

# Union Wages and Hours:

## The Baking Industry

July 1, 1949

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**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., January 30, 1950.*

THE SECRETARY OF LABOR:

I have the honor to transmit herewith the annual report on wages and hours in the baking industry in 75 cities as of July 1, 1949.

This report was prepared in the Bureau's Division of Wage Statistics by Annette Y. Sherier, under the direction of Charles Rubenstein.

EWAN CLAGUE, *Commissioner.*

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

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# Union Wages and Hours in the Baking Industry, July 1, 1949

## Summary

Union wage scales in the baking industry increased 6 percent between July 1, 1948, and July 1, 1949. The over-all increase of 7 cents an hour advanced the average union wage scale of 72,477 bakery workers to \$1.31 on July 1, 1949. The negotiation of new contracts during the year resulted in wage increases for about nine-tenths of all workers studied. The standard workweek for union bakery workers averaged 40.7 hours on July 1, 1949, representing a slight reduction from the previous year. A 40-hour week was most prevalent in the industry and applied to four of every five workers.

## Scope and Method of Study

The information presented in this report is based on union scales in effect on July 1, 1949, covering 72,477 union bakery workers in 75 cities ranging in population from 40,000 to over 1,000,000. Data were obtained primarily from local unions by mail questionnaire; in some cities local union officials were visited by Bureau representatives in order to collect the desired information.

Union scales are defined as the minimum wage rates or maximum schedules of hours agreed upon through collective bargaining between employers and trade-unions. Rates in excess of the negotiated minimum paid for special qualifications or for other reasons are excluded.

Average hourly scales presented in this report are designed to show current levels and are based on all wage scales reported in effect on July 1, 1949; individual union rates were weighted by the number of union members working at each rate. However, average cents-per-hour and percentage increases from July 1, 1948, to July 1, 1949, are based on comparable scales for both years. Data for 1948 and for 1949 were weighted by the membership reported in 1949.

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## Trends in Union Wage Rates

The 6-percent rise in union scales from July 1, 1948, to July 1, 1949, represented the smallest annual gain since the end of World War II (see table 1).<sup>1</sup> A rate increase of 15 percent was registered in the year after VJ-day (as measured from July 1945 to July 1946), and annual gains of 13 and 8 percent, respectively, were achieved during the next 2 years. About three-fifths of the total rate advance during the 10-year period beginning June 1, 1939, occurred after the end of hostilities in 1945.

TABLE 1.—*Indexes of union hourly wage rates and weekly hours in the baking industry, 1939-49*

[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.....	115.3	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
1949: July 1.....	184.5	97.8

The proportion of workers receiving wage increases in Hebrew and other nationality bake shops—which employed less than 10 percent of all workers studied—was considerably below the levels for the other branches and for the industry as a whole (see table 2). One-third of the Hebrew bakers and two-thirds of the other nationality bakers received upward adjustments in their scales between July 1, 1948, and July 1, 1949, as compared with nine-tenths of the workers in other types of bake shops.

<sup>1</sup> In the index series designed for trend purposes, year-to-year changes in union scales are based on comparable quotations for the various occupations in both years, weighted by the membership reported in the current year.

TABLE 2.—Average union wage rates in the baking industry, July 1, 1949, and increases since July 1, 1948, by type of baking

Type of baking	Average rate per hour July 1, 1949	Amount of increase July 1, 1948, to July 1, 1949	
		Percent	Cents per hour
All baking.....	\$1.31	6.4	7
Bread and cake:			
Hand.....	1.62	6.8	10
Machine.....	1.28	6.4	8
Pie and pastry.....	1.18	9.6	10
Nationality baking:			
Hebrew.....	1.86	1.3	2
Other.....	1.63	3.4	5
Cracker and cooky.....	1.06	8.4	8

Increases varying from 5 to 10 percent were received by more than half of the workers whose rates were advanced during the year (see table 3). Raises of 5 and 10 cents an hour were most common in the industry and generally applied to each of the branches covered. Individual wage adjustments, however, ranged from less than 5 to over 40 cents an hour (see table 4).

A comparison of basic scales shows the extent of wage adjustments which occurred in the 4 years after VJ-day. On July 1, 1949, more than half of the union bakery workers were employed at hourly wage scales ranging from \$1.20 to over \$2, and only 20 percent had scales less than \$1. On July 1, 1945, however, wage scales as high as \$1.20 were applicable to only an eighth of the workers, whereas scales under \$1 covered three-fourths of the workers.

### Rate Variations by Industry Branch

Union wage scales are generally distinguished as to type of baking process, type of product, and specialized versus more standard baking. The greater proportion of baked goods is now standardized and produced in large and highly mechanized establishments. Such establishments employed about 80 percent of the union workers included in the study. Specialized baking is found primarily in bread and cake hand shops and in nationality baking.

TABLE 3.—Percent increases in union wage rates and percent of workers affected, by type of baking, July 1, 1948, to July 1, 1949

Type of baking	Percent of union workers affected by—		Percent of workers 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.....	14.5	85.5	15.8	45.5	19.0	4.0	0.9	( <sup>1</sup> )	0.2	( <sup>1</sup> )	0.1
Bread and cake:											
Hand.....	13.3	86.7	21.8	45.0	13.6	( <sup>1</sup> )	5.2	0.1	.5	0.3	.2
Machine.....	9.2	90.8	17.6	57.4	13.3	2.3	.2	( <sup>1</sup> )	( <sup>1</sup> )		
Pie and pastry.....	9.8	90.2	6.9	29.2	20.2	33.7	.2				
Nationality baking:											
Hebrew.....	67.1	32.9	21.1	11.4			.4				
Other.....	31.5	68.5	35.0	31.1	2.4						
Cracker and cooky.....	12.4	87.6	7.0	32.1	40.7	6.7	.6	( <sup>1</sup> )	.4	( <sup>1</sup> )	.1

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

TABLE 4.—Cents-per-hour increases in union wage rates and percent of workers affected, by type of baking, July 1, 1948, to July 1, 1949

Type of baking	Percent of union workers affected by increase	Percent of workers 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.....	85.5	7.7	30.7	41.5	4.2	0.6	0.1	0.1	0.6	( <sup>1</sup> )
Bread and cake:										
Hand.....	86.7	12.4	30.5	24.1	13.3	.7	( <sup>1</sup> )	.8	4.8	0.1
Machine.....	90.8	7.0	36.2	45.7	1.3	.6	( <sup>1</sup> )	( <sup>1</sup> )		
Pie and pastry.....	90.2	6.9	12.1	56.3	11.8	3.1				
Nationality baking:										
Hebrew.....	32.9	11.8	11.1	9.6	.1			( <sup>1</sup> )	.3	
Other.....	68.5	16.9	20.0	31.6						
Cracker and cooky.....	87.6	5.2	27.4	47.8	6.1	.4	.5	.1	.1	( <sup>1</sup> )

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

TABLE 5.—Distribution of union members in the baking industry, by type of baking and by hourly wage rates, July 1, 1949

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were—																
		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 under 220	220 and over
All baking.....	\$1.307	0.2	1.3	4.4	12.5	12.5	11.8	11.5	11.5	9.6	4.4	5.7	3.1	6.0	2.0	2.3	0.4	0.8
Bread and cake:																		
Hand.....	1.618	( <sup>1</sup> )	.2	.9	1.6	.7	4.4	6.6	5.8	11.7	7.7	29.8	6.2	7.7	3.0	7.2	3.1	3.4
Machine.....	1.278	.1	1.2	4.2	9.8	9.6	14.0	14.5	17.6	13.4	5.1	2.5	1.3	4.9	1.5	.3		
Pie and pastry.....	1.179	.1	1.7	14.0	12.8	17.4	11.5	14.6	7.9	8.8	6.0		2.5	.8	.7	.6		.6
Nationality baking:																		
Hebrew.....	1.862	.3	.2	.1	.2	( <sup>1</sup> )		2.2	1.7	2.7	1.6	2.9	12.5	36.6	13.4	19.4	.2	6.0
Other.....	1.634						.6	11.0	.6	.4	16.5	23.1	36.2	11.6				
Cracker and cooky..	1.059	.6	2.4	6.8	28.4	28.1	14.7	9.7	5.2	2.9	.6	.5	.1			( <sup>1</sup> )		

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

In the highly mechanized bakeries, a substantial proportion of the workers are semiskilled and perform routine tasks, for which extensive training is not required. In contrast, the work force in specialized or hand shops is composed primarily of skilled, all-round journeymen.

The level of union scales is naturally higher in specialized baking than in the standard-products plants. On July 1, 1949, the hourly scales of

workers in bread and cake hand shops and in nationality baking exceeded the national average of \$1.31 for all branches by 31 cents or more an hour. In the mechanized bread and cake shops and cracker and cooky shops, union workers had average hourly scales of \$1.28 and \$1.06, respectively.

Indexes of Union Hourly Wage Rates and Weekly Hours in the Baking Industry

TABLE 6.—Average union hourly wage rates and wage increases in bread and cake hand shops, by city, July 1, 1948, to July 1, 1949

City	Average rate per hour July 1, 1949	Amount of increase July 1, 1948, to July 1, 1949	
		Percent	Cents per hour
New York, N. Y.....	\$1.881	7.1	12.5
San Francisco, Calif.....	1.689	5.7	9.1
Oakland, Calif.....	1.687	4.3	7.0
Portland, Oreg.....	1.651	5.9	9.3
Baltimore, Md.....	1.649	3.4	5.5
Average, all cities.....	1.618	6.8	10.3
Los Angeles, Calif.....	1.605	5.2	8.0
Chicago, Ill.....	1.564	10.3	14.6
Newark, N. J.....	1.505	0	0
Cleveland, Ohio.....	1.476	2.0	2.9
Rochester, N. Y.....	1.474	14.1	18.2
Springfield, Mass.....	1.470	7.3	10.0
Washington, D. C.....	1.414	7.6	10.0
Denver, Colo.....	1.395	0	0
Butte, Mont.....	1.395	6.8	8.9
Pittsburgh, Pa.....	1.361	7.7	9.7
South Bend, Ind.....	1.346	6.3	8.0
Duluth, Minn.....	1.341	5.3	6.8
Phoenix, Ariz.....	1.322	3.5	4.5
New Haven, Conn.....	1.313	3.1	4.0
Providence, R. I.....	1.288	4.0	5.0
St. Paul, Minn.....	1.285	4.4	5.4
Peoria, Ill.....	1.275	9.0	10.6
Minneapolis, Minn.....	1.256	5.4	6.5
St. Louis, Mo.....	1.252	3.5	4.2
Rock Island (Ill.) district 1.....	1.225	0	0
Toledo, Ohio.....	1.207	5.2	6.0
Houston, Tex.....	1.200	3.4	4.6
Milwaukee, Wis.....	1.195	0	0
Salt Lake City, Utah.....	1.169	0	0
Scranton, Pa.....	1.166	2.2	2.5
Manchester, N. H.....	1.152	0	0
Youngstown, Ohio.....	1.137	5.2	5.6
Boston, Mass.....	1.131	17.5	16.8
Chattanooga, Tenn.....	.996	0	0

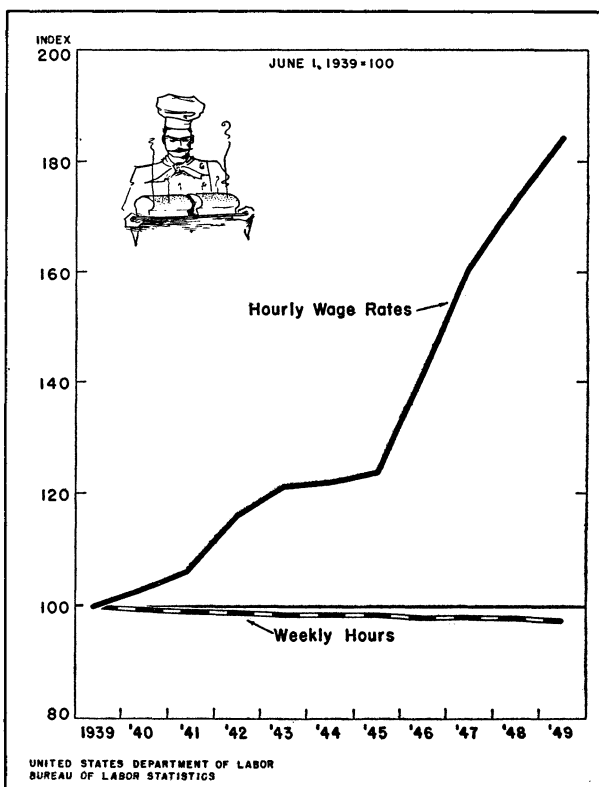
<sup>1</sup> Includes Rock Island and Moline, Ill., and Davenport, Iowa.

TABLE 7.—Average union hourly wage rates and wage increases in bread and cake machine shops, by city, July 1, 1948, to July 1, 1949

City	Average rate per hour July 1, 1949	Amount of increase July 1, 1948, to July 1, 1949		City	Average rate per hour July 1, 1949	Amount of increase July 1, 1948, to July 1, 1949	
		Percent	Cents per hour			Percent	Cents per hour
Oakland, Calif.	\$1.930	6.6	12.0	St. Paul, Minn.	\$1.209	5.5	6.3
San Francisco, Calif.	1.800	6.9	11.6	Indianapolis, Ind.	1.206	4.4	5.1
Los Angeles, Calif.	1.655	6.1	9.6	Columbus, Ohio	1.195	6.8	7.6
Butte, Mont.	1.578	9.1	13.2	Dallas, Tex.	1.189	3.5	4.1
Spokane, Wash.	1.556	3.7	5.6	Louisville, Ky.	1.186	6.7	7.4
Washington, D. C.	1.529	7.0	10.0	Rock Island, (Ill.) district 1	1.182	4.4	5.0
Portland, Oreg.	1.506	5.5	7.8	Syracuse, N. Y.	1.179	3.2	3.7
Cincinnati, Ohio	1.449	0	0	Providence, R. I.	1.171	4.4	4.9
Rochester, N. Y.	1.386	10.2	12.8	Springfield, Mass.	1.163	4.2	4.7
Denver, Colo.	1.374	.6	.8	Wichita, Kans.	1.161	7.9	8.5
Peoria, Ill.	1.374	4.4	5.8	Seranton, Pa.	1.157	10.4	10.9
New York, N. Y.	1.371	8.1	10.3	Grand Rapids, Mich.	1.149	8.1	8.6
Newark, N. J.	1.370	8.2	10.4	New Orleans, La.	1.136	7.4	7.8
Phoenix, Ariz.	1.369	3.4	4.6	Omaha, Nebr.	1.133	5.0	5.4
Seattle, Wash.	1.368	3.2	4.2	Reading, Pa.	1.130	4.8	5.2
St. Louis, Mo.	1.346	3.9	5.0	San Antonio, Tex.	1.129	11.1	11.3
Youngstown, Ohio	1.327	3.9	5.0	Houston, Tex.	1.123	3.9	4.9
Pittsburgh, Pa.	1.315	7.8	9.6	Cleveland, Ohio	1.114	0	0
Dayton, Ohio	1.305	4.8	6.0	Little Rock, Ark.	1.109	4.4	4.7
Buffalo, N. Y.	1.283	8.0	9.5	Milwaukee, Wis.	1.086	.2	.2
Average, all cities.	1.278	6.4	7.7	Richmond, Va.	1.069	13.3	12.5
Oklahoma City, Okla.	1.265	4.1	5.0	Memphis, Tenn.	1.052	4.4	4.4
Detroit, Mich.	1.255	10.2	11.7	Charleston, W. Va.	1.045	1.8	1.8
Salt Lake City, Utah	1.254	3.9	4.7	El Paso, Tex.	1.042	3.2	3.2
Kansas City, Mo.	1.252	8.7	10.0	Chattanooga, Tenn.	1.028	4.4	4.3
Chicago, Ill.	1.249	9.7	11.1	Charlotte, N. C.	1.009	5.8	5.5
Des Moines, Iowa	1.238	4.2	5.0	Knoxville, Tenn.	.998	3.5	4.1
South Bend, Ind.	1.238	6.2	7.5	Birmingham, Ala.	.980	5.4	5.0
Minneapolis, Minn.	1.235	5.6	6.5	Atlanta, Ga.	.977	4.6	4.3
Toledo, Ohio	1.233	4.9	5.8	Baltimore, Md.	.974	6.4	5.9
Boston, Mass.	1.229	4.5	5.3	Jacksonville, Fla.	.970	3.9	3.7
New Haven, Conn.	1.229	4.6	5.4	Norfolk, Va.	.949	8.0	7.0
Duluth, Minn.	1.227	5.8	6.7	Miami, Fla.	.932	5.7	5.0
Portland, Maine	1.226	4.1	4.8	Jackson, Miss.	.912	12.5	10.1
Worcester, Mass.	1.224	10.6	11.8	Savannah, Ga.	.784	6.8	5.0
Philadelphia, Pa.	1.215	7.7	8.7				

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

TABLE 8.—Average union hourly wage rates and wage increases in pie and pastry shops, by city, July 1, 1948, to July 1, 1949

City	Average rate per hour July 1, 1949	Amount of increase July 1, 1948, to July 1, 1949	
		Percent	Cents per hour
San Francisco, Calif.	\$1.697	7.6	12.0
Los Angeles, Calif.	1.404	8.2	10.7
Toledo, Ohio	1.288	4.9	6.0
New York, N. Y.	1.270	8.2	9.6
Detroit, Mich.	1.256	12.5	14.0
Boston, Mass.	1.229	1.0	1.2
Indianapolis, Ind.	1.216	3.3	3.9
Philadelphia, Pa.	1.204	11.3	12.2
Average, all cities.	1.179	9.6	10.3
Worcester, Mass.	1.159	(1)	(1)
Seranton, Pa.	1.108	4.7	5.0
Omaha, Nebr.	1.104	5.7	5.9
Columbus, Ohio	1.087	5.8	6.0
Syracuse, N. Y.	1.071	0	0
York, Pa.	1.065	12.3	11.7
Cleveland, Ohio	1.049	0	0
Buffalo, N. Y.	1.018	2.6	2.6
Chicago, Ill.	1.003	15.4	13.4
Providence, R. I.	.982	15.9	13.5
South Bend, Ind.	.948	11.9	10.0
Baltimore, Md.	.913	4.5	3.9
Duluth, Minn.	.886	7.5	6.2
Chattanooga, Tenn.	.793	4.6	3.5

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

## City and Regional Rate Differentials

Among the 70 cities having mechanized bread and cake shops, which employed more than half of the unionized workers studied, Oakland (Calif.) ranked highest on July 1, 1949 with a scale level of \$1.93 and Savannah (Ga.) the lowest with a level of 78 cents an hour. Four of the other five Pacific Coast cities in the study had average scales exceeding \$1.50. Scale levels below \$1 an hour were found in nine cities, primarily in the Southeast.

Average union scales in cracker and cookie shops ranged from 84 cents in Birmingham (Ala.) to \$1.33 in Newark (N. J.). Atlanta (Ga.) with a level of \$1.11, was seventh among the 38 cities but ranked higher than Los Angeles, New York, St. Louis, and other large northern cities.

In the other branches of the baking industry, union scale levels in Pacific Coast cities, New York, Chicago, and Detroit were generally among

TABLE 9.—Average union hourly wage rates and wage increases in Hebrew bake shops, by city, July 1, 1948, to July 1, 1949

City	Average rate per hour July 1, 1949	Amount of increase July 1, 1948, to July 1, 1949	
		Percent	Cents per hour
Detroit, Mich.	\$2.184	0.5	1.1
Los Angeles, Calif.	2.001	0	0
Chicago, Ill.	1.978	6.9	12.7
New York, N. Y.	1.901	.4	.8
Rochester, N. Y.	1.890	0	0
Average, all cities	1.862	1.3	2.4
Boston, Mass.	1.823	6.7	11.4
Newark, N. J.	1.811	0	0
Philadelphia, Pa.	1.787	3.9	6.7
New Haven, Conn.	1.770	0	0
Cleveland, Ohio	1.724	0	0
Providence, R. I.	1.604	0	0
Miami, Fla.	1.542	0	0
Worcester, Mass.	1.539	0	0
Springfield, Mass.	1.523	0	0
Minneapolis, Minn.	1.423	5.1	6.9
Milwaukee, Wis.	1.409	3.7	5.0
Denver, Colo.	1.377	0	0
Pittsburgh, Pa.	1.348	0	0
St. Louis, Mo.	1.287	0	0

the highest. San Francisco had the top scales in other nationality baking and in pie and pastry shops, averaging \$1.77 and \$1.70, respectively. New York was the leading city in bread and cake hand shops with a scale level of \$1.88, and Detroit led in Hebrew baking with an average scale of \$2.18. Chattanooga (Tenn.) had the lowest levels in bread and cake hand shops and pie and pastry shops with average union scales of \$1 and 79 cents an hour, respectively.

When the various cities were grouped according to size of city, the average union hourly scale on July 1, 1949, for all industry branches combined was 14 cents higher in cities with populations of 1,000,000 or more than that in cities with populations of 500,000 to 1,000,000. This was 25 cents above the level in cities with populations of 250,000 to 500,000 (see table 12). In each of the two smaller-size city groups union scales averaged 29 cents below the level for the largest cities. Aver-

TABLE 10.—Average union hourly wage rates and wage increases in other nationality bake shops, by city, July 1, 1948, to July 1, 1949

City	Average rate per hour July 1, 1949	Amount of increase July 1, 1948, to July 1, 1949	
		Percent	Cents per hour
San Francisco, Calif.	\$1.772	7.3	12.0
Chicago, Ill.	1.734	4.9	8.1
Detroit, Mich.	1.705	1.6	2.7
Average, all cities	1.654	3.4	6.4
Buffalo, N. Y.	1.527	0	0
New York, N. Y.	1.496	.6	.9
Los Angeles, Calif.	1.468	8.9	12.0

age union scales for the individual branches of the industry did not always rank in accordance with the size of a city. The levels of scales in pie and pastry shops and other nationality bakeries were highest in cities with populations from 500,000 to 1,000,000. Average scales in the smallest population group of cities exceeded those in the next larger group for workers employed in bread and cake hand shops and pie and pastry shops.

TABLE 11.—Average union hourly wage rates and wage increases in cracker and cookie shops, by city, July 1, 1948, to July 1, 1949

City	Average rate per hour July 1, 1949	Amount of increase July 1, 1948, to July 1, 1949	
		Percent	Cents per hour
Newark, N. J.	\$1.332	23.3	25.2
Rochester, N. Y.	1.247	7.8	9.0
Oakland, Calif.	1.201	9.3	10.2
Philadelphia, Pa.	1.163	11.0	11.5
Detroit, Mich.	1.131	10.1	10.3
Chicago, Ill.	1.114	10.2	10.3
Atlanta, Ga.	1.111	9.9	10.0
Seattle, Wash.	1.108	11.7	11.6
Buffalo, N. Y.	1.106	11.0	11.0
Dayton, Ohio	1.102	4.7	5.0
New York, N. Y.	1.101	7.8	7.5
Toledo, Ohio	1.065	10.4	10.0
Average, all cities	1.059	8.4	8.2
Houston, Tex.	1.056	15.7	14.2
Omaha, Nebr.	1.050	9.2	8.8
Des Moines, Iowa	1.043	10.9	10.3
St. Louis, Mo.	1.043	8.1	7.8
Cincinnati, Ohio	1.038	4.3	4.3
Duluth, Minn.	1.028	7.2	7.0
York, Pa.	1.026	11.4	10.5
Boston, Mass.	1.020	0	0
Kansas City, Mo.	1.018	3.5	3.4
Pittsburgh, Pa.	1.011	0	0
Portland, Oreg.	1.010	0	0
Los Angeles, Calif.	1.003	6.4	6.0
St. Paul, Minn.	1.003	0	0
Columbus, Ohio	.989	17.9	15.0
Richmond, Va.	.968	8.4	7.5
Denver, Colo.	.950	7.1	6.3
Spokane, Wash.	.940	7.0	6.8
Minneapolis, Minn.	.939	4.0	3.6
Scranton, Pa.	.929	14.8	11.9
Milwaukee, Wis.	.928	12.2	10.1
Charleston, S. C.	.915	5.8	5.0
Rock Island, (Ill.) district 1	.907	10.0	8.3
Cleveland, Ohio	.882	0	0
Dallas, Tex.	.859	5.2	4.2
Salt Lake City, Utah	.858	9.5	7.5
Birmingham, Ala.	.844	6.3	5.0

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

On a regional basis, union scales of wages were highest on the Pacific Coast and lowest in the Southeast (see table 13). The national average rate for the baking industry as a whole—\$1.31 an hour as of July 1, 1949—was exceeded in two regions only, the Pacific Coast and Middle Atlantic States.

Of the three branches of the industry found in

all regions, the Middle Atlantic States led in bread and cake hand shops and cracker and cooky plants, and the Pacific Coast in bread and cake machine shops; average scales were lowest for cracker and cooky shops in the Mountain region and for the other two industry branches in the Southeast.

### Standard Workweek

Changes in weekly hours between July 1, 1948, and July 1, 1949, affected relatively few union bakery workers (less than one-half of 1 percent). The reductions in the work schedules lowered the index of weekly hours on July 1, 1949, to 97.8 (as measured from June 1939) and the average standard workweek to 40.7 hours.

On July 1, 1949, the standard 40-hour workweek before premium overtime rates became effective covered about 95 percent of the workers in bread and cake machine shops and pie and pastry shops, and all the workers in cracker and cooky plants. These three branches of the industry employed 80

percent of the unionized bakery workers studied. Almost half of the workers in Hebrew bake shops had straight-time weekly schedules of 45 hours. Approximately a fourth of the workers in bread and cake hand shops and other nationality baking and a fifth in Hebrew bakeries had a standard workweek of 48 hours.

TABLE 12.—Average union wage rates in the baking industry, by population group and by type of baking, July 1, 1949

Type of baking	Population group				
	Cities with 1,000,000 or more	Cities with 500,000 to 1,000,000	Cities with 250,000 to 500,000	Cities with 100,000 to 250,000	Cities with 40,000 to 100,000
All baking.....	\$1.442	\$1.298	\$1.192	\$1.146	\$1.148
Bread and cake:					
Hand.....	1.753	1.494	1.494	1.234	1.306
Machine.....	1.352	1.283	1.249	1.186	1.159
Pie and pastry.....	1.193	1.248	1.077	1.029	1.085
Nationality baking:					
Hebrew.....	1.904	1.680	1.710	1.611	-----
Other.....	1.618	1.711	-----	-----	-----
Cracker and cooky.....	1.104	1.045	1.041	1.024	1.011

TABLE 13.—Average union wage rates in the baking industry, by region <sup>1</sup> and by type of baking, July 1, 1949

Type of baking	United States	New England	Middle Atlantic	Border States	South-east	Great Lakes	Middle West	South-west	Mountain	Pacific
All baking.....	\$1.307	\$1.276	\$1.434	\$1.164	\$1.016	\$1.216	\$1.182	\$1.121	\$1.147	\$1.495
Bread and cake:										
Hand.....	1.618	1.207	1.803	1.500	.996	1.483	1.252	1.200	1.319	1.669
Machine.....	1.278	1.207	1.306	1.179	.995	1.211	1.264	1.152	1.360	1.596
Pie and pastry.....	1.179	1.118	1.222	.913	.793	1.066	1.104	-----	-----	1.496
Nationality baking:										
Hebrew.....	1.862	1.766	1.870	-----	1.542	1.878	1.287	-----	1.377	2.001
Other.....	1.634	-----	1.499	-----	-----	1.724	-----	-----	-----	1.667
Cracker and cooky.....	1.059	1.020	1.104	.968	1.058	1.062	1.030	1.019	.939	1.088

<sup>1</sup> The regions used in this study include:

New England.....	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
Middle Atlantic.....	New Jersey, New York, and Pennsylvania.
Border States.....	Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia.
Southeast.....	Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.
Great Lakes.....	Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.
Middle West.....	Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota.
Southwest.....	Arkansas, Louisiana, Oklahoma, and Texas.
Mountain.....	Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming.
Pacific.....	California, Nevada, Oregon, and Washington.

TABLE 14.—Distribution of union members in the baking industry, by straight-time weekly hours, and type of baking, July 1, 1949

Type of baking	Average hours per week	Percent of weekly hours—					
		Under 40	40	Over 40 and under 44	44	Over 44 and under 48	48
All baking.....	40.7	2.7	81.2	5.3	0.6	5.0	5.2
Bread and cake:							
Hand.....	43.4	-----	31.1	26.4	2.8	15.0	24.7
Machine.....	39.9	5.1	93.2	.2	.3	.3	.9
Pie and pastry.....	40.1	-----	95.0	4.7	-----	-----	.3
Nationality baking:							
Hebrew.....	44.4	-----	9.1	24.3	-----	47.9	18.7
Other.....	42.4	-----	57.4	12.6	6.5	-----	23.5
Cracker and cooky.....	40.0	-----	100.0	-----	-----	-----	-----

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

Table 15 presents union scales of wages and hours in effect on July 1, 1948, and July 1, 1949, for each classification of bakery workers, by type of baking, in each of the 75 cities included in the study. Where more than one union rate was in effect for the same occupation in a particular city, all the 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 rates.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>ATLANTA, GA.</b>			<b>ATLANTA, GA.—Continued</b>			<b>ATLANTA, GA.—Continued</b>		
Bread and cake—Machine shops:			Bread and cake—Machine shops—			Crackers and cookies—Con.		
Agreement A:			Continued			Sweet baking:		
Bread mixers and ovenmen,			Agreement D—Continued			Machine captains.....	\$1.290	\$1.390
doughnut machine opera-			Cake:			Ovenmen.....	1.100	1.200
tors.....	\$1.300	\$1.350	Foremen.....	\$1.320	\$1.370	Dough feeders, pan cleaners		
Mixers, cake and icing.....	1.250	1.300	Mixers, ovenmen.....	1.170	1.220	and feeders.....	1.050	1.150
Checkers, wrapping-machine			Scaling-machine operators,			Icing:		
operators, dividers.....	1.150	1.200	checkers, ingredientmen.....	.970	1.010	Head mixers.....	1.275	1.375
Mixers' helpers and molders.	1.100	1.150	Wrapping-machine opera-			Mixers.....	1.200	1.300
Selectors.....	1.000	1.050	tors, packers and icers			Mixers' helpers.....	1.150	1.250
Bench hands.....	.900	.940	(women); after 6 months.	.810	.850	Base cake weighers.....	1.100	1.200
Twisters, panners, oven load-			Wrapping-machine helpers,			Floormen.....	1.000	1.100
ers, bread rackers, dump-			first 6 months.....	.790	.830	Machine operators, women		
ers, wrapping-machine			Dumpers.....	.710	.750	helpers.....	.900	1.000
helpers, women icers and			Shipping:					
wrappers.....	.880	.920	Shipping clerks.....	1.190	1.240			
Packers.....	.830	.870						
Agreement B:			Agreement E:					
Foremen.....	1.150	1.175	Bread:					
Mixers.....	.950	.975	Foremen.....	1.390	1.440	Bread and cake—Hand shops:		
Ovenmen, loaders.....	.800	.825	Dough mixers, ovenmen,			Agreement A:		
Wrapping-machine operators,			shipping and receiving			Dough mixers, ovenmen.....	1.711	1.756
cuttermen, scalers.....	.750	.775	clerks.....	1.190	1.240	Benchmen.....	1.644	1.689
Dumpers, enrobers, squeeze			Dividers.....	1.110	1.160	Agreement B:		
bag men (icers), hand			Roll-machine operators,			Dough mixers.....	1.021	1.125
wrappers, packers, women			benchmen, molders.....	1.080	1.130	Journeyman bakers.....	1.917	1.125
helpers; after 60 days.....	.700	.725	Wrapping-machine opera-			Helpers.....	1.792	1.794
Agreement C:			tors.....	1.060	1.110	Bread and cake—Machine shops:		
Bread:			Checkers.....	1.030	1.080	Agreement A:		
Foremen.....	1.390	1.440	Oven loaders and dumpers.	.900	.940	Bread department:		
Dough mixers, ovenmen.....	1.190	1.240	Dough mixers' helpers,			Mixers, oven operators		
Dividers.....	1.110	1.160	pan greasers, bread rack-			(bread trays).....	1.150	1.250
Benchmen, rolling-machine			ers, bread panners, flour			Ingredient scalers.....	1.125	1.225
men, moldermen.....	1.080	1.130	dumpers, wrapping-ma-			Bench hands.....	1.120	1.220
Dumpers.....	.900	.940	chine helpers; after 6			Divider operators, molder		
Truck loaders and helpers;			months.....	.840	.880	operators.....	1.025	1.125
after 6 months.....	.790	.930	Hand wrappers.....	.790	.830	Bread wrappers, machine.	1.075	1.050
Bread rackers, oven help-			Cake:			Wrapping-machine helpers.	.950	1.050
ers, pan greasers; after 6			Foremen.....	1.320	1.370	Mixers' helpers, oven feed-		
months.....	.840	.880	Mixers, ovenmen, and			ers, oven dumpers, oven		
Grease machine operators.	.800	.840	icing mixers.....	1.170	1.220	helpers, molder operators		
Cake:			Ingredient scalers, scaler			(women).....	.925	1.025
Foremen.....	1.320	1.370	operators and checkers.....	.970	1.010	Bread wrappers (women)...	.855	.955
Mixers and ovenmen.....	1.170	1.220	Women wrapping-machine			Bread packers.....	.850	.950
Ingredient scalers, check-			operators, hand icers,			Flour blenders (bread and		
ers, foreladies, and scal-			packers, wrappers, cut-			cake).....	.825	.925
ing-machine operators.....	.970	1.010	ters.....	.810	.850	Pan greasers, bakery help-		
Supervisors (women).....	.850	.890	Grease machine operators.	.800	.840	(men and women).....	.813	.913
Icers, checkers, wrappers,			Cake dumpers.....	.710	.750	Cake and sweet depart-		
packers, cutters; after 6			Packing:			ment:		
months, cake wrapping-			Supervisors and supplymen.....	1.150	1.250	Mixers, ovenmen (first		
machine operators.....	.810	.850	Pastemen.....	1.100	1.200	class).....	1.150	1.250
Pan greasers and cake			Machine set-up men, wrap-			Ingredient mixers' helpers.	.925	1.225
dumpers.....	.710	.750	ping-machine operators,			Bench hands.....	1.120	1.220
Shipping:			head clerks.....	1.050	1.150	Cooky mixers, icing mixers.	1.050	1.200
Shipping clerks.....	1.190	1.240	Floormen.....	1.000	1.100	Cake decorators (men and		
Bread wrapping-machine			Women:			women).....	1.075	1.175
operators.....	1.060	1.100	Supervisors.....	1.020	1.120	Ovenmen (second class)...	1.050	1.150
Checkers, bun wrapping-			Sponge packers, hand			Dividers (depositor opera-		
machine operators.....	1.030	1.080	bundlers.....	.920	1.020	tors).....	1.000	1.100
Bread wrapping-machine			Scalers and weighers.....	.910	1.010	Oven feeders.....	.900	1.000
operators' helpers; after			"Q" formers, stitchers, wrap-			Cake packers.....	.875	.975
6 months.....	.840	.880	ping-machine operators.....	.900	1.000	Packers.....	.850	.975
Bun trays, hand wrap-			Sweet packers, carton			Pan greasers, bakery help-		
pers; after 6 months.....	.790	.830	formers, weighers and			ers, bakers' helpers.....	.813	.913
Agreement D:			closers.....	.890	.990	Bench helpers (women)...	.750	.825
Bread:			Shipping:			Cake icers (women).....	.725	.800
Foremen.....	1.390	1.440	Supervisors and stockmen.....	1.150	1.250	Cake wrappers (women)...	.725	.775
Ovenmen, dough mixers.....	1.190	1.240	Assemblymen.....	1.100	1.200			
Dividers.....	1.110	1.160	Car loaders.....	1.050	1.150	Agreement B:		
Molders, bench hands,			Clerks (women).....	.990	1.090	Bread department:		
benchmen, roll-machine			Crackers and cookies:			Mixers, ovenmen.....	1.140	1.240
operators.....	1.080	1.130	Sponge mixing:			Set-up men.....	1.085	1.180
Wrapping-machine opera-			Head mixers.....	1.350	1.450	Dividermen.....	1.040	1.130
tors.....	1.060	1.110	Mixers.....	1.250	1.350	Oven dumpers.....	.965	1.050
Checkers.....	1.030	1.080	Mixers' helpers.....	1.100	1.200	Moldermen.....	.940	1.025
Oven loaders and dumpers,			Sweet mixing:			Ovenmen's helpers, cooler-		
panners.....	.900	.940	Head mixers.....	1.350	1.450	men, bake-shop helpers,		
Mixers' helpers, wrapping-			Mixers.....	1.250	1.350	pan greasers.....	.890	.970
machine operators' help-			Mixers' helpers.....	1.100	1.200	Wrapping-machine feeders.	.815	.890
ers, rackers, pan greasers;			Sponge baking:			Wrapping-machine feeders		
after 6 months.....	.840	.880	Head bakers.....	1.350	1.490	(women).....	.700	.770
Packers and slicers (wom-			Machine captains.....	1.290	1.390	Cake department:		
en); after 6 months.....	.810	.850	Bakers (including sweet			Mixers, ovenmen.....	1.140	1.240
Dough mixers' helpers,			baking).....	1.220	1.330	Icing makers.....	1.130	1.240
first 6 months; and hand			Rollermen.....	1.180	1.280	Ingredient scalers, sugar		
wrappers; after 6 months.	.790	.830				grinders.....	.965	1.050

1 45-hour workweek.

1 48-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>BALTIMORE, MD.—Con.</b>			<b>BIRMINGHAM, ALA.—Con.</b>			<b>BIRMINGHAM, ALA.—Con.</b>		
Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued			Crackers and cookies—Con.		
Agreement B—Continued			Agreement B:			First floor—Continued		
Cake department—Con.			Mixers.....	\$1.250	\$1.300	Mixing room—Continued		
Pan greasers, packers and shippers.....	\$0.800	\$0.870	Ovenmen.....	1.215	1.265	Mixers' helpers.....	\$0.940	\$0.990
Tray and mold boys.....	.795	.855	Divider operators.....	1.150	1.200	Bake shop:	.870	.920
Wrappers and icers (women).....	.700	.770	Molder operators.....	1.075	1.125	Machine operators, sponge peelers, sponge-oven bakers.....	1.040	1.090
Agreement C:			Wrapping-machine operators.....	1.045	1.095	Sponge-oven helpers.....	.970	1.020
General utilitymen.....	1.200	1.200	Oven feeders and dumpers.....	.980	1.035	Sponge peelers:		
Mixers.....	1.150	1.150	Checkers.....	.955	1.005	1-6 months.....	.950	1.000
Ovenmen.....	1.125	1.125	Packers, sugar grinders, flour dumpers, pan greasers and helpers.....	.900	.950	Dough rollers, sweet-oven bakers.....	.910	.960
Machine operators, bread wrapping-machine operators, depositor operators.....	1.100	1.100	Slicers, feeders, wrapping-machine helpers.....	.825	.875	Sponge-oven traymen.....	.910	.960
Cake bench hands, oven loaders and dumpers.....	1.050	1.050	Agreement C:			Machine feeders, sweet-oven helpers.....	.890	.940
Ingredient scalers, bread benchmen, bread panners and rackers.....	1.000	1.000	Bread:			Stackers.....	.870	.920
Dough mixers' helpers, cake oven helpers.....	.975	.975	Mixers.....	1.250	1.300	Machine helpers.....	.670	.720
Hand icers (women), hand bread wrappers (women), pan greasers.....	.850	.850	Ovenmen.....	1.215	1.265	Stackers:		
Bread checkers.....	.775	.775	Divider operators.....	1.150	1.200	1-3 months.....	.620	.670
Checkers, packers and wrappers (women).....	.750	.750	Molder operators.....	1.075	1.125	Second floor:		
Agreement D:			Wrapping-machine operators.....	1.045	1.095	Wrapping-machine operators, checkers.....	.890	.940
Bread department:			Oven feeders and dumpers.....	.980	1.030	Pan and tray dumpers.....	.820	.870
Oven operators, dough mixers, doughnut-machine operators.....	1.245	1.245	Checkers.....	.955	1.005	Sponge packers, sample women, large carton makers, large wafer-machine operators.....	.800	.850
All round bench hands, molder operators, divider operators, wrapping-machine operators.....	1.195	1.195	Roll panners.....	.950	1.000	Pan greasers, pan feeders.....	.790	.840
Ingredient scalers, oven feeders and dumpers, mixers' helpers, doughnut-room men.....	1.145	1.145	Sugar grinders, flour dumpers, pan greasers, packers.....	.900	.950	Wrapping-machine bundlers.....	.750	.800
Pan rackers (loaders), pan greasers, molders' helpers, bread packers, selectors and order packers, chute packers.....	1.095	1.095	Slicers, feeders, wrapping-machine helpers.....	.825	.875	Helpers:		
Flour handlers, pan washers.....	1.045	1.045	Cake:			Men.....	.670	.720
Helpers (women).....	.880	.880	Mixers.....	1.170	1.220	Women.....	.620	.670
Agreement E:			Iceing mixers.....	1.150	1.200	Third floor:		
Mixers.....	1.250	1.250	Oven operators.....	1.140	1.190	Head mixers.....	.940	.990
Helpers.....	.900	.900	Depositors.....	1.055	1.105	Iceing mixers, sirup cookers.....	.870	.920
Cake wrappers (women).....	.800	.800	Wrapping-machine operators.....	.940	.990	Trayers, cold-room packers.....	.800	.850
Pie and pastry shops:			Oven feeders and dumpers.....	.930	.980	Cappers.....	.750	.800
Doughnut shops:			Head icers.....	.905	.955	Iceing mixers' helpers, general helpers.....	.670	.720
Agreement A:			Iceing wrappers.....	.845	.895	Caddy and carton formers, women helpers.....	.620	.670
Doughnut-machine operators.....	1.050	1.075	Pan greasers, bake-shop helpers.....	.835	.885	Shipping room:		
Bakers' helpers.....	.880	.905	Agreement D:			Stock checkers.....	.890	.940
Head packers (women).....	.800	.825	Bread:			Stock room:		
Packers (women).....	.750	.775	Mixers.....	1.250	1.300	Issue clerks.....	.870	.920
Agreement B:			Oven operators.....	1.215	1.265	Helpers.....	.820	.870
Foremen.....	1.250	1.350	Divider operators.....	1.150	1.200			
Mixers, machine operators.....	1.000	1.100	Molder operators.....	1.075	1.125			
Bakery helpers.....	.875	.900	Wrapping-machine operators.....	1.045	1.095			
Packers and helpers (women).....	.775	.800	Oven feeders and dumpers.....	.980	1.030			
<b>BIRMINGHAM, ALA.</b>			Packers, sugar grinders, flour dumpers, pan greasers, and bake-shop helpers.....	.900	.950			
Bread and cake—Machine shops:			Slicers, feeders, wrapping-machine helpers.....	.825	.875			
Agreement A:			Cake:					
Mixers.....	1.045	1.095	Mixers.....	1.250	1.300			
Ovenmen, head.....	.945	.995	Oven operators.....	1.215	1.265			
Ovenmen.....	.920	.970	Iceing mixers.....	1.150	1.200			
Dividers, and head rolling-machine operators.....	.895	.945	Depositor operators.....	1.150	1.200			
Molders and benchmen.....	.870	.920	Depositors' helpers.....	1.065	1.115			
Rolling-machine operators.....	.820	.870	Head icers.....	.940	.990			
Machine wrappers and utilitymen.....	.770	.820	Oven feeders and dumpers.....	.930	.980			
Pan greasers and bake-shop helpers.....	.720	.770	Pan greasers and bake-shop helpers.....	.900	.950			
Packers and shippers.....	.695	.745	Packers.....	.865	.915			
			Iceing wrappers.....	.845	.895			
			Wrapping-machine operators.....	.940	.990			
			Agreement E:					
			Fruit cake:					
			Mixers.....	.910	.960			
			Scalers, bakers.....	.860	.910			
			Packers, sealers, checkers, pan washers and toppers' helpers.....	.670	.720			
			Second floor packers, wrappers.....	.620	.670			
			Crackers and cookies:					
			First floor:					
			Mixing room:					
			Head mixers.....	1.040	1.090			

\* 48-hour workweek.

\* Information not available for rates and hours on July 1, 1948.

\* 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>BOSTON, MASS.—Continued</b>			<b>BOSTON, MASS.—Continued</b>			<b>BUFFALO, N. Y.—Continued</b>		
Bread and cake—Hand shops—Continued			Pie and pastry shops—Con.			Bread and cake—Machine shops—Continued		
Agreement E—Continued			Agreement B:			Agreement C—Continued		
Dough mixers, benchmen, ovenmen, shipping clerks.	\$1.250	\$1.300	Mixers, ovenmen, bench hands.	\$1.290	\$1.290	Cake department:		
Bread and cake—Machine shops: Agreement A:			Helpers.	1.080	1.080	Foremen.	\$1.408	\$1.528
Mixers.	1.460	1.510	Cutters, pie table.	.970	.970	Mixers.	1.295	1.415
Dividormen.	1.350	1.400	Agreement C:			Assemblymen, traveling-oven men.	1.270	1.390
Mixers' helpers, ingredient scalars, moldermen, oven feeders.	1.300	1.350	Mixers, ovenmen.	1.330	1.330	Scalars.	1.215	1.335
Wrappers, packers, floormen (after 3 years).	1.250	1.300	Pie fillers, dough cutters.	1.190	1.240	Fried-cake-machine men.	1.160	1.280
Flour blenders, molders' helpers, rackers, pan greasers.	1.220	1.270	Hebrew baking:			Wrapping-machine operators.	1.120	1.240
Agreement B:			Foremen.	\$1.874	\$1.999	Oven helpers.	1.055	1.240
Mixers.	1.460	1.510	Second hands.	\$1.737	\$1.853	Foreladies.	1.100	1.220
Machinemmen, ovenmen, benchmen.	1.350	1.400	Third hands.	\$1.599	\$1.706	Machine helpers.	1.095	1.215
Mixers' helpers, ingredient scalars, molder operators, ovenmen's helpers.	1.300	1.350	Crackers and cookies:			Pan greasers.	1.055	1.175
Checkers and rackers: 1-3 years.	1.160	1.210	Dog food department:			Pie-machine boys—After 6 months.	.985	1.105
Over 3 years.	1.250	1.300	Mixers.	1.210	1.210	Cake decorators—After 6 months (women).	.885	1.025
Bakery helpers, pan greasers, flour dumpers, floormen.	1.220	1.270	Bakers, machine captains.	1.185	1.185	Icers, packers, wrappers (women).	.885	1.005
Agreement C:			Reliefmen.	1.155	1.155	Agreement D:		
Mixers.	1.460	1.510	Dough feeders.	1.110	1.110	Bread department:		
Benchmen, benchwomen, divider operators, ovenmen.	1.350	1.400	Oven firemen.	1.085	1.085	Working foremen.	1.408	1.528
Mixers' helpers, molder operators, oven loaders and dumpers.	1.300	1.350	Pan feeders.	1.060	1.060	Mixers.	1.295	1.415
Wrapping-machine operators, checkers, stale checkers, wrapping-machine helpers, floormen (bakery), conveyor men: 1-3 years.	1.160	1.210	Bakers' helpers.	1.040	1.040	Ovenmen.	1.270	1.390
After 3 years.	1.250	1.300	Kibblers.	1.000	1.000	Assemblymen.	1.245	1.365
Bakery helpers, pan greasers, floormen (shipping).	1.220	1.270	Packing department:			Dividormen, bench hands.	1.225	1.345
Agreement D:			Floormen.	1.070	1.070	Machine and moldermen.	1.195	1.315
Ovenmen, icing mixers, mixers.	1.230	1.400	Handlers of broken and rejected goods.	.845	.845	Mixers' helpers.	1.145	1.265
Shippers.	1.130	1.300	Scalars, weighers, packers.	.835	.835	Assembly helpers, oven feeders and dumpers.	1.120	1.240
Ingredient scalars.	1.080	1.250	Shipping department:			Checkers.	1.115	1.235
Bakery helpers.	.980	1.150	Shippers.	1.160	1.160	Bench helpers, wrapping-machine operators.	1.105	1.225
Shippers' helpers: 1-2 months.	.930	1.100	Car checkers.	1.125	1.125	Packers.	1.085	1.205
After 2 months.	.980	1.150	Car assemblers.	1.105	1.105	Wrapping- and slicing-machine helpers, cooler-men, flour handlers.	1.080	1.200
Wrappers (women): 1-2 months.	.780	.950	Head car loaders.	1.100	1.100	Pan greasers, machine hand helpers.	1.055	1.175
After 2 months.	.830	1.000	Assemblers.	1.075	1.075	Cake department:		
Agreement E:			Assistant car loaders.	1.060	1.060	Foremen.	1.408	1.528
Mixers.	1.430	1.480	Stock clerks, stockmen.	1.040	1.040	Mixers.	1.295	1.415
Ovenmen.	1.370	1.420				Ovenmen.	1.270	1.390
Ingredient scalars.	1.300	1.350				Depositors.	1.215	1.335
Scalars.	1.280	1.330				Ingredient scalars.	1.205	1.325
Helpers.	1.160	1.210				Foreladies.	1.100	1.220
Checkers, packers, wrappers, cutters, icers: Up to 1 year.	.840	.930				Machine helpers.	1.085	1.205
1-3 years.	.880	.970				Pan greasers.	1.075	1.195
After 3 years.	.970	1.010				General helpers.	1.055	1.175
Agreement F:						Icing-machine operators (women).	.920	1.040
Ingredient scalars.	1.300	1.300				Icers, packers, wrappers (women).	.885	1.005
Bench hands, mixers, ovenmen.	1.280	1.290				Rollette department:		
Packers (women).	1.080	1.080				Mixers.	1.235	1.355
Pie and pastry shops:						Jam cookers.	1.150	1.270
Agreement A:						Foreladies.	1.100	1.220
Doughnut-machine operators.	1.300	1.350				Mixers' helpers.	1.085	1.205
Doughnut mixers.	1.240	1.290				General machine helpers.	1.055	1.175
Cleaners.	1.170	1.220				Wrappers, rollers, boxers (women).	.885	1.005
Packers: 1-2 years.	.890	.930				Agreement E:		
2-3 years.	.930	.970				Mixers, ovenmen.	1.315	1.435
Over 3 years.	.970	1.010				Cake decorators.	1.295	1.415
						Assemblymen, fried-cake-machine operators.	1.245	1.365
						Bench hands, dividormen.	1.225	1.345
						Moldermen, peelm.	1.195	1.315
						Doughnut fryers, icing-machine operators, mixers' helpers, packers.	1.145	1.265
						Wrapping-machine operators.	1.125	1.245
						Bench helpers, cooky-machine operators, oven helpers, flour sifters and blenders.	1.105	1.225
						Bake-shop helpers, flour sifters and blenders' helpers, doughnut fillers.	1.055	1.175
						Icers, wrappers and packers (women).	.885	1.005
						Agreement F:		
						Male workers.	1.140	1.140

1 45-hour workweek.

2 48-hour workweek.

4 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>BUFFALO, N. Y.—Continued</b>			<b>BUFFALO, N. Y.—Continued</b>			<b>BUTTE, MONT.—Con.</b>		
Bread and cake—Machine shops—Continued			Crackers and cookies—Con.			Bread and cake—Machine shops:		
Agreement G:			Agreement A—Continued			Foremen, dough mixers.....	\$1.643	\$1.748
Working foremen.....	\$1.350	\$1.550	Baking department—Con.			Roll-machine operators, machinemen.....	\$1.500	\$1.748
Mixers, ovenmen, benchmen, dividermen, fried-cake-machine operators.....	1.350	1.450	Oven firemen, bakers (traveling and reel oven).....	\$1.190	\$1.305	Ovenmen.....	\$1.595	\$1.700
Bench helpers, checkers, flour dumpers, moldermen, oven loaders and dumpers, wrapping-machine operators.....	1.200	1.300	Cuttermen.....	1.120	1.285	Bench hands.....	\$1.500	\$1.605
Pan greasers, bread rackers, bread panners, wrapping-machine helpers.....	1.100	1.200	Floormen (class A), sponge rollermen, mixers' helpers.....	1.160	1.275	Wrapping-machine operators, wrappers (men).....	\$1.114	\$1.182
Hand icers, checkers, packers, wrappers and cutters (women).....	.825	.950	Rollermen.....	1.100	1.215	Wrappers (women).....	.784	.830
Agreement H:			Graham oven feeders.....	1.095	1.205	<b>CHARLESTON, S. C.</b>		
Foremen.....	1.580	1.630	Tenant-machine operators.....	1.070	1.185	Crackers and cookies:		
Dough mixers, ovenmen.....	1.520	1.570	Floormen (class B), pan feeders and greasers.....	1.070	1.155	Foremen; mixers (cake).....	1.100	1.150
Benchmen.....	1.410	1.460	Spray-machine operators and inspectors, oven feeders and takers-out, dough feeders, pan cleaners, and feeders.....	1.040	1.155	Ovenmen, dough mixers, icing mixers (cake).....	1.000	1.050
Dividermen.....	1.330	1.380	Forming-machine operators.....	.900	1.035	Shipping and receiving clerks.....	.900	.950
Ingredient scalers.....	1.270	1.320	Icing department:			Dividermen, moldermen, stockmen, roll-machine operators, wrapping-machine operators, scaling-machine operators.....	.850	.900
Oven loaders and dumpers.....	1.210	1.260	Head mixers.....	1.345	1.460	Oven loaders and dumpers.....	.800	.850
Moldermen.....	1.180	1.230	Machine captains.....	1.260	1.375	Benchmen, bread rackers, cleaners, icers and packers (women).....	.700	.750
Pan greasers, flour dumpers.....	1.150	1.200	Machine set-up men, machinemen, jelly and marshmallow men.....	1.160	1.275	<b>CHARLESTON, W. VA.</b>		
Bread rackers, wrapping-machine operators.....	1.120	1.170	Icers (women), other helpers (women).....	.910	1.015	Bread and cake—Machine shops:		
Hand icers (women).....	.920	.970	Machine operators (women).....	.900	1.035	Agreement A:		
Agreement I:			Packing department:			Bread:		
Foremen.....	(2)	1.660	Working supervisors.....	1.020	1.135	Mixers No. 1.....	\$1.350	\$1.350
Oven operators, doughnut-machine operators, potato chip operators, mixers.....	(2)	1.460	Sponge packers.....	.940	1.055	Mixers No. 2, dividers, wrapping-machine operators, shipping clerks.....	\$1.200	\$1.200
Benchmen, divider depositors.....	(2)	1.410	Hand bundlers, filling-machine operators.....	.920	1.035	Proof-box operators.....	\$1.150	\$1.150
Ingredient scalers, wrapping-machine operators, molder operators, mixers' helpers, head selectors, filling cookers, floorladies.....	(2)	1.360	Sweet packers.....	.910	1.025	Bakers' helpers, first class.....	\$1.100	\$1.100
Selectors, oven feeders and dumpers, stock handlers, muffin grillers, open-kettle fryers.....	(2)	1.310	Carton formers (machine), sealers and weighers.....	.900	1.015	Molders.....	\$1.000	\$1.000
Production workers.....	(2)	1.260	Agreement B:			Bakers' helpers, second class.....	.950	.950
Oliver-wrapper operators, roll- and sweet yeast-machine operators.....	(2)	1.095	Mixing department:			Dividers (women).....	\$1.200	\$1.200
Icers and decorators, cake-pan washers and greasers, sweet yeast make-up panners, chip bagging machine operators, chip fryers, order packers, doughnut tray packers, general helpers.....	(2)	1.060	Head mixers.....	1.320	1.475	Agreement B:		
Pie and pastry shops:			Enrobbers.....	1.240	1.345	Bread:		
Agreement A:			Sponge mixers.....	1.220	1.345	Dough mixers, sponge setters.....	\$1.300	\$1.400
Mixers, ovenmen, cooks.....	1.205	1.205	Sweet mixers.....	1.190	1.315	Wrapping-machine operators.....	\$1.300	\$1.400
Icing mixers, ingredient scalers, auxiliary workers.....	1.055	1.055	Jelly- and marshmallow-men.....	1.140	1.245	Ovenmen, oven loaders and dumpers, bread rackers.....	\$1.120	\$1.220
Foreladies.....	.955	.955	Flour dumpers, filling-machine operators.....	1.090	1.195	Dividermen, moldermen.....	\$1.130	\$1.230
Helpers (women).....	.905	.905	Baking department:			Truck loaders and helpers, shipping and receiving clerks.....	\$1.120	\$1.220
Agreement B:			Machine captains.....	1.310	1.415	Pan greasers, bread panners, feeders.....	.980	\$1.080
Scaling-machine operators, machine operators.....	1.145	1.195	Cuttermen.....	1.220	1.325	Bread rackers.....	(2)	\$1.050
Packers, checkers.....	1.010	1.060	Sponge rollermen.....	1.170	1.275	<b>CHARLOTTE, N. C.</b>		
Floorladies.....	.980	1.030	Pan feeders and greasers, general helpers.....	1.090	1.195	Bread and cake—Machine shops:		
Packers and wrappers (women).....	.900	.950	Icing and cello-bag department:			Agreement A:		
Hebrew and Polish baking:			Head mixers.....	1.220	1.325	Bread:		
First hands, ovenmen, mixers.....	1.600	1.600	Machine set-up men, paper cutters, icing mixers' helpers.....	1.170	1.275	Foremen.....	1.150	1.200
Second hands, bench hands.....	1.500	1.500	General helpers.....	1.090	1.195	Mixers.....	1.000	1.050
Crackers and cookies:			Forming-machine operators, carton formers (women).....	.950	1.055	Head ovenmen.....	1.000	1.050
Agreement A:			Sealers, weighers (women).....	.900	1.005	Machinemen.....	.925	.975
Mixing department:			Packing department:			Wrapping-machine operators and ovenmen.....	.900	.950
Head mixers.....	1.345	1.460	General helpers.....	1.090	1.195	Helpers:		
Sponge mixers.....	1.260	1.375	Sponge packers.....	.990	1.095	First 3 months.....	.750	.750
Flour dumpers, mixers' helpers.....	1.160	1.275	Hand bundlers and carton formers (machine table), sweet packers, carton formers (hand), "Q" formers, cover stitchers, repack girls, breakage girls.....	.940	1.045	After 3 months.....	.800	.800
Baking department:			<b>BUTTE, MONT.</b>			Hand wrappers and machine helpers:		
Machine captains.....	1.260	1.375	Bread and cake—Hand shops:			First 3 months.....	.700	.750
<sup>2</sup> 48-hour workweek.			Foremen, mixers.....	\$1.568	\$1.673	After 3 months.....	.800	.800
<sup>3</sup> Information not available for rate and hours on July 1, 1948.			Ovenmen.....	\$1.523	\$1.628	Cake:		
			Benchmen.....	\$1.432	\$1.537	Foremen.....	1.150	1.200
			Wrappers, hand (women).....	\$1.784	\$1.830	Mixers and ovenmen.....	1.000	1.050
						Machinemen.....	.900	.950
						Foremen (women).....	.850	.900
						Cake wrapping-machine operators.....	(2)	.850
						Experienced icers.....	.850	.850
						Oven loaders and dumpers.....	.800	.850
						<sup>4</sup> 44-hour workweek.		
						<sup>5</sup> 42-hour workweek.		

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>CHARLOTTE, N. C.—Con.</b>			<b>CHATTANOOGA, TENN.—Continued</b>			<b>CHICAGO, ILL.—Continued</b>		
Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued		
Agreement A—Continued			Agreement C:			Agreement B—Continued		
Cake—Continued			Cake:			Cake department—Con.		
Pan washers and greasers, icers, wrappers and box makers:	\$0.775	\$0.825	Foremen.....	\$1.050	\$1.110	Mixers.....	\$1.400	\$1.510
First 2 months.....	.700	.700	Ovenmen and mixers.....	.900	.950	Scalers, cake and yeast oven feeders and dumpers, cooky-machine operators.....	1.350	1.460
From 2 to 4 months.....	.750	.750	Foreladies.....	.825	.865	Bench hands.....	1.350	1.460
After 4 months.....	.800	.800	Scalers and icing mixers.....	.800	.840	General bakery helpers, pan washing machine helpers, pan greasing machine helpers, shipping-room helpers.....	1.030	1.140
Helpers:			Helpers, men.....	.720	.750	Women employees:		
First 3 months.....	.750	.750	Cutting-machine operators, icers and wrappers.....	.700	.740	Foreladies.....	1.020	1.130
After 3 months.....	.800	.800	Wrapping-machine operators.....	.720	.720	Icers.....	.950	1.060
Shipping:			Inexperienced helpers, women.....	.570	.570	Dough handlers.....	.950	1.060
Freight handlers and stock helpers.....	1.000	1.050	Pie and pastry shops:			Machine feeders.....	.900	1.010
Checkers and packers.....	.900	.900	Foremen.....	1.050	1.110	Wrappers, packers, box workers, miscellaneous.....	.900	1.010
Checkers and packers.....	.800	.850	Mixers, ovenmen and first cook.....	.900	.950	Unskilled.....	.830	.940
Agreement B:			Cookers.....	.800	.800	Skilled (inexperienced).....	.900	1.010
Ovenmen, mixers, and doughnut-machine operators.....	1.150	1.230	Wrappers, boxers, crust-machine operators, pie fillers and toppers.....	.700	.740	Skilled (experienced).....	.950	1.060
Dividers, rolling-machine operators, depositor operators, and wrapping-machine operators.....	1.100	1.180	Shipping clerks.....	.750	.750	Agreement C:		
Scalers, molder operators, stockmen, and mixers' helpers.....	1.050	1.130	Pie glacers and helpers, men.....	.660	.660	Cake only:		
Oven loaders and dumpers.....	.950	1.020	<b>CHICAGO, ILL.</b>			Cake mixers, icing mixers, ovenmen, first scalers, doughnut mixers, head cooks.....	1.300	1.440
Production employees and cake icers, hand.....	.875	.950	Bread and cake—Hand shops:			Ingredientmen.....	1.300	1.440
General helpers:			Retail—Bread:			Mixers' helpers, oven helpers, second scalers.....	1.040	1.180
Less than 1 year's service.....	(9)	.875	First hands.....	\$1.460	\$1.650	Dumpers, truckers.....	1.040	1.180
With 1 year's service.....	(9)	.900	Second hands.....	\$1.410	\$1.600	Women employees:		
Shipping:			Icers.....	\$1.135	\$1.245	First month.....	.700	.810
Shipping and receiving clerks.....	1.000	1.080	General bake-shop helpers.....	\$1.065	\$1.175	After 30 days.....	.750	.860
Selectors.....	.950	1.020	Pan cleaners and greasers.....	\$1.945	\$1.055	After 6 months.....	.800	.910
<b>CHATTANOOGA, TENN.</b>			Retail—Bread and cake:			After 1 year.....	.850	.960
Bread and cake—Hand shops:			First hands, spongers, ovenmen.....	\$1.600	\$1.650	After 3 years.....	.900	1.010
Head baker.....	\$1.146	\$1.146	Second hands.....	\$1.550	\$1.600	Stock and mixing foremen.....	1.400	1.510
Second baker.....	\$1.938	\$1.938	Third hands:			Doughnut foremen.....	1.350	1.460
Helpers.....	\$1.625	\$1.625	First 6 months.....	\$1.900	\$1.950	Assistant foreladies.....	.950	1.060
Bread and cake—Machine shops:			6-24 months.....	\$1.090	\$1.140	Agreement D:		
Agreement A:			24-36 months.....	\$1.390	\$1.440	Bread only:		
Bread:			Wholesale—Bread:			Mixers, ingredient scalers, ovenmen.....	1.400	1.510
Dough mixers.....	.985	1.035	First hands, mixers, ovenmen, spongers.....	1.400	1.525	Soft-roll (scaling-machine), dividermen.....	1.350	1.460
Ovenmen.....	.930	.980	Second hands, bench or machine hands, molders or dividers.....	1.350	1.475	Working foremen.....	1.505	1.615
Benchmen.....	.930	.960	Ingredientmen.....	(9)	1.475	Molders, traveling-oven dumpers and feeders, bench hands, dough dumpers.....	1.300	1.410
Twisters, bench and machine helpers, wrapping-machine operators.....	.875	.905	Bread and cake—Machine shops:			Bake-shop helpers.....	1.140	1.250
Wrapping-machine helpers.....	.820	.850	Agreement A:			Sorters.....	1.040	1.140
Cake:			Bread only:			Helpers.....	1.030	1.140
Mixers.....	.985	1.035	Working foremen.....	1.510	1.620	Checkers, wrappers, packers, cutters (women):		
Ovenmen.....	.930	.980	Ovenmen.....	1.400	1.510	Start.....	.700	.810
Machine operators.....	.875	.905	Mixers.....	1.400	1.510	After 30 days.....	.750	.860
Hand icers.....	.765	.795	Ingredient scalers.....	1.350	1.460	After 6 months.....	.800	.910
Checkers, wrappers, packers, cutters.....	.710	.740	Traveling-oven feeders and dumpers, soft-roll scaling-machine men, bench hands.....	1.350	1.460	After 1 year.....	.850	.960
Agreement B:			Dividermen.....	1.350	1.460	After 3 years.....	.900	1.010
Bread:			Dough dumpers, molders.....	1.250	1.360	Doughnut shops:		
Foremen.....	1.560	1.610	Bake-shop helpers:			Doughnut and chocolate enrobing-machine operators.....	1.250	1.360
Mixers and ovenmen.....	1.300	1.350	First 90 days.....	1.030	1.140	Shipping clerks, helpers, loaders.....	1.050	1.160
Head benchmen and divider operators.....	1.220	1.270	After 90 days.....	1.140	1.250	Foremen (women).....	.920	1.000
Benchmen, machinemen, assistant mixers, dumpers, wrapping-machine operators.....	1.150	1.200	Sorters.....	1.020	1.130	Helpers (women):		
Set-up men and wrapping-machine tailors.....	1.010	1.060	Agreement B:			Starting rate.....	.750	.830
Bread twisters.....	.970	1.000	Bread department:			After 1 month.....	.770	.850
Helpers:			Working foremen.....	1.510	1.620	After 6 months.....	.820	.900
Less than 3 months.....	.790	.820	Ingredient scalers, bench hands.....	1.350	1.460	After 1 year.....	.870	.950
3-6 months.....	.820	.850	Dividermen.....	1.350	1.460	Pie and pastry shops:		
Over 6 months.....	.910	.940	Mixers, ovenmen.....	1.400	1.510	Pie shops:		
Shipping:			Soft-roll scaling-machine operators, traveling-oven dumpers and feeders.....	1.350	1.460	Ingredientmen, ovenmen, cooks, dough mixers.....	1.120	1.290
Shipping clerks.....	1.190	1.240	Dough dumpers, molders.....	1.250	1.360	Dough breakers, fruit mixers, servicemen, helpers.....	.920	1.060
			Bake-shop helpers.....	1.140	1.250	Pie-machine operators.....	.840	.970
			Sorters, women inspectors.....	1.020	1.130			
			Helpers.....	1.030	1.140			
			Cake department:					
			Working foremen.....	1.510	1.620			

\* 48-hour workweek.

\* Information not available for rate and hours on July 1, 1948.

\* 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>CHICAGO, ILL.—Continued</b>			<b>CHICAGO, ILL.—Continued</b>			<b>CHICAGO, ILL.—Continued</b>		
Pie and pastry shops—Con.			Crackers and cookies—Con.			Crackers and cookies—Con.		
Pie shops—Continued:			Agreement B—Continued			Agreement E—Continued		
Toppers, wrappers, cream-			Packing and wrapping de-			Mixing and baking depart-		
pie fillers, cake icers, fruit			partment—Continued			ment—Continued		
cleaners, women helpers,			Bag fillers, dump pack	\$0.870	\$0.970	Bakers	\$1.220	\$1.325
plate washers, sorters, in-			Fillers, cellophane	.870	.970	Oven firemen	1.180	1.295
spectors	\$0.770	\$0.890	Agreement C:			Flour dumpers, ovenmen,		
Hebrew baking:			Ovenmen	1.195	1.295	pan dumpers	1.160	1.265
Foremen or first hands	\$1.889	\$2.024	Icing department:			Battermen	1.115	1.215
Second hands	\$1.820	\$1.952	Machinemen	1.145	1.245	Dough feeders, pan clean-		
Bohemian baking—Bread:			Head mixers	1.045	1.145	ers and feeders	1.110	1.215
Small shops—Hand:			Packers	.905	1.005	Machine set-up men	1.080	1.185
First hands	\$1.600	\$1.715	Head sample girls	.880	.980	Wrapping and packing de-		
Second hands	\$1.540	\$1.645	Stitchers (women), cello-			partment:		
Large shops—Machine:			phane packers, sample			Warehousemen, shipping		
First hands	1.800	1.850	helpers, trolley packers	.835	.935	helpers	1.160	1.265
Second hands	1.725	1.775	Packing department:			Tally clerks (women)	1.000	1.105
Polish baking:			Stacking-machine cap-			Sponge packers	.940	1.045
Retail shops:			tains:			Sweet packers, carton		
Day work:			First 3 months	.920	1.020	formers, weighers, scal-		
Foremen, spongers	\$1.667	\$1.729	Next 3 months	1.145	1.245	ers, hand bundlers, ma-		
Second hands	\$1.542	\$1.604	After 6 months	1.245	1.345	chine operators	.920	1.025
Wholesale shops:			Wrapping-machine opera-	1.095	1.195	Icing department:		
Day work:			tors	.995	1.095	Head mixers	1.400	1.505
Foremen, spongers	\$1.773	1.835	Scalers	.945	1.045	Enrobermen	1.240	1.345
Second hands	\$1.648	1.710	General helpers	.915	1.015	Stackers	1.210	1.315
Crackers and cookies:			Carton formers	.915	1.015	Assemblymen, cracker-		
Agreement A:			Bundlers, sponge packers	.875	1.015	meal-machine operators	1.160	1.265
Men employees:			Sweet packers	.875	.975	Mixers' helpers	1.150	1.265
First mixers	1.150	1.350	Women carton and caddy			Jelly- and marshmallow-		
Second mixers	1.000	1.100	stitchers	.835	.935	men	1.130	1.235
Other men helpers:			Receiving department:			Scrappers	1.020	1.125
First 2 months	.800	.900	Floor unloaders	1.115	1.215	Spreaders	.920	1.025
3-12 months	.850	.950	Order fillers and stockmen	1.075	1.175	General bakery workers:		
1-2 years	.900	1.000	Receiving clerks	1.070	1.175	operators	1.100	1.205
Over 2 years	.920	1.050	Paper cutters and sugar			General help	1.080	1.185
Women employees:			grinders	1.020	1.120	Floormen	1.030	1.135
First 2 months	.700	.850	Shipping department:			Working supervisors		
3-12 months	.750	.900	Head shipping clerks	1.295	1.395	(women)	1.000	1.105
1-2 years	.800	.950	Men-in-charge, commis-			Women helpers	.920	1.025
Over 2 years	.850	1.000	sion department	1.195	1.295	General help (women)	.900	1.005
Foremen (women)	1.000	1.100	Men-in-charge, wholesale			<b>CINCINNATI, OHIO</b>		
Agreement B:			department	1.145	1.245	Bread and cake—Machine shops:		
Sponge-mixing department:			Order fillers	1.045	1.145	Foremen or first bakers	\$1.560	\$1.560
Mixers	1.320	1.420	Stockmen	.995	1.095	Ovenmen, mixers	\$1.465	\$1.465
Mixers' helpers	1.220	1.320	Agreement D:			Bench hands	\$1.390	\$1.390
General helpers	1.020	1.120	Sponge and sweet mixing			Crackers and cookies:		
Sponge-baking department:			department:			Head mixers, cutting-machine		
Machine captains	1.450	1.550	Mixers (sponge and sweet)	1.305	1.385	operators	1.360	1.435
Peelers-in	1.390	1.490	Sponge and sweet baking			Reel-oven operators	1.310	1.385
Rollermen	1.360	1.460	department:			Machine set-up captains, peel-		
Draw boys	1.220	1.320	Machinemen (sweet)	1.355	1.435	ers	1.280	1.355
Stackers	1.170	1.270	Ovenmen (sweet)	1.225	1.300	Upright and brake rollermen,		
Sweet-mixing department:			Oven relievers	1.185	1.260	mixers (baking and icing),		
Mixers	1.370	1.470	Oven helpers (sweet and			band ovenmen	1.260	1.335
Mixers' helpers	1.270	1.370	sponge)	1.120	1.195	Assistant cutting-machine op-		
Sweet-baking department:			Pan feeders and greasers			erators, marshmallow de-		
Ovenmen	1.370	1.470	(sweet)	1.030	1.095	positor operators, receiving		
Machinemen	1.270	1.370	General helpers	.920	.985	clerks, truck shipping clerks,		
Ovenmen's helpers	1.220	1.320	Icing department:			assistant reel-oven operators,		
Pan feeders and greasers	1.050	1.150	Assistant foremen	1.405	1.450	inspectors, checker captains	1.220	1.295
Icing department:			Machinemen	1.225	1.300	Assistant mixers, order check-		
Mixers	1.320	1.420	Mixers	1.175	1.250	ers, spray-machine opera-		
Machinemen	1.220	1.320	Packers	.925	.990	tors, auto-brake operators	1.155	1.230
Mixers' helpers	1.220	1.320	Cello baggers and makers	.865	.930	Small power truck operators,		
Packers	.920	1.020	Machine feeders	.855	.920	repairmen, marshmallow		
Machine feeders	.920	1.020	Sponge and sweet packing			beaters, order fillers, flour		
Packing and wrapping de-			department:			dumpers, warehouse store-		
partment:			Floor boys	.965	1.040	keepers	1.115	1.190
Machinemen	1.220	1.320	Packers (sweet)	.925	.990	Sirup mixers, enrober helpers,		
Fiber-case scalers	1.120	1.220	Cello baggers	.865	.930	grinding mill operators, slot-		
Fiber-case stitchers	1.070	1.170	Floor girls	.745	.765	ting-machine operators, or-		
Sponge packers, under 16			Carton and caddy forming:			der chasers, car packers,		
oz. carton, bundlers	1.020	1.120	Women employees	.875	.940	cheese and fig grinders,		
Sweet packers, pans	1.020	1.120	Agreement E:			spray-machine cleaners,		
Sponge packers, 16 oz.			Mixing and baking depart-			shortening weighers	1.075	1.150
carton and over	.970	1.070	ment:			Women employees:		
Sweet packers, cartons	.970	1.070	Mixing supervisors	1.400	1.505	Inspectors, box tapers, oven		
Carton and caddy formers			Baking supervisors	1.400	1.505	tenders, packers, ingredi-		
(women)	.970	1.070	Machine captains	1.380	1.485	ent weighers, machine op-		
Sweet packers, caddies,			Peelers	1.320	1.425	erators, (class A)	1.000	1.030
feeders	.920	1.020	Working supervisors	1.300	1.405			
Glassine packers (women)	.920	1.020	Drawmen	1.300	1.405			
Packers	.870	.970	Mixers, rollermen, cutter-	1.395	1.395			
			men, reliefmen					

145-hour workweek.

148-hour workweek.

142-hour workweek.

TABLE 15.—*Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.*

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>CINCINNATI, OHIO—Con.</b>			<b>COLUMBUS, OHIO—Con.</b>			<b>COLUMBUS, OHIO—Con.</b>		
Crackers and cookies—Con.			Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued		
Women employees—Con.			Agreement A—Continued			Agreement F:		
Machine operators (class B), breakers (stackers), variable scalers, dump fillers, bundlers, magazine feeders, machine feeders, stock clerks, nesting makers.	\$0.950	\$0.980	Bake-shop helpers, bread rackers, packers, flour blenders.	\$1.100	\$1.150	Working foremen.	\$1.500	\$1.550
Carton weighers, general helpers, supply girls, carton handlers and assemblers, machine helpers and machine operators (class C), scrap pickers.	.900	.930	Women rackers, packers (buns).	1.100	1.150	Dough mixers, ovenmen.	1.350	1.400
<b>CLEVELAND, OHIO</b>			Agreement B:			Oven loaders and dumpers.	1.250	1.300
Bread and cake—Hand shops:			Bread department:			Dough mixers' helpers, dividermen, moldermen, roll-machine operators, bread panners, shipping and receiving clerks, checkers, wrapping-machine operators.	1.220	1.270
Agreement A:			Mixers, oven operators.	1.340	1.400	Flour dumpers, bench and machine helpers, wrapping-machine helpers, truck loaders and helpers, pan greasers, bread rackers.	1.100	1.150
First hands.	\$1.500	\$1.500	Mixers' helpers, oven loaders and unloaders, dividers, divider operators, and molder operators.	1.210	1.270	Pie and pastry shops:		
Second hands.	\$1.438	\$1.438	Pan rack washers.	1.040	1.100	Pie cookers and pie mixers, ingredient scalers, and scoopers.	1.210	1.270
Male bake-shop helpers and shipping clerks.	\$1.100	\$1.100	Roll department:			Ovenmen.	1.040	1.100
Women, all classes.	.844	.844	Mixers, oven operators.	1.340	1.340	Rollers, fillers, toppers and trimmers.	.920	.980
Agreement B:			Machinemen and ingredient scalers, wrapping-machine operators.	1.210	1.270	Crackers and cookies:		
Ovenmen.	\$1.500	\$1.625	Ingredient scalers.	1.210	1.270	Head mixers.	1.250	1.400
Mixers.	\$1.437	\$1.625	Branch loaders and shippers.	1.140	1.200	Ovenmen, pan pullers.	1.225	1.375
Benchmen.	(9)	\$1.563	Roll panners, wrapping-machine helpers.	1.090	1.150	Machine operators, dough mixers.	1.170	1.320
Bake-shop helpers.	(9)	\$1.167	Hand icers and wrappers.	.920	.980	Receiving clerks, machine feeders, band-oven tenders.	1.120	1.270
Bread and cake—Machine shops:			Cake department:			Dough break roll feeders, mixers' helpers.	1.060	1.210
Agreement A:			Mixers, ovenmen.	1.340	1.400	Ingredient scalers, stockmen.	1.000	1.150
Ovenmen, mixers, ingredientmen, cake decorators.	1.370	1.370	Machinemen, depositors, decorators.	1.210	1.270	Ingredient scalers (women); packers, feeders, greasers, dumpers, cleaners, helpers (men): First 30 days.	.930	1.080
Bench or machine hands.	1.320	1.320	Cooky-machine operators.	1.000	1.150	Pull and catch pans, helpers, first 30 days.	.860	1.010
Mixers' helpers, oven feeders, helpers and dumpers, wrapping and slicer adjusters, doughnut-machine operators.	1.200	1.200	Machine helpers.	1.040	1.100	Scrap pickers, packers, tray and carton sealers, box formers, machine tenders, wrappers.	.800	.950
Bake-shop helpers, shipping-room helpers, bread wrappers and slicers.	1.100	1.100	Hand icers and wrappers, pan washers and greasers (women).	.920	.980	Stitchers, packers, magazine feeders.	.770	.920
Pie-machine operators (women).	.920	.920	Shipping department:			Women helpers, first 30 days.	.720	.870
Hand icers (women).	.900	.900	Wrapping-machine operators.	1.210	1.270	<b>DALLAS, TEX.</b>		
Women employees.	.850	.850	Wrapping-machine helpers, packers and shippers.	1.090	1.150	Bread and cake—Machine shops:		
Agreement B:			Order fillers.	.970	1.050	Agreement A:		
Ovenmen, mixers, ingredientmen, cake decorators.	1.370	1.370	Warehouse department:			Bread:		
Bench and machine hands.	1.320	1.320	Stock room and receiving clerks.	1.100	1.160	Foremen.		
Oven helpers, mixers' helpers, bread and cake wrapping and slicing adjusters.	1.200	1.200	Freight handlers and flour dumpers.	1.050	1.110	Sponge mixers and dough mixers.		
Bake-shop helpers, shipping-room helpers.	1.100	1.100	Agreement C:			Ovenmen.		
Icers (women).	.900	.900	Mixers, ovenmen.	1.350	1.400	Benchmen, second bakers, twisters, dividers, slicing- and wrapping-machine operators, molders, and dispensing checkers.		
General helpers (women).	.850	.850	Oven helpers, feeders and dumpers.	1.250	1.300	Helpers, pan rackers, pan greasers, and miscellaneous employees.		
Pie and pastry shops:			Dividers, molders, head wrappers, mixers' helpers.	1.220	1.270	Foremen.		
Dough mixers, ovenmen.	1.370	1.370	Molders' helpers, pan greasers, bread rackers, flour blenders, wrapping-machine helpers.	1.100	1.150	Batter and icing mixers.		
Bake-shop helpers.	1.100	1.100	Agreement D:			Ovenmen.		
Machine girls.	.920	.920	Mixers.	1.250	1.400	Second bakers, dividers, bench hands, ingredient scalers, shipping clerks, loaders and shipping-room clerks.		
Wrapper girls.	.850	.850	Oven operators.	1.225	1.375	Floor ladies.		
Hebrew baking:			Dividers, tray-oven feeders and dumpers, doughnut-machine operators, icing mixers.	1.170	1.320	Helpers, wrapping-machine operators, pan greasers, dumpers, miscellaneous employees (men).		
First hands.	\$1.777	\$1.777	Bench hands, tunnel oven feeders and dumpers, shippers, molders, depositors.	1.120	1.270	Beginners (women):		
Second hands.	\$1.667	\$1.667	Order workers.	1.060	1.210	Hand icers, cutters, packers, wrappers, and finishers.		
Cake bakers' helpers.	\$1.244	\$1.244	Helpers, panners, pan setters, pan greasers, blenders, packers.	1.000	1.150	First 6 months.		
Crackers and cookies:			Agreement E:			After 6 months.		
Mixers, ovenmen, peelers, cracker ovenmen.	1.230	1.230	Dough mixers, ovenmen.	1.350	1.400	After 12 months.		
Machinemen.	1.230	1.230	Oven loaders and dumpers.	1.250	1.300			
Rollers.	1.130	1.130	Dividermen, moldermen, wrapping-machine operators, bread panners, shipping and receiving clerks, checkers.	1.220	1.270			
Cake-oven helpers, mixers' helpers.	1.080	1.080	Dough mixers' helpers.	1.210	1.270			
Bake-shop helpers.	1.050	1.050	Bread rackers, pan greasers, flour dumpers, bench and machine helpers, truck loaders and helpers.	1.100	1.150			
All other helpers (women).	.770	.770						
<b>COLUMBUS, OHIO</b>								
Bread and cake—Machine shops:								
Agreement A:								
Mixers, ovenmen.	1.350	1.400						
Oven feeders and dumpers.	1.250	1.300						
Bench and machine operators, checkers, wrapping-machine operators (set-up).	1.220	1.270						

1 45-hour workweek.

<sup>2</sup> 48-hour workweek.

<sup>3</sup> Information not available for rate and hours on July 1, 1948.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>DALLAS, TEX.—Con.</b>			<b>DAYTON, OHIO.—Con.</b>			<b>DENVER, COLO.</b>		
Bread and cake—Machineshops—Continued			Bread and cake—Semimachine shops—Continued			Bread and cake—Hand shops:		
Agreement A—Continued			Agreement B—Continued			Foremen	\$1.490	\$1.490
Bread and cake combined:			Benchmen, machinemen, head wrappers, head shippers, moldermen, panners, oven feeders and dumpers, set-up men	\$1.315	\$1.375	Dough mixers, ovenmen	\$1.400	\$1.400
Foremen	\$1.470	\$1.520	Doughnut-machine operators	1.275	1.335	Bench hands	\$1.350	\$1.350
Mixers	1.360	1.410	Mixers' helpers	1.265	1.325	Bread and cake—Machine shops:		
Ovenmen	1.340	1.390	Flour blenders	1.245	1.305	Foremen	1.490	1.490
Ingredient scalers, molders, dividers, twisters, benchmen, slicing- and wrapping-machine operators	1.250	1.300	Wrappers and packers, bread rackers, wrapping-machine helpers, pan greasers, icers, packers, wrappers (women)	1.150	1.210	Dough mixers, spongers, ovenmen	1.400	1.400
Foreladies	1.020	1.060	Crackers and cookies:	.980	1.040	Bench hands, machine operators	1.350	1.350
Packers, pan rackers, helpers, and cake wrapping-machine operators	.950	.980	Agreement A:			Hebrew baking:		
Hand icers, packers, wrappers, cutters	.700	.730	Machine captains	1.180	1.180	Foremen	1.490	1.490
First 6 months	.760	.790	Mixers:			Ovenmen, dough mixers, spongers	1.400	1.400
After 6 months	.760	.790	First 2 weeks	1.020	1.020	Bench hands, machine operators	1.350	1.350
After 12 months	.880	.910	3-4 weeks	1.070	1.070	Crackers and cookies:		
Agreement B:			After 1 month	1.160	1.160	Agreement A:		
Bread:			Packers and wrappers:			Machine captains	1.225	1.330
Foremen	\$1.500	\$1.580	First 2 weeks	.780	.780	Head sponge and sweet mixers	1.175	1.280
Mixers	\$1.390	\$1.470	3-4 weeks	.830	.830	Bakers	1.145	1.250
Machine operators, slicing-machine operators, and shipping clerks	\$1.280	\$1.310	After 1 month	.920	.920	Peelers	1.175	1.230
Helpers, after 6 months	1.980	1.1.020	Handlers, shippers:			Mixers, rollermen, drawmen	1.125	1.230
Cake:			First 2 weeks	.970	.970	Mixers' helpers	1.035	1.135
Foremen	\$1.500	\$1.580	3-4 weeks	1.020	1.020	Stackers	1.030	1.130
Bench, oven and machine operators	\$1.280	\$1.310	After 1 month	1.110	1.110	General helpers (men)	1.030	1.040
Helpers, after 6 months	1.980	1.1.020	Agreement B:			Packing and icing departments:		
Wrapping-machine operators	1.980	1.980	Head mixers, after 12 months	1.415	1.465	Icing mixers	1.125	1.230
Icers and wrappers, after 1 year	1.910	1.910	Senior machinemen	1.390	1.440	Wrapping-machine set-up men	1.075	1.180
Agreement C:			Head machinemen, packing and band-oven	1.365	1.415	Floormen	.980	1.020
Bread and cake combined:			Band-oven, operators and machinemen	1.365	1.415	Women employees:		
Foremen	\$1.500	\$1.550	Mixers	1.340	1.415	Working supervisors	.925	.975
Mixers	\$1.390	\$1.440	Receiving clerks	1.340	1.415	Sponge packers	.875	.980
Ovenmen	\$1.370	\$1.420	Machinemen, packing	1.315	1.365	Bundlers, machine operators, hand bundlers, sears, and weighers	.850	.955
Bench hands	\$1.280	\$1.330	Band-oven laminators, after 12 months	1.315	1.365	Agreement B:		
Helpers	\$1.980	\$1.1.010	Ovenmen, reel	1.290	1.340	Baking department:		
Crackers and cookies:			Car and truck checkers, cuttermen	1.285	1.335	Machinemen (sponge)	1.310	1.360
Machine captains	1.230	1.280	Receiving clerks' helpers, relievers, band-ovens, junior machinemen, sirup mixers	1.265	1.315	Machinemen (sweet)	1.290	1.340
Mixers	1.205	1.255	Store stockmen	1.240	1.315	Peelers, ovenmen (sponge)	1.250	1.300
Ovenmen	1.140	1.190	Cello-bag machine operators	1.215	1.315	Ovenmen (sweet), sponge-relievers	1.230	1.280
Machine set-up men	1.055	1.105	Rippled wheat cookers	1.140	1.315	Dough mixers, rollermen	1.180	1.230
Icing mixers, head	1.050	1.100	Reel-ovenmen's helpers, car loaders and unloaders	1.240	1.290	Dough feeders	1.110	1.160
Jelly- and marshmallow-men	1.000	1.050	Pan feeders	1.215	1.265	Mixers' helpers	1.080	1.130
Forming-machine operators and machine operators	.965	1.005	H. P. A. machinemen	(?)	1.260	Sponge-oven men's helpers	1.070	1.120
Pan dumpers	.845	.915	Truck loaders, marshmallowmen	1.200	1.250	Pan greasers	1.030	1.100
Tally clerks	.880	.910	Assistant machinemen, packing and band-oven	1.190	1.240	Icing room:		
Pan cleaners and feeders	.820	.890	Icing mixers, chocolate mixers, sirup mixers' helpers	1.150	1.220	Machinemen: jelly, cream and icing mixers' helpers	1.180	1.230
Floor men	.820	.860	Machine cleaners	1.150	1.200	Jelly, cream and icing mixers' helpers	1.030	1.080
Hand bundlers	.725	.780	Stockmen	1.140	1.190	Packing department:		
Scalers, weighers and carton formers	.710	.765	Utensil washing-machine operators, carton loaders	1.130	1.180	Wrapping and labeling-machine men	1.200	1.300
Sponge packers and sweet packers (women)	.725	.755	Paper-cuttermen	1.125	1.175	Wrapping and labeling-machine helpers	1.030	1.130
Enrobermen	.710	.740	Assortment stockmen	1.110	1.160	General helpers (women):		
<b>DAYTON, OHIO</b>			Grinders, dough feeders, spray machinemen, sack cleaners	1.105	1.155	First month	.720	.770
Bread and cake—Semimachine shops:			Carton formers	1.130	1.130	Next 2 months	.770	.820
Agreement A:			Floormen	1.080	1.130	Second 3 months	.790	.840
Mixers, ovenmen	1.365	1.425	Women on hourly rate	1.070	1.100	Third 3 months	.820	.880
Oven feeders and dumpers, molders, dividers, benchmen, set-up men	1.315	1.375	Bundlers	1.060	1.080	After 1 year	.880	.930
Doughnut-machine operators	1.275	1.335	Sweet packers	1.030	1.080	General helpers (men):		
Mixers' helpers	1.265	1.325	Sponge packers	1.000	1.050	First month	.830	.880
Wrapping-machine helpers, other helpers, packers	1.150	1.210	Weight checkers	.990	1.030	Next 2 months	.880	.930
Icers, wrappers, packers (women)	.980	1.040	Women on base rate	.850	.940	Second 3 months	.900	.950
Agreement B:						Third 3 months	.920	.970
Mixers, ovenmen	1.365	1.425				Fourth 3 months	.950	1.010

1 45-hour workweek.

2 48-hour workweek.

3 Information not available for rate and hours on July 1, 1948.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

(Hours are 40 per week for both years unless otherwise indicated)

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>DES MOINES, IOWA—Con.</b>			<b>DETROIT, MICH.—Con.</b>			<b>DETROIT, MICH.—Con.</b>		
Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued		
Helpers:			Agreement A—Continued			Agreement B—Continued		
First 3 months.....	\$0.880	\$0.930	Pie:			Bread packers, shipping-room (women):		
After 3 months.....	1.000	1.050	Working leaders, pie bakers, cooks No. 1.....	\$1.350	\$1.490	Starting rate.....	\$0.730	\$0.770
Miscellaneous employees:			Pie dough mixers, icing or meringue mixers, ingredient scalers, raw material stockroom leaders.....	1.250	1.390	After 1 month.....	.780	.830
First 3 months.....	.880	.930	Cooks No. 2, pie peelers.....	1.200	1.340	After 3 months.....	.830	.880
After 3 months.....	.950	1.000	All other help (male).....	1.090	1.230	After 6 months.....	.930	.990
Crackers and cookies:			All other help (female).....	.930	1.070	Order girls:		
Mixing and baking department:			Wrapping (bread, cake, sweet yeast goods, and pie):			Starting rate.....	.730	.770
Head mixers.....	1.270	1.370	Wrapping-machine set-up men.....	1.250	1.390	After 6 months.....	.930	.990
Machinemen.....	1.210	1.360	Bread wrappers.....	1.110	1.250	Finishing department (women)—general icing workers, layer cake icers, bench girls, panners, order helpers, general bakery workers:		
Peelers.....	1.160	1.310	Cake wrappers, bun wrappers, and wrappers.....	.930	1.070	Starting rate.....	.730	.770
Mixers' helpers.....	1.175	1.275	Shipping, receiving (bread, cake, sweet yeast goods and pie):			After 1 month.....	.780	.830
Reliefmen.....	1.160	1.260	Checkers.....	1.200	1.340	After 3 months.....	.830	.880
Bakers.....	1.140	1.240	Packers (male).....	1.150	1.290	After 6 months.....	.930	.990
Drawmen.....	1.105	1.230	Receiving and stock-room men.....	1.100	1.240	Agreement C:		
Rollermen.....	1.080	1.180	Agreement B:			Bread and roll department:		
Stackers.....	1.035	1.135	Bread and roll mixers:			Baker leaders.....	1.450	1.530
Pan passers, floormen.....	1.025	1.125	Starting rate.....	1.240	1.310	Bakers.....	1.400	1.480
Packing department:			After 2 months.....	1.380	1.460	Mixers.....	1.400	1.430
Machinemen.....	1.005	1.105	Ovenmen, icing and filling cooks, cake mixers:			Moldermen.....	1.240	1.270
Floormen.....	.955	1.055	Starting rate.....	1.220	1.290	Bench helpers.....	1.175	1.205
Sponge packers, stock boys.....	.880	.980	After 2 months.....	1.360	1.440	Panners (women).....	.905	.935
Machine feeders, sample-room attendants, bundlers, carton formers.....	.830	.930	Bakers, expert bench hands:			Cake department:		
Women helpers (first 30 days).....	.755	.855	Starting rate.....	1.240	1.310	Baker leaders.....	1.450	1.530
Women helpers (after 30 days).....	.805	.905	After 2 months.....	1.360	1.440	Mixers.....	1.400	1.430
Shipping and receiving department:			Bakers, expert bench hands:			Bakers.....	1.400	1.430
Order clerks.....	1.105	1.205	Starting rate.....	1.240	1.310	Icers.....	1.305	1.335
Helpers.....	1.005	1.105	After 2 months.....	1.360	1.440	Depositors.....	1.240	1.270
<b>DETROIT, MICH.</b>			Bakers, expert bench hands:			Depositors' helpers.....	1.175	1.205
Bread and cake—Machine shops:			Starting rate.....	1.240	1.310	Icers (women).....	.920	.950
Agreement A:			After 2 months.....	1.360	1.440	Coffee cake department:		
Bread:			Doughnut fryers, after 3 months.....	1.290	1.440	Bakers' leaders.....	1.450	1.530
Mixers, oven operators.....	1.350	1.490	Bakers, expert bench hands (after 2 months), ingredient scalers.....	1.330	1.410	Bakers.....	1.400	1.430
Flour blenders, ingredient scalers, mixer's helpers, dividermen, twisters and panners, benchmen, oven feeders and dumpers, molders.....	1.250	1.390	Formula men experienced.....	1.320	1.400	Benchmen.....	1.355	1.385
Pan setters, pan rackers, molder helpers, pan greasers, fried goods.....	1.200	1.340	Pie crust mixers:			Mixers' helpers.....	1.175	1.205
Bread rackers.....	1.110	1.250	Starting rate.....	1.190	1.260	Muffin girls.....	.940	.970
Bun panners.....	1.000	1.140	After 2 months.....	1.300	1.380	Finishers, general utility, leaders (women).....	.915	.965
Cake:			Stockmen receivers.....	1.290	1.370	Fried cake department:		
Dough mixers, icing mixers, cooks, oven operators.....	1.350	1.490	Bakers, all-round benchmen:			Fried cake makers.....	1.355	1.485
Ingredient scalers, depositor operators, doughnut-machine operators.....	1.250	1.390	After 2 months.....	1.280	1.360	Fried cake helpers.....	1.175	1.205
Mixers' helpers, depositor helpers, oven feeders and dumpers, icing-machine operators.....	1.200	1.340	Bread divider operators; after 2 months, bread oven loaders; after 3 months, cake depositor operators, stockmen, bread wrapping-machine operators; after 2 months.....	1.100	1.170	Scaling and flour blending department:		
Pan greasers, cutters.....	1.130	1.270	Cake decorators:			Oven No. 1, leaders.....	1.450	1.450
Decorators.....	1.100	1.240	Starting rate.....	.970	1.030	Scalers, leaders.....	1.290	1.340
Pan washers, all other help (male).....	1.090	1.230	After 3 months.....	1.120	1.190	Scalers, blenders.....	1.240	1.270
Icers, all other help (female).....	.930	1.070	After 6 months.....	1.220	1.290	General utility.....	1.085	1.115
Sweet yeast goods:			Pan pullers to washing-machine, washing-machine operators, baking utility-men, shipping-room servicemen.....	1.220	1.290	Panners (women).....	.905	.935
Dough mixers, baker-proofers, bench leaders.....	1.350	1.490	Machine operators (not otherwise specified), Habama machine operators, bread and roll mixers' helpers.....	1.190	1.260	Specialty department:		
Benchmen, doughnut friers, doughnut glacers.....	1.300	1.440	Bread panners (after 3 months).....	1.170	1.240	Decorators.....	1.415	1.445
Flour blenders, ingredient scalers, icing mixers and cooks, depositors, and dividermen.....	1.250	1.390	Pan conditioners, general bakery workers, bakery helpers, oven helpers, bread rackers (after 3 months).....	1.140	1.210	General utility.....	1.085	1.115
Oven feeders, pan greasers.....	1.200	1.340	Decorators.....	.970	1.030	Decorator No. 1 (women).....	1.030	1.060
Dough feeders, scalers.....	1.150	1.290				Decorator No. 2 (women).....	.970	1.000
All other help (male).....	1.080	1.230				Decorator No. 3 (women).....	.905	.935
Panners, dumpers.....	1.000	1.140				Panners (women).....	.905	.935
Packers, icers, all other help (female).....	.930	1.070				Pie department:		
1 45-hour workweek.						Bakers (men).....	1.400	1.430
						Cooky department:		
						Mixers.....	1.400	1.430
						Depositors.....	1.240	1.270
						Packing leaders (women).....	.955	.985
						Packers (women).....	.905	.935
						General utility women.....	.865	.895
						Oven department:		
						Bakers:		
						Oven No. 1.....	1.400	1.430
						Oven No. 2.....	1.325	1.355
						Hebrew baking:		
						First hands (1 oven) cake bakers.....	1.289	1.333
						First hands (2 ovens).....	1.233	1.333
						Second hands.....	1.222	1.222
						Helpers.....	1.667	1.667
						Polish baking:		
						First hands (either handling 2 ovens or mixing dough).....	1.800	1.825

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>DETROIT, MICH.—Con.</b>			<b>DULUTH, MINN.—Con.</b>			<b>GRAND RAPIDS, MICH.—Continued</b>		
Polish baking—Continued			Bread and cake—Machine shops—			Bread and cake—Machine shops—		
First hands (1 oven).....	\$1.750	\$1.775	Continued			Continued		
Second hands and partial			Foremen (women).....	\$0.995	\$1.050	Agreement C—Continued		
dough mixers.....	1.650	1.680	Helpers:			Bread department—Con.		
Second hands (1 oven).....	1.575	1.605	After 600 days.....	1.100	1.165	Loaders.....	\$1.100	\$1.200
Crackers and cookies:			Dishwashers.....	.860	.910	Dough mixers' helpers,		
Agreement A:			Shipping department:			molders' helpers, pan		
Mixers.....	1.350	1.470	Shipping clerks (when only 1			greasers, flour dumpers..	1.050	1.150
Workers (women):			in a plant).....	1.230	1.300	Bread boxers.....	1.050	1.150
Starting rate.....	.830	.950	Shipping clerks, after 90			Miscellaneous help:		
After 1 month.....	.930	1.050	days.....	1.125	1.185	Starting rate.....	.750	.850
Agreement B:			Pie and pastry shops:			After 60 days.....	.800	.900
Mixers:			Bakers.....	1.230	1.300	After 1 year.....	.900	1.000
Starting rate.....	1.250	1.390	Women employees:			Cake department:		
After 1 month.....	1.350	1.470	First 150 days.....	.675	.735	Mixers.....	1.350	1.450
Helpers (men):			After 150 days.....	.770	.830	Doughnut-machine opera-		
Starting rate.....	.900	1.110	Crackers and cookies:			tors, wrapping-machine		
After 1 month.....	1.090	1.200	Men employees:			operators.....	1.250	1.350
Helpers (women):			Foremen.....	1.460	1.550	Depositor operators.....	1.250	1.350
Starting rate.....	.830	.950	Inexperienced.....	1.155	1.215	Oven dumpers.....	1.200	1.300
After 1 month.....	.930	1.050	Experienced.....	1.215	1.285	Oven loaders.....	1.100	1.200
Agreement C:			Women employees:			Miscellaneous help:		
Baking, mixing and assem-			Foremen.....	.910	.980	Starting rate.....	.750	.850
bly department:			Inexperienced.....	.785	.845	After 60 days.....	.800	.900
Machine captains.....	1.380	1.490	Experienced.....	.820	.890	After 1 year.....	.900	1.000
Peelers.....	1.350	1.460	<b>EL PASO, TEX.</b>			Agreement D:		
Sponge or sweet mixers.....	1.320	1.430	Bread and cake—Machine shops:	1.250	1.280	Ovenmen, cake mixers.....	1.280	1.360
Bakers, sponge.....	1.300	1.410	Dough mixers.....	1.180	1.210	Ingredient scalars.....	1.230	1.310
Sponge-roller men, sweet-			Ovenmen.....			Wrapping-machine operators.	1.180	1.260
oven men, oven firemen..	1.270	1.380	Dividers, scalars, and ma-	1.080	1.110	Benchmen.....	1.130	1.210
Assemblymen No. 1,			chine bread wrappers.....	1.040	1.070	Oven loaders and dumpers,		
sponge drawmen.....	1.250	1.360	Oven helpers, and doughnut	( <sup>2</sup> )	1.040	depositor operators, cooky-		
Flour dumpers.....	1.200	1.310	friers.....	( <sup>2</sup> )	.940	machine operators, pan		
Ritz mixers.....	1.190	1.300	Bench hands.....	( <sup>2</sup> )	.950	greasers, order fillers, stock-		
Stackers, pan cleaners,			Molders.....	( <sup>2</sup> )	.880	room helpers.....	1.080	1.160
Ritz-roller men, pan			Bread rackers (oven)			Bread rackers, wrapping-		
feeders, mixer's helpers..	1.150	1.260	Molders' helpers.....	( <sup>2</sup> )	.930	machine operators' help-		
Icing department:			Dough mixers' helpers, twist-			ers, foremen (women)....	1.030	1.110
Working assistant foremen	1.400	1.510	and panners.....	( <sup>2</sup> )	.910	Pan rackers, shop helpers..	.980	1.060
Head mixers (icing).....	1.350	1.460	Wrapping-machine helpers,			Cake icers and wrappers....	.900	.980
Machine operators.....	1.000	1.110	cake wrappers, bench work-	.880	.910	Miscellaneous helpers.....	.880	.960
Icing packers.....	.980	1.090	ers, and pan greasers.....	( <sup>2</sup> )	.910	Agreement E:		
Other helpers.....	.970	1.080	Icers and helpers.....			Mixers, doughnut-machine		
Packing department:			<b>GRAND RAPIDS, MICH.</b>			operators, stockmen.....	1.220	1.330
Working supervisors (men).	1.250	1.360	Bread and cake—Machine shops:			Divider operators, cake-oven		
Foremen (women).....	1.180	1.290	Agreement A:			operators, bench hands,		
Machine set-up men.....	1.150	1.260	Mixers.....	1.250	1.350	bread-oven dumpers.....	1.170	1.280
Floormen, assistant fore-			Divider operators.....	1.150	1.250	Shipping clerks.....	1.145	1.255
men (women).....	1.100	1.210	Shipping clerks, wrapping-			Molders, oven feeders and		
Working supervisors (wom-	1.050	1.160	machine set-up operators,			dumpers; depositor opera-		
en).....	1.010	1.120	molders.....	1.100	1.200	tors, wrapping-machine		
Sponge packers.....			Order fillers, oven feeders			set-up operators, order		
Head carton formers, ma-			and dumpers.....	1.100	1.200	fillers.....	1.120	1.230
chine operators.....	1.000	1.110	Stockmen.....	1.000	1.100	Helpers.....	1.070	1.180
Sweet packers, hand car-			Women cake-shop employees	.880	.980	Doughnut packing-machine		
ton formers, "Q" form-			Doughnut-machine opera-	1.050	1.150	operators (women).....	.950	1.060
ers, stitchers, weighers,			tors.....			Cake-shop employees (wom-		
closers, bundlers, hand,			Agreement B:			en).....	.900	1.010
cripple pickers, filling-			Bread department:			<b>HOUSTON, TEX.</b>		
machine operators, seal-			Foremen, mixers, divider-			Bread—Hand shops:		
ers, staplers, sample-			men, head ovenmen.....	1.330	1.370	Foremen.....	1.525	1.560
room weight clerks, "S"			Oven feeders and dumpers.	1.230	1.270	Dough mixers.....	1.350	1.400
packers and "S" formers..	.990	1.100	Benchmen, molders, ma-			Ovenmen.....	1.300	1.350
<b>DULUTH, MINN.</b>			chine wrappers.....	1.180	1.220	Benchmen.....	1.250	1.300
Bread and cake—Hand shops:			Pan rackers.....	1.080	1.120	Bread—Semimachine shops:		
Foremen.....	* 1.488	* 1.556	Hand wrappers (women),			Foremen.....	1.525	1.560
Mixers, ovenmen.....	* 1.236	* 1.304	mixers' helpers, ingredi-			Dough mixers.....	1.350	1.400
Bench hands.....	* 1.178	* 1.246	entmen, pan greasers,			Ovenmen or spongers.....	1.300	1.350
Hand wrappers and packers:			general helpers, bread			Benchmen, machinemen,		
First 100 days.....	.670	.738	rackers.....	1.080	1.120	counters, checkers, oven		
After 100 days.....	.731	.799	Agreement C:			dumpers or loaders, weigh-		
Foremen (women).....	.874	.942	Bread department:			up men.....	1.250	1.300
Helpers:			Dough mixers, oven opera-			Wrappers.....	1.100	1.150
After 600 days.....	.975	1.043	tors, wrapping-machine			Pan and bread rackers.....	1.075	1.125
Bread and cake—Machine shops:			set-up men, bun- and			Bread and cake—Machine shops:		
Foremen.....	1.480	1.570	roll-machine operators.....	1.350	1.450	Agreement A:		
Dough mixers, ovenmen.....	1.340	1.420	Divider operators.....	1.250	1.350	Foremen.....	1.525	1.560
Bench hands, doughnut-ma-			Oven dumpers.....	1.200	1.300	Dough mixers.....	1.350	1.400
chine operators.....	1.280	1.350	Oven loaders.....	1.200	1.300	Ovenmen.....	1.300	1.350
Machinemen, dividers, mold-			Holders.....	1.150	1.200	Benchmen, machinemen,		
ers, wrapping-machine op-			Checkers.....	1.150	1.250	counters, checkers, oven		
erators.....	1.200	1.270	Pan catchers, ingredient			dumpers or loaders and		
Stockmen, receiving clerks..	1.130	1.190	scalars.....	1.100	1.200	weigh-up men.....	1.250	1.300

\* 48-hour workweek.

\* Information not available for rate and hours on July 1, 1948.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

(Hours are 40 per week for both years unless otherwise indicated)

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>HOUSTON, TEX.—Continued</b>			<b>INDIANAPOLIS, IND.—Con.</b>			<b>INDIANAPOLIS, IND.—Con.</b>		
Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued		
Agreement A—Continued			Agreement B—Continued			Agreement F—Continued		
Wrappers.....	\$1.100	\$1.150	Bread only—Continued			Bread only—Continued		
Pan and bread rackers.....	1.075	1.125	Flour dumpers, stockroom helpers.....	\$1.050	\$1.100	Flour dumpers, stockroom helpers.....	\$1.050	\$1.100
Agreement B:			Cleaners, pan-room helpers, bun wrappers.....	1.000	1.050	Bun wrappers, cleaners and pan-room helpers, bun slicers.....	1.000	1.050
Foremen.....	1.525	1.560	Agreement C:			Agreement G:		
Mixers and icing mixers.....	1.350	1.400	Bread only:			Oven operators, lead men.....	1.500	1.555
Ovenmen.....	1.300	1.350	Mixers, oven operators, bread shipping supervisors, machine make-up supervisors.....	1.350	1.400	Dough mixers, doughnut-machine operators.....	1.400	1.455
Scaling-machine operators, dumpers, checkers, ingredient scalars.....	1.250	1.300	Wrapping-machine operators, machine and bench hands.....	1.300	1.350	Roll-machine operators, dividers, molders, oven feeders and dumpers, wrapping-machine operators, selectors, reliefmen.....	1.300	1.355
Grease-machine operators.....	1.075	1.125	Ingredientmen.....	1.270	1.320	Pan greasers.....	1.250	1.305
Packers and helpers.....	.880	.910	Helpers.....	1.100	1.150	Flour blenders.....	1.180	1.235
Women workers:			Stockroom helpers.....	1.050	1.100	Stock handlers, Oliver wrappers.....	1.130	1.185
Checkers.....	1.250	1.300	Cleaners and pan-room helpers.....	1.000	1.050	Bread rackers and panners.....	1.080	1.135
Cake wrapping-machine operators.....	.880	.980	Agreement D:			General helpers (women).....	1.030	1.085
Hand icers.....	.880	.910	Bread department:			Agreement H:		
Cutters.....	.880	.900	Scalers, oven operators.....	1.350	1.400	Bread department:		
Crackers and cookies:			Mixers.....	1.350	1.400	Dough mixers, ovenmen.....	1.350	1.400
Head mixers, icing.....	1.295	1.450	Dividers, ovenmen.....	1.300	1.350	Bench hands, dough mixers' helpers, oven loaders and dumpers, machine and bench hands, dividers, molders, roll-machine operators, wrapping-machine operators.....	1.300	1.350
Mixers, sponge.....	1.190	1.450	Molders, machinemakers.....	1.200	1.300	Oven helpers, bread panners.....	1.200	1.250
Mixers, sweet.....	1.170	1.350	Shipping-room and other helpers.....	1.100	1.150	Bread helpers, pan greasers and setters, bread rackers, wrapping-machine operators' helpers.....	1.100	1.150
Rollermen.....	1.165	1.300	Cake department:			Roll helpers.....	1.000	1.050
Bakers.....	1.195	1.250	Ingredient scalars, mixers, icing mixers, depositor-men, ovenmen, wrapping-machine operators.....	1.350	1.400	Icers and wrappers.....	.970	1.020
Machinemakers.....	(9)	1.250	Depositors' helpers, dumpers.....	1.150	1.200	Cake department:		
Dough feeders.....	1.115	1.250	Shipping-room and other helpers.....	1.100	1.150	Mixers, oven operators.....	1.350	1.400
Machine set-up men.....	1.065	1.150	Women workers:			Bench and machine hands.....	1.300	1.350
Floormen.....	1.015	1.150	Starting.....	.890	.940	Order fillers.....	1.100	1.150
Scalers and weighers.....	.905	1.050	After 4 months.....	.930	.980	General helpers, pan-room helpers, stockroom helpers.....	1.000	1.050
Women workers:			After 8 months.....	.970	1.020	Icers.....	.970	1.020
Working supervisors.....	.995	1.150	1 year or more.....	1.010	1.060	Pie and pastry shops:		
Sponge packers.....	.925	1.050	Agreement E:			Pie filling cookers, oven operators.....	1.300	1.350
Machine operators, sweet packers.....	.905	1.050	Bread department:			Ingredient scalars, machine operators.....	1.270	1.320
Tally clerks.....	.900	1.050	Dough mixers, oven operators, bread shipping supervisors.....	1.350	1.400	Rollers, fillers, trimmers, top-pers.....	1.000	1.020
Helpers.....	.885	1.150	Machine and bench hands, oven helpers, bread machine wrappers.....	1.300	1.350	<b>JACKSON, MISS.</b>		
Trainees:			Bread checkers.....	1.250	1.300	<b>Bread and cake—Machine shops:</b>		
Men.....	.900	1.050	Order fillers, wrapping-machine helpers.....	1.100	1.150	<b>Bread:</b>		
Women.....	.800	.905	Stock-room helpers.....	1.050	1.100	Dough mixers, ovenmen.....	1.020	1.110
<b>INDIANAPOLIS, IND.</b>			Cleaners and pan-room helpers.....	1.000	1.050	Dividers, roll-machine operators.....	.980	1.070
Bread and cake—Machine shops:			Cake department:			Oven loaders and dumpers.....	.900	1.040
Agreement A:			Mixers, cake and icing.....	1.350	1.400	Molders.....	.930	1.020
Bread department:			Depositor operators, bench hands, scaling machine operators, oven helpers.....	1.300	1.350	Wrapping-machine operators.....	.850	.980
Oven leadmen.....	1.450	1.500	Ingredient scalars.....	1.270	1.320	Bread panners.....	.880	.970
Mixers.....	1.350	1.400	Checkers.....	1.250	1.300	Pan greasers, bread rackers, checkers.....	.800	.890
Oven feeders and dumpers, dividers, molders, bench and machine hands, roll-machine operators, head wrappers, slicers.....	1.300	1.350	Foremen (women).....	1.170	1.220	Flour dumpers.....	.720	.810
Twisters.....	1.200	1.250	Helpers.....	1.100	1.150	Wrapping-machine operators' helpers, hand wrappers, truck loaders and helpers.....	.660	.760
Bake-shop helpers, wrappers and sackers, packers, pan greasers, flour dumpers.....	1.100	1.150	Pan cleaners.....	1.000	1.050	Cake:		
Cleaners.....	1.000	1.050	Icers.....	.970	1.020	Mixers.....	.940	1.030
Cake department:			Agreement F:			Ovenmen.....	.840	.930
Bench hands, ovenmen, doughnut-machine operators, regular mixers.....	1.350	1.400	Bread only:			Depositor operators.....	.740	.830
Scaling-machine operators.....	1.300	1.350	Dough mixers, make-up supervisors, oven operators.....	1.350	1.400	Packers, helpers, wrapping-machine operators (women).....	.700	.790
Dumpers, pan boys, helpers.....	1.100	1.150	Machine bench hands, oven helpers, molders, dividers, roll-machine operators, wrapping-machine operators.....	1.300	1.350	Hand icers.....	.660	.790
Wrappers and icers.....	.970	1.020	Bread checkers.....	1.250	1.300			
Agreement B:			Panners.....	1.200	1.250			
Bread only:			Wrapping-machine operators' helpers, bread rackers, pan greasers, carton fillers, order fillers.....	1.100	1.150			
Oven operators, dough mixers, make-up supervisors.....	1.350	1.400						
Molders, dividers, roll-machine operators, machine and bench hands, oven helpers, wrapping-machine operators.....	1.300	1.350						
Bread checkers.....	1.250	1.300						
Bread and bun panners.....	1.200	1.250						
Bread rackers, pan greasers, bread carton fillers, order fillers, helpers, wrapping-machine operators' helpers.....	1.100	1.150						

\* Information not available for rate and hours on July 1, 1948.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>JACKSONVILLE, FLA.</b>			<b>KANSAS CITY, MO.—Con.</b>			<b>KANSAS CITY, MO.—Con.</b>		
Bread and cake—Machine shops:			Crackers and cookies—Con.			Crackers and cookies—Con.		
Agreement A:			Agreement B—Continued			Agreement C—Continued		
Oven operators, mixers, doughnut-machine operators.....	\$1.150	\$1.200	Bakers.....	\$1.190	\$1.190	Packing department—Con.		
Dividers, depositors, benchmen, wrapping-machine operators.....	1.100	1.150	Assemblers.....	1.160	1.160	Sweet packing—Con.		
Checkers, oven molders, roll-machine operators.....	1.050	1.100	Rollermen.....	1.155	1.155	Lable room—Con.		
Benchmen (second class), ingredient scalers, icers, decorators, stock clerks.....	1.000	1.050	Drawers (sponge and sweet).....	1.155	1.155	Closing-machine operators and feeders.....	\$0.865	\$0.950
Oven loaders and dumpers, shipping selectors.....	.950	.975	Cone bakers, machine operators.....	1.140	1.140	Stack caddies.....	.795	.850
Cake icers, roll panners, flour dumpers, rackers, pan greasers, twistlers, molders' helpers.....	.875	.900	Mixers' helpers, receiving clerks, assemblers' helpers.....	1.120	1.120	General workers (easers, hand wrappers).....	.795	.850
Bakers' helpers, doughnut packers, cake cutters and packagers.....	.875	.900	Warehousemen.....	1.100	1.100	Shipping department:		
Agreement B:			Cone mixers.....	1.090	1.090	Head checkers.....	1.115	1.220
Bread:			Flour dumpers.....	1.090	1.090	Checkers.....	1.065	1.170
Foremen, working.....	1.230	1.280	Dough feeders.....	1.090	1.090	Carloaders, order fillers, packers, checkers, stockmen.....	1.040	1.150
Mixers.....	1.130	1.180	Sack binders, car-loaders, machine set-up men.....	1.070	1.070	Receiving and warehouse:		
Wrapping-machine operators.....	1.030	1.080	Working supervisors (women), stackers.....	1.040	1.040	Checkers.....	1.160	1.270
Ingredient scalers, dividers, benchmen.....	1.010	1.060	Graham-pan feeders.....	1.020	1.020	Requisition clerks, paper cutters.....	1.065	1.170
Molder operators.....	.950	1.000	Pan cleaners, pan dumpers.....	1.020	1.020	Car unloaders.....	1.040	1.150
Feeders and dumpers.....	.930	.980	Conveyormen.....	1.020	1.020			
Wrapping-machine helpers.....	.920	.970	Cone packers.....	.990	.990			
Helpers.....	.820	.870	Sponge packers.....	.965	.965			
Cake:			Women icing-machine operators.....	.965	.965	<b>KNOXVILLE, TENN.</b>		
Mixers, icing makers.....	1.130	1.180	Women machine carton formers, packers, sealers, weighers, sweet packers.....	.945	.945	Bread—Machine shops:		
Ovenmen.....	1.090	1.140	Women helpers.....	.920	.920	Mixers, head ovenmen.....	1.130	1.170
Scalers.....	1.010	1.060	Agreement C:			Head machinemen.....	1.070	1.110
Foremen (women).....	.970	1.020	Bake shop (sponge):			Wrapping-machine operators, automatic roll-machine operators, loaders, dumpers, shipping clerks.....	.960	1.000
Wrapping-machine operators (women).....	.870	.920	Machinemen, head sponge mixers.....	1.250	1.360	Panners.....	.900	.960
Helpers (women), icers.....	.820	.870	Sponge mixers.....	1.200	1.310	Mixers' helpers.....	.880	.920
Shipping:			Peelers.....	1.195	1.300	Roll panners, pan rackers.....	.820	.860
Checkers, helpers.....	.820	.870	Ovenmen.....	1.150	1.250	Wrapper feeders, bread rackers.....	.770	.810
<b>KANSAS CITY, MO.</b>			Dough feeders.....	1.140	1.220			
Bread and cake—Machine shops:			Take-out men.....	1.120	1.200			
Foremen, drawers, mixers, spongers.....	1.650	1.750	Mixers, helpers.....	1.100	1.130			
Bench hands.....	1.450	1.550	Tally clerks.....	1.025	1.130			
Auxiliary foremen.....	1.190	1.290	Tray boys, edgers.....	1.020	1.130			
Foremen (women).....	1.110	1.210	Sack cleaners, miscellaneous floor workers.....	.975	1.040			
Wrappers, ingredientmen, icing makers, head checkers.....	1.090	1.190	Bake shop (sweet):					
Men helpers, cake dumpers, pan greasers, bread rackers, flour dumpers, checkers.....	.990	1.090	Machinemen.....	1.275	1.385			
Women helpers, checkers, cutters, auxiliary workers, hand icers, packers, wrappers.....	.910	1.010	Head mixers.....	1.250	1.360			
Crackers and cookies:			Ovenmen.....	1.120	1.220			
Agreement A:			Take-out, and put-in men.....	1.120	1.220			
Head mixers.....	1.450	1.450	Mixers' helpers.....	1.100	1.200			
Head icing-room men.....	1.310	1.310	Dough feeders, reliefmen.....	1.050	1.150			
Head machinemen.....	1.300	1.300	Pan greasers and feeders.....	1.000	1.090			
Ovenmen, mixers.....	1.190	1.190	Miscellaneous workers.....	.975	1.040			
Rollermen.....	1.140	1.140	Icing department:					
Mixers' helpers.....	1.095	1.095	Machinemen.....	1.170	1.280			
Sandwich-machine operators, wrapping-machine operators.....	.990	.990	Icing mixers.....	1.120	1.230			
Cracker packers.....	.945	.945	Cooks.....	1.100	1.210			
Caddy-machine operators, stock boys.....	.865	.945	Tray washers.....	.950	1.050			
Sweet-work wrappers and bundlers (women).....	.905	.905	Supply girls.....	.865	.950			
Cooky packers, icing-machine operators.....	.865	.865	Packing department:					
Agreement B:			Sponge packing:					
Working supervisors (men).....	1.290	1.290	Packers No. 22 cartons (standard crews).....	.935	1.005			
Machine captains, head mixers.....	1.290	1.290	Conveyor packers (standard crews), packers from packing tables.....	.910	.980			
Mixers.....	1.250	1.250	Caddy workers.....	.890	.980			
Peelers.....	1.240	1.240	Sweet packing:					
Icing mixers, paper stockmen.....	1.190	1.190	Floormen truckers.....	1.050	1.150			
			Regular packers, Graham packers, hand carton formers.....	.890	.980			
			Tally clerks, cello-bag operators, supply girls, scalers, packers, machine feeders.....	.865	.950			
			Nesting-machine operators.....	.820	.900			
			Caddy stitchers, general workers, repackers.....	.795	.850			
			Label room:					
			Machinemen.....	1.200	1.350			
			Assistant machinemen.....	1.150	1.300			
			Truckmen, supplymen.....	1.050	1.150			
			Scalers.....	1.000	1.090			
			Bundlers.....	.890	.970			

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>LITTLE ROCK, ARK.—Con.</b>			<b>LOS ANGELES, CALIF.—Con.</b>			<b>LOUISVILLE, KY.—Con.</b>		
Bread and cake—Machine shops—Continued			Pie and pastry shops—Con.			Bread and cake—Machine shops—Continued		
Agreement C:			Toppers.....	\$1.170	\$1.290	Agreement C—Continued		
Bread:			Foremen (women).....	1.120	1.190	Shipping clerks, checkers.....	\$1.230	\$1.305
Foremen.....	\$1.350	\$1.400	Helpers.....	1.060	1.180	Stockkeepers, twisters.....	1.155	1.230
Mixers, ovenmen, head checkers.....	1.240	1.290	Packers and wrappers.....	1.010	1.080	General helpers.....	1.055	1.100
Dividers.....	1.170	1.220	Hebrew baking—Bread:			Flour dumpers, machine cleaners.....	1.005	1.060
Benchmen, molding-machine operators.....	1.110	1.160	First hands.....	\$2.071	\$2.071	Women helpers (cake shop).....	.910	.960
Wrapping-machine operators.....	1.060	1.160	Second hands.....	\$1.906	\$1.906	Agreement D:		
Assistant checkers.....	1.060	1.110	French baking—Machine shops:			Head mixers.....	1.310	1.375
Helpers:			Foremen, ovenmen, mixers.....	\$1.650	\$1.770	Mixers, ovenmen, feeders, shipping and receiving clerks.....	1.290	1.355
First 6 months.....	.830	.860	Mixers, ovenmen under a foreman.....	\$1.500	\$1.620	Machinemen, head checkers, head wrappers and slicers (machine).....	1.230	1.295
7-12 months.....	.890	.920	Benchmen.....	\$1.400	\$1.520	Dumpers.....	1.200	1.265
After 12 months.....	.940	.970	Machine operators, hand wrappers.....	\$1.200	\$1.320	Flour dumpers, general helpers.....	1.130	1.195
Cake:			Helpers:			Wrapping and slicing-machine helpers, pan rackers, greasers, mixers' helpers.....	1.120	1.185
Ovenmen, mixers.....	1.240	1.290	First year.....	\$1.050	\$1.170	Bread rackers, bench and machine helpers.....	1.080	1.145
Icing-machine operators, cinnamon roll machine operators.....	(9)	1.160	Second year.....	\$1.150	\$1.270	Agreement E:		
Dividers (cinnamon roll).....	(9)	1.120	Crackers and cookies:			Dough mixers.....	1.340	1.405
Scaler depositors.....	1.060	1.110	Head mixers, icing.....	1.445	1.505	Batchmen, ingredientmen, oven operators.....	1.330	1.395
Helpers.....	.980	1.010	Ovenmen, cuttermen, reliefmen, peelers.....	1.395	1.455	Utilitymen, dough mixers' helpers.....	1.270	1.335
Foreladies.....	.950	.980	Mixers.....	1.353	1.413	Head packers and checkers.....	1.240	1.305
Icers, wrappers, pan girls, packers, checkers, boxers.....	.830	.860	Rollermen.....	1.333	1.390	Dividers, roll-machine operators.....	1.220	1.285
			Flour dumpers, dough feeders, pan cleaners and feeders, pan dumpers.....	1.233	1.293	Ovenmen, feeders and dumpers.....	1.190	1.255
<b>LOS ANGELES, CALIF.</b>			Forming-machine operators, sponge packers, spreaders, sponge stackers, head bundlers, scalers, weighers.....	.918	.978	Wrapping-machine operators (bread).....	1.190	1.255
Bread—Hand shops:			Sweet packers.....	.880	.940	Roll-machine helpers, panners, reliefmen after 60 days, pan greasers, pan rackers, molders.....	1.170	1.235
Working foremen.....	1.675	1.755	<b>LOUISVILLE, KY.</b>			Flour blenders, dumpers.....	1.120	1.185
Mixers, ovenmen.....	1.575	1.655	Bread and cake—Machine shops:			Packers' helpers.....	1.090	1.155
Benchmen.....	1.445	1.525	Agreement A:			Wrapping-machine operators (rolls).....	1.080	1.145
Helpers.....	1.175	1.255	First mixers.....	1.270	1.340	Wrapping-machine operators' helpers (bread).....	1.070	1.135
Bread and cake—Machine shops:			Ovenmen, dumpers, feeders.....	1.240	1.310	Bakery helpers.....	1.060	1.125
Agreement A:			Second cake mixers.....	1.220	1.290	Mixers' helpers.....	1.060	1.125
Foremen.....	1.900	2.000	Wrapping-machine operators, first hands, divider operators, molders, utilitymen, first slicers, roll benchmen.....	1.220	1.290	Wrapping-machine helpers (rolls), women bread rackers.....	1.030	1.095
Ovenmen, dough mixers.....	1.800	1.900	Head packers and checkers.....	1.190	1.260	Krum employees, roll boxers.....	.930	.995
Benchmen.....	1.710	1.810	Cake benchmen.....	1.170	1.240	Agreement F:		
Agreement B:			Mixers' helpers, pan rackers.....	1.140	1.210	Oven operators.....	1.370	1.470
Foremen.....	1.900	2.000	Stockmen, packers and checkers, first class.....	1.140	1.210	Mixers.....	1.320	1.420
Dough mixers, ovenmen, doughnutmen.....	1.800	1.900	Bread panners, twisters, setters, flour dumpers.....	1.050	1.120	Divider operators, molder operators, benchmen, roll-machine operators.....	1.220	1.320
Machine and bench hands.....	1.710	1.810	Wrapping-machine operators' helpers.....	1.050	1.120	Bread feeders and dumpers, cake-oven feeders.....	1.220	1.320
Dough mixers' helpers.....	1.790	1.810	Rackers.....	1.000	1.050	Wrapping-machine operators, ingredient scalers, cake depositors, pan greasers, shipping clerks and checkers.....	1.170	1.270
Twisters, moldermen, oven dumpers.....	1.710	1.810	Pan greasers, helpers (men), after 4 months.....	.980	1.050	Selectors, bread rackers, machinemen, pan rackers, bread packers.....	1.120	1.220
Oven feeders, ingredientmen.....	1.710	1.810	Foremen (women).....	.950	1.000	Cake dumpers, stock handlers, flour dumpers.....	1.050	1.150
Machinemen.....	1.540	1.640	Women production workers, after 4 months.....	.920	.970	Mixers' helpers, general production workers.....	1.050	1.150
Machine and bench hand helpers, flour dumpers, bread rackers.....	1.390	1.490	Women icers, wrappers and finishers.....	.900	.950	Foremen (women).....	1.050	1.125
Pan washers, greasers.....	1.390	1.490	Agreement B:			Wrapping-machine feeders and helpers.....	.950	1.025
Hand wrappers.....	1.370	1.470	Ovenmen, cake.....	1.360	1.430	Cake wrappers and icers, cooky and doughnut girls.....	.950	1.025
Conveyormen, bun slicers, packers, tailers.....	1.320	1.420	Mixers.....	1.260	1.330	Roll and bread panners.....	.950	1.025
Agreement C:			Dividers, ovenmen, feeders, and dumpers.....	1.210	1.280	General bakery helpers, cake.....	.900	.975
Foremen.....	1.900	2.000	Mixers' helpers, molders, reliefmen.....	1.160	1.230	<b>MANCHESTER, N. H.</b>		
Ovenmen, mixers, icing mixers.....	1.800	1.900	Bread rackers.....	1.110	1.180	Bread and cake—Hand shops:		
Bench hands.....	1.710	1.810	Pan spotters; machine pan-greasers.....	1.080	1.150	Foremen.....	\$1.333	\$1.333
Machine operators, depositors.....	1.710	1.810	General helpers.....	1.060	1.130	Mixers.....	\$1.200	\$1.200
Ingredient scalers.....	1.550	1.650	Packers, order fillers, wrappers' helpers.....	1.060	1.130			
Oven helpers.....	1.390	1.490	Flour blenders.....	.930	1.000			
Auxiliary workers.....	1.350	1.450	Agreement C:					
Packers and helpers.....	1.300	1.400	Mixers.....	1.280	1.355			
Pan washers, unskilled help.....	1.190	1.290	Dividers, molders, depositors, oven feeders and dumpers, doughnut-machine operators, wrapping-machine operators, benchmen, bread ingredient scalers.....	1.230	1.305			
Women employees:								
Foreladies.....	1.300	1.330						
Icers.....	1.160	1.240						
Machine wrappers.....	1.110	1.190						
Experienced help.....	1.050	1.130						
Inexperienced help.....	.920	1.000						
Pie and pastry shops:								
Foremen.....	1.700	1.820						
Head ovenmen.....	1.600	1.720						
Head cream cooks, fruit cooks.....	1.600	1.720						
Dough mixers.....	1.600	1.720						
Head checkers.....	1.330	1.450						
Second ovenmen.....	1.330	1.450						
Topping baggers.....	1.330	1.450						
Second cream cooks.....	1.330	1.450						
Scalers.....	1.280	1.400						
Rollermen.....	1.280	1.400						

1 45-hour workweek.

2 Information not available for rate and hours on July 1, 1948.

3 44-hour workweek.

4 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>MANCHESTER, N. H.—Con.</b>			<b>MIAMI, FLA.—Continued</b>			<b>MILWAUKEE, WIS.—Con.</b>		
Bread and cake—Hand shops—Continued			Hebrew baking:			Bread and cake—Machine shops—Continued		
Ovenmen, bench hands	\$1.111	\$1.111	Wholesale bread:			Agreement F:		
Hand icers (women)	.900	.900	Benchmen, third hands	\$1.500	\$1.500	Mixers, ovenmen, cake decorators	\$1.330	\$1.330
			Ovenmen	1.625	1.625	Dividers, wrapping-machine operators, bench hands, doughnut-machine operators, molders, flour dumpers, ingredient scalers, depositor operators	1.270	1.270
<b>MEMPHIS, TENN.</b>			<b>MILWAUKEE, WIS.</b>			Stockroom and shipping-room workers	1.050	1.050
Bread and cake—Machine shops:			Bread and cake—Hand shops:			Miscellaneous helpers (men)	1.050	1.050
Bread:			Agreement A:			Miscellaneous helpers (women)	.850	.850
Foremen	1.580	1.630	Foremen	\$1.470	\$1.470	Agreement G:		
Mixers, spongers, ovenmen, ingredient scalers, lead men	1.300	1.350	First hands	\$1.380	\$1.380	Mixers, ovenmen	1.310	1.310
Dividers	1.190	1.240	Benchmen:			Bench hands, wrapping-machine operators, depositor operators	1.250	1.250
Wrapping-machine operators, machine or bench hands, pan dumpers	1.140	1.190	First hands	\$1.300	\$1.300	Auxiliary workers (men)	1.050	1.050
Clerks, checkers	1.110	1.160	Second hands	\$1.200	\$1.200	Women helpers	.840	.840
Shipping and receiving clerks	1.070	1.130	Third hands	\$1.090	\$1.090	Bread only—Machine shops:		
Bread rackers	1.000	1.050	Agreement B:			Mixers, ovenmen	1.310	1.310
Bun wrappers, pan greasers, helpers (shop), wrappers, packers, wrapping-machine operators' helpers	.910	.950	Foremen and mixers	1.350	1.350	Wrapping-machine operators, molders, dividers	1.250	1.250
Helpers:			Ovenmen, benchmen	1.300	1.300	Stockroom workers	1.110	1.110
First 3 months	.810	.850	Clerks, shipping and receiving	1.100	1.100	Miscellaneous helpers (men)	1.050	1.050
After 3 months	.860	.900	Helpers, bench and machine decorators	1.010	1.010	Cake only—Machine shops:		
After 9 months	.910	.950	Checkers, wrappers, cutters, packers (women)	.950	.950	Foremen	1.410	1.410
Flour dumpers	.760	.800	Bread and cake—Machine shops:	.800	.800	Mixers	1.310	1.310
Cake:			Agreement A:			Depositor operators, ovenmen	1.250	1.250
Foremen	1.580	1.630	Mixers, ovenmen, doughnut-machine operators	1.425	1.425	Miscellaneous helpers (men)	1.050	1.050
Mixers (dough and icing)	1.280	1.330	Depositor operators, dividers, ingredient scalers, oven feeders and dumpers (bread)	1.325	1.325	Miscellaneous helpers (women)	.840	.840
Ovenmen	1.220	1.270	Clerks, shipping and receiving	1.325	1.325	Hebrew baking—Bread and cake:		
Ingredient scalers	1.100	1.150	Oven feeders and dumpers (cake)	1.245	1.245	Cake bakers, bread workers	\$1.390	\$1.440
Scaling-machine operators	1.070	1.120	Bench hands, wrapping-machine operators, molders	1.245	1.245	Dough mixers, benchmen	\$1.310	\$1.360
Checkers	1.050	1.100	Miscellaneous helpers:			Crackers and cookies:		
Foreladies	1.000	1.050	Men	1.125	1.125	Sponge department:		
Icing-machine operators	.950	.990	Women	.955	.955	Head mixers	1.250	1.350
Scaling-machine operators' helpers	.910	.950	Agreement B:			Ovenmen	1.170	1.270
Wrapping-machine operators	.890	.930	Working foremen	1.550	1.670	Mixers, relief rollermen, peelers-in	1.150	1.250
Helpers:			Mixers	1.300	1.420	Rollermen, peelers-out	1.050	1.150
First 3 months	.810	.850	Shipping clerks	1.300	1.420	Mixers' helpers	1.020	1.120
After 3 months	.860	.900	Dividers, doughnut-machine operators	1.250	1.370	Packers	.790	.890
After 9 months	.910	.950	Ovenmen, molders	1.200	1.320	Sweet department:		
Helpers (women):			Wrapping-machine operators	1.150	1.200	Mixers	1.150	1.250
First 3 months	.730	.770	Miscellaneous helpers, shipping-room workers	1.100	1.130	Machinemen, ovenmen	1.100	1.200
After 3 months	.780	.820	Women, miscellaneous helpers	.900	.950	Mixers' helpers	1.020	1.120
After 9 months	.830	.870	Agreement C:			Ovenmen's helpers	.950	1.050
Bread and cake—Combination hand and machine shops:			Mixers, ovenmen	1.310	1.310	Pan feeders, greasers, general helpers	.870	.970
Mixers, ovenmen (bread)	1.140	1.175	Dividers, molders	1.250	1.250	Packers	.760	.860
Ovenmen (cake)	1.050	1.100	Bench hands, doughnut-machine operators	1.110	1.250	Icing room:		
Dividers, roll-machine operators	1.050	1.080	Stockroom workers	1.050	1.050	Machinemen	1.000	1.200
Bench hands (cake)	1.050	1.050	Miscellaneous helpers (men)	.840	.840	Packers	.760	.860
Molders	.940	1.035	Miscellaneous helpers (women)	.840	.840	Feeders and stackers	.710	.810
Wrapping-machine operators	.980	1.020	Agreement D:			Packing department:		
Bread rackers, bench and machine helpers, hand icers	.790	.825	Mixers	1.310	1.310	Floormen	1.000	1.100
Wrapping-machine operators' helpers	.790	.820	Ovenmen	1.250	1.250	Floormen's helpers	.895	1.000
Helpers:			Dividers, bench hands, doughnut-machine operators, molders, wrapping-machine operators	1.250	1.250	Scalers	.760	.860
First 3 months	.730	.780	Stockroom workers	1.250	1.250	Women employees	.710	.810
After 3 months	.800	.820	Miscellaneous helpers (men)	1.050	1.050	Wrapping and cellophane department:		
			Miscellaneous helpers (women)	.840	.840	Women employees:		
<b>MIAMI, FLA.</b>			Agreement E:			Machine girls, packers, bundlers	.760	.860
Bread—Machine shops:			Mixers, ovenmen	1.310	1.310	Carton-caddy and cases	.740	.840
Foremen	1.200	1.250	Dividers, molders, benchmen, wrapping-machine operators, roll-machine operators, doughnut-machine operators	1.250	1.250	Feeders	.710	.810
Dough mixers, ovenmen	1.100	1.150	Miscellaneous helpers (men)	1.050	1.050	<b>MINNEAPOLIS, MINN.</b>		
Dividers, molders, roll-machine operators	.990	1.040	Miscellaneous helpers (women)	.840	.840	Bread and cake—Hand shops:		
Clerks, shipping and receiving	.930	.980				Foremen	\$1.356	\$1.422
Oven loaders and dumpers	.900	.950				Mixers, ovenmen, bench hands	\$1.244	\$1.311
Wrapping-machine operators	.880	.930				Wrapping-machine operators	\$1.008	\$1.074
Dough mixers' helpers	.850	.900				Helpers:		
Pan greasers, bread rackers, flour dumpers, wrapping-machine helpers, truck loaders and helpers	.720	.770				First 1,000 hours	1.747	1.778
						Second 1,000 hours	1.809	1.825
						Third 1,000 hours	1.871	1.981
						Fourth 1,000 hours	1.933	1.983
						Fifth 1,000 hours	1.996	1.049

1 45-hour workweek.

2 48-hour workweek.

3 43-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

(Hours are 40 per week for both years unless otherwise indicated)

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>MINNEAPOLIS, MINN.—Con.</b>			<b>MINNEAPOLIS, MINN.—Con.</b>			<b>MINNEAPOLIS, MINN.—Con.</b>		
Bread and cake—Hand shops—Continued			Crackers and cookies—Con.			Crackers and cookies—Con.		
Helpers—Continued			Agreement A—Continued			Agreement B—Continued		
Sixth 1,000 hours.....	\$1.120	\$1.178	Icing department:			Packing department—Con.		
Women hand icers.....	1.900	1.967	Mixers, machinemen.....	\$1.215	\$1.215	Cellophane-bag girls, sweepers (women).....	\$0.835	\$0.940
Bread and cake—Machine shops:			Marshmallowsmen.....			Inexperienced workers (men):		
Foremen.....	1.550	1.640	First 30 days.....	.940	.940	First 30 days.....	.925	1.030
Doughnut-machine operators.....	1.390	1.470	Second 30 days.....	.990	.990	30-60 days.....	.975	1.080
Icing and batter mixers.....	1.390	1.470	Third 30 days.....	1.040	1.040	Inexperienced workers (women):		
Sponge and dough mixers, oven operators and ovenmen.....	1.390	1.470	Experienced.....	1.080	1.080	First 30 days.....	.700	.805
Depositors, and/or drop-machine operators.....	1.320	1.390	Floormen:			30-60 days.....	.750	.855
Dividers, molders, bench hands, bun-machine operators.....	1.320	1.390	First 30 days.....	.850	.850			
Cake ingredient scalers, fruit cookers, kettle fryers.....	1.280	1.340	Second 30 days.....	.900	.900			
Traveling-oven feeders and dumpers, dough-room men, slicing and wrapping-machine operators.....	1.260	1.340	Third 30 days.....	.950	.950			
Foremen (women), twistlers, dough panners, oven and bench helpers.....	1.140	1.200	Experienced.....	1.000	1.000			
Jell- or icing-machine operators, cake wrappers, and semiautomatic cake wrappers.....	1.110	1.170	Icing sandwich operators (women).....	.980	.980			
Helpers:			Checkers (women).....	.960	.960			
First 8 weeks.....	1.010	1.070	Packers (chill room).....	.930	.930			
After 8 weeks.....	1.110	1.170	Packers.....	.910	.910			
Women employees:			Enrober operators (women).....	.880	.880			
Finishers, wrappers, packers:			Weighers and baggers.....	.825	.825			
First 8 weeks.....	.840	.890	Tray feeders (women).....	.825	.825			
After 8 weeks.....	.920	.970	Miscellaneous girls.....	.795	.795			
Hebrew baking:			Inexperienced workers (women):					
Hand shops:			First 30 days.....	.645	.645			
Foremen, all-round cakemen.....	1.1463	1.1530	Second 30 days.....	.695	.695			
General cakemen, mixers, ovenmen.....	1.1319	1.1386	After 60 days.....	.745	.745			
Bench hands, machinemen.....	1.1267	1.1333	Packing department:					
Helpers, inexperienced.....	.866	.932	Wrapping-machine men.....	1.180	1.180			
Machine shops:			Stockroom helpers.....	1.125	1.125			
Foremen, all-round cakemen, General cakemen, mixers, ovenmen.....	1.613	1.763	Assistant stock clerks.....	1.175	1.175			
Bench hands, machinemen.....	1.453	1.513	Helpers (men):					
Helpers:			First 30 days.....	.850	.850			
First 6 months.....	.948	1.007	Second 30 days.....	.900	.900			
7-12 months.....	.998	1.058	After 60 days.....	.950	.950			
After 1 year.....	1.048	1.108	Inexperienced workers (women):					
1-1½ years.....	1.098	1.158	First 30 days.....	.645	.645			
After 2 years.....	1.148	1.208	Second 30 days.....	.695	.695			
Crackers and cookies:			After 60 days.....	.745	.745			
Agreement A:			Case scalers.....	1.115	1.115			
Baking department:			Floormen.....	1.000	1.000			
Sponge mixers.....	1.270	1.270	Sponge packers (cartons and 1 pound krispies), checkers, and relief (women).....	.960	.960			
Senior sweet mixers.....	1.260	1.260	Sponge packers.....	.940	.940			
Sweet mixers.....	1.215	1.215	Graham packers.....	.940	.940			
Assembly sweet mixers.....	1.175	1.175	Sweet packers.....	.910	.910			
Sirup mixers.....	1.155	1.155	Carton formers, caddy stitchers, senior (women).....	.870	.870			
Assistant sweet mixers.....	1.080	1.080	Bundlers.....	.870	.870			
Sponge department:			Agreement B:					
Ovenmen.....	1.350	1.350	Baking department:					
Peelers.....	1.330	1.330	Machine captains.....	1.225	1.330			
Laminator operators, machinemen.....	1.215	1.215	Sponge and sweet mixers.....	1.195	1.300			
Lead ovenmen.....	1.210	1.210	Peelers.....	1.175	1.280			
Take-out men.....	1.160	1.160	Rollermen, sweet bakers.....	1.125	1.230			
Laminator sheet feeders.....	1.160	1.160	Drawmen, oven firemen.....	1.105	1.210			
Stackers.....	1.100	1.100	Sweet-oven men.....	1.075	1.180			
Sweet department:			Sweet mixers' helpers.....	1.050	1.155			
Oven firemen.....	1.275	1.275	Flour dumpers, stackers, pan cleaners, feeders, sweepers.....	1.025	1.130			
Ovenmen and machinemen.....	1.215	1.215	Dough feeders, conveyormen.....	1.005	1.110			
Ovenmen's helpers and relief.....	1.160	1.160	Icing department:					
Panmen, hand.....	1.080	1.080	Mixers.....	1.105	1.210			
Inexperienced workers (men):			Floormen.....	.975	1.080			
First 30 days.....	.900	.900	Women employees:					
Second 30 days.....	.950	.950	Working supervisors.....	.975	1.080			
After 60 days.....	1.000	1.000	Other help (after 1 year).....	.865	.970			
			Packing department:					
			Machine set-up men.....	1.005	1.110			
			Floormen, foremen(women).....	.975	1.080			
			Sponge packers.....	.915	1.020			
			Sweet packers.....	.885	.990			
			Sample room packers, bundlers, machine operators, scalers and weighers, closers, carton formers, "Q" formers, and stitchers.....	.865	.970			

1 45-hour workweek.

2 48-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>NEWARK, N. J.—Continued</b>			<b>NEW YORK, N. Y.</b>			<b>NEW YORK, N. Y.—Con.</b>		
Crackers and cookies:			Bread and cake—Hand shops:			Bread and cake—Machine shops—Continued		
Doughnut-machine operators, mixers.....	\$1.450	\$1.650	Agreement A:			Agreement B—Continued		
Ovenmen.....	1.430	1.650	First hands, oven workers (foremen).....	\$1.640	\$1.665	Wrapping-machine operators.....	\$1.250	\$1.360
Icing mixers.....	1.430	1.530	Second hands.....	1.530	1.554	Pan greasers.....	1.235	1.345
Ingredient sealers.....	1.330	1.530	Helpers.....	1.310	1.385	Bakery helpers.....	1.215	1.325
Cake-wrapping-machine operators, fork-lift operators, scaling-machine operators.....	1.150	1.350	Shippers and packers.....	1.090	1.115	Agreement C:		
Grease-machine operators.....	1.150	1.290	Shippers and packers (women).....	.925	.975	Mixers.....	1.479	1.589
Cake dumpers and feeders, depositor operators.....	1.100	1.290	Agreement B:			Ovenmen.....	1.475	1.585
Packers and helpers.....	1.065	1.265	First hands, oven workers, mixers.....	1.695	1.782	Dividers.....	1.599	1.509
Auxiliary workers.....	1.060	1.290	Second hands.....	1.583	1.665	Flour dumpers.....	1.382	1.492
Checkers.....	.900	1.215	Helpers.....	1.288	1.375	Molders.....	1.341	1.451
Checkers, packers (women).....	.850	1.215	Packers (men and women).....	1.188	1.275	Oven dumpers.....	1.332	1.442
Wrappers (women).....	.850	1.050	Agreement C:			Mixers' helpers.....	1.331	1.441
<b>NEW HAVEN, CONN.</b>			Foremen.....	1.719	2.100	Bakery helpers.....	1.280	1.390
Bread and cake—Hand shops:			Bench and second hands.....	1.594	1.950	Checkers.....	1.245	1.355
Foremen.....	\$1.320	\$1.360	Third hands.....	1.469	1.800	Wrapping-machine operators.....	1.240	1.350
Assistant foremen, mixers, and ovenmen.....	\$1.290	\$1.330	Agreement D:			Agreement D:		
Benchmen.....	\$1.240	\$1.280	First hands, oven workers, mixers.....	1.775	1.850	Mixers.....	1.505	1.615
Bread and cake—Machine shops:			Oven loaders and dumpers.....	1.676	1.751	Dividers.....	1.385	1.495
Agreement A:			Second hands.....	1.672	1.746	Flour dumpers.....	1.345	1.455
Foremen.....	1.535	1.585	Wrapping-machine operators.....	1.646	1.720	Mixers' helpers, molders.....	1.325	1.435
Dough mixers.....	1.400	1.450	Helpers.....	1.516	1.576	Oven loaders and dumpers.....	1.295	1.405
Dough mixers' helpers, dividers, ovenmen.....	1.290	1.340	Miscellaneous workers.....	1.464	1.539	Checkers.....	1.245	1.355
Molders, checkers, wrappers, head packers.....	1.240	1.290	Agreement E:			Oven and bakery helpers, pan greasers.....	1.235	1.345
Receiving clerks, wrapping-machine helpers, bench and machine helpers, pan packers, pan greasers.....	1.160	1.210	First hands, ovenmen.....	\$2.000	\$2.000	Wrapping-machine operators.....	1.205	1.315
Krum girls.....	1.010	1.090	Second hands.....	\$1.867	\$1.867	Agreement E:		
Agreement B:			Helpers.....	\$1.467	\$1.467	Mixers, ovenmen.....	1.375	1.485
Foremen.....	1.380	1.430	Agreement F:			Dividermen.....	1.285	1.395
Dough mixers.....	1.330	1.380	First hands.....	1.688	1.719	Mixers' helpers, molder operators, ingredient sealers.....	1.225	1.335
Ovenmen.....	1.280	1.330	Second hands.....	1.625	1.656	Oven loaders and dumpers.....	1.195	1.305
Icing mixers.....	1.210	1.260	Helpers.....	1.375	1.406	Flour dumpers.....	1.175	1.285
Receivers, stock clerks.....	1.190	1.240	Cake and pastry—Hand shops:			Head wrappers and slicers, checkers.....	1.145	1.255
Shippers' helpers (after 1 year).....	1.110	1.160	First hands.....	1.938	2.125	General helpers.....	1.135	1.245
Dumplings.....	1.090	1.140	Second hands.....	1.813	1.938	Packers.....	1.105	1.215
Utilitymen (after 1 year), pan greasers (after 1 year).....	1.070	1.120	Frankfurter rolls—Hand shops:			Agreement F:		
Wrappers (women), icers (women).....	.840	.890	Mixers.....	1.615	1.730	Mixers, ovenmen.....	1.475	1.585
Hebrew baking:			Ovenmen.....	1.540	1.665	Dividermen.....	1.385	1.485
Foremen, ovenmen.....	\$1.833	\$1.833	Bench hands, packers.....	1.340	1.440	Benchmen.....	1.375	1.485
Second hands.....	\$1.730	\$1.730	Retail—Hand shops:			Mixers' helpers, ingredient sealers, molder operators.....	1.325	1.435
<b>NEW ORLEANS, LA.</b>			First hands.....	\$1.875	\$2.000	Oven loaders and dumpers.....	1.295	1.405
Bread and cake—Hand and machine shops:			Second hands.....	\$1.750	\$1.875	Flour dumpers.....	1.275	1.385
Bread:			Third hands.....	\$1.375	\$1.500	Head wrappers and slicers, checkers.....	1.245	1.355
Foremen.....	1.490	1.600	Restaurants—Hand shops:			Packers, general helpers.....	1.205	1.315
Ovenmen, mixers, reliefmen.....	1.190	1.280	First hands.....	\$2.250	\$2.350	Agreement G:		
Machinemen, roll-machine operators, bench hands, molders, dividers, wrapping-machine operators.....	1.090	1.170	Second hands.....	\$2.000	\$2.150	Mixers, ovenmen.....	1.375	1.485
Ingredientmen.....	1.040	1.120	Third hands.....	\$1.625	\$1.750	Dividermen.....	1.285	1.395
Mixers' helpers, panners, flour blenders.....	.980	1.050	Cafeteria—Hand shops:			Mixers' helper, ingredient scaler, molder operators.....	1.225	1.335
Pan greasers, wrapping-machine operators' helpers.....	.870	.930	First hands.....	\$2.250	\$2.250	Oven loaders and dumpers.....	1.195	1.305
Rackers, general helpers, truck loaders, hand wrappers.....	.810	.870	Second hands.....	\$1.850	\$1.850	Flour dumpers.....	1.175	1.285
Cake:			Bread and cake—Semimachine shops:			Head slicers or wrappers, checkers.....	1.145	1.255
Foremen.....	1.490	1.600	Foremen.....	1.806	1.850	General helpers.....	1.135	1.245
Ovenmen, mixers.....	1.190	1.280	Ovenmen, mixers.....	1.669	1.706	Packers.....	1.105	1.215
Depositor operators, wrapping-machine operators, benchmen.....	1.090	1.170	Bench hands.....	1.538	1.575	Agreement H:		
Ingredient sealers.....	1.040	1.120	Packers.....	1.145	1.193	Ovenmen.....	1.488	1.598
Foreladies.....	1.000	1.070	Bread and cake—Machine shops:			Dough mixers.....	1.475	1.585
Pan greasers, icers, packers, hand wrappers, helpers.....	.810	.870	Agreement A:			Dough mixers' helpers.....	1.425	1.535
Shipping:			Bread department:			Dividermen.....	1.388	1.498
Checkers, shipping and receiving clerks.....	.980	1.050	Mixers, ovenmen.....	1.475	1.585	Ingredientmen.....	1.365	1.475
			Dividers, molders.....	1.375	1.485	Moldermen.....	1.325	1.435
			Oven loaders and dumpers.....	1.335	1.445	Oven dumpers.....	1.285	1.395
			Mixers' helpers.....	1.350	1.440	Wrapping-machine operators, flour dumpers.....	1.275	1.385
			Checkers.....	1.280	1.390	General bake-shop helpers.....	1.250	1.360
			Flour dumpers.....	1.275	1.385	Packers.....	1.200	1.310
						Agreement I:		
						Tray-oven operators.....	1.375	1.485
						Mixers.....	1.365	1.465
						Scaling-machine operators.....	1.340	1.440
						Confectioners.....	1.335	1.435
						Oven helpers.....	1.325	1.425
						Ovenmen.....	1.315	1.430
						Icing mixers.....	1.305	1.405
						Depositor operators, ring makers, flour blenders.....	1.295	1.395
						Ingredient sealers, kitchen helpers, bench hands.....	1.275	1.375

1 45-hour workweek.

2 48-hour workweek.

4 44-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>NEW YORK, N. Y.—Con.</b>			<b>NEW YORK, N. Y.—Con.</b>			<b>NEW YORK, N. Y.—Con.</b>		
Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued		
Agreement I—Continued			Agreement P (bread and doughnuts):			Agreement V:		
Packers and helpers, pan greasers	\$1.190	\$1.290	Mixers	\$1.355	\$1.465	Foremen	\$1.700	\$1.940
General helpers (women)	.985	1.085	Dividers	1.235	1.345	Ovenmen, mixers	1.550	1.740
Agreement J:			Mixers' helpers, molders	1.175	1.285	Bench hands	1.425	1.640
Assistant foreman	1.513	1.613	Checkers	1.158	1.268	Helpers	1.300	1.540
Dough mixers and ovenmen, bread	1.483	1.583	Oven feeders and dumpers	1.145	1.255	Agreement W:		
Dough mixers, cake; cooks	1.475	1.575	Flour dumpers	1.125	1.235	Mixers, benchmen, ovenmen	1.520	1.550
Muffin platemen	1.408	1.508	Head wrappers and packers	1.095	1.205	Second class packers, helpers	1.120	1.150
Jelly-doughnut-machine helpers	1.405	1.505	General helpers, pan greasers	1.085	1.195	Third class packers	1.020	1.050
Dividers	1.385	1.485	Machine cleaners	1.065	1.175	Pie and pastry shops:		
Bench hands	1.375	1.475	Agreement Q:			Agreement A:		
Dough mixers' helpers and ingredient scalars, cake	1.325	1.425	Oven tenders	1.480	1.590	Foremen	1.600	1.700
Head checkers, bread	1.278	1.378	Mixers	1.420	1.530	First hands	1.425	1.525
Flour dumpers, bread	1.275	1.375	Dividers	1.370	1.480	Second hands, mixers	1.300	1.400
Doughnut-machine helpers	1.270	1.370	Oven helpers, blenders, panners	1.320	1.430	Third hands	1.200	1.300
Scaling-machine helpers	1.258	1.358	Checkers	1.300	1.410	Helpers	1.025	1.125
Bread checkers, wrapping-machine operators	1.238	1.338	Flour handlers, floormen	1.270	1.380	Agreement B:		
Bench and machine helpers, bread	1.235	1.335	Bread wrappers	1.250	1.360	Men	.950	1.100
Packers' helpers	1.188	1.288	Agreement R:			Women	.850	1.000
Agreement K:			Foremen	1.850	1.960	Doughnuts only:		
Tray-oven operators, oven operators	1.375	1.490	Mixers, ovenmen	1.475	1.585	Agreement A:		
Mixers	1.365	1.480	Depositor operators	1.385	1.495	Assistant foremen	1.388	1.498
Mixers' helpers	1.365	1.465	Icing mixers	1.375	1.485	Mixers, cruller fryers, cooks	1.355	1.465
Dividers	1.335	1.435	Ingredient scalars	1.325	1.435	Benchmen	1.255	1.365
Tray-oven operators' helpers, depositors	1.325	1.425	Oven dumpers	1.295	1.405	Ingredient scalars	1.205	1.315
Dough brake operators	1.315	1.415	Checkers	1.240	1.350	Doughnut-machine operators	1.169	1.275
Icing makers	1.305	1.405	Packers, helpers	1.235	1.345	Checkers, helpers	1.158	1.268
Ring makers, blenders	1.295	1.395	Wrapping-machine operators (women)	1.010	1.120	Packers, sugarers	1.088	1.198
Kitchen operators, benchmen, finishers, scalars	1.275	1.375	Helpers (women)	1.000	1.110	Agreement B:		
Packers, pan greasers	1.190	1.290	Agreement S:			Foremen	1.420	1.508
Foremen (women)	1.165	1.265	Mixers, peelers, ovenmen	1.483	1.593	Machine operators	1.320	1.408
General helpers (women)	.985	1.085	Dividers	1.385	1.495	Foremen (women)	1.200	1.288
Agreement L (cakes, pies, cookies):			Molders, mixers' helpers, ingredient scalars	1.325	1.435	Mixers, shippers, helpers	1.170	1.258
Ovenmen, mixers	1.475	1.475	Oven loaders and dumpers	1.295	1.405	Assistant foremen (women)	1.150	1.238
Benchmen, icing makers, cooks	1.375	1.375	Checkers	1.278	1.388	Box makers	1.055	1.143
Checkers	1.285	1.285	Flour dumpers	1.275	1.385	Packers, belt attendants:		
Sweet-yeast men	1.275	1.275	General helpers	1.215	1.325	First year	.950	1.038
Packers, floormen	1.245	1.245	Slicers, wrappers, packers, key slicers	1.205	1.315	Over 1 year	.980	1.068
Bake-shop helpers	1.235	1.235	Agreement T:			Agreement C:		
Wrappers and icers (women)	1.000	1.000	Bread department:			Foremen	2.570	2.600
Agreement M:			Mixers, ovenmen	1.475	1.585	Bench hands	1.470	1.500
Ovenmen, dough mixers	1.475	1.585	Benchmen, dividers	1.388	1.498	Packers, helpers	1.070	1.100
Icing makers	1.375	1.485	Molder operators, mixers' helpers	1.325	1.435	Checkers, packers, wrappers (women)	.970	1.050
Dough scalars	1.325	1.435	Oven feeders and dumpers' pan greasers	1.295	1.405	Hebrew baking—Machine shops:		
Checkers, shippers	1.285	1.395	Checkers, head slicers, bread wrappers	1.245	1.355	Agreement A:		
General helpers	1.235	1.345	Rack pushers, helpers	1.235	1.345	First hands	\$ 2.000	\$ 2.000
Cookers	1.215	1.325	Wrappers (restaurant)	1.215	1.325	Second hands	\$ 1.857	\$ 1.857
Women workers	1.000	1.110	Cake department:			Helpers	\$ 1.429	\$ 1.429
Agreement N:			Mixers, ovenmen	1.475	1.585	Agreement B:		
Bread department:			Depositors, dough scalars, ingredient scalars	1.385	1.495	First hands	\$ 2.000	\$ 2.000
Ovenmen	1.380	1.550	Icing mixers	1.375	1.485	Second hands	\$ 1.867	\$ 1.867
Mixers	1.350	1.500	Oven feeders and delivery	1.285	1.395	Helpers	\$ 1.467	\$ 1.467
Dividers, molders, oven helpers, panners, benchmen, general helpers	1.250	1.400	General helpers	1.235	1.345	Hebrew baking—Hand shops:		
Mixers' helpers	1.150	1.255	Wrappers and packers (women)	1.000	1.110	Agreement A:		
Cake department:			Agreement U:			Foremen, first hands	\$ 2.344	\$ 2.375
Mixers	1.350	1.500	Head ovenmen	1.525	1.635	Swingmen jobbers	\$ 2.281	\$ 2.313
Ovenmen, icing mixers, icers, decorators	1.250	1.400	Mixers	1.475	1.585	Second hands, third hands	\$ 2.219	\$ 2.250
Benchmen	1.180	1.295	Dividers, bread	1.425	1.535	Agreement B:		
Doughnutmen, decorators' helpers, oven helpers	1.150	1.255	Dividers and platemen, English muffins	1.408	1.518	First hands, ovenmen	\$ 2.000	\$ 2.000
Icers (women)	1.100	1.210	Molder operators, bread	1.350	1.460	Second hands	\$ 1.867	\$ 1.867
Pan washers, wrappers, fruit-room workers	.950	1.045	Mixers' helpers, ingredient scalars	1.325	1.435	Third hands	\$ 1.467	\$ 1.467
Agreement O:			Roundermen, English muffins	1.300	1.410	Agreement C:		
Foremen	1.950	2.000	Flour handlers, bread wrappers	1.275	1.385	First hands, ovenmen	\$ 2.175	\$ 2.175
Dough mixers, ovenmen	1.750	1.790	Pan greasers, bread rackers	1.235	1.345	Second hands	\$ 2.175	\$ 2.175
Dividers, benchmen	1.650	1.685	Box carriers, general helpers, packers	1.225	1.335	Third hands	\$ 1.375	\$ 1.375
Miscellaneous workers	1.070	1.100	Helpers (women)	1.050	1.160	Agreement D:		
						Ovenmen, mixers	\$ 2.179	\$ 2.100
						Bench hands	\$ 1.594	\$ 1.950
						Third hands	\$ 1.469	\$ 1.800
						Agreement E:		
						Foremen, first hands	1.963	1.994
						Mixers, ovenmen	1.900	1.931
						Second hands	1.800	1.831
						Helpers in traveling-oven shops	1.638	1.669
						Third hands (helpers)	1.575	1.606
						Bohemian baking—Hand shops:		
						Dough mixers, ovenmen	1.750	1.830
						Benchmen	1.650	1.730

1 45-hour workweek.

2 48-hour workweek.

3 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>NEW YORK, N. Y.—Con.</b>			<b>OAKLAND, CALIF.—Con.</b>			<b>OKLAHOMA CITY, OKLA.—Continued</b>		
French baking:			Bread and cake—Machine shops:			Bread and cake—Machine shops—Continued		
Bread:			Foremen, dough mixers, ovenmen.....	\$1.840	\$1.960	Agreement A—Continued		
Agreement A:			Dividers, molders, roll-machine operators.....	\$1.750	\$1.870	Bench and machinemen.....	\$1.275	\$1.325
Day work:			Crackers and cookies:			Cake depositors.....	1.275	1.325
First hands.....	\$1.669	\$1.706	Agreement A:			Scalers.....	1.250	1.300
Bench hands.....	1.538	1.575	Machine captains, mixing supervisors.....	1.545	1.700	Foremen of wrapping department.....	1.225	1.275
Agreement B:			Ovenmen.....	1.490	1.640	First foremen (women).....	1.150	1.200
Day work:			Laminator men.....	1.410	1.560	Wrapping-machine operators.....	1.125	1.175
Foremen.....	1.690	1.690	Mixers' helpers:			Checkers (bread or cake).....	1.100	1.150
Second hands.....	1.643	1.643	First 3 months.....	(9)	1.400	Second foremen (women).....	1.050	1.100
Third hands.....	1.595	1.595	Second 3 months.....	(9)	1.450	Cake wrapping-machine operators.....	1.025	1.075
Italian baking:			Third 3 months.....	(9)	1.500	Cake icers, hand wrappers, labelers, boxers.....	.925	.975
Day work:			After 9 months.....	(9)	1.550	Agreement B:		
First hands.....	\$1.500	\$1.500	Head icing-machine mixers.....	1.370	1.490	Foremen.....	\$1.525	\$1.575
Second hands.....	\$1.250	\$1.250	Wax and cellophane-machine operators.....	1.330	1.480	Bench and machinemen.....	\$1.275	\$1.325
Scandinavian baking:			Enrobermen.....	1.360	1.435	Wrapping-machine operators.....	\$1.125	\$1.175
Foremen.....	\$1.625	\$1.770	Icing helpers.....	1.305	1.435			
Second hands.....	\$1.583	\$1.583	Women assemblers.....	1.180	1.300			
Bench hands.....	\$1.542	\$1.583	Flour dumpers.....	1.220	1.250			
Helpers.....	\$1.167	\$1.250	Dough feeders.....	1.190	1.250			
Crackers and cookies:			Floormen:					
Agreement A:			First month.....	(9)	1.100	<b>OMAHA, NEBR.</b>		
Bakers.....	1.550	1.625	Second month.....	(9)	1.150	Bread and cake—Machine shops:		
Bakers (women).....	1.300	1.375	Third month.....	(9)	1.200	Working foremen.....	1.490	1.540
Packers.....	.800	.875	After 3 months.....	1.090	1.250	Cake decorators.....	1.450	1.500
Packers (women).....	.725	.800	Marshmallow women.....	1.030	1.150	Dough mixers, ovenmen.....	1.350	1.400
Agreement B:			Women supervisors, working women tally clerks.....	.955	1.115	Cake mixers.....	1.300	1.400
Beltmen.....	(9)	1.540	Women machine carton formers, package-machine operators.....	.995	1.115	Benchmen.....	1.280	1.330
Head flourmen.....	(9)	1.440	Sugar-wafer oven girls.....	.980	1.100	Machinemen.....	1.260	1.310
Bakers.....	(9)	1.400	Scalers and weighers (women).....	.920	1.070	Ingredient scalers.....	1.250	1.300
Icing and sugar mixers.....	(9)	1.390	Filling-machine operators (women).....	.920	1.040	Dough-room helpers.....	1.170	1.220
Flour dumpers.....	(9)	1.375	Sponge packers, wrappers, bundle weighers and carton formers.....	.920	1.040	Checkers.....	1.170	1.220
Batter mixers.....	(9)	1.365	Sweet packers.....	.900	1.040	Oven dumpers.....	1.170	1.220
Cutters, washers, plate setters.....	(9)	1.350	Agreement B:			Bake-shop helpers and packers: After 1 year.....	1.050	1.100
Fig and jam mixers, marshmallow beaters, mixers.....	(9)	1.325	Ovenmen, machinemen, mixers.....	1.695	1.700	Stockmen.....	1.050	1.100
Grinders, cheese and crackers. Icing and sugar mixers' helpers.....	(9)	1.300	Mixers' helpers, relieffmen.....	1.525	1.575	Coolermen.....	1.000	1.050
Flour dumpers' helpers.....	(9)	1.290	Cellophane or wax wrapping-machine operators.....	1.490	1.540	Pan greasers.....	.940	.990
Flourmen.....	(9)	1.275	Floor women.....	1.120	1.170	Women cake-machine operators, twistors and panners.....	.940	.990
Broken men.....	(9)	1.250	Icing women, sweet packers, wrappers and bundlers, relief girls.....	1.020	1.070	Hand wrappers and icers (women): after 1 year.....	.860	.910
Bake-shop utilitymen.....	(9)	1.225	Agreement C:			Pie and pastry shops:		
Bake-shop general helpers.....	(9)	1.200	Baking supervisors.....	1.990	2.040	Pie mixers.....	1.300	1.350
Checkers, utility.....	(9)	1.075	Mixing supervisors, machine captains.....	1.700	1.750	Working foremen (women).....	1.130	1.180
Feeders, sugar wafers.....	(9)	1.050	Mixers, relieffmen, head icing mixers.....	1.640	1.690	Fruit cookers.....	1.100	1.220
Feeders.....	(9)	1.025	Mixers' helpers, bakers, rollermen, oven helpers, wrapping-machine operators, set-up men, oven feeders, icing helpers.....	1.490	1.540	Miscellaneous helpers.....	.940	.990
Weighers and checkers (women).....	(9)	1.025	Dough feeders, pan feeders, fig grinders, table feeders, cellophane-bag-machine operators, rack and panmen, jelly- and marshmallow-men's helpers.....	1.840	1.390	Pie fillers and wrappers.....	.860	.910
General helpers.....	(9)	.955	Floormen.....	1.290	1.340	Crackers and cookies:		
			Women:			Baking department:		
<b>NORFOLK, VA.</b>			Working supervisors.....	1.220	1.270	Machine captains.....	1.180	1.300
Bread and cake:			Sweet packers, weighers and baggers, cellophane-bag formers, tally clerks, inspectors, enrobers.....	1.020	1.070	Ovenmen.....	1.140	1.250
Mixers, scalers.....	1.210	1.280	Assistant forelady.....	1.020	1.070	Relieffmen.....	1.100	1.210
Checkers.....	1.160	1.230				Peelers-in, rollermen.....	1.080	1.190
Oven supervisors.....	1.110	1.180				Edgers, drawmen.....	1.020	1.120
Truck loaders.....	1.020	1.090				Pan loaders, take-out men, pan feeders and greasers.....	1.000	1.100
Wrapping-machine setters.....	1.010	1.080				Flour dumpers, utility mixers and helpers.....	1.000	1.100
Molder operators, divider operators, roll-machine operators.....	.960	1.030				Mixing department:		
Flour blenders.....	.915	.985				Head mixers.....	1.130	1.240
Oven feed and delivery.....	.935	1.005				No. 2 mixers.....	1.080	1.190
Mixers' helpers.....	.885	.955				Dough-up men.....	1.080	1.190
Wrapping-machine feeders.....	.885	.955				Assemblymen.....	1.050	1.155
Bakery helpers:						Sponge setters.....	1.050	1.165
First 60 days.....	.785	.855				Mixers' helpers, assemblers' helpers.....	1.000	1.100
After 60 days.....	.835	.905				Icing department:		
Roll baggers:						Machinemen, mixers.....	1.090	1.200
First 60 days.....	.630	.700				Women helpers.....	.840	.880
After 60 days.....	.680	.750				Shipping department:		
Cleaners, men:						Head stockmen, head car loaders, head load assemblers, checkers, labelers.....	1.040	1.140
First 60 days.....	.685	.755				Order fillers.....	1.010	1.110
After 60 days.....	.730	.855				Packing department:		
Cleaners, women:						Machine operators.....	1.050	1.140
First 60 days.....	.630	.700				Machine operators' helpers.....	1.020	1.120
After 60 days.....	.680	.750				Paper cutting-machine operators.....	.950	1.045
<b>OAKLAND, CALIF.</b>						Casers.....	.900	.990
Bread—Hand shops:						Relieffwomen.....	.830	.920
Foremen, ovenmen.....	\$1.730	\$1.800				Women helpers.....	.800	.880
Bench hands.....	\$1.570	\$1.640						

\* 48-hour workweek.

\* Information not available for rate and hours on July 1, 1948.

\* 42-hour workweek.

\* 38-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>OMAHA, NEBR.—Continued</b>			<b>PHILADELPHIA, PA.—Con.</b>			<b>PHILADELPHIA, PA.—Con.</b>		
Crackers and cookies—Con.			Bread and cake—Machine shops—Continued			Crackers and cookies—Con.		
Receiving and storage department:			Agreement C—Continued			Agreement A—Continued		
Head stockmen.....	\$1.070	\$1.180	Divider operators, moldermen, greasing-machine operators, icing-machine operators, depositor operators, roll dividers, ingredient scalars.....	\$1.215	\$1.215	Sponge and sweet baking—Continued		
Helpers.....	1.000	1.100	Working supervisors (women).....	1.200	1.200	Pan cleaners and feeders (fast).....	\$1.120	\$1.225
<b>PEORIA, ILL.</b>			Mixers' helpers, pan-washing-machine operators, wrapping-machine operators (bread).....	1.180	1.180	Pan cleaners and feeders (slow).....	1.090	1.195
Bread and cake—Hand shops:			Selectors, flour blenders, assemblers.....	1.155	1.155	Packing and icing department:		
Foremen.....	\$1.302	\$1.417	Rack washers.....	1.130	1.130	Tally clerk.....	1.200	1.305
Ovenmen.....	\$1.177	\$1.292	General baking helpers, pan greasers, pan washers, machine helpers, dumpers, rolls and sweet goods washers, roll panners, rakers, pan feeders, bread packers, carton makers, vienna and rye cutters.....	1.080	1.080	Supplies.....	1.170	1.275
Benchmen.....	\$1.115	\$1.229	Hand icers (women).....	.885	.885	Oven firemen.....	1.150	1.255
Hand icers (women).....	.885	.885	Agreement D:			Paste makers, icing mixers' helpers.....	1.120	1.225
Bread and cake—Machine shops:			Working foremen.....	1.350	1.400	Panmen, spray-machine operators.....	1.090	1.195
Foremen.....	1.600	1.660	Dough mixers, ovenmen, ingredient scalars.....	1.250	1.300	Tallymen.....	1.070	1.175
Ovenmen, spongers.....	1.470	1.530	Benchmen.....	1.150	1.200	Scalers and weighers.....	1.060	1.165
Oven loaders and dumpers, ingredientmen.....	1.470	1.530	Depositor operators, icing-machine operators, cutting-machine operators, wrapping-machine operators.....	1.130	1.180	Floormen.....	1.050	1.155
Benchmen, machine operators.	1.400	1.460	Pan greasers' helpers.....	1.000	1.050	Women employees:		
Dividers, molders, roll-machine operators, twistors, bread panners.....	1.400	1.460	Floorladies.....	.850	.900	Working supervisors.....	1.020	1.125
Shipping and receiving clerks.....	\$1.200	\$1.260	Wrappers and icers (women).....	.795	.845	General packing.....	.960	1.065
Men workers:			Pie and pastry shops:			Machine operators.....	.930	1.035
Wrapping-machine set-up operators.....	\$1.200	\$1.260	Agreement A:			Carton formers, second class packers.....	.900	1.005
Bake-shop helpers.....	\$1.080	\$1.140	Working foremen.....	1.444	1.544	Agreement B:		
Wrapping-machine feeders and take-off men.....	\$1.040	\$1.090	Mixers, ovenmen, first hands.....	1.400	1.500	Mixing department:		
Men workers (first 2 weeks):			Second hands.....	1.310	1.410	Dough mixers.....	1.295	1.400
Wrappers.....	\$1.970	\$1.030	Packers.....	1.225	1.325	Dough mixers' helpers, assemblers.....	1.170	1.325
Bake-shop workers.....	\$1.040	\$1.090	Third hands.....	1.145	1.245	Mixing room helpers.....	1.095	1.200
Hand wrappers (women).....	\$1.970	\$1.030	Agreement B:			Bake house:		
<b>PHILADELPHIA, PA.</b>			Working foremen.....	1.350	1.500	Machinemen.....	1.295	1.400
Bread and cake—Machine shops:			Head order packers, ovenmen, cooks, dough mixers, custard mixers.....	1.200	1.400	Ovenmen.....	1.245	1.350
Agreement A:			Order packers, ingredient scalars.....	1.100	1.250	Dough rollers.....	1.200	1.305
Head ovenmen.....	1.450	1.550	Cooks' helpers, ovenmen's helpers.....	1.100	1.200	Reliefmen.....	1.185	1.290
Cake decorators, peel-oven men.....	1.375	1.475	Toppers and fillers.....	1.050	1.200	Bake-house helpers.....	1.095	1.250
Dough mixers, icing mixers.....	1.350	1.450	Pie makers, shell makers.....	1.050	1.150	Stockroom packing materials:		
Bench and machinemen, steam-box tenders, ingredient scalars.....	1.310	1.410	Dish washers, helpers, wrappers, utilitymen and cleaners.....	.925	1.025	Supervisors.....	1.315	1.520
Traveling-oven feeders and deliverymen.....	1.285	1.385	Pie wrappers, crown makers.....	.795	.845	Loaders.....	1.200	1.305
Bread coolers, mixers' helpers, dough punchers.....	1.260	1.360	Floorladies.....	1.115	1.215	Dumpers.....	1.145	1.250
Route packers, pastry packers, bread wrappers and packers.....	1.225	1.325	Hebrew baking:			Icing, wrapping, and packing department:		
Flour pilers, dumpers, baking helpers, pan greasers.....	1.145	1.245	Bread and cake:			Machinemen.....	1.295	1.400
Wrappers, icers (women).....	.885	.960	Foremen, oven hands.....	\$1.867	\$1.933	Wrapping department helpers.....	1.165	1.320
Agreement B:			Second hands, dough mixers.....	\$1.800	\$1.867	Icing mixers.....	1.170	1.275
Tray- and traveling-oven supervisors, oil-oven men, reel- and rotary-oven men, mixers, icing makers.....	1.315	1.415	Third hands, helpers.....	\$1.667	\$1.733	Supervisors (women).....	1.040	1.245
Tray- and traveling-oven feeders, delivery men.....	1.265	1.365	Fourth hands.....	\$1.200	\$1.267	Miscellaneous packing-room helpers (women), icing room helpers, magazine feeders (women).....	.940	1.095
Bench hands, machine operators, steam-box tenders, depositor operators, ingredient scalars.....	1.225	1.325	Cake only:			Packers, bundlers, weighers, stitchers, inspectors, stitching-machine operators, sugarers, baggers and crimpers of lady fingers, machine operators, hand carton formers.....	.940	1.045
Flour blenders.....	1.195	1.290	Foremen, ovenmen.....	\$1.289	\$1.356			
Mixers' helpers.....	1.190	1.290	Second hands, dough mixers.....	\$1.156	\$1.222			
Wrapping-machine operators, route packers.....	1.165	1.265	Auxiliary workers.....	.934	1.000			
Reel-oven helpers, bakery helpers, bench helpers, oven helpers, depositor helpers, wrappers, pilers, handlers, roll baggers and wrappers, pan greasers.....	1.060	1.160	Crackers and cookies:					
Floorladies.....	.945	1.025	Agreement A:					
Wrappers and icers (women).....	.845	.925	Sponge and sweet baking:					
Agreement C:			Head sponge mixers, machine captains.....	1.320	1.425			
Mixers, traveling-oven operators, tray-oven operators, head cake decorators.....	1.305	1.305	Mixers.....	1.295	1.400			
Head benchmen, steam-box tenders.....	1.265	1.265	Peelers, bakers-reel or travel.....	1.270	1.375			
Decorators, oven feeders, deliverymen.....	1.255	1.255	Rollermen.....	1.200	1.305			
			Drawmen.....	1.180	1.285			
			Mixers' helpers.....	1.170	1.275			
			Ovenmen, gas.....	1.160	1.265			
			Stackers.....	1.150	1.255			

1 45-hour workweek.

2 48-hour workweek.

3 Information not available for rate and hours on July 1, 1948.

4 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>PITTSBURGH, PA.</b>			<b>PITTSBURGH, PA.—Con.</b>			<b>PORTLAND, OREG.—Con.</b>		
Bread and cake—Hand shops:			Crackers and cookies—Con.			Crackers and cookies—Con.		
Foremen	\$1.470	\$1.570	Agreement B—Continued			Agreement B—Continued		
Ovenmen	1.370	1.470	Women workers:			Dough feeders	\$1.125	\$1.125
Dough mixer, benchmen	1.320	1.420	Working supervisors	\$0.980	\$0.980	Miscellaneous workers (cone department)	1.100	1.100
Helpers	1.200	1.300	Sponge packers	.930	.930	Pan cleaners and feeders	1.100	1.100
Wrappers and icers	.920	.990	Filling-machine operators	.920	.920	Packers (women)	.880	.880
Bread and cake—Machine shops:			Scalers, weighers, sweet packers, hand bundlers, machine operators, carton formers, tally clerks, forming-machine operators	.900	.900	Hand bundlers (women)	.835	.835
Working foremen	1.470	1.570						
Mixers, ovenmen, ingredient scalers, cookers	1.370	1.470	<b>PORTLAND, MAINE</b>			<b>PROVIDENCE, R. I.</b>		
Molders, dividers, benchmen, machine hands, bread panners	1.320	1.420	Bread and cake—Machine shops:			Bread and cake—Hand shops:		
Oven feeders, dumpers	1.260	1.360	Dough mixers, ovenmen			Working foremen, mixers, ovenmen	1.315	1.365
Mixers' helpers, bake-shop helpers, packers, and truck loaders	1.200	1.300	Dividers, roll-machine operators, ingredient men, benchmen	1.300	1.350	General helpers	1.115	1.165
Checkers and shipping clerks, wrapping-machine operators	1.150	1.250	Dough mixer helpers, mold loaders and dumpers, ovenmen, wrapping-machine operators, shipping and receiving clerks	1.180	1.230	Bread and cake—Machine shops:		
Wrapping-machine helpers	1.100	1.210	Pan greasers, bread rackers	1.100	1.150	Agreement A:		
Helpers (women)	.920	.990	Flour dumpers	1.050	1.100	Mixers	1.350	1.400
Hebrew baking:			Twisters (women)	.920	.950	Dividers	1.300	1.350
Bread:						Molders, traveling-ovenmen	1.250	1.300
First hands, ovenmen	\$1.667	\$1.667	<b>PORTLAND, OREG.</b>			Doughnut mixers, baking mechanics, bread wrappers, machine adjusters, hand wrappers	1.225	1.275
Second hands, mixers	\$1.604	\$1.604	Bread and cake—Hand shops:			Helpers, packers, utilitymen, doughnut wrappers, wrapping-machine helpers	1.125	1.175
Third hands, bench hands	\$1.521	\$1.521	Foremen	1.771	1.880	Agreement B:		
Wrappers	\$1.958	\$1.958	Ovenmen, mixers	1.673	1.770	Mixers, head ovenmen	1.370	1.420
Pan greasers	\$1.854	\$1.854	Bench hands	1.548	1.640	Divider operators, head benchmen, roll-oven men	1.270	1.320
Wrappers and helpers (women)	\$1.688	\$1.688	Head checkers	1.357	1.440	Molder operators	1.220	1.270
Cake:			Assistant checkers	1.200	1.270	Utilitymen	1.195	1.245
First hands	\$1.604	\$1.604	Packers, hand wrappers	1.165	1.240	Ingredient scalers, mixers' helpers	1.170	1.220
Second hands, bench hands	\$1.521	\$1.521	Helpers:			Benchmen, head wrappers	1.150	1.200
Dumpers, icers, wrappers, and packers (women)	\$1.688	\$1.688	First year	1.022	1.080	Roll-oven helpers	1.140	1.190
Bread and cake—Retail shops:			Third year	1.220	1.290	Flour dumpers	1.125	1.175
Foremen	\$1.729	\$1.729	Bread and cake—Machine shops:			Ovenmen's helpers, molders' helpers, checkers	1.120	1.170
Dough mixers	\$1.667	\$1.667	Foremen	1.858	1.970	Wrappers	1.075	1.125
Benchmen	\$1.583	\$1.583	Ovenmen, mixers	1.753	1.860	Packers	1.070	1.120
Pan greasers	\$1.875	\$1.875	Bench hands, cake	1.720	1.760	Agreement C:		
Hand icers (women)	\$1.708	\$1.708	Machinemens; bench hands, bread, depositor operators	1.658	1.760	Mixers	1.370	1.420
Crackers and cookies:			Wrapping-machine operators	1.487	1.580	Dividers	1.270	1.320
Agreement A:			Ingredient scalers, cake; flour blenders	1.408	1.490	Molders	1.220	1.270
Mixing supervisors	1.415	1.415	Scaling-machine operators, dumpers	1.331	1.410	Ingredient scalers, mixers' helpers	1.170	1.220
Mixers and machine captains	1.365	1.365	Foremen-in-charge of 4 or more (women)	1.278	1.306	Flour dumpers	1.125	1.175
Peelers, head icing mixers	1.285	1.285	Helpers:			Molders' helpers, ovenmen's helpers, checkers	1.120	1.170
Rollermen	1.245	1.245	First year	(*)	1.170	Wrappers	1.075	1.125
Oven firemen	1.205	1.205	Second and third year	1.270	1.410	Packers	1.070	1.120
Ovenmen	1.195	1.195	Cake wrapping-machine operators' helpers	1.270	1.351	Pan greasers	1.030	1.080
Flour dumpers	1.165	1.165	Cake decorators	1.219	1.246	Agreement D:		
Cuttermen, reliefmen	1.125	1.125	Women icers	1.100	1.100	Working foremen	1.690	1.740
Enrobermen, jelly- and marshmallow-men	1.105	1.105	Women helpers with 1 year of experience	1.070	1.098	Mixer scalers	1.340	1.390
Dough feeders, pan cleaners and feeders, pan dumpers	1.095	1.095	Women icers, hand; cake-wrapping machine operators	.892	.920	Mixers	1.290	1.340
Drawmen	1.075	1.075	Crackers and cookies:			Ovenmen	1.240	1.290
Machine set-up men, floor-men	1.045	1.045	Agreement A:			Divider operators, first benchmen	1.165	1.215
Women workers:			Mixers	1.400	1.400	Molders	1.115	1.165
Working supervisors	.945	.945	Peelers	1.325	1.325	Wrapping-machine operators, checkers, pan greasers	1.035	1.085
Sponge packers	.925	.925	Ovenmen	1.275	1.275	Oven helpers, general helpers, benchmen, shipping-room helpers	1.015	1.065
Filling-machine operators	.915	.915	Mixers' helpers	1.190	1.190	Agreement E:		
Machine operators	.905	.905	Stackers	1.130	1.130	Mixers (cake)	1.380	1.430
Forming-machine operators, sweet packers, hand bundlers, carton formers, scalers, weighers	.885	.885	Other helpers	1.125	1.125	Ovenmen	1.295	1.345
Agreement B:			Women employees:			Scalers, fried-cake mixers, icing mixers, fryers, icing and cutting-machine operators	1.185	1.235
Mixing supervisors	1.400	1.400	Packers	.885	.885	Floormen, cake and fried-cake helpers (after 2 months)	1.075	1.125
Mixers and machine captains	1.350	1.350	Other helpers	.850	.850	Stock clerks, pan greasers, pan washers, pan papering, cake and fried-cake helpers (first 2 months)	.995	1.045
Peelers	1.270	1.270	Agreement B:			Women helpers:		
Head icing mixers	1.250	1.250	Machine captains	1.353	1.353	First 2 months	.865	.905
Rollermen	1.230	1.230	Mixers	1.315	1.315	After 2 months	.935	.975
Oven firemen	1.220	1.220	Peelers	1.300	1.300			
Drawmen, ovenmen	1.180	1.180	Ovenmen	1.250	1.250			
Flour dumpers	1.150	1.150	Rollermen, head mixers (cone department)	1.225	1.225			
Dough feeders, enrobermen	1.130	1.130	Scalers and weighers	1.203	1.203			
Cuttermen and reliefmen	1.110	1.110	Mixers' helpers	1.165	1.165			
Pan dumpers, jelly- and marshmallow-men	1.100	1.100						
Pan cleaners and feeders	1.080	1.080						
Machine set-up men, floor-men	1.050	1.050						
Scalers, weighers	.900	.900						

\* 48-hour workweek.

\* Information not available for rate and hours on July 1, 1948.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>PROVIDENCE, R. I.—Con.</b>			<b>RICHMOND, VA.</b>			<b>RICHMOND, VA.—Con.</b>		
Bread and cake—Machine shops—Continued			Bread and cake—Machine shops: Agreement A:			Bread and cake—Machine shops—Continued		
Agreement F:			Mixers.....	\$1.180	\$1.320	Agreement D—Continued		
Head mixers and scalers.....	\$1.470	\$1.520	Dividers.....	1.100	1.240	Cake and doughnut—Con.		
Traveling ovenmen.....	1.295	1.345	Molders, cake mixers, wrapping-machine operators.....	1.050	1.190	Depositors' helpers, doughnut tray packers.....	\$0.875	\$1.000
Dividers.....	1.270	1.320	Oven feeders and dumpers.....	1.030	1.170	Helpers (women).....	.875	.950
Head wrapping-machine operators.....	1.245	1.295	Oven tenders.....	1.000	1.140	Agreement E:		
Molders.....	1.220	1.270	General helpers, pan greasers, icers and wrappers (women).....	.850	.990	Bread and rolls:		
First benchmen.....	1.195	1.245		.800	.940	Mixers.....	1.180	1.320
Mixers' helpers.....	1.170	1.220	Agreement B:			Dividers, ovenmen.....	1.100	1.240
Ovenmen, roll-oven men, ovenmen's helpers, benchmen.....	1.145	1.195	Dough mixers.....	( <sup>3</sup> )	1.320	Roll-machine operators, dough mixers' helpers, molders, wrapping-machine operators.....	1.050	1.190
Benchmen's helpers, checkers, molders' helpers.....	1.120	1.170	Cake mixers, icing mixers, doughnut-machine operators.....	1.050	1.190	Oven feeders and dumpers.....	1.030	1.170
Wrapping-machine operators.....	1.075	1.125	Ovenmen.....	1.000	1.140	Wrappers, feeders.....	.950	1.090
Packers.....	1.070	1.120	Depositors.....	.950	1.090	Flour dumpers.....	.850	1.090
Pan greasers.....	1.025	1.075	Ingredient scalers.....	.900	1.040	Pan greasers, general helpers, bread rackers, bread panners.....	.850	.990
Pie and pastry shops:			Foremen (women), helpers (men), cake dumpers, bench hands, grease-machine operators.....	.850	.990	Cake and doughnuts:		
Cooks.....	1.550	1.230	Hand icers and wrappers, helpers (women).....	.800	.940	Doughnut-machine operators, mixers, icing mixers.....	1.050	1.190
Bakers.....	1.000	1.180	Agreement C:			Ovenmen.....	1.000	1.140
Filling mixers, dough breakers, helpers.....	.950	1.130	Bread:			Cake depositor operators.....	.950	1.090
Women employees:			Mixers.....	1.180	1.320	Foremen (women).....	.850	1.090
Beginners.....	.650	.750	Dividers, ovenmen.....	1.100	1.240	Scalers.....	.900	1.040
After 3 months.....	.690	.790	Molders.....	1.050	1.240	General helpers (men), machine wrappers, icing-machine operators, grease-machine operators.....	.850	.990
After 9 months.....	.730	.830	Roll-machine men, wrapping-machine operators.....	1.050	1.190	Icers, wrappers (women), general help (women), cake dumpers.....	.800	.940
After 12 months.....	.780	.900	Oven feeders and dumpers.....	1.030	1.170	Crackers and cookies:		
After 18 months.....	.830	.950	Flour dumpers.....	.850	1.090	Dough mixers.....	1.100	1.175
Hebrew baking:			Foremen (women).....	.850	1.040	Checkers.....	1.075	1.150
Substitute foremen.....	\$1.875	\$1.875	General helpers, pan greasers.....	.850	.990	Machinemen (head), enrobers, ovenmen.....	1.050	1.125
Bench work substitutes.....	\$1.750	\$1.750	Cake:			Wrapping and automatic carton formers.....	1.025	1.100
Working foremen.....	\$1.667	\$1.667	Mixers.....	1.050	1.190	Dough rollers.....	1.000	1.075
Second hands.....	\$1.563	\$1.563	Ovenmen.....	1.000	1.140	Stockmen.....	.975	1.050
<b>READING, PA.</b>			Depositors.....	.950	1.090	Finished-goods stockmen, icing-machine men and mixers.....	.950	1.025
Bread and cake—Machine shops: Agreement A:			Cake wrapping-machine operators (women), helpers (men), cleaners, grease-machine operators.....	.850	.990	Receiving clerks, mixers and bakers' helpers.....	.925	1.000
Mixers.....	1.220	1.300	Cake wrappers, icers (women).....	.800	.940	Dough rollers' helpers.....	.875	.950
Oven feeders, bread; ovenmen, cake and sweet; all-round bakers.....	1.200	1.280	Agreement D:			Shippers, stockmen's helpers, icing helpers, packing department helpers.....	.850	.925
Dividers, molders, bench hands, batter scalers, oven delivermen, bread-wrapping-machine operators, machinemen, roll-machine operators (bread), reliefmen, depositor operators, auxiliary workers.....	1.150	1.230	Bread:			Women employees, after 6 months.....	.825	.900
Ingredient scalers, mixers' helpers, bread checkers.....	1.125	1.205	Working and shipping foremen.....	1.400	1.500	<b>ROCHESTER, N. Y.</b>		
Cake checkers, bread rackers, blenders.....	1.050	1.130	Mixers.....	1.220	1.320	Bread and cake—Hand shops:		
Bench or machine helpers, cake dumpers, pan rackers, wrapped loaf stackers, sweet-bun icers, semi-automatic wrappers, helpers (oven and other).....	1.000	1.080	Receiving clerks.....	1.030	1.300	First hands, working foremen, decorators.....	1.390	1.580
Women employees:			Dividers, roll-machine operators.....	1.140	1.240	Second hands, ovenmen, mixers, feeders, dumpers.....	1.300	1.480
Icing mixers, cake decorators, pan greasers and washers, cake-wrapping-machine operators.....	1.000	1.080	Molders.....	1.120	1.240	Third hands, fryers, bench hands.....	1.250	1.430
Checkers, packers, wrappers, cutters, cake icers.....	.820	.900	Wrapping-machine operators.....	1.090	1.240	Bread and cake—Machine shops: Agreement A:		
Cake and sweet wrappers.....	.780	.860	Mixers' helpers.....	1.090	1.180	First hands, working foremen, decorators.....	1.505	1.710
Agreement B:			Oven feeders, dumpers.....	1.070	1.180	Second hands, mixers, ovenmen, feeders, dumpers.....	1.400	1.600
Foremen.....	1.305	1.305	Selectors.....	1.030	1.120	Third hands, moldermen, bench hands.....	1.350	1.550
Mixers, ingredient scalers, oven supervisors.....	1.280	1.280	Molders' helpers, wrapping-machine operators' helpers, bread packers, order packers.....	.990	1.080	Wrappers, machine.....	1.280	1.430
Ovenmen, benchmen, molders, divider operators, bread panners, flour dumpers, wrapping-machine operators, checkers.....	1.230	1.230	Flour blenders.....	.910	1.080	Women employees:		
Bench or machine helpers.....	1.150	1.150	Bench and machine helpers.....	.950	1.040	Foreladies, decorators.....	1.080	1.230
Bread and cake helpers, pan greasers, bread rackers, oven helpers.....	1.080	1.080	Sweet yeast and roll panners.....	.920	1.000	Icers, packers:		
Women employees:			Cake and doughnuts:			First 6 months.....	( <sup>3</sup> )	.900
Cake decorators.....	1.230	1.230	Foremen.....	1.400	1.500	After 6 months.....	.950	1.030
Hand icers.....	.840	.840	Mixers.....	1.220	1.320	Agreement B:		
Hand wrappers, helpers.....	.820	.820	Head cake decorators.....	1.225	1.320	Mixers.....	1.390	1.480

<sup>2</sup> 48-hour workweek.<sup>3</sup> Information not available for rate and hours on July 1, 1948.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>ROCHESTER, N. Y.—Con.</b>			<b>ROCK ISLAND, (ILL.) DISTRICT—Continued</b>			<b>ST. LOUIS, MO.—Continued</b>		
Bread and cake—Machine shops—Continued			(Includes Rock Island and Moline, Ill., and Davenport, Iowa)			Crackers and cookies—Con.		
Agreement B—Continued			Crackers and cookies:			Agreement A—Continued		
Moldermen, roll-machine operators, benchmen, ingredientmen, machinemen, assemblymen, batchmen	\$1.290	\$1.380	Batch assemblers, machine captains	\$1.080	\$1.180	Head stock keepers	\$1.175	\$1.350
Flour blenders and dumpers, mixers' helpers	1.240	1.330	Mixers, experienced ovenmen	1.000	1.100	Dough-break roll feeders	1.225	1.325
Wrapping-machine operators, checkers	1.190	1.280	Ovenmen; after 6 months, enrobbers	.980	1.080	Wrapping-machine set-up men	1.110	1.210
Pan greasers, bread or pan racks	1.140	1.230	Oven firemen	.950	1.045	Agreement B:		
Wrapping and slicing helpers	1.115	1.205	Dough feeders, head icing mixers, experienced jelly- and marshmallow-men, shipping-room helpers	.940	1.030	Sponge mixing department:		
Hebrew baking:			Beginner ovenmen, pan cleaners and feeders, floormen	.870	.960	Head mixers	1.235	1.310
Ovenmen, mixers, first cake bakers	1.1978	1.1978	Beginner jelly- and marshmallow-men	.840	.930	Sponge and dough mixers	1.125	1.200
Bench hands, second cake bakers	1.1833	1.1833	Sealers and weighers	.780	.860	Mixers' helpers	1.025	1.100
Crackers and cookies:			Trolley men	.750	.825	Sweet mixing department:		
Agreement A:			Women workers:			Head mixers	1.225	1.310
Shop foremen, dough mixers	1.290	1.380	Working supervisors	.870	.960	Mixers	1.185	1.200
Batch sealers, machine operators, oven feeders, depositor operators	1.240	1.330	Machine operators	.810	.890	Mixers' helpers	1.025	1.100
Cooky dumpers, pan cleaners, carton packers, and helpers	1.090	1.180	Sponge packers, hand bundlers, tally clerks	.780	.860	Sweet mixing department:		
Women employees:			Sweet packers, carton formers	.750	.825	Head mixers	1.225	1.310
Foreladies	1.090	1.180				Mixers	1.185	1.200
Wrappers and packers	.940	1.030				Mixers' helpers	1.025	1.100
Agreement B:			<b>ST. LOUIS, MO.</b>			Baking department:		
Mixers	1.390	1.480	Bread and cake—Hand shops:			Machinemen	1.225	1.300
Dividers	1.340	1.430	Leadmen or first hands	\$1.254	\$1.296	Peelers	1.185	1.260
Moldermen, ovenmen, benchmen, feeders, assemblymen, batchmen, dumpers, foremen, dough mixers	1.290	1.380	Second hands, benchmen	\$1.151	\$1.193	Rollermen, ovenmen	1.125	1.200
Flour blenders, mixers' helpers, batch sealers, machine operators, feeders, dumpers, pan cleaners, carton packers, and helpers	1.240	1.330	Bread—Machine shops:			Oven take-out men	1.085	1.160
Wrapping-machine operators	1.190	1.280	Leadmen	1.703	1.753	Sheeters and laminators, reliefmen (sweet)	1.055	1.130
Flour handlers	1.165	1.255	Oven hands	1.593	1.643	Stackers, men	1.035	1.110
Pan greasers, bench helpers, pan racks, checkers, and packers	1.140	1.230	Assistant spongers	1.538	1.588	Cost and raw material checkers	1.005	1.080
Wrapping and slicing helpers	1.115	1.205	First bench hands, scalers	1.510	1.560	General help, semiskilled	.955	1.030
Cooky dumpers, rack pullers	1.090	1.180	Bench and machine hands	1.483	1.533	Sponge and sweet-packing department:		
Women employees:			Bread counters	1.318	1.368	Suppliesmen	.995	1.070
Floorladies	1.010	1.100	Helpers, pan greasers	1.290	1.340	General help, semiskilled, men	.985	1.030
Wrappers and helpers	.940	1.030	Ingredient scalers	1.173	1.223	Women employees:		
			Wrapping-and slicing-machine operators	1.098	1.148	Machine operators	.945	.965
			Beltmen:			Machine feeders	.840	.860
			First 6 months	1.023	1.073	Trolley girls	.760	.780
			Experienced	1.098	1.148	General help, semiskilled	.760	.780
			Cake—Machine shops:			Carton and caddy forming and wrapping department:		
			Leadmen	1.703	1.753	Machinemen (set-up and adjusters)	1.155	1.230
			Ovenmen, mixers	1.593	1.643	Machine operators, men	1.075	1.170
			Machine hands	1.483	1.533	Receiving department:		
			Cake counters	(*)	1.368	Working supervisors	1.105	1.180
			Helpers	1.290	1.340	Checkers, men	1.025	1.100
			Icing mixers, ingredient scalers	1.259	1.309	Assemblers and loaders, men	.975	1.050
			Car crews:			Women employees:		
			Inexperienced	(*)	1.160	Checkers	.900	.920
			Experienced	(*)	1.235	Assemblers and loaders	.860	.880
			Miscellaneous helpers:			Agreement C:		
			Inexperienced (first 6 months)	.985	1.035	Baking and mixing departments:		
			Experienced (after 6 months)	1.060	1.111	Head mixers, machine captains	1.195	1.300
			Leadladies	1.010	1.060	Peelers	1.145	1.250
			Women helpers:			Bakers, sponge mixers, assemblymen	1.115	1.220
			Inexperienced (first 6 months)	.885	.935	Rollermen	1.095	1.200
			Experienced (after 6 months)	.960	1.010	Ovenmen, drawmen	1.045	1.150
			Hebrew—Hand shops:			Mixers' helpers, stackers, general help	.995	1.100
			Leadmen, bakers, ovenmen	\$1.563	\$1.563	Packing department:		
			Second hands	\$1.354	\$1.354	Floormen	.995	1.100
			Miscellaneous helpers	\$1.750	\$1.750	Women employees:		
			Crackers and cookies:			Working supervisors	.995	1.100
			Agreement A:			Packers, sponge	.895	1.000
			Leadmen	1.500	1.525	Tally clerks	.875	.980
			Oven operators	1.400	1.525			
			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	1.500			
			Marshmallow-machine set-up and operators, icing-machine set-up and operators, rollermen	1.350	1.475			

\*45-hour workweek.

\*48-hour workweek.

\* Information not available for rate and hours on July 1, 1948.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.  
[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>ST. LOUIS, MO.—Continued</b>			<b>ST. PAUL, MINN.—Continued</b>			<b>SAN FRANCISCO, CALIF.</b>		
Crackers and cookies—Con.			Crackers and cookies:			Bread and cake—Hand shops:		
Agreement C—Continued			Head sweet-dough mixers.....	\$1.360	\$1.360	Dairy lunches, restaurants, cafeterias:		
Packing department—Con.			Peelers, reliefmen, sponge ovenmen, foremen.....	1.330	1.330	Foremen, ovenmen.....	\$1.763	\$1.857
Women employees—Con.			Head sponge mixers.....	1.280	1.280	Bench hands.....	1.638	1.732
Sweet packers, bundlers, machine operators, weighers and closers, "Q" formers and stitchers, general help, carton formers.....	\$0.845	\$0.950	Rollermen.....	1.260	1.260	Retail bread and cake:		
Icing department:			Assistant sweet- and sponge-dough mixers.....	1.240	1.240	Bread:		
Mixers.....	1.025	1.130	Machinemen, marshmallow mixers, sweet-oven men, oven firemen, drawmen.....	1.200	1.200	Foremen.....	1.846	1.940
Mixers' helpers.....	.995	1.100	Pan greasers, flour dumpers, dough scalers, sweet-oven reliefmen, cracker stackers.....	1.160	1.160	Dough mixers, ovenmen.....	1.772	1.867
Working supervisors (women).....	.895	1.000	Helpers:			Benchmen.....	1.688	1.783
Machine operators, other helpers (women).....	.845	.950	Start.....	.970	.970	Bench and machine helpers.....	1.420	1.514
<b>ST. PAUL, MINN.</b>			After 3 months.....	1.040	1.040	Cake:		
Bread and cake—Hand shops:			After 6 months.....	1.110	1.110	Foremen.....	1.846	1.940
Foremen, supervising 6 or more workers.....	1.422	1.488	Women workers:			Mixers, ovenmen.....	1.772	1.867
Foremen, supervising 5 or less workers, first hands.....	1.311	1.377	Floorladies.....	.950	.950	Bench hands.....	1.688	1.783
Ovenmen, mixers.....	1.244	1.311	Cooky packers, cracker-machine operators, assistant floorladies, cooky checkers, wrappers.....	.910	.910	Helpers:		
Bench hands.....	1.222	1.266	Cracker packers.....	.930	.930	First year.....	1.273	1.367
Wrappers.....	1.022	1.066	Helpers:			After first year.....	1.420	1.514
First 6 months.....	1.822	1.866	Start.....	.770	.770	Pan cleaners.....	1.273	1.367
After 6 months.....	1.933	1.977	After 3 months.....	.820	.820	Retail cake only:		
Bread and cake—Semimachine shops:			After 6 months.....	.870	.870	Foremen.....	\$1.758	\$1.848
Foremen, supervising 6 or more workers.....	\$1.506	\$1.566	<b>SALT LAKE CITY, UTAH</b>			Mixers, ovenmen.....	\$1.688	\$1.778
Foremen, supervising 5 or less workers.....	\$1.388	\$1.458	Bread and cake—Hand shops:			Bench hands.....	\$1.608	\$1.698
Ovenmen, dough mixers.....	\$1.318	\$1.388	Foremen.....	\$1.410	\$1.410	Helpers:		
Bench hands.....	\$1.294	\$1.341	Ovenmen, dough mixers.....	\$1.250	\$1.250	First year.....	\$1.262	\$1.352
Wrapping-machine operators.....	\$1.082	\$1.129	Bench hands, ingredient scalers.....	\$1.230	\$1.230	Second year.....	\$1.352	\$1.442
Men helpers:			Checkers.....	\$1.070	\$1.070	Hand icers, women.....	\$1.352	\$1.442
First 6 months.....	\$1.871	\$1.917	Women hand icers.....	\$1.040	\$1.040	Pan cleaners, packers, wrappers, cutters.....	\$1.212	\$1.302
After 6 months.....	\$1.988	\$1.036	Helpers:			Bread and cake—Machine shops:		
Women hand workers:			First year.....	\$1.850	\$1.850	Bread department:		
First 6 months.....	\$1.824	\$1.870	Second year.....	\$1.930	\$1.930	Foremen.....	1.900	2.020
After 6 months.....	\$1.941	\$1.988	Third year.....	\$1.040	\$1.040	Dough mixers, ovenmen.....	1.840	1.960
Bread—Machine shops:			Bread and cake—Machine shops:			Dividers, molders, roll-machine operators, ingredient men, benchmen, bread packers, pan-greasing-machine operators, women bench helpers.....	1.750	1.870
Foremen.....	1.550	1.640	Foremen.....	1.540	1.600	Flour dumpers.....	1.660	1.780
Sponge and dough mixers, ovenmen.....	1.390	1.470	Dough mixers, ovenmen.....	1.400	1.460	Bench-machine helpers:		
Bench hands, dividers, molders, bun-machine operators.....	1.320	1.390	Ingredient scalers.....	1.340	1.390	First year.....	1.380	1.500
Oven feeders and dumpers, slicing- or wrapping-machine operators.....	1.260	1.340	Machine and benchmen.....	1.290	1.340	Second year.....	1.460	1.580
Stockmen.....	1.200	1.260	Head wrappers.....	1.220	1.270	Pan greasers.....	1.280	1.400
Twisters, panners, oven helpers, bench helpers.....	1.140	1.200	Checkers.....	1.170	1.220	Cake department:		
Helpers:			Bread rackers, pan greasers, women foremen.....	1.070	1.110	Foremen.....	1.900	2.020
First 8 weeks.....	1.010	1.070	Helpers:			Mixers, icing mixers, ovenmen.....	1.840	1.960
After 8 weeks.....	1.110	1.170	First year.....	.970	1.000	Ingredient scalers, scaling-machine operators, cake dumpers, bench hands, grease-machine operators, women auxiliary workers.....	1.750	1.870
Women workers:			Second year.....	1.070	1.110	Helpers:		
Foremen.....	1.140	1.200	Women wrapping-machine operators.....	.950	.980	First year.....	1.380	1.500
Finishers, packers, wrappers:			Women wrappers, packers, labelers, sweet-roll panners and icers.....	.900	.930	Second year.....	1.460	1.580
First 8 weeks.....	.840	.890	Crackers and cookies:			Pan cleaners.....	1.280	1.400
After 8 weeks.....	.920	.970	Machine captains.....	1.100	1.175	Women workers:		
Cake—Machine shops:			Ovenmen.....	1.075	1.150	Floor ladies.....	1.250	1.350
Foremen.....	1.550	1.640	Rollermen, assistant icing foremen.....	1.025	1.100	Cake-wrapping machine operators.....	1.221	1.274
Mixers, ovenmen, doughnut-machine operators.....	1.390	1.470	Out-panners.....	1.000	1.075	Wholesale cake:		
Depositors, drop-machine operators.....	1.320	1.390	In-panners.....	.975	1.050	Agreement A:		
Ingredient scalers, fruit cooks, kettle fryers.....	1.280	1.340	Pan cleaners, feeders.....	.900	.975	Foremen.....	1.960	2.040
Icing-machine operators, wrapping-machine operators, semiautomatic.....	1.110	1.170	Cracker edgers.....	.850	.925	Mixers, ovenmen.....	1.840	1.968
Helpers:			Sponge packers.....	.785	.835	Bench hands.....	1.750	1.858
First 8 weeks.....	1.010	1.070	Women machine operators.....	.775	.850	Pan greasers.....	(?)	1.326
After 8 weeks.....	1.110	1.170	Scalers and weighers.....	.785	.835	Agreement B:		
Women workers:			Sweet packers.....	.725	.800	Foremen.....	1.900	2.020
Foremen.....	1.140	1.200	Cellophane-machine operators.....	.700	.775	Mixers, ovenmen.....	1.840	1.960
Finishers, wrappers, packers:			Filling-machine operators.....	.700	.775	Bench hands, women auxiliary workers.....	1.750	1.870
First 8 weeks.....	.840	.890	<b>SAN ANTONIO, TEX.</b>			Helpers.....	1.460	1.580
After 8 weeks.....	.920	.970	Bread—Machine shops:			Pan cleaners.....	1.280	1.400
1 45-hour workweek. 2 48-hour workweek.			Foremen.....	1.275	1.400	Packers, wrappers, cutters (women).....	1.105	1.211
			Dough and sponge mixers, ovenmen and shipping clerks.....	1.050	1.175	Pie and pastry shops:		
			Dividers, wrapping-machine operators, receiving clerks and molders.....	.950	1.050	Foremen.....	\$1.930	\$2.050
						Ovenmen, mixers.....	\$1.860	\$1.980
						Journeyman pie makers.....	\$1.750	\$1.870
						Helpers, after first year.....	\$1.430	\$1.550
						Pan cleaners, wrappers, packers.....	\$1.250	\$1.370

\* Information not available for rate and hours on July 1, 1948.  
† 42-hour workweek.

‡ 38-hour workweek.  
§ 42½-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>SAN FRANCISCO, CALIF.—Continued</b>			<b>SCRANTON, PA.—Continued</b>			<b>SCRANTON, PA.—Continued</b>		
French and Italian baking:			Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued		
Foremen, ovenmen, mixers.....	\$1.740	\$1.860	Agreement A—Continued			Agreement C—Continued		
Molders, dividers, bench hands.....	1.620	1.740	Cake department—Con.			General baking helpers—Continued		
Bench and machine helpers, after 6 months.....	1.370	1.490	Women employees:			Women employees—Con.		
Crackers and cookies:			Machine operators.....	\$0.770	\$0.970	Selectors, bread and roll girls, floor girls, icers, cake-shop girls, hand wrappers.....	\$0.810	\$0.950
Mixing supervisors.....	1.545	1.655	Icers, other jobs.....	.765	.920			
Sweet dough mixers.....	1.405	1.655	Agreement B:			Bread only—Machine shops:		
Machine men.....	1.545	1.655	Bread department:			Peel-oven men, molders, divider operators, utilitymen, mixers.....	1.425	1.445
Mixers.....	1.490	1.600	Mixers, scalers, reliefmen.....	1.375	1.475	Mixers' helpers.....	1.295	1.345
Peelers and ovenmen.....	1.490	1.600	Tray-oven feeders and dumpers.....	1.325	1.425	Flour blenders.....	1.285	1.335
Cuttermen and reliefmen.....	1.490	1.600	Mixers' assistants.....	1.250	1.350	Molders' helpers, pan greasers, traveling-oven feeders and dumpers, machine wrappers.....	1.245	1.295
Rollermen.....	1.410	1.520	Bread rackers.....	1.225	1.325	Bread packers and pick ups:		
Oven drawmen.....	1.375	1.485	Dividers, molder operators.....	1.200	1.300	First 3 months.....	1.120	1.170
Mixers' helpers.....	1.375	1.485	Flour blenders, wrapping-machine operators.....	1.175	1.275	After 3 months.....	1.245	1.295
Sponge stackers.....	1.330	1.485	Molders' helpers.....	1.125	1.225	Pie and pastry shops:		
Machine operators, wax paper.....	1.330	1.440	Pan greasers.....	1.050	1.150	Fruit cookers.....	1.500	1.550
Dough feeders, pan cleaners.....	1.295	1.405	Cake department:			Ovenmen.....	1.237	1.287
Assembly men.....	1.270	1.380	Working foremen.....	1.450	1.550	Fruit cookers' helpers.....	1.050	1.100
Flour dumpers.....	1.190	1.300	Mixers and scalers, icing mixers.....	1.375	1.475	Helpers.....	1.025	1.075
Wax-wrapping-machine helpers (men).....	1.180	1.290	Ovenmen.....	1.325	1.425	General helpers.....	.900	.950
Bench boys.....	1.090	1.200	Depositors.....	1.200	1.350	Crackers and cookies:		
Working supervisors.....	1.020	1.130	Wrapping-machine operators.....	1.175	1.275	Mixers.....	1.235	1.360
Sponge packers, hand bundlers.....	.920	1.030	Oven helpers.....	1.150	1.250	Working foremen.....	1.175	1.300
Carton formers, scalers and weighers.....	.920	1.030	Depositors' helpers, ingredientmen.....	1.125	1.225	Marshmallow mixers.....	.995	1.120
Sweet packers.....	.900	1.010	Packers, dumpers.....	1.100	1.200	Peelers, machinemen, assistant mixers, ovenmen.....	.955	1.080
<b>SAVANNAH, GA.</b>			Pan greasers.....	1.075	1.200	Assistant machinemen.....	.930	1.055
Bread—Machine shops:			Box sorters.....	1.025	1.125	Ovenmen's helpers.....	.910	1.035
Shipping clerks.....	.850	.900	Women employees:			Stackers, pan feeders, dough rollers, oven feeders.....	.845	.970
Ovenmen, dough mixers.....	.800	.850	Wrapping-machine operators.....	.875	.975	Pan catchers and greasers, flour blenders, sugar grinders, general helpers.....	.810	.935
Dividers, checkers, truck loaders and helpers, roll-machine operators.....	.750	.800	Wrappers, packers, box makers, icers and general helpers after 3 months.....	.825	.925	Women employees:		
Oven loaders and dumpers, benchmen, twisters, bench and machine helpers.....	.730	.790	Icers and general helpers, first 3 months.....	.750	.850	Working foremen.....	.735	.835
Wrapping-machine operators.....	.700	.750	Variety department:			Box makers.....	.725	.825
Molders, bread panners.....	.675	.725	Sponge and dough mixers, scalers.....	1.375	1.475	Machine operators and handlers.....	.710	.810
Bread rackers.....	.650	.700	Traveling-oven feeders and dumpers.....	1.325	1.425	Packers, bundlers, stackers, all others.....	.700	.800
Pan greasers.....	.630	.680	Wrapping-machine operators.....	1.175	1.275	<b>SEATTLE, WASH.</b>		
<b>SCRANTON, PA.</b>			Bun-machine operators.....	1.100	1.200	Bread—Hand and machine shops:		
Bread and cake—Hand shops:			Biscuit dough rollers, assistant bench hands, machine packers, machine operators.....	1.075	1.175	Foremen.....	\$1.947	\$2.016
Agreement A:			Bun packers, variety rackers, pan greasers and rackers.....	1.025	1.125	Mixers, ovenmen, machinemen.....	\$1.882	\$1.891
Ovenmen, dough mixers, second hands.....	\$1.263	\$1.285	Agreement C:			Bench hands.....	\$1.745	\$1.814
Bench hands.....	\$1.163	\$1.173	Reliefmen.....	1.350	1.455	Control-room men.....	\$1.446	\$1.515
Helpers.....	\$1.909	\$1.923	Doughnut-machine operators, oven operators, mixers.....	1.280	1.380	Helpers:		
Agreement B:			Wrapping-machine operators, scalers, divider operators, molder operators.....	1.230	1.330	1 year's experience.....	\$1.440	\$1.509
Mixers, ovenmen, first hands.....	\$1.198	\$1.240	Industrial pan washers.....	1.180	1.280	2 years' experience.....	\$1.562	\$1.631
Bench hands, oven helpers.....	\$1.093	\$1.115	Tray ovenmen.....	1.130	1.230	Bread and cake—Machine shops:		
Wrappers, utilitymen.....	\$1.927	\$1.948	Pan rackers.....	1.230	1.255	Men-in-charge of miscellaneous help:		
Helpers.....	\$1.729	\$1.750	Cake depositors.....	1.205	1.255	1-6 months.....	.950	1.000
Bread and cake—Machine shops:			Flour blenders, doughnut-machine helpers.....	1.155	1.255	7-12 months.....	1.000	1.050
Agreement A:			Depositor helpers, benchmen.....	1.150	1.255	After 1 year.....	1.075	1.130
Bread and rolls department:			Mixers' helpers, oven dumpers and feeders, oven bread rackers, cake dumpers.....	1.130	1.230	Women employees:		
Mixers, molders.....	1.240	1.403	Bread packers, pan greasers.....	1.085	1.185	Floor ladies.....	1.050	1.110
Proof-box men.....	1.175	1.403	General baking helpers.....	.975	1.085	Assistant floor ladies.....	1.000	1.060
Third mixers.....	1.170	1.403	Women employees:			Machine operators, experienced.....	.990	1.050
Dividers.....	1.150	1.393	Working foremen.....	1.010	1.185	General workers:		
Flour blenders, molders' helpers, mixers' helpers.....	1.240	1.288	Depositor helpers.....	.900	1.000	1-6 months.....	.750	.800
Molding-machine helpers.....	1.085	1.288	Bench helpers.....	.875	.950	7-12 months.....	.800	.850
Pan setters.....	1.085	1.273	Doughnut-machine helpers.....	.865	.950	After 1 year.....	.875	.930
Ovenmen.....	1.075	1.263	Cake cutters, machine wrappers.....	.860	1.000	Crackers and cookies:		
Wrappers, pan greasers.....	1.025	1.238				Agreement A:		
Packers.....	1.013	1.225				First mixers, machinemen.....	1.530	1.605
Bench hands.....	1.012	1.225				Second mixers, peelers.....	1.380	1.455
Hand wrappers.....	1.000	1.188				First ovenmen.....	1.380	1.485
General helpers.....	.938	1.125				Rollermen.....	1.330	1.355
Cake department:						Second ovenmen.....	1.280	1.405
General utilitymen.....	1.145	1.358				Scalers, wrappers.....	1.180	1.355
Flour blenders, molders and helpers.....	1.240	1.288				Pan cleaners, feeders, other helpers, after 6 months.....	1.150	1.225
Ovenmen, mixers.....	1.032	1.220						
Depositor operators, pan greasers.....	.982	1.170						
Helpers.....	.920	1.108						

\* 48-hour workweek.

\* 44-hour workweek.

\* 36-hour workweek.



TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>SEATTLE, WASH.—Con.</b>			<b>SOUTH BEND, IND.—Con.</b>			<b>SPRINGFIELD, MASS.—Continued</b>		
Crackers and cookies—Con.			Bread and cake—Machine shops—Continued			Bread and cake—Machine shops—Continued		
Agreement A—Continued			Agreement C—Continued			Agreement A—Continued		
Women workers:			Oven feeders' helpers.....	\$1.150	\$1.200	Machine wrappers.....	\$1.090	\$1.140
Experienced sponge packers.....	\$0.930	\$1.005	Checkers.....	1.070	1.120	Cake icers (women).....	.930	.960
Hand bundlers.....	.930	.955	Molders' helpers, bread pan-			Helpers (women).....	.880	.910
Plain sweet packers.....	.880	.955	ners.....	1.040	1.090	Agreement B:		
Agreement B:			Slicers, flour dumpers, wrap-			Foremen.....	1.400	1.450
Machinemen.....	1.425	1.605	ping-machine helpers.....	1.000	1.050	Dough mixers, ovenmen		
Mixers.....	1.345	1.605	Bake-shop helpers, loaders,			(bread).....	1.340	1.390
Peelers, cuttermen, relief-			boxers.....	( <sup>2</sup> )	1.000	Cake mixers.....	1.300	1.350
men.....	1.325	1.455	Pie and pastry shops:			Ovenmen, cake.....	1.260	1.310
Ovenmen.....	1.280	1.455	Ovenmen, loaders, dough			Bench hands.....	1.200	1.250
Rollermen.....	1.235	1.355	mixers, cookers, ingredient-			Dividers, flour blenders,		
Oven helpers.....	1.215	1.405	men.....	1.020	1.120	molders, scalers.....	1.180	1.230
Mixers' helpers.....	1.175	1.305	Pie table operators.....	.990	1.090	Dough-room helpers.....	1.160	1.210
Other helpers, after 6 months.....	1.100	1.225	Oven helpers.....	.940	1.040	Floor ladies (cake).....	1.040	1.070
Pan cleaners, feeders.....	.960	1.275	Fruit mixers, pie fillers, wrap-			Hand cake icers (women).....	.930	.960
Women workers:			pers, etc.....	.920	1.020	Agreement C:		
Experienced sponge pack-			Dough feeders.....	.860	.970	Foremen.....	1.400	1.450
ers.....	.845	1.005	Receivers' helpers.....	.810	.910	Dough mixers.....	1.340	1.390
Combination packers.....	.845	.955	Women supervisors.....	.780	.880	Bench hands, ordermen (retail		
Plain sweet packers, icing			Miscellaneous women workers.....	.740	.840	shops) oven dumpers.....	1.200	1.250
and sugar-wafer girls.....	.805	.955				Dividers, scalers, flourmen,		
Agreement C:			<b>SPOKANE, WASH.</b>			flour blenders, molders, re-		
Machinemen.....	1.490	1.565	Bread and cake—Hand and ma-			liefmen.....	1.180	1.230
Mixers.....	1.410	1.480	chine shops:			Dough-room helpers.....	1.160	1.210
Peelers.....	1.410	1.465	Foremen, mixers, ovenmen,			Packers, slicers, icers, ma-		
Ovenmen.....	1.340	1.415	cake ingredient scalers.....	<sup>7</sup> 1.740	<sup>7</sup> 1.830	chine wrappers, helpers		
Rollermen.....	1.290	1.365	Machine hands, dividers, mold-			(men).....	1.090	1.140
Pan greasers and other help-			ers, machine cake depositors.....	<sup>7</sup> 1.680	<sup>7</sup> 1.770	Helpers (women).....	.880	.910
ers, after 6 months.....	1.150	1.225	Bench hands, hand cake de-			Hebrew—Hand shops:		
icers.....	1.250	1.305	positors.....	<sup>7</sup> 1.620	<sup>7</sup> 1.710	Foremen.....	1.639	1.639
Women:			Flour dumpers, bread rackers,			Second hands, dough mixers.....	1.523	1.523
Working supervisors.....	1.000	1.080	machine wrappers, bread and			Bench hands.....	1.406	1.406
Experienced sponge pack-			cake packers.....	1.300	1.300	<b>SYRACUSE, N. Y.</b>		
ers.....	.885	.960	Pan greasers, cleaners and			Bread and cake—Machine shops:		
Plain sweet packers.....	.845	.915	helpers.....	1.160	1.160	Agreement A:		
Hand bundlers.....	.885	.960	Bread packers and cutters,			Ovenmen.....	1.475	1.475
Agreement D:			cake dumpers and wrappers.....	.970	.970	Dough mixers.....	1.370	1.370
Machinemen.....	1.480	1.600	Crackers and cookies:			Dividers.....	1.320	1.320
Mixers.....	1.400	1.480	Machinemen.....	1.320	1.400	Molders.....	1.303	1.303
Ovenmen.....	1.270	1.350	Mixers.....	1.280	1.370	Wrapping-machine operators.....	1.245	1.245
Mixing helpers.....	1.240	1.320	Peelers.....	1.250	1.320	Ingredientmen.....	1.220	1.220
Scalers and wrappers.....	1.200	1.280	Rollermen.....	1.070	1.270	Flour dumpers.....	1.190	1.190
Scalers, weighing.....	.880	1.280	Machinemen's helpers.....	( <sup>2</sup> )	1.270	Oven loaders and dumpers.....	1.140	1.140
Icing helpers.....	1.070	1.230	Ovenmen.....	1.200	1.270	Bread rackers, packers, gen-		
Other male helpers:			Wrappers.....	1.160	1.230	eral helpers.....	1.120	1.120
First month.....	( <sup>3</sup> )	1.080	Ovenmen's helpers.....	1.150	1.220	Agreement B:		
Second month.....	( <sup>3</sup> )	1.130	Mixers' helpers.....	1.120	1.190	Bread department:		
Thereafter.....	1.150	1.230	Laminator operators.....	( <sup>2</sup> )	1.190	Foremen, ovenmen.....	<sup>2</sup> 1.455	<sup>2</sup> 1.455
Women:			Rollermen's helpers, dough			Benchmen, head.....	<sup>2</sup> 1.405	<sup>2</sup> 1.405
Working supervisors.....	1.170	1.250	feeders.....	1.070	1.120	Flour blenders, wrapping-		
Icers.....	1.170	1.250	Stackers, icing helpers, pan			machine operators.....	<sup>2</sup> 1.255	<sup>2</sup> 1.255
<b>SOUTH BEND, IND.</b>			cleaners and feeders, other			Oven loaders and dump-		
Bread and cake—Hand shops:			helpers.....	1.050	1.120	ers.....	<sup>2</sup> 1.205	<sup>2</sup> 1.205
Working foremen.....	<sup>4</sup> 1.550	<sup>4</sup> 1.630	Miscellaneous workers.....	( <sup>2</sup> )	1.050	Pan greasers.....	<sup>2</sup> 1.180	<sup>2</sup> 1.180
First class bench hands.....	<sup>4</sup> 1.320	<sup>4</sup> 1.400	Women:			General helpers.....	<sup>2</sup> 1.120	<sup>2</sup> 1.120
Bench helpers.....	<sup>4</sup> .900	<sup>4</sup> .980	Working supervisors.....	.970	1.040	Hand wrappers and other		
Bread and cake—Machine shops:			Icing girls.....	( <sup>2</sup> )	.870	helpers (women).....	<sup>10</sup> .960	<sup>10</sup> .960
Agreement A:			Instructors:			Cake department:		
Dividers, benchmen.....	<sup>4</sup> 1.320	<sup>4</sup> 1.400	First 30 days.....	( <sup>2</sup> )	.650	Foremen.....	<sup>2</sup> 1.455	<sup>2</sup> 1.455
Ovenmen.....	<sup>4</sup> 1.220	<sup>4</sup> 1.300	Second 30 days.....	( <sup>2</sup> )	.700	Mixers, ovenmen.....	<sup>2</sup> 1.405	<sup>2</sup> 1.405
Wrappers.....	<sup>4</sup> 1.000	<sup>4</sup> 1.080	Third 30 days.....	( <sup>2</sup> )	.750	Bench hands.....	<sup>2</sup> 1.305	<sup>2</sup> 1.305
Agreement B:			Fourth 30 days.....	( <sup>2</sup> )	.800	Ingredient scalers, scaling-		
Mixers, dividers, ovenmen,			Fifth 30 days.....	( <sup>2</sup> )	.850	machine operators.....	<sup>2</sup> 1.255	<sup>2</sup> 1.255
head benchmen, molder			Thereafter.....	( <sup>2</sup> )	.870	Decorators (women).....	<sup>10</sup> 1.105	<sup>10</sup> 1.105
operators, receiving clerks.....	1.340	1.420	Cracker packing, floor girls.....	.800	.870	Assistant decorators		
Benchmen.....	1.290	1.370	<b>SPRINGFIELD, MASS.</b>			(women).....	<sup>10</sup> 1.070	<sup>10</sup> 1.070
Traveling-oven feeders.....	1.250	1.320	Bread and cake—Hand shops:			Wrappers, packers, check-		
Stockroom men.....	1.170	1.320	Foremen.....	<sup>2</sup> 1.450	<sup>2</sup> 1.550	ers (women).....	<sup>10</sup> .960	<sup>10</sup> .960
Mixers, molders' helpers.....	1.210	1.290	Second hands, dough mixers,			Agreement C:		
Checkers.....	1.190	1.270	bench hands.....	<sup>2</sup> 1.350	<sup>2</sup> 1.450	Ovenmen.....	1.320	1.375
Bake-shop helpers, convey-			Bread and cake—Machine shops:			Ovenmen, mixers.....	1.210	1.265
ormen.....	1.170	1.250	Agreement A:			Benchmen.....	1.130	1.185
Packers.....	1.120	1.250	Working foremen, cake.....	1.400	1.450	Helpers.....	.820	.895
Slicers, wrappers.....	1.060	1.170	Dough mixers.....	1.340	1.390	Helpers (women).....	.730	.825
Stale goods checkers.....	1.040	1.170	Ovenmen, cake.....	1.265	1.310	Pie and pastry shops:		
Agreement C:			Shipping room.....	1.220	1.270	Foremen.....	<sup>2</sup> 1.222	<sup>2</sup> 1.222
Dough mixers, dividers,			Oven dumpers, bench hands.....	1.200	1.250	Cooks.....	<sup>2</sup> 1.084	<sup>2</sup> 1.084
ovenmen.....	1.400	1.450	Dividers, molders, reliefmen,			Bakers.....	<sup>2</sup> 1.063	<sup>2</sup> 1.063
Sponge mixers.....	1.300	1.350	oven helpers.....	1.180	1.230	Ovenmen.....	<sup>2</sup> 1.038	<sup>2</sup> 1.038
Molder operators.....	1.290	1.340				Machinemen, mixers.....	<sup>2</sup> 1.015	<sup>2</sup> 1.015
Wrappers.....	1.220	1.270						

<sup>4</sup> 48-hour workweek. <sup>3</sup> Information not available for rate and hours on July 1, 1948.<sup>2</sup> 42-hour workweek.<sup>7</sup> 38-hour workweek.<sup>10</sup> 46-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>TOLEDO, OHIO</b>			<b>TOLEDO, OHIO—Continued</b>			<b>TOLEDO, OHIO—Continued</b>		
Bread and cake—Hand shops:			Bread and cake—Machineshops—			Crackers and cookies—Con.		
Bread:			Continued			Receiving department:		
Foremen.....	\$1.390	\$1.450	Agreement D:			Stock clerks.....	\$1.160	\$1.260
Dough mixers.....	\$1.350	\$1.410	Smaller shops:			Stock handlers.....	1.060	1.160
Utilitymen.....	\$1.280	\$1.340	Shipping and receiving			Shipping department:		
Ovenmen.....	\$1.270	\$1.330	clerks.....	\$1.310	\$1.370	Order fillers.....	1.263	1.363
Benchmen.....	\$1.230	\$1.290	Stock clerks.....	1.300	1.360	Stockmen.....	1.200	1.300
Hand wrappers.....	\$1.030	\$1.090	Wrapping-machine opera-	1.260	1.320	Shipping laborers.....	1.095	1.195
Cake:			tors.....	1.250	1.270	Conveyormen.....	.955	1.055
Mixers.....	\$1.330	\$1.390	Cake bench helpers.....	1.200	1.260	<b>WASHINGTON, D. C.</b>		
Bench hands, women ship-			Automatic-machine fry-			Bread—Hand shops:		
pers.....	\$1.130	\$1.190	men, cake and doughnut.	1.200	1.260	Day work:		
Women hand icers.....	\$1.030	\$1.090	Women foremen, hand			Journeyman.....	1.550	1.650
Women helpers.....	.980	\$1.040	wrappers.....	1.140	1.200	Helpers.....	1.150	1.250
Cleaners:			Pan greasers, cleaners.....	1.090	1.150	Miscellaneous workers.....	1.050	1.150
First 3 months.....	.850	.910	Final decorators.....	1.080	1.140	Bread and cake—Machine shops:		
4-6 months.....	.900	.960	Conveyor women, bread.....	.990	1.050	Day work:		
After 6 months.....	.980	1.030	Women helpers.....	.990	1.050	Journeyman.....	1.550	1.650
Bread and cake—Machine shops:			Pie and pastry shops:			Helpers.....	1.150	1.250
Agreement A:			Working foremen, shipping			Miscellaneous workers.....	1.050	1.150
Major shops—Bread divi-			clerks.....	1.320	1.380	Cake wrappers (women)....	.950	1.050
sion:			Piemaker ovenmen, class A.....	1.280	1.340	<b>WICHITA, KANS.</b>		
First and second mixers,			Bench hands, fillers (class B),			Bread and cake—Machine shops:		
oven operators.....	1.440	1.490	male helpers, after 90 days.....	1.180	1.240	Foremen.....	1.415	1.465
Head shipping clerk.....	(*)	1.440	Women helpers, after 90 days.....	1.050	1.110	Dough mixers, spongers, oven-		
Mixers' helpers, dividers			Crackers and cookies:			men, head pastrymen.....	1.275	1.325
molders, traveling-oven			Mixing department:			Shipping and receiving clerks.....	1.125	1.260
men.....	1.290	1.340	Head mixers.....	1.230	1.330	Dividers, panners, bench		
Wrapping-machine set-up			Sponge mixers, flour dump-			hands, machinemen, second		
men, benchmen.....	1.290	1.340	ers, assistant mixers.....	1.160	1.260	pastrymen.....	1.160	1.210
Flour blenders, ingredient-			Mixers' helpers.....	1.080	1.180	Bread twisters.....	1.100	1.150
men.....	1.240	1.290	Baking department:			Cheekers.....	.980	1.030
Bake-shop helpers, helpers			Oven No. 1:			Pan greasers, bake-shop help-		
in packing, wrapping,			Machinemen.....	1.310	1.410	ers.....	.930	.980
and shipping rooms.....	1.190	1.240	Peelers-in.....	1.205	1.305	Wrapping-machine operators:		
Women wrappers and helpers			Ovenmen, spray-machine			First 3 months.....	.950	1.000
Cake division:			operators.....	1.180	1.280	After 3 months.....	1.050	1.210
Ingredient scalers, dough			Peelers-out, rollermen.....	1.160	1.260	Wrapping-machine helpers:		
mixers, icing mixers,			Intermediate rollermen.....	1.100	1.200	First 3 months.....	.710	.870
ovenmen.....	1.400	1.450	Tray and panmen.....	1.060	1.160	After 3 months.....	.820	.980
Oven helpers.....	1.290	1.340	Oven No. 2:			<b>WORCESTER, MASS.</b>		
Dumpers, depositors' help-			Machinemen.....	1.310	1.410	Bread and cake—Machine shops:		
ers.....	1.190	1.240	Peelers-in.....	1.230	1.330	Agreement A:		
Stockroom men.....	1.180	1.230	Rollermen, ovenmen.....	1.180	1.280	Working foremen.....	1.530	1.580
Checkers, loaders, miscel-			Peelers-out.....	1.160	1.260	Dough mixers.....	1.370	1.420
aneous helpers.....	1.150	1.200	Intermediate rollermen.....	1.100	1.200	Dividers, ovenmen.....	1.260	1.310
Women workers:			Traymen.....	1.080	1.180	Reliefmen.....	(*)	1.310
Cake wrapping-machine			Oven No. 3:			Mixers' helpers, moldermen.....	1.210	1.260
operators, wrappers,			Oven and machinemen.....	1.345	1.445	Machine operators (ship-		
packers, helpers, icers,			General labor.....	.990	1.090	ping).....	(*)	1.260
hand.....	.990	1.040	Icing department:			General helpers.....	(*)	1.180
Agreement B:			Men workers:			Agreement B:		
Bread only:			Machinemen.....	1.210	1.310	Working foremen.....	1.375	1.580
Dough mixers, ovenmen.....	1.375	1.470	Chocolate mixers.....	1.180	1.280	Mixers.....	1.225	1.420
Shipping clerks, receiving			Icing and marshmallow			Bench hands, divider opera-		
clerks.....	1.280	1.370	mixers.....	1.060	1.160	tors, ovenmen, reliefmen.....	1.150	1.310
Wrapping-machine opera-			Supply clerks.....	.955	1.055	Mixers' helpers, molder		
tors, oven loaders and			Women workers:			operators, ingredient scalers,		
dumpers, dividers, mold-			Working leaders.....	1.090	1.190	oven feeders, dumpers,		
ers, roll-machine opera-			Marshmallow packers and			wrapping-machine opera-		
tors, bread panners.....	1.245	1.340	feeders, carton formers,			tors, checkers.....	1.100	1.260
Pan greasers.....	1.195	1.290	scalers.....	.920	1.020	Pan greasers, molders' help-		
Flour dumpers.....	1.155	1.250	Sandwich-machine pack-			ers, rackers, bench helpers.....	1.055	1.180
Bread rackers, checkers.....	1.125	1.220	ers and feeders, caddy			Doughnut department:		
Female helpers.....	.920	1.015	and case formers, supply			Head machine operators.....	1.175	1.370
Agreement C:			and lining clerks.....	.900	1.000	Mixers, machine operators.....	1.100	1.260
Smaller shops:			Separators, crimp patch			Packers, boxes.....	.875	1.050
First mixers, foremen, cake			operators, general labor.....	.875	.975	Agreement C:		
mixers, head oven opera-			Packing department:			Foremen.....	1.375	1.580
tors.....	1.410	1.470	Men workers:			Mixers.....	1.225	1.420
Bread bench foremen.....	1.350	1.410	Machine operators.....	1.280	1.380	Dividers.....	1.150	1.310
Cake and reel-oven men,			Scalers.....	1.060	1.160	Moldermen, oven loaders,		
second.....	1.320	1.380	General labor.....	.990	1.090	oven dumpers, mixers'		
Yeast raised products fry-			Women workers:			helpers, batchmen, ma-		
men, bread bench hands,			Working leaders.....	1.090	1.190	chine wrappers.....	1.100	1.260
roll bench hands, cake			No. 2 bundlers.....	.990	1.090	Bakery helpers, bread rack-		
benchmen.....	1.300	1.360	Machine bundlers, tin			ers (men), flour blenders.....	1.055	1.180
Dividers, molders, mixers'			wrappers.....	.960	1.060	Women employees:		
helpers, bread panners,			Sponge packers, carton			Bread rackers.....	.975	1.180
second fill, puller and			formers, scalers.....	.940	1.040			
shover, wrapping-ma-			Caddy and case foremen,					
chine helpers.....	1.260	1.320	sweet packers, wrapper					
Ingredientmen, bench and			feeders.....	.900	1.000			
machine helpers.....	1.210	1.270	Stackers.....	.875	.975			
Rackers, helpers.....	1.160	1.220	General helpers.....	.815	.915			

\* Information not available for rate and hours on July 1, 1948.

\* 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1948, and July 1, 1949—Con.

[Hours are 40 per week for both years unless otherwise indicated]

City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour	City and occupation	July 1, 1948, rate per hour	July 1, 1949, rate per hour
<b>WORCESTER, MASS.—Con.</b>			<b>WORCESTER, MASS.—Con.</b>			<b>YOUNGSTOWN, OHIO—Continued</b>		
Bread and cake—Machine shops—Continued			Pie and pastry shops—Con.			Bread and cake—Hand shops—Continued		
Agreement C—Continued			Checkers' helpers, apple-machine operators, homogenizers	(*)	\$1.180	Cake:		
Women employees—Con.				(*)	1.060	Working foremen	\$1.375	\$1.460
Bench helpers, icing-machine operators	(*)	\$1.180	Pie machine and cake fillers			Ovenmen, mixers	1.305	1.370
Icers, packers, wrappers, cleaners	(*)	1.060	Apple machine helpers, fruit cleaners, pie packers, boxers	(*)	1.050	Bench hands	1.245	1.310
Agreement D:			Apple and pie-machine operators (women), packers	(*)	1.010	Checkers	1.145	1.220
Head benchmen	\$1.440	1.490				Helpers (oven)	1.025	1.100
Mixers	1.370	1.420	Hebrew baking:	*\$1.667	*1.667	Hand icers, women	.775	.800
Bench hands, dividermen	1.260	1.310	Foremen	*1.563	*1.563	Bread and cake—Machine shops:		
Molders, tray-oven men	1.260	1.260	Second hands	*1.458	*1.458	Agreement A:		
Mixers' helpers, wrapping-machine operators	1.210	1.260	First cake bakers, mixers			Foremen	1.540	1.590
Shipping packers	1.130	1.260	Second cake bakers, bench hands	*1.354	*1.354	Mixers, ovenmen	1.440	1.490
Ingredient scalars	(*)	1.260				Mixers' helpers, bench and machine hands, oven dumpers and feeders, dividers, twisters, bread panners	1.340	1.390
Bread rackers, pan greasers, general helpers (men)	1.130	1.180	<b>YORK, PA.</b>			Wrapping-machine operators, checkers, shipping and receiving clerks	1.240	1.290
Agreement E:			Pie and pastry shops:			Pan greasers, flour dumpers	1.190	1.240
Foremen	1.750	1.750	Head ordermen, cooks, packers, dough mixers, custard mixers, ovenmen	1.125	1.325	Bread rackers, wrapping-machine helpers	1.160	1.210
Cake bakers	1.180	1.280	Ingredient scalars, cooks' helpers, washing-machine men, ovenmen's helpers, order packers	1.025	1.225	Hand wrappers	.990	1.040
Benchmen	1.200	1.280	Pie makers, shell makers, top-pers and fillers	.975	1.075	Agreement B:		
Dough mixers	1.175	1.200	Utilitymen and helpers, dish washers	.850	.950	Bread:		
Dividermen	1.150	1.180	Pie wrappers and crown makers, women	.760	.810	Foremen	1.540	1.590
Wrapping-machine operators	1.050	1.150	Crackers and cookies:			Dough mixers, ovenmen	1.440	1.490
Cake decorators	1.000	1.100	Working supervisors, baking	1.250	1.375	Oven loaders and dumpers, dividers, bench and machine men, bread panners	1.340	1.390
Rotary ovenmen	.950	1.070	Machine captains	1.150	1.255	Shipping and receiving clerks, checkers, wrapping-machine operators	1.240	1.290
Tray-oven men	.950	1.030	Dough mixers	1.075	1.180	Pan greasers	1.190	1.240
Pie girls	.850	.940	Coolermen, ovenmen	1.060	1.165	Flour dumpers	1.180	1.230
Bench and machine helpers:			Dough brakemen	1.050	1.155	Bread rackers, wrapping-machine operators' helpers	1.160	1.210
Rate A	.820	.940	Machine set-up men	1.030	1.135	Hand wrappers	.990	1.040
Rate B	.770	.850	Kilnmen	1.010	1.115	Cake:		
Checkers:			Dough feeders	.995	1.100	Foremen	1.540	1.590
Rate A	.800	.940	Supervisors, women	.920	1.025	Mixers, ovenmen	1.440	1.490
Rate B	.800	.920	Helpers, women	.840	.945	Ingredient scalars, scaling-machine operators, depositor operators	1.340	1.390
Hand icers	.800	.920				Checkers, cake wrapping-machine operators (women)	1.240	1.290
Doughnut-machine operators	.775	.895	<b>YOUNGSTOWN, OHIO</b>			Packers and helpers	1.160	1.210
Moldermen	.850	.850	Bread and cake—Hand shops:			Hand icers	.990	1.040
Pan greasers, bread rackers	.800	.820	Bread:					
Bread panners	.750	.820	Foremen	1.375	1.460			
Pie and pastry shops:			Dough mixers, ovenmen	1.305	1.370			
Working foremen	(*)	1.540	Wrapping-machine operators	1.145	1.220			
Mixers, dough dividers, ovenmen, shippers	(*)	1.380	Dough mixers' helpers, benchmen	1.025	1.100			
Head machine washers, assistant mixers, dough dividers' helpers, machine feeders	(*)	1.280	Hand wrappers	.775	.800			
Checkers	(*)	1.240						
Mixers' helpers, fillers' helpers	(*)	1.210						

\* 48-hour workweek.

\* Information not available for rate and hours on July 1, 1948.