months.....	.910	40	.830
Pan cleaners.....	.970	48	.870	Wrapping-machine operators	.890	40	.810
<b>Bread and cake—Machine shops:</b>				Helpers (women):			
<b>Agreement A:</b>				First 3 months.....	.730	40	.650
Foremen.....	1.664	40	1.564	4-9 mths.....	.780	40	.700
Ovenmen, dough and sponge mixers.....	1.333	40	1.233	After 9 months.....	.830	40	.750
Machinemen.....	1.305	40	1.205	<b>Agreement B:</b>			
Benchmen.....	1.271	40	1.171	Foremen.....	1.580	40	1.480
Checkers, packers, stockroom employees.....	1.089	40	.989	Mixers, dough and icing.....	1.280	40	1.180
Wrapping-machine operators.....	1.060	40	.960	Ovenmen.....	1.220	40	1.100
Truck loaders and helpers.....	1.003	40	.903	Ingredient scalers.....	1.100	40	.990
Hand wrappers and helpers.....	.945	40	.845	Scaling-machine operators.....	1.070	40	.950
Pan cleaners and greasers.....	.916	40	.816	Checkers.....	1.050	40	.960
Women wrappers and icers, first 6 months.....	.773	40	.673	Lead women.....	1.000	40	.900
Women wrappers and icers, next 6 months.....	.801	40	.701	Head icers.....	.950	40	.870
<b>Agreement B:</b>				Scaling-machine helpers.....	.910	40	.830
Mixers.....	1.320	40	1.220	Wrapping-machine operators.....	.890	40	.810
Bench hands, depositor operators.....	1.270	40	1.170	Helpers (men):			
Molders, dividers, doughnut-machine operators, oven feeders, dumpers, shipping clerks, stock men.....	1.270	40	1.170	First 3 months.....	.810	40	.730
Slicing-machine operators.....	1.220	40	1.120	4-9 months.....	.860	40	.780
Shippers, order fillers, packers.....	1.170	40	1.070	After 9 months.....	.910	40	.830
Helpers (men).....	1.070	40	.970	Helpers (women):			
Helpers (women).....	.970	40	.870	First 3 months.....	.730	40	.650
				4-9 months.....	.780	40	.700
				After 9 months.....	.830	40	.750
				<b>Agreement C:</b>			
				Foremen.....	1.580	40	1.480
				Cake mixers, icing mixers.....	1.280	40	1.180
				Ovenmen.....	1.220	40	1.100
				Ingredient scalers.....	1.100	40	.990
				Scaling-machine operators.....	1.070	40	.940
				Scaling-machine helpers.....	.910	40	.830
				Helpers (men):			
				First 3 months.....	.810	40	.730
				4-9 months.....	.860	40	.780
				After 9 months.....	.910	40	.830
				Helpers (women):			
				First 3 months.....	.730	40	.650
				4-9 months.....	.780	40	.700
				After 9 months.....	.830	40	.750
				<b>Crackers and cookies:</b>			
				<b>Sweet-baking department:</b>			
				Head mixers.....	1.345	40	1.245
				Machine captains.....	1.285	40	1.185
				Edgers.....	1.195	40	1.095
				Bakers.....	1.195	40	1.095
				Rollermen.....	1.175	40	1.075
				Machine set-up men.....	1.155	40	1.055
				Ovenmen.....	1.105	40	1.005
				Enrobermen.....	1.095	40	.995
				Pan cleaners and feeders.....	1.045	40	.945
				Packers.....	.895	40	.795
				<b>Icing department:</b>			
				Mixers.....	1.195	40	1.095
				Machine operators (men).....	1.095	40	.995
				Machine operators (women).....	.915	40	.815
				Women employees:			
				Cooks.....	.955	40	.855
				Supervisors, tally clerks.....	1.015	40	.915
				Helpers.....	.885	40	.785
				<b>Sponge-baking department:</b>			
				Head mixers.....	1.345	40	1.245
				Machine captains.....	1.285	40	1.185
				Assistant foremen.....	1.255	40	1.155
				Mixers.....	1.245	40	1.145
				Bakers, peelers.....	1.215	40	1.115
				Rollermen.....	1.175	40	1.075
				Drawmen.....	1.145	40	1.045
				Assemblymen.....	1.095	40	.995
				Mixers' assistants and helpers.....	1.075	40	.975
				Women employees:			
				Foremen (women).....	1.015	40	.915
				Sponge packers, hand bundlers.....	.915	40	.815
				<b>Cone department:</b>			
				Bakers.....	1.145	40	1.045
				Mixers.....	1.095	40	.995
				Assistant mixers and bakers.....	1.025	40	.925
				Packers.....	.975	40	.875

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

<sup>2</sup> 48-hour week on July 1, 1947.



TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>MEMPHIS, TENN.—Continued</b>				<b>MILWAUKEE, WIS.—Continued</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops—Continued			
Shipping department:				Agreement D—Continued			
Carloaders:				Dividers, bench hands, doughnut-machine operators, moldermen, wrapping-machine operators.....	\$1.250	40	\$1.150
First.....	\$1.195	40	\$1.095	Stockroom workers.....	1.250	40	1.150
Second.....	1.025	40	.925	Miscellaneous helpers (men).....	1.050	40	.960
Assemblers:				Miscellaneous helpers (women).....	.840	40	.780
First.....	1.195	40	1.095	Agreement E:			
Second.....	1.055	40	.955	Mixers, ovenmen.....	1.310	40	1.210
<b>MIAMI, FLA.</b>				Dividers, molders, benchmen, wrapping-machine operators, roll-machine operators, doughnut-machine operators.....	1.250	40	1.150
Bread—Machine shops:				Miscellaneous helpers (men).....	1.050	40	.960
Foremen.....	1.200	40	1.200	Miscellaneous helpers (women).....	.840	40	.780
Dough mixers, ovenmen.....	1.100	40	1.100	Agreement F:			
Dividers, moldermen, roll-machine operators.....	.990	40	.990	Mixers, ovenmen, cake decorators.....	1.330	40	1.210
Clerks, shipping and receiving.....	.930	40	.930	Dividers, wrapping-machine operators, bench hands, doughnut-machine operators, molders, flour dumpers, ingredient scalers, depositor operators.....	1.270	40	1.150
Oven loaders and dumpers.....	.900	40	.900	Stockroom and shipping-room workers.....	1.050	40	.960
Wrapping-machine operators.....	.880	40	.880	Miscellaneous helpers (men).....	1.050	40	.960
Dough mixers' helpers.....	.850	40	.850	Miscellaneous helpers (women).....	.850	40	.780
Pan greasers, bread rackers, flour dumpers, wrapping-machine helpers, truck loaders and helpers.....	.720	40	.720	Agreement G:			
Hebrew shops:				Mixers, ovenmen.....	1.310	40	1.210
Wholesale bread:				Bench hands; wrapping-machine operators, depositor operators.....	1.250	40	1.150
Benchmen, third hands.....	1.500	40	( <sup>1</sup> )	Auxiliary workers (men).....	1.050	40	.960
Ovenmen.....	1.625	40	( <sup>1</sup> )	Women helpers.....	.840	40	.780
<b>MILWAUKEE, WIS.</b>				Bread only—Machine shops:			
Bread and cake—Hand shops:				Mixers, ovenmen.....	1.310	40	1.210
Agreement A:				Wrapping-machine operators, moldermen, dividers.....	1.250	40	1.150
Foremen.....	1.470	48	1.370	Stockroom workers.....	1.110	40	1.020
First hands.....	1.380	48	1.280	Miscellaneous helpers (men).....	1.050	40	.960
Benchmen:				Cake only—Machine shops:			
First hands.....	1.300	48	1.200	Foremen.....	1.410	40	1.131
Second hands.....	1.200	48	1.100	Mixers.....	1.310	40	1.210
Third hands.....	1.090	48	1.040	Depositor operators, ovenmen.....	1.250	40	1.150
Agreement B:				Miscellaneous helpers (men).....	1.050	40	.960
Foremen and mixers.....	1.350	40	1.300	Miscellaneous helpers (women).....	.840	40	.780
Ovenmen, benchmen.....	1.300	40	1.250	Hebrew shops—Bread and cake:			
Clerks, shipping and receiving.....	1.100	40	1.050	Cake bakers, bread workers.....	1.390	45	1.390
Helpers, bench and machine.....	1.010	40	.960	Dough mixers, benchmen.....	1.310	45	1.310
Decorators.....	.950	40	.900	Crackers and cookies:			
Checkers, wrappers, cutters, packers (women).....	.800	40	.750	Agreement A:			
Bread and cake—Machine shops:				Sponge department:			
Agreement A:				Ovenmen.....	1.170	40	1.070
Mixers, ovenmen, doughnut-machine operators.....	1.425	40	1.300	Mixers, relief rollermen, peelers-in.....	1.150	40	1.050
Depositor operators, dividers, ingredient scalers, oven feeders and dumpers (bread).....	1.325	40	1.200	Rollermen, peelers-out.....	1.050	40	.950
Oven feeders and dumpers, (cake).....	1.245	40	1.125	Mixers' helpers.....	1.020	40	.920
Bench hands, wrapping-machine operators, moldermen.....	1.245	40	1.120	Packers.....	.790	40	.690
Clerks, shipping and receiving.....	1.325	40	1.200	Sweet department:			
Miscellaneous helpers:				Mixers.....	1.150	40	1.050
Men.....	1.125	40	1.000	Machinemen, ovenmen.....	1.100	40	1.000
Women.....	.955	40	.830	Mixers' helpers.....	1.020	40	.920
Agreement B:				Ovenmen's helpers.....	.950	40	.850
Working foremen.....	1.550	40	1.450	Pan feeders, greasers, general helpers.....	.870	40	.770
Mixers.....	1.300	40	1.200	Packers.....	.760	40	.660
Shipping clerks.....	1.300	40	1.200	Icing room:			
Dividers, doughnut-machine operators.....	1.250	40	1.150	Machinemen.....	1.000	40	.900
Ovenmen, molders.....	1.200	40	1.100	Packers.....	.760	40	.660
Wrapping-machine operators.....	1.150	40	1.050	Feeders and stackers.....	.710	40	.610
Miscellaneous helpers, shipping-room workers.....	1.100	40	1.000	Packing department:			
Women miscellaneous helpers.....	.900	40	.800	Floormen.....	1.000	40	.900
Agreement C:				Floormen's helpers.....	.895	40	.795
Working foremen.....	1.600	40	1.500	Scalers.....	.760	40	.660
Mixers, ovenmen.....	1.310	40	1.210	Women employees.....	.710	40	.610
Dividers, moldermen, bench hands, doughnut-machine operators.....	1.250	40	1.150	Wrapping and cellophane department:			
Stockroom workers.....	1.110	40	1.025	Women employees:			
Miscellaneous helpers (men).....	1.050	40	.960	Machine girls, packers, bundlers.....	.760	40	.660
Miscellaneous helpers (women).....	.840	40	.780	Carton-caddy and cases.....	.740	40	.640
Agreement D:				Feeders.....	.710	40	.610
Working foremen.....	1.410	40	1.310	Agreement B:			
Mixers.....	1.310	40	1.210	Machine captains.....	1.270	40	1.170
Ovenmen.....	1.250	40	1.150	Head sweet mixers.....	1.200	40	1.100
				Peelers.....	1.190	40	1.090
				Head sponge mixers.....	1.170	40	1.070
				Mixers' helpers, bakers, rollermen, head icing mixers.....	1.150	40	1.050
				Drawn.....	1.130	40	1.030
				Ovenmen, assembly clerks.....	1.100	40	1.000
				Pan cleaners, assemblymen.....	1.050	40	.950

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>MILWAUKEE, WIS.—Continued</b>				<b>MINNEAPOLIS, MINN.—Continued</b>			
Crackers and cookies—Continued				Crackers and cookies—Continued			
Agreement B—Continued				Agreement A—Continued			
Stackers, conveyormen.....	\$1.000	40	\$0.900	Sweet department:			
Women employees:				Oven firemen.....	\$1.275	40	\$1.045
Working supervisors.....	.900	40	.800	Ovenmen.....	1.215	40	1.005
Sponge packers, machine operators, (women).....	.880	40	.780	Ovenmen's helpers and relief.....	1.160	40	.950
Sweetpackers, bundlers, formers, stitchers, supply girls.....	.850	40	.750	Panmen, hand.....	1.080	40	.925
General helpers (icing department).....	.830	40	.730	Icing department:			
<b>MINNEAPOLIS, MINN.</b>				Mixers, machinemen.....	1.215	40	1.005
Bread and cake—Hand shops:				Marshmallow men, experienced.....	1.080	40	.915
Foremen.....	1.356	45	1.244	First 30 days.....	.940	40	.815
Mixers, ovenmen, bench hands.....	1.244	45	1.133	Second 30 days.....	.990	40	.865
Wrapping-machine operators.....	1.008	45	.897	After 60 days.....	1.040	40	(1)
Helpers:				Floormen, experienced.....	1.000	40	.865
First 1,000 hours.....	.747	45	.680	First 30 days.....	.850	40	.765
Second 1,000 hours.....	.809	45	.737	Second 30 days.....	.900	40	.815
Third 1,000 hours.....	.871	45	.793	After 60 days.....	.950	40	(1)
Fourth 1,000 hours.....	.933	45	.850	Icing sandwich operators (women).....	.980	40	(1)
Fifth 1,000 hours.....	.996	45	.907	Checkers (women).....	.960	40	.805
Sixth 1,000 hours.....	1.120	45	1.020	Packers (chill room).....	.930	40	.775
Women hand icers.....	.900	45	(1)	Packers.....	.910	40	.755
Bread and cake—Machine shops:				Enrober operators (women).....	.880	40	.725
Foremen.....	1.550	40	1.420	Weighers and baggers (chill room).....	.825	40	.695
Sponge and dough mixers, oven operators and ovenmen.....	1.290	40	1.260	Tray feeders (women).....	.825	40	.695
Icing and batter mixers.....	1.390	40	1.260	Miscellaneous girls.....	.795	40	.675
Doughnut-machine operators.....	1.390	40	1.260	Inexperienced workers (men):			
Depositors, and/or drop-machine operators.....	1.320	40	1.200	First 30 days.....	.900	40	.825
Dividers, molders, bench hands, bun-machine operators.....	1.320	40	1.200	Second 30 days.....	.950	40	.875
Traveling-oven feeders and dumpers, dough-room men, slicing- and wrapping-machine operators.....	1.260	40	1.130	After 60 days.....	1.000	40	(1)
Cake ingredient scalers, fruit cookers, kettle fryers.....	1.280	40	1.150	Inexperienced workers (women):			
Foremen (women), twisters, dough panners, oven and bench helpers.....	1.140	40	1.030	First 30 days.....	.645	40	.600
Jell- or icing-machine operators, cake wrappers, and semi-automatic cake wrappers.....	1.110	40	1.000	Second 30 days.....	.695	40	.630
Helpers:				After 60 days.....	.745	40	(1)
First 8 weeks.....	1.010	40	.900	Packing department:			
After 8 weeks.....	1.110	40	1.000	Wrapping-machine men.....	1.180	40	.980
Women employees:				Stockroom helpers.....	1.125	40	.925
Finishers, wrappers, packers:				Assistant stock clerks.....	1.175	40	.965
First 8 weeks.....	.840	40	.740	Helpers:			
After 8 weeks.....	.920	40	.820	First 30 days.....	.870	40	.765
Hebrew shops:				Second 30 days.....	.900	40	.815
Hand shops:				After 60 days.....	.950	40	(1)
Foremen, all-round cakemen.....	1.463	45	1.333	Case sealers.....	1.115	40	.885
Helpers, inexperienced.....	.866	45	(1)	Floormen.....	1.000	40	.865
Bench hands, machinemen.....	1.267	45	1.137	Sponge packers (cartons), checkers and relief (women).....	.960	40	.805
General cakemen, mixers, ovenmen.....	1.319	45	1.188	Sponge packers.....	.940	40	.785
Machine shops:				Graham packers.....	.940	40	.785
Foremen, all-round cakemen.....	1.613	40	1.483	Sweet packers.....	.910	40	.755
General cakemen, mixers, ovenmen.....	1.453	40	1.323	Carton formers, caddy stitchers, senior (women).....	.870	40	.715
Bench hands, machinemen.....	1.393	40	1.263	Bundlers.....	.870	40	.715
Helpers:				Agreement B:			
First 6 months.....	.948	40	.833	Baking department:			
7-12 months.....	.998	40	.888	Machine captains.....	1.225	40	1.125
After 1 year.....	1.048	40	.938	Sponge and sweet mixers.....	1.195	40	1.095
1 to 1½ years.....	1.098	40	.988	Peelers.....	1.175	40	1.075
After 2 years.....	1.148	40	1.038	Rollermen, sweet bakers.....	1.125	40	1.025
Crackers and cookies:				Drawmen, oven firemen.....	1.105	40	1.005
Agreement A:				Sweet ovenmen.....	1.075	40	.905
Baking department:				Sweet mixers' helpers.....	1.050	40	.950
Sponge mixers.....	1.270	40	1.040	Flour dumpers, stackers, pan cleaners, feeders, sweepers.....	1.025	40	.925
Senior sweet mixers.....	1.260	40	1.030	Dough feeders, conveyormen.....	1.005	40	.905
Sweet mixers.....	1.215	40	1.005	Icing department:			
Assembly sweet mixers.....	1.175	40	.965	Mixers.....	1.105	40	1.005
Sirup mixers.....	1.155	40	.945	Floormen.....	.975	40	.875
Assistant assembly sweet mixers.....	1.080	40	.925	Women employees:			
Sponge department:				Working supervisors.....	.975	40	.875
Ovenmen.....	1.350	40	1.120	Other help (after 1 year).....	.865	40	.765
Peelers.....	1.330	40	1.100	Packing department:			
Laminator operators, machinemen.....	1.215	40	1.000	Machine set-up men.....	1.005	40	.905
Lead ovenmen.....	1.210	40	.980	Floormen, foremen (women).....	.975	40	.875
Take-out men.....	1.160	40	.950	Sponge packers.....	.915	40	.815
Laminator sheet feeders.....	1.160	40	.950	Sweet packers.....	.885	40	.785
Stackers.....	1.100	40	.925	Sample-room packers, bundlers, machine operators, scalers and weighers, closers, carton formers, stitchers.....	.865	40	.765
				Cellophane-bag girls.....	.835	40	.735
				Inexperienced workers (men):			
				First 30 days.....	.925	40	.825
				30-60 days.....	.975	40	.875
				Inexperienced workers (women):			
				First 30 days.....	.700	40	.600
				30-60 days.....	.750	40	.650

1 Information not available for rate and hours on July 1, 1947.

**TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued**

City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour
NASHVILLE, TENN.			
Bread and cake—Machine shops:			
Agreement A:			
Mixers, ovenmen.....	\$1.110	40	\$1.020
Bench and machinemen, dividermen, molder operators, bun-machine operators.....	1.000	40	.910
Wrapping-machine operators.....	1.000	40	.880
Oven helpers and dumpers, checkers.....	.895	40	.825
Helpers:			
After 3 months.....	.840	40	.770
Loaders and packers.....	.840	40	.770
Agreement B:			
Mixers, ovenmen.....	1.110	40	1.020
Bench and machinemen, reliefmen, dividermen, molders, wrapping-machine operators.....	1.000	40	.910
Oven helpers and dumpers, checkers, set-off men.....	.895	40	.825
Helpers:			
First 3 months.....	.785	40	.715
After 3 months.....	.840	40	.770
Wrapping-machine operators' helpers: After 3 months.....	.840	40	.770
Crackers and cookies:			
Machine captains.....	1.140	40	1.050
Reliefmen, panmen, scalers, weighers, forming-machine operators.....	1.000	40	.930
Ovenmen, peelers-in; sweet mixers.....	1.070	40	.980
Rollermen.....	1.020	40	.930
Enrobermen.....	.870	40	.800
Pan catchers and greasers.....	.880	40	.810
Peelers-out.....	.990	40	.900
Pan feeders and wipers.....	.880	40	.810
Sponge mixers.....	1.110	40	1.020
Dough feeders.....	.920	40	.850
Hand bundlers, carton formers, filling-machine operators.....	.710	40	.660
Packers (women):			
Sponge.....	.820	40	.750
Sweet.....	.790	40	.720
Receiving clerks.....	.920	40	.830
NEWARK, N. J.			
Bread and cake—Hand shops:			
Foremen, oven workers, dough mixers.....	1.646	48	1.542
Bench workers, second hands.....	1.479	48	1.375
Third hands.....	1.292	48	1.188
Bread and cake—Machine shops:			
Agreement A:			
Keymen (ovenmen).....	1.600	40	1.500
Ovenmen, mixers.....	1.550	40	1.450
Keymen (checkers, cake), benchmen, dividers, molders, peelers, scalers, oven dumpers, mixers' helpers, icing makers.....	1.430	40	1.330
Keymen (wrapping-machine operators), checkers (cake).....	1.390	40	1.290
Keymen (checkers, bread).....	1.305	40	1.205
Roll panners.....	1.300	40	1.200
Icing-machine operators, scalers' and feeders' helpers.....	1.250	40	1.150
Checkers (bread).....	1.230	40	1.130
Flour dumpers, sifters, machine helpers, pan greasers, stockmen, auxiliary workers.....	1.190	40	1.090
Cake dumpers.....	1.190	40	1.065
Packers (cake).....	1.190	40	1.060
Slicers, wrappers, packers (bread).....	1.165	40	1.065
Wrapping-machine operators (cake), machine operators (women).....	1.115	40	1.015
Pan workers (women).....	1.030	40	.930
Icers (women).....	.970	40	.870
Hand wrappers (women).....	.950	40	.850
Agreement B:			
Bread department:			
Dough mixers, proof-box workers, ovenmen.....	1.585	40	1.485
Pan dumpers, dividermen, molders, roll-machine operators, ingredient scalers, benchmen, machinemen, dough mixers' helpers.....	1.465	40	1.365
Keymen (wrapping machine).....	1.430	40	1.330
Checkers.....	1.265	40	1.165
Pan greasers, flour dumpers, stockmen, bench second machine helpers.....	1.225	40	1.125
Wrapping-machine helpers.....	1.200	40	1.100
NEWARK, N. J.—Continued			
Bread and cake—Machine shops—Continued			
Agreement B—Continued			
Bread department—Continued			
Bread rackers.....	\$1.195	40	\$1.095
Hand wrappers (women).....	.985	40	.885
Cake department:			
Ingredient scalers, scaling-machine operators.....	1.465	40	1.365
Depositor operators, helpers.....	1.285	40	1.185
Cake dumpers, grease-machine operators, auxiliary workers.....	1.225	40	1.125
Hand-wrappers (women).....	.985	40	.885
Hebrew shops:			
Foremen, ovenmen.....	2.067	45	2.000
Second hands, mixers.....	1.930	45	1.867
Bread carriers, helpers.....	1.267	45	1.200
Crackers and cookies:			
Foremen, mixers, doughnut-machine operators	1.450	40	1.450
Icing mixers, ovenmen.....	1.430	40	1.430
Ingredient scalers.....	1.330	40	1.330
Scaling-machine operators, grease-machine operators, cake-wrapping machine and fork-lift operators.....	1.150	40	1.150
Cake dumpers and feeders, depositor operators	1.100	40	1.100
Receiving clerks, warehouse helpers.....	1.090	40	1.090
Packers and helpers.....	1.065	40	1.065
Auxiliary workers.....	1.060	40	1.060
Checkers, hand icers.....	.900	40	.900
Checkers, wrappers, packers (women).....	.850	40	.850
NEW HAVEN, CONN.			
Bread and cake—Hand shops:			
Foremen.....	1.320	44	1.210
Assistant foremen, mixers, ovenmen.....	1.290	44	1.180
Benchmen.....	1.240	44	1.130
Bread and cake—Machine shops:			
Bread:			
Foremen.....	1.535	40	1.430
Mixers.....	1.400	40	1.295
Dividers, ovenmen, assistant mixers.....	1.290	40	1.185
Molders, checkers.....	1.240	40	1.135
Wrappers.....	1.240	40	1.135
Head packers.....	1.160	40	1.055
Receiving clerks, wrapping-machine helpers, bench and machine helpers, pan greasers, pan rackers.....	1.160	40	1.055
Krum girls.....	1.010	40	.935
Cake:			
Foremen.....	1.380	40	1.240
Dough mixers.....	1.330	40	1.190
Ovenmen.....	1.280	40	1.140
Ingredient scalers, icing mixers.....	1.210	40	1.070
Depositors.....	1.190	40	1.080
Receivers, stock clerks.....	1.190	40	1.050
Dumpers.....	1.090	40	.930
Pan greasers, utilitymen (after 1 year).....	1.070	40	.930
Women employees:			
Icers, wrappers.....	.840	40	.740
Hebrew shops:			
Bread:			
Foremen, ovenmen.....	1.844	48	1.563
Second hands.....	1.740	48	1.479
Cake:			
Foremen.....	2.083	48	2.083
NEW ORLEANS, LA.			
Bread and cake—Hand and machine shops:			
Foremen (men).....	1.490	40	1.385
Ovenmen, mixers, reliefmen.....	1.190	40	1.085
Benchmen, wrapping-machine operators, molders, dividers, roll-machine operators, cake depositors, machinemen.....	1.090	40	.985
Ingredientmen.....	1.040	40	.935
Mixers' helpers, flour blenders, checkers, shipping and receiving clerks, panners.....	.980	40	.885
Pan greasers, wrapping-machine helpers.....	.870	40	.785
Bakers' helpers, crumb packers, rackers, hand wrappers.....	.810	40	.735
Foremen (women).....	1.000	40	.885
Cake helpers; women icers, wrappers and packers (hand), pan greasers.....	.810	40	.735

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>NEW YORK, N. Y.</b>				<b>NEW YORK, N. Y.—Continued</b>			
<b>Bread and cake—Hand shops:</b>				<b>Bread and cake—Machine shops—Continued</b>			
<b>Agreement A:</b>				<b>Agreement C:</b>			
First hands, oven workers	\$1.640	40	\$1.540	Mixers	\$1.479	40	\$1.379
Second hands	1.530	40	1.430	Ovenmen	1.475	40	1.375
Helpers	1.310	40	1.210	Dividers	1.399	40	1.299
Shippers and packers	1.090	40	.990	Flour dumpers	1.382	40	1.282
Shippers and packers (women)	.925	40	.825	Molders	1.341	40	1.241
<b>Agreement B:</b>				Oven dumpers	1.332	40	1.232
First hands, ovenmen, mixers	1.695	40	1.595	Mixers' helpers	1.331	40	1.231
Second hands	1.583	40	1.483	Bakery helpers	1.280	40	1.180
Helpers	1.288	40	1.188	Checkers	1.245	40	1.145
Packers	1.188	40	1.088	Wrapping-machine operators	1.240	40	1.140
<b>Agreement C:</b>				<b>Agreement D:</b>			
Foremen	1.719	48	1.625	Mixers	1.505	40	1.380
Bench and second hands	1.594	48	1.500	Dividers	1.385	40	1.260
Third hands	1.469	48	1.375	Flour dumpers	1.345	40	1.220
<b>Agreement D:</b>				Mixers' helpers, molders	1.325	40	1.200
First hands	1.775	40	1.663	Oven loaders and dumpers	1.295	40	1.170
Oven loaders and dumpers	1.676	40	1.564	Checkers	1.245	40	1.120
Second hands	1.672	40	1.559	Oven and bakery helpers, pan greasers	1.235	40	1.110
Wrapping-machine operators	1.646	40	1.533	Wrapping-machine operators	1.205	40	1.080
Helpers	1.576	40	1.404	<b>Agreement E:</b>			
Miscellaneous workers	1.464	40	1.352	Mixers, ovenmen	1.375	40	1.325
<b>Agreement E:</b>				Dividers	1.285	40	1.235
First hands, ovenmen	1.992	45	1.992	Mixers' helpers, molder operators, ingredient scalars	1.225	40	1.175
Second hands	1.858	45	1.858	Oven loaders and oven dumpers	1.225	40	1.145
Third hands	1.458	45	1.458	Flour dumpers	1.175	40	1.125
<b>Agreement F:</b>				Head wrappers and slicers, checkers	1.145	40	1.095
First hands	1.688	40	1.563	General helpers	1.135	40	1.085
Second hands	1.625	40	1.500	Packers	1.105	40	1.055
Helpers	1.375	40	1.250	<b>Agreement F:</b>			
<b>Agreement G:</b>				Mixers, ovenmen	1.475	40	1.375
Dough mixers, ovenmen	1.750	40	1.650	Dividers	1.385	40	1.285
Benchmen	1.650	40	1.550	Benchmen	1.375	40	1.275
<b>Cake and pastry—Hand shops:</b>				Mixers' helpers, ingredient scalars, molder operators	1.325	40	1.225
First hands	1.938	48	1.812	Oven loaders and oven dumpers	1.325	40	1.195
Second hands	1.813	48	1.687	Flour dumpers	1.275	40	1.175
<b>Frankfurter rolls—Hand shops:</b>				Head wrappers and slicers, checkers	1.245	40	1.145
Mixers	1.615	40	1.525	Packers, general helpers	1.205	40	1.105
Ovenmen	1.540	40	1.450	<b>Agreement G:</b>			
Bench hands and packers	1.340	40	1.250	Mixers, ovenmen	1.375	40	1.325
<b>Retail—Hand shops:</b>				Dividers	1.285	40	1.235
First hands	1.875	48	1.875	Mixers' helpers, ingredient scalars, molder operators	1.225	40	1.175
Second hands	1.750	48	1.750	Oven loaders or oven dumpers	1.195	40	1.145
Third hands	1.375	48	1.375	Flour dumpers	1.175	40	1.125
<b>Restaurants—Hand shops:</b>				Head slicers or wrappers	1.145	40	1.095
First hands	2.250	48	2.000	Checkers	1.145	40	1.088
Second hands	2.000	48	1.875	General helpers	1.135	40	1.085
Third hands	1.625	48	1.500	Packers	1.105	40	1.055
<b>Cafeterias—Hand shops:</b>				<b>Agreement H:</b>			
First hands	2.250	48	1.875	Ovenmen	1.488	40	1.388
Second hands	1.850	48	1.750	Dough mixers, shipping and receiving clerks	1.475	40	1.375
<b>Bread and cake—Semi-machine shops:</b>				Dough mixers' helpers	1.425	40	1.325
Foremen	1.806	40	1.781	Dividers	1.388	40	1.288
Ovenmen, mixers	1.669	40	1.544	Ingredientmen	1.365	40	1.265
Bench hands	1.538	40	1.413	Molders	1.325	40	1.225
<b>Bread and cake—Machine shops:</b>				Oven dumpers	1.285	40	1.185
<b>Agreement A:</b>				Wrapping-machine operators, flour dumpers	1.275	40	1.175
<b>Bread department:</b>				General bake-shop helpers	1.250	40	1.150
Mixers, ovenmen	1.475	40	1.325	Packers	1.200	40	1.100
Dividers	1.385	40	1.225	<b>Agreement I:</b>			
Benchmen	1.375	40	1.225	Tray-oven operators	1.375	40	(1)
Helpers, ingredient scalars, molder operators	1.325	40	1.175	Mixers	1.365	40	(1)
Oven loaders and dumpers	1.295	40	1.145	Scaling-machine operators	1.340	40	(1)
Flour dumpers	1.275	40	1.125	Confectioners	1.335	40	(1)
Wrappers, head packers and checkers	1.245	40	1.095	Ovenmen	1.315	40	(1)
General helpers	1.235	40	1.085	Icing mixers	1.305	40	(1)
<b>Cake department:</b>				Depositor operators, ring makers, flour blenders	1.295	40	(1)
Mixers, ovenmen	1.455	40	1.355	Ingredient scalars, kitchen helpers, bench hands	1.275	40	(1)
Depositors, ingredient scalars	1.355	40	1.205	Receiving clerks	1.225	40	(1)
Benchmen	1.355	40	1.190	Packers and helpers, pan greasers	1.190	40	(1)
Fryers	1.355	40	1.188	General helpers (women)	.985	40	(1)
General helpers	1.205	40	1.105	<b>Agreement J:</b>			
Helpers (women)	1.000	40	.900	Assistant foremen, bread	1.513	40	1.413
<b>Agreement B:</b>				Assistant foremen, cake	1.513	40	1.388
Mixers	1.475	40	1.375	Dough mixers and ovenmen, bread	1.483	40	1.383
Dividers, molders	1.375	40	1.275	Dough mixers, cake, cooks	1.475	40	1.355
Oven loaders and dumpers	1.335	40	1.225	Muffin platemen	1.408	40	1.308
Mixers' helpers	1.330	40	1.230	Jelly-doughnut-machine helpers	1.405	40	(1)
Checkers	1.280	40	1.180	Dividers	1.385	40	1.285
Flour dumpers	1.275	40	1.175				
Wrapping-machine operators	1.250	40	1.155				
Pan greasers	1.235	40	1.135				
Bakery helpers	1.215	40	1.115				

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>NEW YORK, N. Y.—Continued</b>				<b>NEW YORK, N. Y.—Continued</b>			
<b>Bread and cake—Machine shops—Continued</b>				<b>Bread and cake—Machine shops—Continued</b>			
<b>Agreement J—Continued</b>				<b>Agreement P—Continued</b>			
Dividers.....	\$1.385	40	\$1.283	Checkers.....	\$1.158	40	\$1.158
Benchmen, bread.....	1.375	40	1.275	Oven feeders and dumpers.....	1.145	40	1.145
Bench hands, cake.....	1.375	40	1.255	Flour dumpers.....	1.125	40	1.125
Dough mixers' helpers.....	1.325	40	1.225	Head wrappers and packers.....	1.095	40	1.095
Ingredient scalars, cake.....	1.325	40	1.205	General helpers, pan greasers.....	1.085	40	1.085
Shipping and receiving clerks.....	1.298	40	1.198	Machine cleaners.....	1.065	40	1.065
Head checkers, bread.....	1.278	40	1.178	<b>Agreement Q:</b>			
Flour dumpers, bread.....	1.275	40	1.175	<b>Bread:</b>			
Doughnut-machine helpers.....	1.270	40	1.169	Oven tenders.....	1.480	40	1.360
Sealing-machine helpers.....	1.258	40	1.158	Mixers.....	1.420	40	1.300
Bread checkers, wrapping-machine operators.....	1.238	40	1.138	Dividers.....	1.370	40	1.250
Bench and machine helpers, bread.....	1.235	40	1.135	Oven helpers, blenders, panners.....	1.320	40	1.200
Packers, helpers.....	1.188	40	1.088	Checkers.....	1.300	40	1.180
<b>Agreement K:</b>				Flour handlers, floormen.....	1.270	40	1.150
Tray-oven operators.....	1.375	40	1.260	Bread wrappers.....	1.250	40	1.130
Oven operators.....	1.375	40	1.200	<b>Agreement R:</b>			
Mixers.....	1.365	40	1.250	<b>Cake:</b>			
Mixers' helpers.....	1.365	40	1.200	Foremen.....	1.850	40	1.750
Dividers.....	1.335	40	1.220	Shipping foremen.....	1.500	40	1.400
Tray-oven operators' helpers.....	1.325	40	1.210	Mixers, ovenmen.....	1.475	40	1.355
Depositors.....	1.325	40	1.180	Depositor operators.....	1.385	40	1.205
Dough brake operators.....	1.315	40	1.220	Icing mixers.....	1.375	40	1.275
Icing makers.....	1.305	40	1.200	Ingredient scalars.....	1.325	40	1.205
Ring makers.....	1.295	40	1.180	Oven dumpers.....	1.295	40	1.185
Blenders.....	1.295	40	1.160	Checkers.....	1.240	40	1.140
Kitchen operators.....	1.275	40	1.190	Packers, helpers.....	1.235	40	1.105
Benchmen, finishers, scalars.....	1.275	40	1.160	Receiving clerks.....	1.220	40	1.120
Packers, pan greasers.....	1.190	40	1.050	Wrapping-machine operators.....	1.010	40	.910
Foremen (women).....	1.165	40	1.050	Helpers (women).....	1.000	40	.900
General helpers (women).....	.985	40	.870	<b>Agreement S:</b>			
<b>Agreement L:</b>				<b>Bread:</b>			
Cakes, pies, cookies:				Mixers, peelers, ovenmen.....	1.483	40	1.383
Ovenmen.....	1.475	40	1.370	Dividers.....	1.385	40	1.285
Mixers.....	1.475	40	1.320	Molders, mixers' helpers, ingredient scalars.....	1.325	40	1.225
Benchmen.....	1.375	40	1.275	Oven loaders and dumpers.....	1.295	40	1.195
Icing makers.....	1.375	40	1.200	Checkers.....	1.278	40	1.175
Cookers.....	1.375	40	1.190	Flour dumpers.....	1.275	40	1.175
Checkers.....	1.285	40	1.180	General helpers.....	1.215	40	1.115
Sweet-yeast men.....	1.275	40	1.175	Slicers, wrappers, packers, key slicers.....	1.205	40	1.105
Packers, floormen.....	1.245	40	1.130	<b>Agreement T:</b>			
Helpers.....	1.235	40	1.090	<b>Bread department:</b>			
Wrappers and icers (women).....	1.000	40	.900	Mixers, ovenmen.....	1.475	40	1.375
<b>Agreement M:</b>				Benchmen, dividers.....	1.388	40	1.288
<b>Cake:</b>				Molder operators, mixers' helpers.....	1.325	40	1.225
Ovenmen, dough mixers.....	1.475	40	1.355	Oven feeders and dumpers, pan greasers.....	1.295	40	1.195
Icing makers.....	1.375	40	1.275	Checkers, head slicers, bread wrappers.....	1.245	40	1.145
Dough scalars.....	1.325	40	1.205	Rack pushers, helpers.....	1.235	40	1.135
Checkers, shippers.....	1.285	40	1.185	Wrappers (restaurant).....	1.215	40	1.115
General helpers.....	1.235	40	1.105	<b>Cake department:</b>			
Cookers.....	1.215	40	1.105	Mixers, ovenmen.....	1.475	40	1.368
Women workers.....	1.000	40	.900	Depositors, dough scalars, ingredient scalars.....	1.385	40	1.205
<b>Agreement N:</b>				Icing mixers.....	1.375	40	1.275
<b>Bread department:</b>				Oven feeders and delivery.....	1.285	40	1.185
Ovenmen.....	1.380	40	1.330	General helpers.....	1.235	40	1.105
Mixers.....	1.350	40	1.250	<b>Agreement U:</b>			
Stockmen.....	1.300	40	1.250	<b>Protein bread:</b>			
Dividers, molders, oven helpers, panners, benchmen, general helpers.....	1.250	40	1.150	Head ovenmen.....	1.525	40	1.425
Mixers' helpers.....	1.150	40	1.130	Mixers.....	1.475	40	1.375
<b>Cake department:</b>				Dividers, bread.....	1.425	40	1.325
Mixers.....	1.350	40	1.300	Dividers and platemens, English muffins.....	1.408	40	1.308
Ovenmen.....	1.250	40	1.200	Molder operators, bread.....	1.350	40	1.250
Icing, mixers, icers, decorators.....	1.250	40	1.150	Mixers' helpers, ingredient scalars.....	1.325	40	1.225
Benchmen.....	1.180	40	1.100	Roundmen, English muffins.....	1.300	40	1.200
Stockmen.....	1.150	40	1.120	Flour handlers, bread wrappers.....	1.275	40	1.175
Doughnut men, decorators' helpers.....	1.150	40	1.100	Receiving clerks.....	1.258	40	1.158
Oven helpers.....	1.150	40	1.050	Pan greasers, bread rackers.....	1.235	40	1.135
Icers (women).....	1.100	40	.900	Box carriers, general helpers, packers, shippers.....	1.225	40	1.125
Pan washers.....	.950	40	.900	Helpers (women).....	1.050	40	.950
Wrappers, fruit-room workers.....	.950	40	.850	<b>Agreement V:</b>			
<b>Agreement O:</b>				<b>Cake only:</b>			
<b>Bread—Wholesale:</b>				Foremen.....	1.700	40	1.625
Foremen.....	1.950	40	1.850	Ovenmen, mixers.....	1.550	40	1.475
Dough mixers, ovenmen.....	1.750	40	1.650	Bench hands.....	1.425	40	1.325
Dividers, benchmen.....	1.650	40	1.550	Helpers.....	1.300	40	1.225
Miscellaneous workers.....	1.070	40	.990	<b>Agreement W:</b>			
<b>Agreement P:</b>				<b>Mixers, benchmen.....</b>			
<b>Bread and doughnuts:</b>				Second class packers, helpers.....	1.120	40	1.020
Mixers.....	1.355	40	1.355	Third class packers.....	1.020	40	.920
Dividers.....	1.235	40	1.235				
Mixers' helpers, molders.....	1.175	40	1.175				

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>NEW YORK, N. Y.—Continued</b>				<b>NEW YORK, N. Y.—Continued</b>			
Pie and pastry:				French shops—Continued			
Foremen	\$1.600	40	\$1.600	Bread—Continued			
First hands	1.425	40	1.425	Agreement B:			
Second hands or mixers	1.300	40	1.300	Day work:			
Third hands	1.200	40	1.200	Foremen	\$1.690	42	\$1.452
Helpers	1.025	40	1.025	Second hands	1.643	42	1.405
Doughnuts only:				Third hands	1.595	42	1.357
Agreement A:				Italian shops:			
Assistant foremen	1.388	40	1.388	Day work:			
Mixers, cruller fryers, cooks	1.355	40	1.355	First hands	1.500	48	1.500
Benchmen	1.255	40	1.255	Second hands	1.250	48	1.250
Ingredient scalers	1.205	40	1.205	Polish shops:			
Doughnut-machine operators	1.169	40	1.169	First hands	1.963	40	1.838
Checkers, helpers	1.158	40	1.158	Mixers, ovenmen	1.900	40	1.775
Packers, sugarers	1.088	40	1.088	Second hands	1.800	40	1.675
Agreement B:				Helpers	1.575	40	1.450
Machine operators	1.320	40	1.200	Scandinavian shops:			
Mixers, shippers, helpers	1.170	40	1.050	Foremen (day)	1.625	48	1.500
Box makers	1.055	40	.850	Second hands	1.583	48	1.458
Packers, belt attendants; after 1 year	.980	40	.875	Bench hands (day)	1.542	48	1.417
Belt attendants, less than 1 year	.950	40	.875	Helpers	1.250	48	1.146
Packers, beginners	.950	40	.850				
Agreement C:				<b>NORFOLK, VA.</b>			
Foremen	2.570	40	2.520	Bread and cake:			
Bench hands	1.470	40	1.400	Mixers, scalers	1.210	40	1.150
Packers, helpers	1.070	40	1.000	Oven supervisors	1.110	40	1.050
Checkers, packers, wrappers (women)	.970	40	.870	Truck loaders	1.020	40	.960
Agreement D:				Wrapping-machine setters	1.010	40	.950
Foremen	1.420	40	1.300	Molder operators, divider operators	.960	40	.900
Machine operators	1.320	40	1.200	Flour blenders	.915	40	.855
Foremen (women)	1.200	40	1.080	Oven feed and delivery	.935	40	.875
Helpers	1.170	40	1.050	Mixers' helpers	.885	40	.825
Assistant foremen (women)	1.150	40	1.030	Wrapping-machine feeders	.885	40	.825
Packers, after 1 year	.980	40	.850	Bakery helpers:			
Packers, less than 1 year	.950	40	.850	First 60 days	.785	40	.725
Hebrew—Machine shops:				After 60 days	.835	40	.775
Agreement A:				Roll baggers:			
First hands	2.000	42	2.000	First 60 days	.630	40	.570
Second hands	1.857	42	1.857	After 60 days	.680	40	.620
Helpers	1.429	42	1.429	Cleaners, men:			
Agreement B:				First 60 days	.685	40	.625
First hands	1.992	45	1.992	After 60 days	.730	40	.670
Second hands	1.858	45	1.858	Cleaners, women:			
Helpers	1.458	45	1.458	First 60 days	.630	40	.570
Hebrew—Hand shops:				After 60 days	.680	40	.620
Agreement A:				<b>OAKLAND, CALIF.</b>			
Foremen, first hands	2.344	48	2.125	Bread—Hand shops:			
Swingmen jobbers	2.281	48	2.063	Foremen, ovenmen	1.730	42	1.683
Second hands, third hands	2.219	48	2.000	Bench hands	1.570	42	1.524
Agreement B:				Bread and cake—Machine shops:			
First hands, ovenmen	2.000	45	2.000	Foremen, dough mixers, ovenmen	1.840	38	1.720
Second hands	1.867	45	1.867	Dividers, molders, roll-machine operators	1.750	38	1.630
Third hands	1.467	45	1.467	Crackers and cookies:			
Agreement C:				Agreement A:			
First hands, ovenmen	1.875	48	1.875	Machine captains, mixing supervisors	1.545	40	1.405
Second hands	1.750	48	1.750	Ovenmen	1.490	40	1.350
Third hands, helpers	1.375	48	1.375	Head icing mixers, mixers	1.375	40	1.235
Agreement D:				Laminator men	1.410	40	1.270
Ovenmen, mixers	1.719	48	1.625	Enrobermen	1.360	40	1.220
Bench hands	1.594	48	1.500	Wax and cellophane-machine operators	1.330	40	1.190
Third hands	1.469	48	1.385	Icing helpers	1.305	40	1.165
Agreement E:				Shippers, receivers	1.270	40	1.130
Foremen, first hands	1.963	40	1.838	Flour dumpers	1.220	40	1.080
Mixers, ovenmen	1.900	40	1.775	Dough feeders	1.190	40	1.050
Second hands	1.800	40	1.675	Women assemblers	1.180	40	1.040
Helpers in traveling-oven shops	1.638	40	1.513	Floormen	1.090	40	.950
Third hands (helpers)	1.575	40	1.450	Marshmallow women	1.030	40	.890
Bohemian shops:				Women tally clerks	.995	40	.855
Large shops:				Women machine carton formers, package-machine operators	.980	40	.840
First hands	1.750	40	\$1.650	Women supervisors, working	.955	40	.815
Scalers	1.700	40	\$1.600	Sugar wafer-ovenmen, scalers and weighers, filling-machine operators, sponge packers, wrappers, icing helpers, bundle weighers, carton formers (women)	.920	40	.780
Second hands	1.650	40	\$1.555	Sweet packers (women)	.900	40	.760
Helpers, wrappers, packers, slicers	1.070	40	1.020	Agreement B:			
Small shops:				Mixing supervisors, machine captains	1.655	40	1.545
First hands	1.750	40	\$1.650	Mixers, peelers, ovenmen, cuttermen, reliefmen	1.600	40	1.490
Second hands	1.650	40	\$1.555	Rollermen	1.520	40	1.410
French shops:							
Bread:							
Agreement A:							
Day work:							
First hands	1.669	40	1.544				
Bench hands	1.538	40	1.413				

35-hour week on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>OAKLAND, CALIF.—Continued</b>				<b>OMAHA, NEBR.</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops:			
Agreement B—Continued				Working foremen.....	\$1.490	40	\$1.390
Mixers' helpers, oven drawmen.....	\$1.485	40	\$1.375	Cake decorators.....	1.450	40	1.350
Wax-paper-machine operators.....	1.440	40	1.330	Dough mixers, ovenmen.....	1.350	40	1.250
Sweet dough feeders, pan cleaners.....	1.405	40	1.295	Cake mixers.....	1.300	40	1.200
Receivers, shippers, assemblers.....	1.380	40	1.270	Benchmen.....	1.280	40	1.180
Sponge stackers.....	1.330	40	1.220	Machinemen.....	1.260	40	1.160
Flour dumpers.....	1.300	40	1.190	Ingredient scalers.....	1.250	40	1.150
Wrapping-machine helpers.....	1.290	40	1.180	Dough-room helpers.....	1.170	40	1.070
Benchmen.....	1.200	40	1.090	Checkers.....	1.170	40	1.070
Hand bundlers, carton formers, scalers, weighers, filling-machine operators.....	1.030	40	.920	Oven dumpers.....	1.170	40	1.070
Women:				Pan greasers.....	.940	40	.840
Working supervisors.....	1.130	40	1.020	Bake-shop helpers and packers:			
Sponge packers.....	1.030	40	.920	After 1 year.....	1.050	40	.950
Sweet packers.....	1.010	40	.900	Stockmen.....	1.050	40	.950
Agreement C:				Hand wrappers and icers (women):			
Ovenmen, machinemen mixers.....	1.695	40	1.575	After 1 year.....	.860	40	.760
Mixers' helpers, reliefmen.....	1.525	40	1.405	Coolermen.....	1.000	40	.900
Cellophane- or wax-wrapping-machine operators.....	1.490	40	1.370	Women cake-machine operators, twist-ers and panners, wrapping-machine operators.....	.940	40	.840
Head shipping clerks.....	1.455	40	1.335	Crackers and cookies:			
Shippers and receivers.....	1.420	40	1.300	Baking department:			
Floor women.....	1.120	40	1.050	Machine captains.....	1.180	40	1.080
Icing women, sweet packers, weighers, carton and caddy foremen, wrappers and bundlers, relief girls, stickers, cellophane-machine operators.....	1.020	40	.950	Ovenmen.....	1.140	40	1.040
Agreement D:				Reliefmen.....	1.100	40	1.000
Baking supervisors.....	1.990	40	1.670	Peelers-in, rollermen.....	1.080	40	.980
Mixing supervisors, machine captains.....	1.700	40	1.580	Edgers, drawmen.....	1.020	40	.920
Mixers, reliefmen, head icing mixers.....	1.640	40	1.520	Pan loaders, take-out men, pan feeders and greasers.....	1.000	40	.900
Mixers' helpers, bakers, rollermen, oven helpers, wrapping-machine set-up men, oven feeders, icing helpers.....	1.490	40	1.370	Flour dumpers, utility mixers and helpers.....	1.000	40	.920
Dough feeders, pan feeders, fig grinders, table feeders, cellophane-bag-machine operators, rack and pan men, jelly- and marshmallow-men's helpers, cleaners.....	1.340	40	1.220	Mixing department:			
Floormen.....	1.290	40	1.170	Head mixers.....	1.130	40	1.000
Women:				No. 2 mixers.....	1.080	40	(1)
Working supervisors.....	1.220	40	1.150	Dough-up men.....	1.080	40	.980
Sweet packers, weighers and baggers, cellophane-bag formers, tally clerks, inspectors, enrobers.....	1.020	40	.950	Assemblymen.....	1.050	40	.940
Assistant foremen.....	1.020	40	.950	Sponge setters.....	1.050	40	.950
<b>OKLAHOMA CITY, OKLA.</b>				Mixers' helpers, assemblers' helpers.....	1.000	40	.890
Bread and cake—Machine shops:				Icing department:			
Agreement A:				Machinemen, mixers.....	1.090	40	.990
Foremen.....	1.525	40	1.425	Women helpers.....	.840	40	.700
Ovenmen, mixers, icing mixers.....	1.375	40	1.275	Relief women.....	.800	40	.730
Bench and machinemen.....	1.275	40	1.175	Shipping department:			
Cake depositors.....	1.275	40	1.175	Head stockmen, head car loaders, head load assemblymen, checkers, labelers.....	1.040	40	.930
Scalers.....	1.250	40	1.150	Order fillers.....	1.010	40	.910
Foremen of wrapping department.....	1.225	40	1.125	Packing department:			
Checkers (bread or cake).....	1.100	40	1.000	Machine operators.....	1.050	40	.950
Wrapping-machine operators.....	1.125	40	1.025	Machine operators' helpers.....	1.020	40	.920
First foremen (women).....	1.150	40	1.050	Paper-cutting-machine operators.....	.950	40	.850
Second foremen (women).....	1.050	40	.950	Casers.....	.900	40	.800
Cake wrapping-machine operators.....	1.025	40	.925	Relief women.....	.830	40	.730
Cake icers, hand wrappers, labelers, boxers.....	.925	40	.825	Women helpers.....	.800	40	.700
Agreement B:				Receiving and storage department:			
Foremen.....	1.452	42	1.357	Head stockmen.....	1.070	40	.940
Bench and machinemen.....	1.214	42	1.119	Helpers.....	1.000	40	.900
Wrapping-machine operators.....	1.071	42	.976	Pie and pastry:			
Crackers and cookies:				Pie mixers.....	1.300	40	1.200
Mixing supervisors, machine captains.....	1.225	40	1.225	Working foremen (women).....	1.130	40	1.030
Mixers.....	1.175	40	1.175	Fruit cookers.....	1.100	40	1.000
Icing head mixers.....	1.165	40	1.165	Miscellaneous helpers.....	.940	40	.840
Bakers, oven-firemen.....	1.145	40	1.145	Pie fillers and wrappers.....	.860	40	.760
Rollermen, ovenmen.....	1.125	40	1.125	<b>PEORIA, ILL.</b>			
Mixers' helpers, dough feeders.....	1.075	40	1.075	Bread and cake—Hand shops:			
Baking supervisors, stackers.....	1.025	40	1.025	Foremen.....	1.302	48	1.208
Pan feeders and cleaners.....	1.005	40	1.005	Ovenmen, mixers.....	1.177	48	1.042
Extra helpers.....	.975	40	.975	Benchmen.....	1.115	48	.979
Working supervisors (women).....	.925	40	.925	Hand icers (women).....	.885	48	.885
Sponge packers (women), tally clerks, forming machine operators.....	.875	40	.875	Bread and cake—Machine shops:			
Pan dumpers, scalers and weighers, carton formers, sweet packers and hand bundlers (women), machine operators.....	.855	40	.855	Foremen.....	1.600	40	1.508

1 Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>PHILADELPHIA, PA.</b>				<b>PHILADELPHIA, PA.—Continued</b>			
<b>Bread and cake—Machine shops:</b>				<b>Hebrew shops:</b>			
<b>Agreement A:</b>				<b>Bread and cake:</b>			
Head ovenmen.....	\$1.450	40	\$1.320	Foremen, ovenhands.....	\$1.867	45	\$1.867
Cake decorators, peel-oven men.....	1.375	40	1.245	Second hand dough mixers.....	1.800	45	1.800
Dough and icing mixers.....	1.350	40	1.220	Third hand helpers.....	1.667	45	1.667
Bench and machinemen, steam-box tenders, ingredient scalers.....	1.310	40	1.180	Fourth hands.....	1.200	45	1.200
Traveling-oven feeders and delivery men.....	1.285	40	1.155	<b>Cake only:</b>			
Bread coolers, mixers' helpers, dough punchers.....	1.260	40	1.130	First hands, foremen.....	1.289	45	1.289
Route and pastry packers, bread wrappers and packers.....	1.225	40	1.095	Second hands, dough mixers.....	1.156	45	1.156
Flour pilers, dumpers, baking helpers, stockroom helpers, pan greasers.....	1.145	40	1.045	Auxiliary workers.....	.934	45	.934
Wrappers and icers (women).....	.885	40	.810	<b>Crackers and cookies:</b>			
<b>Agreement B:</b>				<b>Agreement A:</b>			
Tray- and traveling-oven supervisors, oil-oven men, reel- and rotary-oven men, mixers and icing makers.....	1.315	40	1.185	Sponge and sweet baking:			
Tray- and traveling-oven feeders, delivery men.....	1.265	40	1.135	Head mixers, sponge.....	1.320	40	1.220
Tenders, depositor operators, ingredient scalers.....	1.225	40	1.095	Sweet and sponge mixers, machine captains.....	1.295	40	1.195
Mixers' helpers.....	1.190	40	1.060	Peelers.....	1.270	40	1.170
Flour blenders, wrapping-machine operators, route packers.....	1.165	40	1.035	Bakers (reel or travel).....	1.270	40	1.145
Reel-oven helpers, machine truckers, pilers, handlers, roll baggers, wrappers, pan greasers, general helpers.....	1.060	40	.960	Rollermen.....	1.200	40	1.100
Floorladies.....	1.025	40	.925	Drawmen.....	1.180	40	1.080
Wrappers and icers (women).....	.845	40	.745	Sweet mixers' helpers.....	1.170	40	1.070
<b>Agreement C:</b>				Ovenmen, gas.....	1.160	40	1.060
Head shippers, overseers.....	1.390	40	1.390	Oven firemen, stackers.....	1.150	40	1.050
Shippers, receivers.....	1.315	40	1.315	Pan cleaners, feeders (fast).....	1.120	40	1.020
Traveling- and tray-oven operators, head cake decorators, mixers, inventory stockmen.....	1.305	40	1.305	Pan cleaners, feeders (slow) panmen, spray-machine operators.....	1.090	40	.990
Steam-box tenders.....	1.265	40	1.265	<b>Packing and icing department:</b>			
Decorators, oven feeders, delivery men.....	1.255	40	1.255	Tally clerks.....	1.200	40	1.100
Divider operators, moldermen, greasing-machine operators, icing- and depositor-machine operators, roll dividers, ingredient scalers.....	1.215	40	1.215	Supplymen.....	1.170	40	1.070
Mixers' helpers.....	1.180	40	1.180	Tang, mixing icing helpers, paste makers.....	1.120	40	1.020
Pan-washing-machine operators, wrapping-machine operators, bread selectors, flour blenders, assemblers, National wrapping-machine operators (cake and sweet goods).....	1.155	40	1.155	Stockmen.....	1.100	40	1.000
Rack washers.....	1.130	40	1.130	Icing department tallymen.....	1.070	40	.970
General baking helpers, rackers, cutters, carton makers.....	1.080	40	1.080	Scalers and weighers.....	1.060	40	.960
<b>Women employees:</b>				Floormen.....	1.050	40	.950
Working supervisors.....	1.200	40	1.150	<b>Women employees:</b>			
Hand icers.....	.885	40	.885	Working supervisors.....	1.020	40	.920
<b>Agreement D:</b>				Other packers.....	.960	40	.860
Working foremen.....	1.350	40	1.250	General packing, machine operators.....	.930	40	.830
Dough mixers, ovenmen, ingredient scalers.....	1.250	40	1.150	Second class packers, carton formers.....	.900	40	.800
Benchmen.....	1.150	40	1.050	<b>Agreement B:</b>			
Depositor operators, icing- and cutting-machine operators, shippers, stock clerks, wrapping-machine operators.....	1.130	40	1.030	Mixing department:			
Pan greasers' helpers.....	1.000	40	.900	Dough mixers.....	1.295	40	1.195
Floorladies.....	.850	40	.800	Dough mixers' helpers, assemblers.....	1.170	40	1.070
Wrappers and icers (women).....	.795	40	.745	Mixing room helpers.....	1.095	40	.995
<b>Pie and pastry:</b>				<b>Bake house:</b>			
<b>Agreement A:</b>				Machinemen.....	1.295	40	1.195
Working foremen.....	1.444	40	1.314	Ovenmen.....	1.245	40	1.145
First hands.....	1.400	40	1.270	Dough rollers.....	1.200	40	1.100
Second hands.....	1.310	40	1.180	Reliefmen.....	1.185	40	1.085
Packers.....	1.225	40	1.095	Helpers.....	1.095	40	.995
Third hands.....	1.145	40	1.045	<b>Stockroom packing materials:</b>			
<b>Agreement B:</b>				Supervisors.....	1.315	40	1.215
Working foremen.....	1.350	40	1.200	Stockmen.....	1.295	40	1.195
Head order packers, ovenmen, cooks, dough and custard mixers.....	1.200	40	1.100	Paper-cutting-machine operators, dumpers.....	1.145	40	1.045
Floorladies.....	1.115	40	1.015	Packing material helpers, wrapping-department helpers, conveyor workers.....	1.095	40	.995
Washing-machine men, order packers, cook helpers, ovenmen's helpers, ingredient scalers.....	1.100	40	1.000	<b>Icing, wrapping, and packing department:</b>			
Toppers, fillers, pie makers, shell makers.....	1.050	40	.950	Machinemen.....	1.295	40	1.195
Dish washers, helpers, wrappers, utilitymen and cleaners.....	.925	40	.875	Set-up men.....	1.265	40	1.065
Pie wrappers, crown makers.....	.795	40	.745	Receivers, loaders.....	1.200	40	1.100
				Mixers.....	1.170	40	1.070
				Wrapping-department helpers.....	1.165	40	1.065
				Working supervisors (women).....	1.040	40	.925
				Packers, bundlers, weighers, stitchers, inspectors, hand carton formers, helpers, machine operators, sugarers, stockers, baggers and crimpers of lady fingers.....	.940	40	.840
				Icing room and feeding magazine, miscellaneous wrapping departments (women).....	.940	40	.840
				<b>Agreement C:</b>			
				Machine captains, sponge and sweet-dough mixers.....	1.290	40	1.190
				Icing mixers.....	1.200	40	1.100
				Rollermen.....	1.190	40	1.090
				Drawmen, mixers' helpers.....	1.160	40	1.060
				Panmen (out).....	1.140	40	1.040
				Supplymen.....	1.130	40	1.030
				Stockroom men.....	1.120	40	1.020
				Sandwich depositor operators.....	1.110	40	1.010



TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>PHILADELPHIA, PA.—Continued</b>				<b>PITTSBURGH, PA.—Continued</b>			
Crackers and cookies—Continued				Crackers and cookies—Continued			
Agreement C—Continued				Agreement A—Continued			
Women employees:				Rollermen.....	\$1.245	40	\$1.145
Set-up supervisors, wrapping-machine operators.....	\$1.110	40	\$1.010	Oven firemen.....	1.205	40	1.105
Working supervisors.....	1.010	40	.910	Ovenmen.....	1.195	40	1.095
Packers, sponge.....	.930	40	.830	Flour dumpers.....	1.165	40	1.065
Packers and bundlers.....	.905	40	.805	Cuttermen, reliefmen.....	1.125	40	1.025
				Enrobermen, jelly and marshmallow men.....	1.105	40	1.005
<b>PHOENIX, ARIZ.</b>				Dough feeders, pan cleaners and feeders, pan dumpers.....	1.095	40	.995
Bread and cake—Hand shops:				Drawmen.....	1.075	40	.975
Foremen.....	1.493	44	1.409	Machine set-up men, floormen.....	1.045	40	.945
Mixers, ovenmen.....	1.398	44	1.318	Women workers:			
Machine and bench hands.....	1.301	44	1.227	Working supervisors.....	.945	40	.845
Distribution foremen.....	1.252	44	1.182	Sponge packers.....	.925	40	.825
Shipping clerks.....	1.060	44	1.000	Filling-machine operators.....	.915	40	.815
Pan washers and greasers.....	.867	44	.818	Machine operators.....	.905	40	.805
Wrappers:				Forming-machine operators, sweet packers, hand bundlers, carton formers, scalers, weighers.....	.885	40	.785
First 6 months.....	.867	44	.818	Agreement B:			
After 6 months.....	.964	44	.909	Mixing supervisors.....	1.400	40	1.300
Wrapping-machine operators.....	1.157	44	1.091	Mixers and machine captains.....	1.350	40	1.250
Bread and cake—Machine shops:				Peelers.....	1.270	40	1.170
Baking department:				Head icing mixers.....	1.250	40	1.150
Foremen.....	1.670	40	1.550	Rollermen.....	1.230	40	1.130
Dough mixers, ovenmen.....	1.570	40	1.450	Oven firemen.....	1.220	40	1.120
Machine men, bench hands.....	1.450	40	1.350	Drawmen, ovenmen.....	1.180	40	1.080
Pan washers, etc.....	.980	40	.900	Flour dumpers.....	1.150	40	1.050
Wrapping department:				Dough feeders, enrobermen.....	1.130	40	1.030
Foremen.....	1.400	40	1.300	Cuttermen and reliefmen.....	1.110	40	1.010
Machine operators.....	1.300	40	1.200	Pan dumpers, jelly and marshmallow men.....	1.100	40	1.000
Machine helpers:				Pan cleaners and feeders.....	1.080	40	.980
First 3 months.....	.930	40	.850	Machine set-up men, floormen.....	1.050	40	.950
Second 3 months.....	.980	40	.900	Scalers, weighers.....	.900	40	.800
Thereafter.....	1.080	40	1.000	Women workers:			
Flour dumpers.....	1.080	40	1.000	Working supervisors.....	.980	40	.880
Checkers and shipping clerks.....	1.200	40	1.100	Sponge packers.....	.930	40	.830
				Filling-machine operators.....	.920	40	.820
<b>PITTSBURGH, PA.</b>				Scalers, weighers, sweet packers, hand bundlers, machine operators, carton formers, tally clerks.....	.900	40	.800
Bread and cake—Hand shops:				<b>PORTLAND, MAINE</b>			
Foremen.....	1.470	40	1.370	Bread—Machine shops:			
Ovenmen.....	1.370	40	1.270	Dough mixers, machinememen, ovenmen.....	1.300	40	1.200
Dough mixers, benchmen.....	1.320	40	1.220	Dividermen, roll-machine operators, benchmen, ingredientmen.....	1.240	40	1.140
Helpers.....	1.200	40	1.110	Dough mixers' helpers, oven loaders and dumpers, moldermen, wrapping-machine operators, shipping clerks.....	1.180	40	1.080
Wrappers and icers.....	.920	40	.850	Pan greasers, bread rackers.....	1.100	40	(1)
Bread and cake—Machine shops:				Flour dumpers.....	1.050	40	.950
Working foremen.....	1.470	40	1.370	Twisters (women).....	.920	40	.820
Mixers, ovenmen, ingredient scalers, cookers, molders, dividers, benchmen, machine hands, bread panners.....	1.320	40	1.220	<b>PORTLAND, OREG.</b>			
Oven feeders, dumpers.....	1.260	40	1.170	Bread and cake—Hand shops:			
Mixers' helpers, bake-shop helpers.....	1.200	40	1.110	Foremen.....	1.771	40	1.655
Packers and loaders.....	1.200	40	1.100	Ovenmen, mixers.....	1.673	40	1.564
Checkers and shipping clerks, wrapping-machine operators.....	1.150	40	1.060	Bench hands.....	1.548	40	1.446
Wrapping-machine helpers.....	1.110	40	1.030	Head checkers.....	1.357	40	1.269
Miscellaneous helpers.....	1.060	40	.980	Assistant checkers.....	1.200	40	1.122
Hebrew shops:				Packers, hand wrappers.....	1.165	40	1.089
Bread:				Helpers:			
Ovenmen, first hands.....	1.667	48	1.625	First year.....	1.022	40	.955
Mixers, second hands.....	1.604	48	1.563	Third year.....	1.220	40	1.145
Third hands, bench hands.....	1.521	48	1.479	Bread and cake—Machine shops:			
Cake:				Foremen.....	1.858	36	1.737
First hands.....	1.604	48	1.563	Ovenmen, mixers.....	1.753	36	1.638
Second hands.....	1.521	48	1.479	Bench hands, cake.....	1.720	36	1.607
Unskilled help:				Machinememen; bench hands, bread; depositor operators.....	1.658	36	1.550
Shippers, bread wrappers.....	.958	48	.896	Head checkers, wrappers, stock clerks, head shipping clerks.....	1.586	36	1.454
Stock handlers.....	.885	48	.823	Wrapping-machine operators.....	1.487	36	1.389
Pan greasers, bread.....	.854	48	.792	Ingredient scalers, cake; flour blenders.....	1.408	36	1.316
Wrappers (women).....	.708	48	.646	Shipping clerks, assistant checkers.....	1.388	36	1.297
Women dumpers, cake wrappers, icers and packers.....	.688	48	.646	Scaling-machine operators, dumpers.....	1.331	36	1.244
Bread and cake—Retail shops:				Foremen-in-charge of 4 or more (women).....	1.278	36	1.194
Foremen.....	1.729	48	1.688	Helpers, second and third year.....	1.270	36	1.244
Dough mixers.....	1.667	48	1.625	Cake-wrapping machine operators' helpers.....	1.270	36	1.187
Benchmen.....	1.583	48	1.542	Cake decorators.....	1.219	36	1.139
Pan greasers.....	.875	48	.813				
Hand icers (women).....	.708	48	.646				
Crackers and cookies:							
Agreement A:							
Mixing supervisors.....	1.415	40	1.315				
Mixers and machine captains.....	1.365	40	1.265				
Peelers, head icing mixers.....	1.285	40	1.185				

1 Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>PORTLAND, OREG.—Continued</b>				<b>PROVIDENCE, R. I.—Continued</b>			
Bread and cake—Machine shops—Continued				Bread and cake—Machine shops—Continued			
Pan greasers; helpers, first year.....	\$1.101	36	\$1.029	Agreement C—Continued			
Women icers.....	1.100	36	1.028	Molders.....	\$1.220	40	\$1.140
Women helpers with 1 year of experience.....	1.070	36	1.000	Ingredient scalers, mixers' helpers.....	1.170	40	1.090
Women icers, hand.....	.892	36	.853	Flour dumpers.....	1.125	40	1.045
Crackers and cookies:				Ovenmen's helpers, molders' helpers, checkers.....	1.120	40	1.040
Agreement A:				Wrappers.....	1.075	40	.995
Machinemen, sweet-shop machine captain.....	1.410	40	1.330	Packers.....	1.070	40	.990
Mixers.....	1.400	40	1.260	Pan greasers.....	1.030	40	.950
Peelers.....	1.325	40	1.245	Agreement D:			
Ovenmen.....	1.275	40	1.195	Working foremen.....	1.690	40	1.640
Laminator sheet operators.....	1.250	40	1.170	Mixer scalers.....	1.340	40	1.290
Scalmen, wrappers.....	1.228	40	1.148	Mixers.....	1.290	40	1.240
Mixers' helpers.....	1.190	40	1.110	Ovenmen.....	1.240	40	1.190
Rollermens' helpers, dough feeders, assemblymen.....	1.150	40	1.070	Dividers, first benchmen.....	1.165	40	1.115
Stackers.....	1.130	40	1.050	Molders.....	1.115	40	1.065
Other helpers.....	1.125	40	1.045	Checkers, wrapping-machine operators, pan greasers.....	1.035	40	.985
Women employees:				Benchmen, oven helpers, general helpers.....	1.015	40	.965
Packers.....	.885	40	.785	Agreement E:			
Other helpers.....	.850	40	.785	Mixers.....	1.380	40	1.300
Agreement B:				Ovenmen.....	1.295	40	1.215
Machine captains.....	1.410	40	1.330	Scalers, icing mixers, icing- and cutting-machine operators, fryers, fried-cake mixers.....	1.185	40	1.105
Head mixers.....	1.400	40	1.290	Floormen, cake and fried-cake helpers (after 2 months).....	1.075	40	.995
Mixers.....	1.340	40	1.260	Pan greasers, pan washers, pan papering, cake and fried-cake helpers (first 2 months).....	.995	40	.915
Peelers, cuttermen, reliefmen.....	1.325	40	1.245	Women helpers:			
Enrobermen.....	1.300	40	1.220	First 2 months.....	.865	40	.785
Ovenmen.....	1.275	40	1.195	After 2 months.....	.935	40	.855
Laminator sheet operators.....	1.250	40	1.170	Agreement F:			
Mixers' helpers.....	1.230	40	1.150	Head mixers and scalers.....	1.470	40	1.390
Scalers, weighers.....	1.228	40	1.148	Ovenmen.....	1.295	40	1.215
Rollermens' helpers, dough feeders, assemblymen.....	1.150	40	1.070	Dividers.....	1.270	40	1.190
Stackers.....	1.130	40	1.050	Head wrapping-machine operators.....	1.245	40	1.165
Helpers.....	1.125	40	1.045	Molders.....	1.220	40	1.140
Women workers:				First benchmen.....	1.195	40	1.115
Packers, sponge and sweet.....	.850	40	.785	Mixers' helpers.....	1.170	40	1.090
Icers and other help.....	.850	40	.740	Ovenmen's helpers, benchmen, roll-oven men.....	1.145	40	1.065
Agreement C:				Molders' helpers, checkers, benchmen's helpers.....	1.120	40	1.040
Machine captains.....	1.353	40	1.278	Wrapping-machine operators.....	1.075	40	.995
Mixers.....	1.315	40	1.240	Packers.....	1.070	40	.990
Peelers.....	1.300	40	1.225	Pan greasers.....	1.025	40	.945
Ovenmen.....	1.250	40	1.175	Pie and pastry:			
Rollermens, head mixers (cone department).....	1.225	40	1.150	Cooks.....	1.050	40	.950
Scalers and weighers.....	1.203	40	1.128	Bakers.....	1.000	40	.910
Mixers' helpers.....	1.315	40	1.240	Receiving clerks.....	.980	40	.880
Dough feeders.....	1.125	40	1.050	Filling mixers.....	.950	40	.860
Miscellaneous workers (cone department).....	1.100	40	1.025	Doughbreakers, helpers.....	.950	40	.850
Packers (women).....	.880	40	.805	Washers, cleaners, miscellaneous workers.....	.850	40	.810
Hand bundlers (women).....	.835	40	.760	Women employees:			
<b>PROVIDENCE, R. I.</b>				Beginners.....	.650	40	.650
Bread and cake—Hand shops:				After 3 months.....	.690	40	.690
Working foremen, mixers, ovenmen.....	1.315	40	1.265	After 9 months.....	.730	40	.730
General helpers.....	1.115	40	1.065	After 12 months.....	.780	40	(1)
Bread and cake—Machine shops:				After 18 months.....	.830	40	(1)
Agreement A:				Hebrew shops:			
Mixers.....	1.350	40	1.225	Foremen.....	1.667	48	1.458
Dividers.....	1.300	40	1.175	Second hands.....	1.563	48	1.354
Molders, traveling-oven men.....	1.250	40	1.125	Bench workers.....	1.750	48	1.500
Doughnut mixers, baking mechanics, bread wrappers, machine adjusters, hand wrappers.....	1.225	40	1.100	Substitute foremen.....	1.875	48	1.625
Doughnut wrappers, utilitymen, helpers, packers, wrapping-machine helpers.....	1.125	40	1.000	<b>READING, PA.</b>			
Agreement B:				Bread and cake—Machine shops:			
Mixers, head ovenmen.....	1.370	40	1.290	Agreement A:			
Head benchmen, roll-oven men, dividers.....	1.270	40	1.190	Mixers.....	1.220	40	1.220
Molders.....	1.220	40	1.140	Oven feeders, bread; ovenmen, cake and sweet; all-round bakers.....	1.200	40	1.200
Utilitymen.....	1.195	40	1.115	Dividers, molders, bench hands, batter scalers, oven delivery men, bread-wrapping-machine operators, machinemen, roll-machine operators, bread; reliefmen, depositor operators, auxiliary workers.....	1.150	40	1.150
Mixers' helpers, ingredient scalers.....	1.170	40	1.090	Ingredient scalers, mixers' helpers, bread checkers.....	1.125	40	1.125
Benchmen and head wrappers.....	1.150	40	1.070	Cake checkers, bread rackers, blenders.....	1.050	40	1.050
Roll-oven helpers.....	1.140	40	1.060				
Flour dumpers.....	1.125	40	1.045				
Ovenmen's helpers, checkers, molders' helpers.....	1.120	40	1.040				
Wrappers.....	1.075	40	.995				
Packers.....	1.070	40	.990				
Pan greasers.....	1.025	40	.945				
Agreement C:							
Mixers.....	1.370	40	1.290				
Dividers, head benchmen.....	1.270	40	1.190				

1 Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>READING, PA.—Continued</b>				<b>RICHMOND, VA.—Continued</b>			
Bread and cake—Machine shops—Continued				Bread and cake—Machine shops—Continued			
Agreement A—Continued				Agreement D—Continued			
Bench or machine helpers, cake dumpers, pan rackers, wrapped loaf stackers, sweet-bun icers, semi-automatic wrappers, helpers	\$1.000	40	\$1.000	Cake and doughnuts:			
Women employees:				Foremen	\$1.400	40	\$1.310
Icing mixers, cake decorators, pan greasers and washers, cake-wrapping-machine operators	1.000	40	1.000	Mixers	1.220	40	1.170
Checkers, packers, wrappers and cutters, cake icers	.820	40	.820	Head cake decorators	1.225	40	(1)
Cake and sweet wrappers	.780	40	.780	Cake slicers, hand icers	.920	40	.830
Agreement B:				Doughnut-machine operators, oven tenders	1.140	40	1.090
Foremen	1.305	40	1.225	Foremen (women)	1.080	40	.980
Mixers, ingredient scalers, oven supervisors	1.280	40	1.200	Cake decorators (women)	1.080	40	(1)
Ovenmen, benchmen, molders, stockmen, divider operators, bread panners, flour dumpers, shipping and receiving clerks	1.230	40	1.150	Wrapping-machine operators	.980	40	.880
Wrapping-machine operators	1.230	40	1.125	Depositors	.970	40	.900
Checkers	1.230	40	1.100	Helpers (women)	.875	40	.780
Stockmen's helpers	1.155	40	1.075	Agreement E:			
Bench or machine helpers	1.150	40	1.000	Bread and rolls:			
Bread and cake helpers, pan greasers, bread rackers, oven helpers	1.080	40	1.000	Mixers	1.180	40	1.180
Women employees:				Dividers, ovenmen	1.100	40	1.100
Cake decorators	.915	40	.835	Roll-machine operators, dough mixers' helpers, molders, wrapping-machine operators	1.050	40	1.050
Hand icers	.840	40	.760	Oven feeders and dumpers	1.030	40	1.030
Hand wrappers, helpers	.820	40	.740	Wrappers, feeders, pan greasers, general helpers, flour dumpers, bread rackers, bread panners	.850	40	.850
<b>RICHMOND, VA.</b>				Cake and doughnuts:			
Bread and cake—Machine shops:				Doughnut-machine operators, mixers, icing mixers	1.050	40	1.050
Agreement A:				Ovenmen	1.000	40	1.000
Mixers	1.180	40	1.180	Cake depositor operators	.950	40	.950
Dividers	1.100	40	1.100	Scalers	.900	40	.900
Molders, cake mixers, wrapping-machine operators	1.050	40	1.050	General helpers (men) machine wrappers, icing-machine operators, grease-machine operators	.850	40	.850
Oven feeders and dumpers	1.030	40	1.030	Icers, wrappers, (women) general help (women) cake dumpers	.800	40	.800
Oven tenders	1.000	40	1.000	Crackers and cookies:			
General helpers	.850	40	.850	Dough mixers	1.100	40	1.025
Icers and wrappers (women)	.800	40	.800	Checkers	1.075	40	1.000
Agreement B:				Machinemen, enrobers, ovenmen	1.050	40	.975
Cake mixers, icing mixers, doughnut-machine operators	1.050	40	1.050	Wrapping and automatic carton forming	1.025	40	.950
Ovenmen	1.000	40	1.000	Dough rollers	1.000	40	.925
Depositors	.950	40	.950	Stockmen	.975	40	.900
Ingredient scalers	.900	40	.900	Finished goods stockmen, icing-machine men and mixers	.950	40	.875
Foremen (women) helpers, (men) cake dumpers, bench hands, grease-machine operators	.850	40	.850	Receiving clerks, mixers and bakers' helpers	.925	40	.850
Hand icers and wrappers, helpers (women)	.800	40	.800	Dough rollers' helpers	.875	40	.800
Agreement C:				Shippers, stockmen's helpers, icing helpers, packing department helpers	.850	40	.775
Bread:				Women employees; after 6 months	.825	40	.750
Mixers	1.180	40	1.180	<b>ROCHESTER, N. Y.</b>			
Dividers, ovenmen	1.100	40	1.100	Bread and cake—Hand shops:			
Molders, roll-machine men, wrapping-machine operators	1.050	40	1.050	First hands, working foremen, decorators	1.390	40	1.290
Oven feeders and dumpers	1.030	40	1.030	Second hands, ovenmen, mixers, feeders, dumpers	1.300	40	1.200
General helpers, pan greasers, flour dumpers	.850	40	.850	Third hands, bench hands, fryers	1.250	40	1.150
Cake:				Bread and cake—Machine shops:			
Mixers	1.050	40	1.050	Agreement A:			
Ovenmen	1.000	40	1.000	First hands, working foremen, decorators	1.505	40	1.405
Depositors	.950	40	.950	Second hands, ovenmen, mixers, feeders, dumpers	1.400	40	1.300
Cake wrapping-machine operators (women)	.850	40	.850	Third hands, bench hands, molders	1.350	40	1.250
Helpers (men), grease-machine operators	.850	40	.850	Wrappers, machine	1.280	40	1.180
Cake wrappers, icers (women)	.800	40	.800	Shipping clerks	1.070	40	.970
Agreement D:				Women employees:			
Bread:				Foremen, decorators	1.080	40	.980
Senior foremen	1.450	40	1.370	General helpers, icers	.950	40	.850
Working and shipping foremen	1.400	40	1.310	Agreement B:			
Mixers	1.220	40	1.170	Mixers	1.390	40	1.290
Dividers, roll-machine operators	1.140	40	1.090	Dividers	1.340	40	1.240
Wrapping-machine operators, mixers' helpers	1.090	40	1.040	Moldermen, benchmen, ovenmen, assemblymen, batchmen, oven dumpers, and feeders	1.290	40	1.190
Molders	1.120	40	1.040	Flour blenders, mixers' helpers	1.240	40	1.140
Molders' helpers; wrapping-machine operators' helpers, bread packers, order packers	.990	40	.920	Wrapping-machine operators, checkers	1.190	40	1.090
Bench and machine helpers	.950	40	.870	Pan greasers, oven dumpers and loaders, bread rackers	1.140	40	1.040
Flour blenders	.910	40	.820	Wrapping and slicing helpers	1.115	40	1.015
Oven feeders, dumpers	1.070	40	1.020	Agreement C:			
Selectors	1.030	40	.970	Dough mixers	1.390	40	1.290
				Dividers	1.340	40	1.240

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>ROCHESTER, N. Y.—Continued</b>				<b>ST. LOUIS, MO.</b>			
Bread and cake—Machine shops—Continued				Bread and cake—Hand shops:			
Agreement C—Continued				Leadmen or first hands.....	\$1.254	48	\$1.167
Ovenmen, machinemen, molders, roll-machine operators, benchmen, ingredient-men.....	\$1.290	40	\$1.190	Second hands, benchmen.....	1.151	48	1.071
Dough mixers' helpers, flour dumpers.....	1.240	40	1.140	Bread—Machine shops:			
Shipping and receiving clerks, checkers, wrapping-machine operators.....	1.190	40	1.090	Foremen.....	1.703	40	1.603
Pan greasers and bread rackers.....	1.140	40	1.040	Oven hands.....	1.593	40	1.493
Wrapping-machine operators' helpers.....	1.115	40	1.015	Assistant spongers.....	1.538	40	1.438
Hebrew shops:				First bench hands, scalars.....	1.510	40	1.410
Ovenmen, mixers, first cake bakers.....	1.978	45	1.911	Bench and machine hands.....	1.483	40	1.383
Bench hands, second cake bakers.....	1.833	45	1.767	Bread counters.....	1.318	40	1.218
Crackers and cookies:				Helpers, pan greasers.....	1.290	40	1.190
Agreement A:				Ingredient scalars.....	1.173	40	1.073
Shop foremen, dough mixers.....	1.290	40	1.190	Wrapping- and slicing-machine operators.....	1.098	40	.998
Batch scalars, oven feeders, depositor operators, machine operators.....	1.240	40	1.140	Beltmen:			
Cooky dumpers, pan cleaners, carton packers and helpers.....	1.090	40	.990	First 6 months.....	1.023	40	.923
Women employees:				Experienced.....	1.098	40	.998
Foremen.....	1.090	40	.990	Cake—Machine shops:			
Wrappers and packers.....	.940	40	.840	Foremen.....	1.703	40	1.603
Agreement B:				Ovenmen, mixers.....	1.593	40	1.493
Mixers.....	1.390	40	1.290	Machine hands.....	1.483	40	1.383
Dividers.....	1.340	40	1.240	Helpers.....	1.290	40	1.190
Molders, ovenmen, benchmen, feeders, assemblymen, batchmen, dumpers, foremen, dough mixers.....	1.290	40	1.190	Icing mixers, ingredient scalars.....	1.259	40	1.159
Flour blenders, machine operators, batch scalars, mixers' helpers, feeders, dumpers.....	1.240	40	1.140	Miscellaneous helpers:			
Wrapping-machine operators.....	1.190	40	1.090	Experienced.....	1.060	40	.960
Flour handlers.....	1.165	40	1.065	Inexperienced.....	.985	40	.885
Pan greasers, bench helpers, pan rackers, checkers, packers.....	1.140	40	1.040	Foremen (women).....	1.010	40	.910
Wrapping- and slicing-machine helpers.....	1.115	40	1.015	Women helpers:			
Pan cleaners, carton packers and helpers, flour pullers, cooky dumpers.....	1.090	40	.990	Experienced.....	.960	40	.860
Foremen (women).....	1.010	40	.910	Inexperienced.....	.885	40	.785
Wrappers and helpers (women).....	.940	40	.840	Hebrew—Hand shops:			
<b>ROCK ISLAND, (ILL.) DISTRICT</b>				Foremen, bakers, ovenmen.....	1.563	48	1.354
(Includes Davenport, Iowa, and Moline and Rock Island, Ill.)				Second hands.....	1.354	48	1.146
Bread—Hand shops:				Miscellaneous helpers.....	.750	48	.642
Foremen.....	1.420	48	1.335	Crackers and cookies:			
First bakers.....	1.270	48	1.185	Agreement A:			
Second bakers, benchmen.....	1.220	48	1.135	Leadmen.....	1.500	40	1.325
Helpers.....	.920	48	.835	Oven operators.....	1.400	40	1.225
Bread and cake—Machine shops:				Cracker-dough mixers, sweet-dough mixers, graham-dough mixers, dough-machine set-up and operators, sponge mixers, enrobing machine set-up and operators.....	1.375	40	1.200
Working foremen.....	1.470	40	1.385	Marshmallow-machine set-up and operators, icing-machine set-up and operators, roller-men.....	1.350	40	1.175
Dough mixers, ovenmen.....	1.370	40	1.285	Head stock keepers.....	1.175	40	1.075
Bench or machinemen, wrapping-machine operators.....	1.320	40	1.235	Dough-break roll feeders.....	1.225	40	1.050
Checkers, shipping clerks, roll panners, pan rackers.....	1.120	40	1.35	Wrapping-machine set-up men.....	1.110	40	1.000
Flour dumpers, stockmen, packers, wrapping-machine helpers, rackers, open kettle fryers, pan greasers, icing-machine operators, helpers, women cake-wrapping-machine operators.....	.970	40	.885	Agreement B:			
Cake dumpers.....	.920	40	.835	Sponge mixing department:			
Women hand wrappers and icers:				Head mixers.....	1.235	40	1.135
1-6 months.....	.770	40	.685	Sponge and dough mixers.....	1.125	40	1.025
7-12 months.....	.820	40	.735	Mixers' helpers.....	1.025	40	.925
After 1 year.....	.870	40	.785	Sweet mixing department:			
Crackers and cookies:				Head mixers.....	1.225	40	1.125
Batch assemblers, machine captains.....	1.080	40	.980	Mixers.....	1.185	40	1.085
Mixers, experienced ovenmen.....	1.000	40	.900	Mixers' helpers.....	1.025	40	.925
Ovenmen after 6 months, enrobers.....	.980	40	.880	Baking department:			
Oven firemen.....	.950	40	.850	Machinemen.....	1.225	40	1.125
Dough feeders, head icing mixers, experienced jelly and marshmallow men, shipping-room helpers.....	.940	40	.840	Peelers.....	1.185	40	1.085
Beginner ovenmen, pan cleaners and feeders, floor men.....	.870	40	.770	Rollermen, ovenmen.....	1.125	40	1.025
Beginner jelly and marshmallow men.....	.840	40	.740	Oven take-out men.....	1.085	40	.985
Scalars and weighers.....	.780	40	.680	Sheeters and laminators, reliefmen (sweet).....	1.055	40	.955
Trolley men.....	.750	40	.650	Cost and raw material checkers.....	1.005	40	.905
Women workers:				Stackers, men.....	1.035	40	.935
Working supervisors.....	.870	40	.770	General help, semiskilled.....	.955	40	.855
Machine operators.....	.810	40	.710	Sponge and sweet-packing department:			
Sponge packers, hand bundlers, tally clerks.....	.780	40	.680	Supplymen.....	.995	40	.895
Sweet packers, carton formers.....	.750	40	.650	General help, semiskilled, men.....	.955	40	.855
				Working supervisors, women.....	.910	40	.810
				Checkers, women.....	.840	40	.740
				General help, semiskilled, women.....	.760	40	.660
				Icing department:			
				Mixers, machinemen.....	1.125	40	1.025
				Marshmallow and icing mixers.....	1.100	40	.970
				Supplymen.....	.995	40	.895
				Women employees:			
				Machine operators.....	.945	40	.845
				Machine feeders.....	.840	40	.740
				Trolley girls.....	.760	40	.660
				General help, semiskilled, men.....	.985	40	.885
				General help, semiskilled, women.....	.760	40	.660
				Carton and caddy forming and wrapping department:			
				Machinemen (set-up and adjusters).....	1.155	40	1.055

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>ST. LOUIS, MO.—Continued</b>				<b>ST. PAUL, MINN.—Continued</b>			
Crackers and cookies—Continued				Bread—Machine shops—Continued			
Agreement B—Continued				Helpers:			
Carton and caddy forming and wrapping department—Continued				First 8 weeks.....	\$1.010	40	\$0.900
Machine operators, men.....	\$1.075	40	\$0.975	After 8 weeks.....	1.110	40	1.000
Receiving department:				Women workers:			
Working supervisors.....	1.105	40	1.005	Foremen.....	1.140	40	1.030
Receivers.....	1.025	40	.925	Finishers, packers, wrappers:			
Receivers' helpers, loaders.....	.975	40	.875	First 8 weeks.....	.840	40	.740
Shipping department:				After 8 weeks.....	.920	40	.820
Working supervisors.....	1.105	40	1.005	Cake—Machine shops:			
Checkers.....	1.025	40	.925	Foremen.....	1.550	40	1.420
Assemblers and loaders.....	.975	40	.875	Mixers, ovenmen.....	1.390	40	1.260
Women employees:				Depositors, drop-machine operators.....	1.320	40	1.200
Checkers.....	.900	40	.800	Ingredient scalars, fruit cooks, kettle fryers.....	1.280	40	1.150
Assemblers and loaders.....	.860	40	.760	Icing-machine operators, wrapping-machine operators, semi-automatic.....	1.110	40	1.000
Agreement C:				Helpers:			
Baking and mixing departments:				First 8 weeks.....	.840	40	.740
Head mixers, machine captains.....	1.195	40	1.095	After 8 weeks.....	.920	40	.820
Peelers.....	1.145	40	1.045	Women workers:			
Bakers, sponge mixers, assemblymen.....	1.115	40	1.015	Foremen.....	1.140	40	1.030
Rollermen.....	1.095	40	.995	Finishers, wrappers, packers:			
Ovenmen, drawmen.....	1.045	40	.945	First 6 weeks.....	.840	40	.740
Mixers' helpers, stackers, general help.....	.995	40	.895	After 6 weeks.....	.920	40	.820
Packing department:				Crackers and cookies:			
Floormen.....	.995	40	.895	Head sweet-dough mixers.....	1.360	40	1.250
Women employees:				Peelers, reliefmen, sponge-oven men, foremen.....	1.330	40	1.220
Working supervisors.....	.995	40	.895	Head sponge mixers.....	1.280	40	1.170
Packers, sponge.....	.895	40	.795	Rollermen.....	1.260	40	1.150
Tally clerks.....	.875	40	.775	Assistant sweet- and sponge-dough mixers.....	1.240	40	1.130
Sweet packers, bundlers, machine operators, weighers and closers, "Q" formers and stitchers, general help, carton formers.....	.845	40	.745	Machinemen, marshmallow mixers, sweet-oven men, oven firemen, drawmen.....	1.200	40	1.090
Icing department:				Pan greasers, flour dumpers, dough scalars, sweet-oven reliefmen, cracker stackers.....	1.160	40	1.050
Mixers.....	1.025	40	.925	Helpers:			
Mixers' helpers.....	.995	40	.895	Start.....	.970	40	.860
Working supervisors (women).....	.895	40	.795	After 3 months.....	1.040	40	.930
Machine operators, other helpers (women).....	.845	40	.745	After 6 months.....	1.110	40	1.000
Agreement D:				Women workers:			
Mixers, machine captains, ovenmen, machine operators, head icing mixers, enrobermen.....	1.250	40	(1)	Floorladies.....	.950	40	.860
Rollermen, dough-feeders.....	1.090	40	(1)	Cooky packers, cracker-machine operators, assistant floorladies, cooky checkers, wrappers.....	.910	40	.820
Working supervisors.....	.850	40	(1)	Cracker packers.....	.930	40	.840
Sealers and weighers, sponge packers, sweet packers, hand bundlers.....	.800	40	(1)	Helpers:			
Carton formers.....	.750	40	(1)	Start.....	.770	40	.680
				After 3 months.....	.820	40	.730
				After 6 months.....	.870	40	.780
<b>ST. PAUL, MINN.</b>				<b>SALT LAKE CITY, UTAH</b>			
Bread and cake—Hand shops:				Bread and cake—Hand shops:			
Foremen, supervising 6 or more workers.....	1.422	45	1.289	Foremen.....	1.410	48	1.360
Foremen, supervising 5 or less workers, first hands.....	1.311	45	1.178	Ovenmen, dough mixers.....	1.250	48	1.200
Ovenmen, mixers.....	1.244	45	1.111	Bench hands, ingredient scalars.....	1.230	48	1.180
Bench hands.....	1.222	45	1.111	Checkers.....	1.070	48	1.020
Wrappers.....	1.022	45	.911	Women hand icers, receiving clerks.....	1.040	48	.990
Helpers:				Helpers:			
First 6 months.....	.822	45	(1)	First year.....	.850	48	.800
After 6 months.....	.933	45	(1)	Second year.....	.930	48	.880
Bread and cake—Semi-machine shops:				Third year.....	1.040	48	.990
Foremen, supervising 6 or more workers.....	1.506	42½	1.365	Bread and cake—Machine shops:			
Foremen, supervising 5 or less workers.....	1.388	42½	1.247	Foremen.....	1.540	40	1.440
Ovenmen, dough mixers.....	1.318	42½	1.176	Dough mixers, ovenmen.....	1.400	40	1.300
Bench hands.....	1.294	42½	1.176	Ingredient scalars.....	1.340	40	1.240
Wrapping-machine operators.....	1.082	42½	.965	Machine and benchmen.....	1.290	40	1.190
Men helpers:				Shipping clerks, head wrappers.....	1.220	40	1.120
First 6 months.....	.871	42½	.776	Checkers.....	1.170	40	1.070
After 6 months.....	.988	42½	.894	Bread rackers, pan greasers, women foremen, all second year helpers.....	1.070	40	.970
Women hand workers:				All first year helpers.....	.970	40	.870
First 6 months.....	.824	42½	.729	Women wrapping-machine operators.....	.950	40	.850
After 6 months.....	.941	42½	.847	Women wrappers, packers, labelers, sweet-roll panners, icers.....	.900	40	.800
Bread—Machine shops:				Women helpers, first 6 months.....	.840	40	.740
Foremen.....	1.550	40	1.420	Crackers and cookies:			
Sponge and dough mixers, ovenmen, dough-machine operators.....	1.390	40	1.260	Machine captains.....	1.100	40	1.025
Bench hands, dividers, molders, bun-machine operators.....	1.320	40	1.200	Ovenmen.....	1.075	40	1.000
Fruit cooks, kettle fryers.....	1.280	40	1.150	Rollermen, assistant icing foremen.....	1.025	40	.950
Oven feeders and dumpers.....	1.260	40	1.130	Out-panners.....	1.000	40	.925
Stockmen.....	1.200	40	1.090	In-panners.....	.975	40	.900
Twisters, panners, oven helpers, bench helpers.....	1.140	40	1.030	Pan cleaners, feeders.....	.900	40	.825
				Cracker edgers.....	.850	40	.775

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>SALT LAKE CITY, UTAH—Continued</b>				<b>SAN FRANCISCO, CALIF.—Continued</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops—Continued			
Sponge packers.....	\$0.825	40	\$0.750	Wholesale cake—Continued			
Scalers and weighers.....	.785	40	.685	Agreement A—Continued			
Women machine operators.....	.775	40	.675	Bench hands, grease-machine operators.....	\$1.750	40	\$1.549
Sweet packers.....	.725	40	.650	Checkers, wrappers, packers, cutters (women).....	1.050	40	.980
Case makers.....	.715	40	.680	Agreement B:			
Cellophane-machine operators.....	.700	40	.625	Foremen.....	1.900	38	1.780
Filling-machine operators.....	.700	40	.600	Mixers, ovenmen.....	1.840	38	1.720
<b>SAN ANTONIO, TEX.</b>				Bench hands, women auxiliary workers.....	1.750	38	1.630
Bread—Machine shops:				Helpers.....	1.460	38	1.340
Foremen.....	1.275	40	1.275	Pan cleaners.....	1.280	38	1.179
Shipping foremen.....	1.175	40	1.175	Checkers, packers, wrappers, cutters (women).....	1.050	38	.980
Dough and sponge mixers, ovenmen, shipping clerks or checkers.....	1.050	40	1.050	Pie and pastry:			
Machinemen, dividers, ingredient scalers, loaders, dumpers and bench hands, wrapping-machine operators, receiving clerks, bread panners.....	.950	40	.950	Foremen.....	1.930	42	1.810
Helpers:				Ovenmen, mixers.....	1.860	42	1.740
Experienced.....	.850	40	.850	Journeyman pie-makers.....	1.750	42	1.630
First 3 months.....	.700	40	.700	Helpers, after first year.....	1.430	42	1.310
4-6 months.....	.750	40	.750	Cleaners, pan checkers, wrappers, packers.....	1.250	42	1.130
7-9 months.....	.800	40	.800	French and Italian shops:			
<b>SAN FRANCISCO, CALIF.</b>				Foremen, ovenmen, mixers.....	1.740	40	1.620
Bread and cake—Hand shops:				Molders, dividers, machinemen, bench hands.....	1.620	40	1.500
Dairy lunches, restaurants, cafeterias:				Bench and machine helpers, after 6 months.....	1.370	40	1.250
Foremen, ovenmen.....	1.763	40	1.675	<b>SAVANNAH, GA.</b>			
Bench hands.....	1.638	40	1.550	Bread—Machine shops:			
Retail bread and cake:				Roll-machine operators, shipping clerks.....	.850	40	(1)
Bread:				Ovenmen, dough mixers.....	.800	40	(1)
Foremen.....	1.846	40	1.758	Dividers, checkers, truck loaders and helpers.....	.750	40	(1)
Dough mixers, ovenmen.....	1.772	40	1.685	Oven loaders and dumpers, benchmen, twist-ers, bench and machine helpers.....	.730	40	(1)
Dividers, molders, benchmen.....	1.688	40	1.601	Wrapping-machine operators.....	.700	40	(1)
Bench and machine helpers.....	1.420	40	1.332	Molders, bread panners.....	.675	40	(1)
Cake:				Bread rackers.....	.650	40	(1)
Foremen.....	1.846	40	1.758	Pan greasers.....	.630	40	(1)
Mixers, ovenmen.....	1.772	40	1.685	<b>SCRANTON, PA.</b>			
Bench hands, women auxiliary workers.....	1.688	40	1.601	Bread and cake—Hand shops:			
Helpers, after first year.....	1.420	40	1.332	Agreement A:			
Helpers, first year, pan cleaners.....	1.273	40	1.185	Ovenmen, dough mixers, second hands.....	1.263	44	1.173
Retail cake only:				Bench hands.....	1.163	44	1.059
Foremen.....	1.758	42	1.674	Helpers.....	.909	44	.809
Mixers, ovenmen.....	1.688	42	1.604	Agreement B:			
Bench hands.....	1.608	42	1.524	Mixers, ovenmen, first hands.....	1.198	48	1.115
Second year helpers, women hand icers.....	1.352	42	1.269	Bench hands, oven helpers.....	1.093	48	1.010
First year helpers.....	1.262	40	1.179	Wrappers, utilitymen.....	.927	48	.844
Checkers, packers, wrappers, cutters.....	1.212	42	1.129	Helpers.....	.729	48	.646
Bread and cake—Machine shops:				Bread and cake—Machine shops:			
Bread department:				Agreement A:			
Foremen.....	1.900	38	1.780	Bread and rolls department:			
Dough mixers, ovenmen.....	1.840	38	1.720	Shipping clerks.....	1.340	40	1.240
Dividers, molders, roll-machine operators, ingredientmen, benchmen, bread rackers, pan-greasing-machine operators, women bench helpers.....	1.750	38	1.630	Mixers, molders.....	1.240	40	1.140
Flour dumpers.....	1.660	38	1.540	Flour blenders, mixers' helpers, molders.....	1.240	40	1.000
Bench and machine helpers:				Dividers.....	1.180	40	1.080
First year.....	1.380	38	1.260	Proof-box men.....	1.175	40	1.015
Second year.....	1.460	38	1.340	Third mixers.....	1.170	40	1.070
Pan greasers.....	1.280	38	1.179	Molding-machine helpers.....	1.085	40	1.000
Cake department:				Pan setters.....	1.085	40	.985
Foremen.....	1.900	38	1.780	Ovenmen.....	1.075	40	1.075
Mixers, icing mixers, ovenmen.....	1.840	38	1.720	Assistant shipping clerks.....	1.075	40	.975
Ingredient scalers, scaling-machine operators, cake dumpers, bench hands, grease-machine operators, women auxiliary workers.....	1.750	38	1.630	Wrappers, pan greasers.....	1.025	40	.925
Helpers:				Packers.....	1.013	40	.913
First year.....	1.380	38	1.260	Bench hands.....	1.012	40	.913
Second year.....	1.460	38	1.340	Hand wrappers.....	1.000	40	.900
Women workers:				General helpers.....	.938	40	.838
Hand icers.....	1.310	40	1.240	Cake department:			
Floorladies.....	1.250	40	1.160	General utilitymen.....	1.145	40	1.020
Cake wrapping-machine operators.....	1.221	38	1.147	Mixers, ovenmen.....	1.032	40	.908
Checkers, wrappers, packers.....	1.050	40	.980	Depositor operators, pan greasers.....	.982	40	.858
Wholesale cake:				Helpers.....	.920	40	.795
Agreement A:				Women employees:			
Foremen.....	1.900	40	1.691	Machine operators.....	.770	40	.708
Mixers, ovenmen.....	1.840	40	1.634	Icers and helpers, other jobs.....	.765	40	.695
<sup>1</sup> Information not available for rate and hours on July 1, 1947.				Agreement B:			
				Bread department:			
				Mixers, sponge-dough scalers, reliefmen.....	1.375	40	1.250
				Tray-oven feeders and dumpers, shipping clerks.....	1.325	40	1.200
				Mixers' assistants.....	1.250	40	1.125
				Bread rackers.....	1.225	40	1.100
				<sup>4</sup> 42-hour week on July 1, 1947.			

<sup>1</sup> Information not available for rate and hours on July 1, 1947.<sup>4</sup> 42-hour week on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
SCRANTON, PA.—Continued				SCRANTON, PA.—Continued			
Bread and cake—Machine shops—Continued				Pie and cake—Continued			
Agreement B—Continued				Cake dumpers, pan greasers, depositor operators.....			
Bread department—Continued				.....			
Dividers, molder operators.....				\$0.950 40 \$0.850			
Receiving clerks, flour blenders, wrapping-machine operators.....				Bowl washers.....			
Assistant shipping clerks.....				.....			
Molders' helpers.....				Women employees:			
Pan greasers.....				Box makers, wrappers, wrapping-machine operators, icers, packers.....			
Cake department:				.....			
Working foremen.....				Crackers and cookies:			
Mixers and scalars, icing mixers.....				Mixers.....			
Receiving clerks, shipping clerks, ovenmen.....				Working foremen.....			
Depositors.....				Shipping clerks.....			
Wrapping-machine operators.....				Marshmallow mixers.....			
Oven helpers.....				Peelers, machinemen, assistant mixers, ovenmen.....			
Depositors' helpers.....				Assistant machinemen.....			
Ingredientmen.....				Ovenmen's helpers, assistant shipping clerks.....			
Packers, shipping-room helpers, dumpers.....				Stackers, pan feeders, dough rollers, oven feeders.....			
Pan greasers.....				Pan catchers and greasers, flour blenders, sugar grinders, general helpers.....			
Box sorters.....				Women employees:			
Women employees:				Working foremen.....			
Wrapping-machine operators.....				Box makers.....			
Wrappers.....				Machine operators and handlers.....			
General helpers, after 3 months; box makers, packers.....				Packers, bundlers, stackers, all others.....			
General helpers, first 3 months.....				.....			
Variety department:				SEATTLE, WASH.			
Sponge and dough mixers, scalars.....				Bread—Hand and machine shops:			
Traveling-oven feeders and dumpers, shippers.....				Foreman.....			
Wrapping-machine operators.....				Mixers, ovenmen, machinemen.....			
Assistant shipping clerks.....				Bench hands.....			
Assistant dough rollers and bench hands, machine packers and operators.....				Control-room men.....			
Bun packers and variety rackers.....				Helpers:			
Pan greasers and rackers.....				1 year's experience.....			
Agreement C:				2 years' experience.....			
Reliefmen.....				Bread and cake—Machine shops:			
Receiving clerks.....				Stockmen and flour blenders.....			
Doughnut-machine operators, oven operators, mixers.....				Assistant stockmen and flour blenders.....			
Wrapping-machine operators, women; scalars; divider and molder operators.....				Men-in-charge of miscellaneous.....			
Pan rackers.....				Miscellaneous help:			
Stockmen, cake depositors.....				1-6 months.....			
Industrial pan washers.....				7-12 months.....			
Flour blenders.....				After 1 year.....			
Depositors' helpers, benchmen.....				Women employees:			
Tray ovenmen.....				Floorladies.....			
Mixers' helpers, oven dumpers and feeders, oven bread rackers, cake dumpers.....				Assistant floorladies.....			
Loaders.....				Machine operators, experienced.....			
Bread packers and truckers, pan greasers.....				General workers:			
General baking helpers.....				1-6 months.....			
Women employees:				7-12 months.....			
Pan greasers.....				After 1 year.....			
Working foremen.....				Crackers and cookies:			
Doughnut-machine helpers.....				Agreement A:			
Cake cutters, machine wrappers.....				First mixers, machinemen.....			
Selectors, bread and roll girls, floorgirls, icers, cake-shop girls, hand wrappers.....				Second mixers, peelers, first ovenmen.....			
Bread only—Machine shops:				Rollermen.....			
Shipping clerks.....				Second ovenmen.....			
Peel-oven men, molders, divider operators, utilitymen, mixers.....				Scalars, wrappers.....			
Mixers' helpers.....				Pan cleaners; feeders; other helpers, after 6 months.....			
Flour blenders.....				Helpers, first 6 months.....			
Molders' helpers, pan greasers, traveling-oven feeders and dumpers, assistant shippers, machine wrappers.....				Women workers:			
Bread rackers and pick ups:				Hand bundlers, experienced sponge packers.....			
After 3 months.....				Plain sweet packers.....			
First 3 months.....				Agreement B:			
Pie and cake:				Machinemen.....			
Fruit cookers.....				Mixers.....			
Ovenmen.....				Peelers, cuttermen, reliefmen.....			
Mixers.....				Ovenmen.....			
Shipping clerks.....				Rollermen.....			
Fruit cookers' helpers.....				Oven helpers.....			
Helpers.....				Icing men.....			
Depositors' helpers.....				Mixers' helpers.....			
Scalars.....				Stackers.....			
				Helpers, after 6 months.....			
				Pan cleaners, feeders.....			
				Women workers:			
				Experienced sponge packers, combination packers, carton formers.....			
				Plain sweet packers, icing and sugar wafer girls.....			

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>SOUTH BEND, IND.</b>				<b>SPRINGFIELD, MASS.</b>			
Bread and cake—Hand shops:				Bread, cakes, and pies—Hand shops:			
Working foremen.....	\$1.550	42	\$1.550	Foremen.....	\$1.450	48	\$1.325
First class bench hands.....	1.320	42	1.320	Second hands, dough mixers, bench hands.....	1.350	48	1.225
Bench helpers.....	.900	42	.900	Bread and cake—Machine shops:			
Bread and cake—Machine shops:				Agreement A:			
Agreement A:				Working foremen, cake.....	1.400	40	(1)
Dividormen, benchmen.....	1.320	42	1.320	Dough mixers.....	1.340	40	1.125
Ovenmen.....	1.220	42	1.220	Ovenmen.....	1.260	40	1.035
Wrappers.....	1.000	42	1.000	Shipping room.....	1.220	40	.910
Agreement B:				Oven dumpers.....	1.200	40	1.135
Mixers, dividers, ovenmen, head benchmen, molder operators, receiving clerks.....	1.340	40	1.260	Benchmen.....	1.200	40	.960
Bench men.....	1.290	40	1.210	Reliefmen.....	1.180	40	1.125
Traveling-oven feeders.....	1.250	40	(1)	Divider operators, oven helpers, molder operators.....	1.180	40	.960
Mixers, molders' helpers.....	1.210	40	1.130	Cake icing girls.....	.930	40	.735
Checkers.....	1.190	40	1.110	Helpers, women.....	.880	40	.680
Bake-shop helpers, conveyormen, stockroom men.....	1.170	40	1.090	Agreement B:			
Stockroom helpers.....	1.140	40	1.040	Foremen.....	1.400	40	1.310
Packers.....	1.120	40	1.040	Dough mixers.....	1.340	40	1.210
Slicers, wrappers.....	1.060	40	.980	Cake mixers.....	1.300	40	1.125
Stale goods checkers.....	1.040	40	.960	Ovenmen.....	1.260	40	1.210
Pie and pastry:				Cake-oven men.....	1.260	40	1.085
Ovenmen, loaders, dough mixers, cooks, ingredientmen.....	1.020	40	1.020	Bench hands.....	1.200	40	1.060
Pie table operators.....	.990	40	.990	Dividers, molder operators.....	1.180	40	1.060
Oven helpers.....	.940	40	.940	Scalers.....	1.180	40	1.050
Fruit mixers, pie fillers, wrappers, etc.....	.920	40	.920	Dough-room helpers.....	1.090	40	1.035
Dough feeders.....	.860	40	.860	Women employees:			
Receivers' helpers.....	.810	40	.810	Foreladies.....	1.040	40	.935
Women supervisors.....	.780	40	.780	Hand cake icers.....	.930	40	.835
Miscellaneous women workers.....	.740	40	.740	Bread only—Machine shops:			
<b>SPOKANE, WASH.</b>				Agreement A:			
Bread and cake—Hand and machine shops:				Foremen.....	1.400	40	1.310
Foremen, mixers, ovenmen, cake ingredient scalars.....	1.740	40	1.620	Dough mixers.....	1.340	40	1.210
Machine hands, dividers, molders, machine cake depositors.....	1.680	40	1.560	Order men (retail shop), ovenmen.....	1.200	40	1.080
Bench hands, hand cake depositors.....	1.620	40	1.500	Bench hands.....	1.200	40	1.060
Shipping clerks, stock clerks, flour dumpers, bread rackers, machine wrappers, bread and cake packers.....	1.300	40	1.210	Dividers, scalars, molder operators.....	1.180	40	1.060
Pan greasers, hand, carton strippers, helpers.....	1.160	40	1.080	Dough-room helpers.....	1.160	40	1.035
Bread packers and cutters, cake dumpers and wrappers.....	.970	40	.900	Pan greasers.....	1.125	40	1.010
Crackers and cookies:				Packers, slicers, icers.....	1.090	40	.960
Agreement A:				Helpers, men.....	1.090	40	.960
Working supervisors, machine set-up men.....	1.370	40	1.250	Helpers, women.....	.880	40	.775
Machinemen.....	1.320	40	1.200	Agreement B:			
Mixers.....	1.280	40	1.160	Dough mixers.....	1.340	40	1.210
Peelers.....	1.250	40	1.130	Divider operators, molder operators.....	1.180	40	1.060
Receiving clerks.....	1.220	40	1.100	Oven feeders.....	1.160	40	1.085
Ovenmen.....	1.200	40	1.080	Hebrew—Hand shops:			
Wrappers.....	1.160	40	1.020	Foremen.....	1.639	40	1.514
Ovenmen's helpers.....	1.150	40	1.020	Second hands, dough mixers.....	1.523	40	1.398
Mixers' helpers.....	1.120	40	1.000	Bench hand.....	1.406	40	1.281
Rollermen.....	1.070	40	.950	<b>SYRACUSE, N. Y.</b>			
Stackers, icing helpers, pan cleaners and feeders, sweepers, other helpers.....	1.050	40	.930	Bread and cake—Machine shops:			
Women workers:				Agreement A:			
Working supervisors.....	.970	40	.850	Ovenmen.....	1.475	40	1.375
Instructors.....	.950	40	(1)	Dough mixers.....	1.370	40	1.270
First 60 days.....	.650	40	(1)	Dividers, shipping clerks.....	1.320	40	1.220
After 60 days.....	.800	40	.700	Molders.....	1.308	40	1.270
Agreement B:				Wrapping-machine operators.....	1.245	40	1.145
Machinemen.....	1.320	40	1.200	Ingredientmen.....	1.220	40	1.120
Mixers.....	1.280	40	1.160	Flour dumpers.....	1.190	40	1.090
Peelers.....	1.250	40	1.130	Oven loaders and dumpers.....	1.140	40	1.040
Receiving clerks.....	1.220	40	1.100	Bread rackers, packers, general helpers.....	1.120	40	1.020
Ovenmen.....	1.200	40	1.080	Agreement B:			
Mixers' helpers.....	1.120	40	1.000	Bread department:			
First feeders, rollermen's helpers.....	1.070	40	.950	Foremen, ovenmen.....	1.455	48	1.355
Women stackers, helpers, pan cleaners and feeders, other helpers.....	1.050	40	.930	Benchmen, head.....	1.405	48	1.305
Working supervisors.....	.970	40	.850	Flour blenders, wrapping-machine operators.....	1.255	48	1.155
Cracker packing, floor girls.....	.800	40	.700	Shipping clerks, oven loaders and dumpers.....	1.205	48	1.105
				Pan greasers.....	1.180	48	1.080
				General helpers.....	1.120	48	1.040
				Hand wrappers and other helpers (women).....	.960	46	.910
				Cake department:			
				Foremen.....	1.455	48	1.355
				Mixers, ovenmen.....	1.405	48	1.305
				Bench hands.....	1.305	48	1.205
				Ingredient scalars, scaling-machine operators.....	1.255	48	1.155
				Decorators (women).....	1.105	46	1.005
				Assistant decorators (women).....	1.070	46	1.005
				Wrappers, packers, checkers (women).....	.960	46	.910

1 Information not available for rate and hours on July 1, 1947.



TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>SYRACUSE, N. Y.—Continued</b>				<b>TOLEDO, OHIO—Continued</b>			
Pie and pastry:				Bread and cake—Machine shops—Continued			
Foremen.....	\$1.222	48	\$1.180	Agreement A—Continued			
Cooks.....	1.084	48	.997	Cake division—Continued			
Bakers.....	1.063	48	.997	Stockroom men.....	\$1.180	40	\$1.070
Ovenmen.....	1.038	48	.997	Checkers, loaders, miscellaneous helpers.....	1.150	40	1.040
Machinemen, mixers.....	1.015	48	.974	Women workers:			
<b>TAMPA, FLA.</b>				Cake-wrapping-machine operators, wrappers, packers, helpers, icers, hand.....	.990	40	.880
Cake—Hand shops:				Agreement B:			
Head cakemen.....	1.450	40	1.370	Bread only:			
Second cakemen.....	1.260	40	1.180	Dough mixers, ovenmen.....	1.375	40	1.265
Piemen.....	1.180	40	1.100	Shipping clerks, receiving clerks.....	1.280	40	1.170
Ovenmen, third cakemen.....	1.040	40	.960	Wrapping-machine operators, oven loaders and dumpers, dividers, molders, roll-machine operators, bread panners.....	1.245	40	1.135
Helpers.....	.790	40	.710	Pan greasers.....	1.195	40	1.085
Bread and cake—Machine shops:				Flour dumpers.....	1.155	40	1.045
Agreement A:				Bread rackers, checkers.....	1.125	40	1.015
Head cakemen.....	1.450	40	1.370	Agreement C:			
Second cakemen.....	1.260	40	1.180	Smaller machine shops:			
Foremen.....	1.350	40	1.270	First mixers, foremen, cake mixers, head oven operators.....	1.410	40	1.300
Dough mixers, ovenmen.....	1.200	40	1.120	Bread bench foremen.....	1.350	40	1.240
Cake loers.....	1.180	40	1.100	Cake and reel-oven men, second.....	1.320	40	1.210
Bench and machinemen, shipping clerks.....	1.090	40	1.010	Yeast raised products frymen, bread bench hands, roll bench hands, cake benchmen.....	1.300	40	1.190
Wrapping-machine operators.....	1.040	40	.960	Dividers, molders, mixers' helpers, bread panners, second fill, puller- and shove-wrapping-machine helpers.....	1.260	40	1.150
Oven dumpers and loaders.....	.980	40	.900	Ingredientmen, bench and machine helpers.....	1.210	40	1.100
Helpers.....	.800	40	.750	Rackers, helpers.....	1.160	40	1.050
Agreement B:				Agreement D:			
Working foremen.....	1.350	40	1.270	Smaller machine shops:			
Mixers.....	1.200	40	1.120	Foremen, cake.....	1.683	40	1.573
Ovenmen.....	1.200	40	1.120	Wrapping-machine operators.....	1.410	40	1.300
Oven dumpers and loaders.....	1.090	40	1.010	Shipping and receiving clerks.....	1.310	40	1.200
Bench and machinemen.....	1.090	40	.900	Stock clerks.....	1.300	40	1.200
Helpers.....	.800	40	.750	Cake bench helpers.....	1.250	40	1.140
Wrapping-machine operators.....	1.040	40	.960	Women foremen, hand wrappers.....	1.140	40	1.030
Shipping clerks.....	1.090	40	1.010	Conveyor women, bread.....	1.110	40	1.000
Agreement C:				Pan greasers, women cake depositor operators.....	1.090	40	.980
Foremen.....	1.350	40	1.270	Final decorators.....	1.080	40	.970
Dough mixers, ovenmen (in charge).....	1.200	40	1.120	Women helpers.....	.990	40	.880
Machinemen, shipping clerks.....	1.090	40	1.010	Pie and pastry:			
Wrapping-machine operators.....	1.040	40	.960	Working foremen, shipping clerks.....	1.320	40	1.210
Oven loaders and dumpers.....	.980	40	.900	Piemaker ovenmen, class A.....	1.280	40	1.170
Helpers.....	.850	40	.750	Bench hands, fillers, class B; helpers after 90 days.....	1.180	40	1.070
Stockmen.....	.800	40	.750	Women helpers, after 90 days.....	1.050	40	.940
Cuban shops:				Crackers and cookies:			
Master bakers, first cakemen:				Mixing department:			
Ovenmen in-charge.....	.958	48	.958	Head mixers.....	1.230	40	1.230
Dough mixers in-charge, ovenmen.....	.888	48	.888	Sponge mixers, flour dumpers, assistant mixers.....	1.160	40	1.160
Dough mixers.....	.815	48	.815	Mixers' helpers.....	1.080	40	1.080
Benchmen.....	.719	48	.719	Baking department:			
Helpers.....	.624	48	.624	Oven No. 1:			
<b>TOLEDO, OHIO</b>				Machinemen.....	1.310	40	1.310
Bread and cake—Hand shops:				Peelers-in.....	1.205	40	1.205
Bread:				Ovenmen, spray-machine operators.....	1.180	40	1.180
Foremen.....	1.390	44	1.330	Peelers-out, rollermen.....	1.160	40	1.160
Dough mixers.....	1.350	44	1.290	Intermediate rollermen.....	1.100	40	1.100
Utilitymen.....	1.280	44	1.220	Tray and panmen.....	1.060	40	1.060
Ovenmen.....	1.270	44	1.210	Oven No. 2:			
Benchmen.....	1.230	44	1.170	Machinemen.....	1.310	40	1.310
Hand wrappers.....	1.030	44	.970	Peelers-in.....	1.230	40	1.230
Cake:				Rollermen.....	1.180	40	1.180
Mixers.....	1.330	44	1.270	Peelers-out.....	1.160	40	1.160
Bench hands, women shippers.....	1.130	44	1.070	Intermediate rollermen.....	1.100	40	1.100
Women hand icers.....	1.030	44	.970	Traymen.....	1.080	40	1.080
Women helpers.....	.980	44	.920	Oven No. 3:			
Bread and cake—Machine shops:				Oven and machinemen.....	1.345	40	1.345
Agreement A:				General labor.....	.990	40	.990
Major shops—Bread division:				Icing department:			
First and second mixers, oven operators.....	1.440	40	1.330	Men workers:			
Mixers' helpers, dividers, molders, traveling-oven men.....	1.290	40	1.180	Machinemen.....	1.210	40	1.210
Wrapping-machine set-up men, benchmen.....	1.290	40	1.180	Chocolate mixers.....	1.180	40	1.180
Flour blenders, ingredientmen.....	1.240	40	1.130	Icing and marshmallow mixers.....	1.060	40	1.060
Bake-shop helpers, helpers in packing, wrapping and shipping rooms.....	1.190	40	1.080	Supply clerks.....	.955	40	.955
Women wrappers and helpers.....	.990	40	.880	Women workers:			
Cake division:				Working leaders.....	1.090	40	1.090
Foremen, ovenmen.....	1.440	40	1.330				
Ingredient scalers, dough mixers, icing mixers, ovenmen.....	1.400	40	1.290				
Sealing-machine operators, bench hands, oven helpers.....	1.290	40	1.180				
Dumpers, depositors' helpers.....	1.190	40	1.080				

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>TOLEDO, OHIO—Continued</b>				<b>WORCESTER, MASS.—Continued</b>			
Crackers and cookies—Continued				Bread and cake—Machine shops—Continued			
Icing department—Continued				Agreement B:			
Women workers—Continued				Foremen.....	\$1.375	40	\$1.300
Marshmallow packers and feeders, carton formers, scalers.....	\$0.920	40	\$0.920	Mixers.....	1.225	40	1.150
Sandwich machine packers and feeders, caddy and case formers, supply and lining clerks.....	.900	40	.900	Head machine operators.....	1.175	40	1.100
Separators, crimp patch operators, general labor.....	.875	40	.875	Bench hands, divider operators, ovenmen, reliefmen.....	1.150	40	1.050
Packing department:				Mixers' helpers, molder operators, ingredient scalers, oven feeders and dumpers, wrapping-machine operators, checkers, doughnut mixers and machine operators.....	1.100	40	1.000
Men workers:				Pan greasers, molders' helpers, rackers, bench helpers, general helpers.....	1.055	40	.930
Machine operators.....	1.280	40	1.280	Packers and boxers.....	.875	40	.750
Scalers.....	1.060	40	1.060	Agreement C:			
General labor.....	.990	40	.990	Foremen.....	1.750	40	1.750
Women workers:				Benchmen.....	1.200	40	1.200
Working leaders.....	1.090	40	1.090	Dough mixers.....	1.175	40	1.175
No. 2 bundlers.....	.990	40	.990	Dividers.....	1.100	40	1.100
Machine bundlers, tin wrappers.....	.960	40	.960	Dough mixers' helpers, wrapping-machine operators.....	1.050	40	1.050
Sponge packers, carton formers, scalers.....	.940	40	.940	Cake decorators.....	1.000	40	1.000
Caddy and case foremen, sweet packers, wrapper feeders.....	.900	40	.900	Ovenmen.....	.950	40	.950
Stackers.....	.875	40	.875	Oven loaders and dumpers.....	.900	40	.900
General helpers.....	.815	40	.815	Molders.....	.850	40	.850
Receiving department:				Bench and machine helpers:			
Stock clerks.....	1.160	40	1.160	First.....	.820	40	.820
Stock handlers.....	1.060	40	1.060	Second.....	.750	40	.750
General labor.....	.945	40	.965	Third.....	.650	40	.650
Shipping department:				Pan greasers, bread rackers, checkers, hand icers.....	.800	40	.800
Order fillers.....	1.263	40	1.263	Doughnutmen.....	.775	40	.775
Stockmen.....	1.200	40	1.200	Bread panners.....	.750	40	.750
Shipping laborers.....	1.095	40	1.095	Bread only—Machine shops:			
Conveyormen.....	.955	40	.955	Agreement A:			
<b>WASHINGTON, D. C.</b>				Foremen, baking or sweet goods.....	1.375	40	1.300
Bread—Hand shops:				Mixers.....	1.225	40	1.150
Day work:				Dividers.....	1.150	40	1.050
Journymen.....	1.550	40	1.400	Assistant packers, batchmen, moldermen, oven dumpers, mixers' helpers, machine wrappers, oven loaders.....	1.100	40	1.000
Helpers.....	1.150	40	1.000	Flour blenders, bread rackers (men), bakery helpers.....	1.055	40	.930
Miscellaneous workers.....	1.050	40	.900	Bread rackers, women.....	.975	40	.850
Bread and cake—Machine shops:				Helpers, women.....	.975	40	.850
Day work:				Agreement B:			
Journymen.....	1.550	40	1.400	Working foremen (special).....	1.530	40	1.450
Helpers.....	1.150	40	1.000	Dough mixers.....	1.370	40	1.250
Miscellaneous workers.....	1.050	40	.900	Dividers.....	1.260	40	1.100
Cake wrappers (women).....	.950	40	.800	Ovenmen.....	1.260	40	1.000
<b>WICHITA, KANS.</b>				Moldermen.....	1.210	40	1.050
Bread and cake—Machine shops:				Mixers' helpers.....	1.210	40	.900
Foremen.....	1.415	40	1.315	Pie and pastry:			
Dough mixers, spongers, ovenmen, head pastry men.....	1.275	40	1.175	Foremen.....	1.425	40	1.275
Dividers, panners, bench hands, machinemen, second pastry men.....	1.160	40	1.060	Mixers, bench hands, pie fillers.....	1.275	40	1.125
Shipping and receiving clerks.....	1.125	40	1.025	Ovenmen, group I.....	1.275	40	1.125
Bread twisters.....	1.100	40	1.020	Shippers.....	1.125	40	.975
Checkers.....	.980	40	.880	Helpers.....	1.125	40	.975
Pan greasers, bake-shop helpers.....	.930	40	.830	Ovenmen, group II.....	1.125	40	.975
Wrapping-machine operators:				Pie fillers, group II.....	1.125	40	.975
First 3 months.....	.950	40	.850	Miscellaneous women helpers.....	.970	40	.870
After 3 months.....	1.050	40	.950	Apple machine, pie machine, conveyors.....	.920	40	.820
Wrapping-machine helpers:				Hebrew shops:			
First 3 months.....	.710	40	.610	Foremen.....	1.667	48	1.458
After 3 months.....	.820	40	.720	Second hands.....	1.563	48	1.354
<b>WORCESTER, MASS.</b>				First cake baker, mixers.....	1.458	48	( <sup>1</sup> )
Bread and cake—Machine shops:				Second cake baker, bench hands.....	1.354	48	( <sup>1</sup> )
Agreement A:				<b>YORK, PA.</b>			
Peel-oven men.....	1.440	40	1.215	Pie and pastry:			
Head benchmen.....	1.440	40	1.160	Head order packers, ovenmen, cooks, dough and custard mixers.....	1.125	40	1.025
Mixers.....	1.370	40	1.143	Cooks' helpers, washing-machine men, ovenmen's helpers, order packers, ingredient scalers.....	1.025	40	.925
Molders, bench hands, dividers.....	1.260	40	1.110	Pie makers, shell makers, women toppers and fillers.....	.975	40	.875
Tray-oven men.....	1.260	40	1.035	Utilitymen, helpers, dishwashers.....	.850	40	.800
Head shippers.....	1.210	40	1.135	Pie wrappers and crown makers (women).....	.760	40	.710
Wrapping-machine operators.....	1.210	40	.970	Crackers and cookies:			
Mixers' helpers.....	1.210	40	.935	Working supervisors, baking.....	1.250	40	( <sup>1</sup> )
Pan rackers.....	1.130	40	.940	Machine captains.....	1.150	40	1.050
Shipping packers.....	1.130	40	.970				
Bread rackers.....	1.130	40	.935				
Pan greasers.....	1.130	40	.885				
General helpers.....	1.130	40	.835				

<sup>1</sup> Information not available for rate and hours on July 1, 1947.

TABLE 13.—Union scales of wages and hours in the bakery trades in selected cities, July 1, 1948 and July 1, 1947—Continued

City and classification	July 1, 1948		July 1, 1947	City and classification	July 1, 1948		July 1, 1947
	Rate per hour	Hours per week	Rate per hour		Rate per hour	Hours per week	Rate per hour
<b>YORK, PA.—Continued</b>				<b>YOUNGSTOWN, OHIO—Continued</b>			
<b>Crackers and cookies—Continued</b>				<b>Bread and cake—Machine shops—Continued</b>			
Shipping clerks.....	\$1.110	40	\$1.010	<b>Agreement A—Continued</b>			
Dough mixers.....	1.075	40	.955	Mixers' helpers, bench and machine hands, oven dumpers and feeders, dividers, twisters, bread panners.....	\$1.340	40	\$1.230
Ovenmen, coolermen.....	1.060	40	.940	Wrapping-machine operators, checkers, shipping and receiving clerks.....	1.240	40	1.130
Dough brakemen.....	1.050	40	.950	Pan greasers, flour dumpers.....	1.190	40	1.080
Machine set-up men.....	1.030	40	.930	Bread rackers, wrapping-machine helpers.....	1.160	40	1.050
Kilnmen.....	1.010	40	.910	Hand wrappers.....	.990	40	.880
Dough feeders.....	.995	40	.895	<b>Agreement B:</b>			
Supervisors (women).....	.920	40	.820	<b>Bread:</b>			
Helpers (women).....	.840	40	.740	Foremen.....	1.540	40	1.430
<b>YOUNGSTOWN, OHIO</b>				Dough mixers, ovenmen.....	1.440	40	1.330
<b>Bread and cake—Hand shops:</b>				Oven loaders and dumpers, dividers, bench and machinemen, bread panners.....	1.340	40	1.230
<b>Bread:</b>				Shipping and receiving clerks, checkers, wrapping-machine operators.....	1.240	40	1.130
Foremen.....	1.375	40	1.275	Pan greasers.....	1.190	40	1.080
Dough mixers, ovenmen.....	1.305	40	1.205	Flour dumpers.....	1.180	40	1.070
Wrapping-machine operators.....	1.145	40	1.045	Bread rackers, wrapping-machine operators' helpers.....	1.160	40	1.050
Dough mixers' helpers, benchmen.....	1.025	40	.925	Hand wrappers.....	.990	40	.880
Hand wrappers.....	.775	40	.725	<b>Cake:</b>			
<b>Cake:</b>				Foremen.....	1.540	40	1.430
Working foremen.....	1.375	40	1.275	Mixers, ovenmen.....	1.440	40	1.330
Ovenmen, mixers.....	1.305	40	1.205	Ingredient scalers, scaling-machine operators, depositor operators.....	1.340	40	1.230
Bench hands.....	1.245	40	1.145	Checkers, cake wrapping-machine operators (women).....	1.240	40	1.130
Checkers.....	1.145	40	1.045	Packers and helpers.....	1.160	40	1.050
Helpers (oven).....	1.025	40	.925	Hand icers.....	.990	40	.880
Hand icers, women.....	.775	40	.725				
<b>Bread and cake—Machine shops:</b>							
<b>Agreement A:</b>							
Foremen.....	1.540	40	1.430				
Mixers, ovenmen.....	1.440	40	1.330				

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