

Hourly Earnings by Industry Selected Wage Areas January 1950 to January 1951

[From the Monthly Labor Review
of the Bureau of Labor Statistics,
June, September, October, and December
1950, and February, March, April, June,
and July 1951 issues.]

Bulletin No. 1040

UNITED STATES DEPARTMENT OF LABOR

MAURICE J. TOBIN, *Secretary*

BUREAU OF LABOR STATISTICS

EWAN CLAGUE, *Commissioner*



For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C. - Price 20 cents

Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., September 19, 1951.

THE SECRETARY OF LABOR:

I have the honor to transmit herewith a publication which contains brief summaries of straight-time hourly earnings for a limited number of occupations in manufacturing and nonmanufacturing industries. The studies were made by the Bureau of Labor Statistics during the period from January 1950 to January 1951 in the leading localities for the industries selected. They were part of the Industry Wage Studies program of the Division of Wage Statistics. The studies were conducted by the Branch of Industry Wage Studies under the direction of Harry Ober.

EWAN CLAGUE, *Commissioner.*

HON. MAURICE J. TOBIN,
Secretary of Labor.

(iii)

Contents

	<i>Page</i>
Glassware manufacture: Earnings in January 1950.....	1
Earnings in paint and varnish manufacture, April 1950.....	3
Woolen and worsted textiles: Earnings in May 1950.....	5
Cotton and rayon textiles: Earnings in April 1950.....	7
Workers' earnings in ferrous foundries, 1950.....	11
Department and women's ready-to-wear stores: Earnings 1950.....	13
Women's and misses' dresses: Earnings in August 1950.....	16
Footwear manufacture: Earnings in September 1950.....	18
Hosiery manufacture: Earnings in October 1950.....	21
Wood-furniture manufacturing: Earnings in October 1950.....	24
Effects of 75-cent minimum: wood-furniture industry.....	26
Effects of 75-cent minimum: men's seamless hosiery industry.....	28
Machinery manufacture: Earnings in January 1951.....	31

Glassware Manufacture: Earnings in January 1950¹

HOURLY EARNINGS of hand pressers in the pressed- and blown-glassware industry in January 1950, averaged \$2.18 in Ohio, \$2.12 in southwestern Pennsylvania (Fayette, Washington, and Westmoreland counties), and \$1.98 in West Virginia.² Blowers also had comparatively high earnings, averaging \$2.05 an hour in West Virginia, \$1.98 in the Pennsylvania area studied, and \$1.84 in Ohio. Carry-in boys received the lowest earnings among the selected occupations of men. Their hourly averages were 93 cents in West Virginia, 97 cents in Ohio, and \$1.04 in southwestern Pennsylvania. Men in only one other occupation—janitors, in West Virginia—averaged less than \$1 an hour. Women selectors, numerically the most important occupation in two of the three areas studied in pressed- and blown-glassware manufacturing, had average hourly earnings of \$1 in Ohio, 97 cents in southwestern Pennsylvania, and 90 cents in West Virginia.

For two-thirds of the selected occupations in pressed and blown glassware, Ohio (where a larger proportion of the establishments produce machine-made ware) had higher average earnings than the Pennsylvania area. In West Virginia (where hand-made ware predominates), occupational average earnings were generally lower than in the other two areas.

In the glass-container industry, metal-mold makers had the highest average earnings—\$1.77 an hour in Indiana and \$1.75 in southwestern New Jersey (Salem and Cumberland counties). Janitors were the lowest paid of the selected men's occupations, averaging \$1.01 and \$1.04, in the respective areas. Women selectors averaged 96 cents in Indiana and \$1.04 an hour in the New Jersey area. Occupational average earnings in the glass-container industry were generally somewhat lower in Indiana than in the two New Jersey counties.

Earnings in January 1950, compared with those reported in a similar study in January 1949, show that hourly averages remained approximately the same or rose somewhat in about half of the plant occupations in the 5 areas. For the remainder of the occupations earnings decreased, typically less

Straight-time average hourly earnings,¹ selected occupations and areas, in pressed and blown glassware and glass-container manufacturing, January 1950

Occupation and sex	Pressed and blown glassware			Glass containers	
	Ohio	Southwestern Pennsylvania ²	West Virginia	Indiana	Southwestern New Jersey ³
<i>Plant occupations, men</i>					
Batchmixers.....	\$1.25	\$1.14	\$1.08	\$1.15	(4)
Blowers.....	1.84	1.98	2.05		
Carry-in boys.....	.97	1.04	.93		
Cutters, decorative.....	1.47	(4)	1.50		
Electricians, maintenance.....	1.45	1.41	1.44	1.41	(4)
Forming-machine operators.....	1.88	1.69	(4)	1.58	\$1.69
Gatherers:					
Blow-pipe.....	1.49	1.70	1.66		
Pressed-ware punty.....	1.93	1.89	1.74		
Grinders, glassware.....	1.34	(4)	1.06		
Janitors.....	1.06	1.05	.99	1.01	1.04
Lehr tenders.....	1.30	1.14	1.10	1.14	(4)
Machinists, maintenance.....	1.67	1.55	(4)	(4)	1.59
Mechanics, maintenance.....	1.64	1.40	(4)	1.43	1.52
Mold makers, metal.....	1.77	1.78	1.77	1.77	1.75
Pressers, glassware, hand.....	2.18	2.12	1.98		
Truckers, hand.....	1.12	1.08	1.08	(4)	1.19
Warming-in boys.....	1.05	1.09	1.09		
<i>Plant occupations, women</i>					
Assemblers, cartons.....	(4)	(4)	.84	.95	1.17
Cutters, decorative.....	(4)	(4)	1.19		
Grinders, glassware.....	1.10	(4)	.88		
Selectors.....	1.00	.97	.90	.96	1.04
Silk-screen decorators.....	1.32	(4)	(4)		
Wrappers.....	(4)	.92	.88		
<i>Office occupations, women</i>					
Clerks, pay-roll.....	.96	.96	1.05	1.08	(4)
Clerk-typists.....	.92	.92	.92	.94	(4)
Stenographers, general.....	1.05	.98	1.04	1.14	(4)

¹ Exclusive of premium pay for overtime and night work.

² The Pennsylvania area consists of Fayette, Washington, and Westmoreland counties.

³ The New Jersey area consists of Salem and Cumberland counties.

⁴ Insufficient data to permit presentation of an average.

than 5 percent. This decline does not necessarily indicate reductions in wage rates. About a third of the workers in the plants studied were paid on an incentive basis; earnings of such workers are affected by changes in work flow, individual productivity, and other factors. Labor turn-over and other related conditions may also influence earnings levels.

Among three office jobs studied, that of general stenographers usually ranked highest, with area average hourly earnings ranging from 98 cents to \$1.14. Average earnings of pay-roll clerks ranged from 96 cents to \$1.08; those of clerk-typists averaged 92 cents in 3 areas and 94 cents an hour in the other area for which data were available.

Related Wage Practices

A work schedule of 40 hours a week was most common. It applied to 10 of the 13 glass-container establishments and to more than three-

fourths of the 43 pressed- and blown-glassware plants studied. Second-shift operations were reported in more than two-thirds of the plants producing pressed and blown glassware; additional shifts were also worked in about a fourth of the establishments in this branch of the industry. All glass-container plants operated on the basis of more than two shifts. Very few establishments in either division of the glassware industry provided premium pay for night work.

Paid holidays, typically six or seven in number, were granted to office workers in virtually all establishments studied. Plant workers in all glass-container plants received three holidays, but paid-holiday provisions were almost nonexistent for plant workers in pressed- and blown-glassware establishments surveyed.

Vacations with pay were provided for almost all plant and office workers. The most common provisions after 1 year of service were 1 week for plant workers and 2 weeks for office employees. Plant workers in all glass-container plants, as well as several pressed- and blown-glassware establishments, received at least 2 weeks of vacation after 5 years of service.

¹ By Fred W. Mohr of the Bureau's Division of Wage Statistics. Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices for each of the areas studied is available on request.

² The pressed- and blown-glassware industry, surveyed in 3 areas, includes the manufacture of hand- and machine-made tableware, cooking and ovenware, illuminating glassware, and technical, scientific, and industrial glassware. The glass-container industry, studied in 2 areas, includes establishments manufacturing glass containers for commercial packing and bottling, and for home canning. In January 1950, approximately 27,500 workers were employed in the industry divisions surveyed in the 5 areas. Plants employing fewer than 21 workers were excluded from the study.

Earnings in Paint and Varnish Manufacture, April 1950 ¹

AVERAGE EARNINGS of paint and varnish plant workers exceeded \$1.40 an hour, during April 1950, in half of 12 important areas of manufacture. On a city basis, the levels of hourly earnings ranged from \$1.21 in Louisville, Ky., to \$1.63 in San Francisco. Boston and Pittsburgh were the only other cities in which plant workers averaged less than \$1.30.

Men in April 1950 comprised over 90 percent of the labor force in this industry. In a majority of the areas they averaged at least \$1.50 an hour in April 1950, as tinters, general utility maintenance men, technicians, and varnish makers.

Women labelers and packers were reported in 10 of the 12 cities and earned, on the average, from 93 cents an hour in Pittsburgh to \$1.41 in San Francisco. Average earnings below \$1 an hour were also recorded for this occupation in Cleveland and Philadelphia.

Women hand bookkeepers and general stenographers averaged \$1 or more an hour in all of the cities studied. The levels of earnings for hand bookkeepers ranged from \$1.15 in St. Louis to \$1.58 in Chicago; for general stenographers, from

\$1 in Boston to \$1.37 in New York City. Among the office jobs studied, clerk-typists had the lowest earnings, city averages varying from 87 cents to \$1.16 an hour.

Comparisons of job averages in April 1950 with those reported in a similar study in November 1948 showed that rates in general rose during the 17-month period, increases from 5 to 10 percent being the most common. These increases undoubtedly reflect the combined influence during this period of general wage-rate adjustments, adjustments in particular occupational rates, increases to individuals for merit or length of service, and other factors that affect earnings levels.

Related Wage Practices

Operations on a day-shift basis only were reported by about 6 of every 7 plants studied. In plants having late-shift operations, the most common differential paid for second-shift work was 5 cents an hour and for third-shift 10 cents. A scheduled workweek of 40 hours was, with few exceptions, applicable to all plant workers in the selected areas.

Generally, 6 paid holidays a year were granted to both plant and office workers. In New York City, the majority of the establishments provided for 11 paid holidays.

Straight-time average hourly earnings ¹ for selected occupations in paint and varnish manufacturing in selected areas, April 1950

Occupation and sex	Boston	Chicago	Cleveland	Detroit	Los Angeles	Louisville	Newark—Jersey City	New York	Philadelphia	Pittsburgh	St. Louis	San Francisco
<i>All plant occupations</i>												
All workers.....	\$1.28	\$1.41	\$1.41	\$1.48	\$1.34	\$1.21	\$1.44	\$1.33	\$1.41	\$1.27	\$1.30	\$1.63
Men.....	1.30	1.43	1.45	1.50	1.35	(?)	1.45	1.34	1.42	1.30	1.34	1.64
Women.....	1.09	1.16	.99	1.29	1.02	(?)	1.29	1.16	1.01	.92	1.07	1.44
<i>Selected plant occupations</i>												
Men:												
Labelers and packers.....	1.28	1.31	1.33	1.49	1.27	1.11	1.36	1.29	1.23	1.35	1.31	1.56
Maintenance men, general utility.....	1.48	1.75	1.57	1.67	1.72	1.44	1.57	1.53	1.43	1.44	1.45	(?)
Mixers.....	1.31	1.40	1.43	1.52	1.37	1.26	1.44	1.37	1.35	1.39	1.25	1.59
Technicians.....	1.44	1.51	1.57	1.55	1.67	1.47	1.47	1.45	1.19	1.51	1.49	1.72
Tinters.....	1.42	1.65	1.64	1.65	1.49	1.39	1.61	1.50	1.54	1.43	1.54	1.77
Truckers, hand.....	1.27	1.35	1.37	1.48	1.27	1.07	1.36	1.30	(?)	1.28	1.03	1.47
Varnish makers.....	1.47	1.57	1.71	1.66	1.53	1.40	1.59	1.66	1.61	1.42	1.72	1.76
Women:												
Labelers and packers.....	1.10	1.11	.99	1.25	1.05	(?)	(?)	1.16	.98	.93	1.06	1.41
<i>Selected office occupations</i>												
Women:												
Bookkeepers, hand.....	1.25	1.58	1.50	1.56	1.31	(?)	1.30	1.35	(?)	(?)	1.15	1.53
Clerk-typists.....	.87	1.13	.93	1.02	1.06	.95	1.05	1.16	.95	.89	.92	1.06
Stenographers, general.....	1.00	1.24	1.04	1.17	1.19	1.10	1.19	1.37	1.06	1.08	1.17	1.18

¹ Excludes premium pay for overtime and night work.

² Insufficient data to permit presentation of an average.

Paid vacations were received by workers in almost all of the establishments studied. Most of the plant workers received a 1-week vacation after a year of service. The provisions for office workers were more liberal and generally allowed 2 weeks' paid vacation after a year's employment.

¹ Prepared in the Bureau's Division of Wage Statistics. Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices for each of the cities studied is available on request.

The study covered establishments, employing 8 or more workers, engaged in manufacturing paints, varnishes, lacquers, japans, enamels, and shellac. Approximately 28,000 workers were employed in the 12 areas studied.

Woolen and Worsted Textiles: Earnings in May 1950¹

LOOM FIXERS had the highest earnings among selected occupations in woolen and worsted textile mills in May 1950, averaging from \$1.58 to \$1.79 an hour in three New England areas and \$1.81 in the Philadelphia area. In Virginia-North Carolina, the other area studied, fixers on worsted looms earned, on the average, \$1.46 an hour and those on woolen looms, \$1.28.

In the New England area mills, which represented almost 85 percent of the total woolen and worsted employment in the 5 areas studied, worsted weavers averaged from 2 to 6 cents an hour more than woolen weavers. Men weavers generally had an earnings advantage over women, ranging from 1 to 9 cents an hour in New England and amounting to 20 cents in the Philadelphia area. The wage level of women worsted weavers in the Lawrence, Mass., area, exceeded that of men by 1 cent an hour. Average hourly earnings of weavers varied from \$1.36 to \$1.61 in the Northern areas, compared with levels of \$1.12 for woolen weavers and \$1.28 for worsted weavers in the Virginia-North Carolina area.

Woolen card finishers and card strippers in Virginia-North Carolina mills averaged 97 cents and were the only groups of workers studied whose hourly earnings levels were below \$1. Average earnings of workers in the same occupations in the Northern areas ranged from \$1.10 to \$1.42 an hour.

Cloth menders were among the highest paid women workers in the woolen and worsted industry and earned, on the average, \$1.43 an hour in the Philadelphia area and from \$1.17 to \$1.54 in New England. Their earnings in Virginia and North Carolina averaged \$1.08 on woolen cloth and \$1.18 on worsted cloth. Yarn winders, also a numerically important group of women workers, had hourly earnings averaging from \$1.05 to \$1.28.

Of the 3 New England areas studies, wage levels were lowest in northern New England. In 12 of 21 occupations for which data are presented for all 3 areas, average earnings were highest in Lawrence, Mass. The top averages in the other 9 jobs were recorded for Rhode Island mill workers. In general, earnings of workers on worsted production exceeded those of workers on

TABLE 1.—*Straight-time average hourly earnings¹ for selected occupations in the woolen and worsted textile industry in specified areas, May 1950*

Occupation and sex	New England			Philadel- phia, Pa.	Vir- ginia and North Caro- lina
	Law- rence, Mass.	North- ern New Eng- land	Rhode Is- land		
<i>Plant occupations—Men</i>					
Card finishers, woolen	\$1. 16	\$1. 10	\$1. 38	(2)	\$0. 97
Card finishers, worsted	1. 14	(3)	1. 25	\$1. 18	(2)
Card strippers, woolen	1. 25	1. 18	1. 42	(2)	. 97
Card strippers, worsted	1. 18	(3)	1. 34	1. 24	(3)
Comber tenders, worsted	1. 22	(3)	1. 30	1. 12	(3)
Doffers, spinning frame, woolen	(3)	(3)	(3)	(3)	1. 01
Dyeing-machine tenders, cloth, woolen	1. 18	1. 12	1. 18	(3)	(3)
Dyeing-machine tenders, cloth, worsted	1. 23	1. 20	1. 28	(3)	(3)
Fuller tenders, woolen	1. 19	1. 13	1. 19	(2)	(3)
Fuller tenders, worsted	(3)	1. 14	1. 29	1. 32	(3)
Janitors (excluding machinery cleaners)	1. 10	1. 07	1. 13	1. 08	(3)
Loom fixers, woolen	1. 71	1. 58	1. 70	(2)	1. 28
Loom fixers, worsted	1. 79	1. 58	1. 75	1. 81	1. 46
Machinists, maintenance	1. 52	1. 39	1. 53	1. 64	1. 29
Spinners, frame, Bradford system	1. 27	(3)	1. 23	(3)	(3)
Spinners, frame, woolen	1. 22	(3)	(3)	(3)	1. 02
Spinners, mule, French system	1. 55	(3)	(3)	(3)	(3)
Spinners, mule, woolen	1. 59	1. 49	1. 49	(3)	1. 19
Truckers, hand (including bobbin boys)	1. 13	1. 08	1. 12	1. 04	(3)
Weavers, woolen 4	1. 56	1. 45	1. 55	(2)	1. 12
Box looms, automatic	1. 54	1. 50	(3)	(2)	1. 09
Box looms, nonautomatic	(3)	1. 21	(3)	(2)	(3)
Plain looms	(2)	1. 45	(3)	(2)	(3)
Weavers, worsted 4	1. 60	1. 47	1. 61	1. 54	1. 28
Box looms, automatic	1. 61	1. 39	1. 63	1. 59	(3)
Box looms, nonautomatic	(3)	(3)	1. 53	1. 50	(2)
<i>Plant occupations—Women</i>					
Battery hands	1. 08	(3)	1. 14	(3)	(3)
Comber tenders, worsted	(3)	(3)	1. 18	1. 10	(2)
Doffers, spinning frame, Bradford system	1. 15	1. 08	1. 06	1. 00	(3)
Menders, cloth, woolen	1. 17	1. 21	1. 25	(2)	1. 08
Menders, cloth, worsted	1. 54	1. 38	1. 49	1. 43	1. 18
Spinners, frame, Bradford system	1. 22	1. 15	1. 17	1. 06	(3)
Spinners, frame, French system	(3)	(3)	1. 30	(3)	(3)
Spinners, frame, woolen	1. 43	1. 16	1. 22	1. 10	(3)
Weavers, woolen 4	1. 55	1. 36	(3)	(2)	(3)
Box looms, automatic	(3)	1. 44	(3)	(2)	(3)
Box looms, nonautomatic	(3)	1. 24	(3)	(2)	(3)
Plain looms	(3)	1. 52	(3)	(3)	(3)
Weavers, worsted 4	1. 61	1. 40	1. 56	1. 34	(3)
Box looms, automatic	1. 63	(3)	(3)	1. 27	(3)
Box looms, nonautomatic	(3)	(3)	(3)	1. 31	(3)
Winders, yarn, woolen 4	1. 28	1. 16	1. 12	(2)	(3)
Cone and tube, high speed, non-automatic	(3)	(3)	1. 11	(2)	(3)
Filling, automatic	(3)	1. 16	(3)	(2)	(3)
Winders, yarn, worsted 4	1. 25	1. 11	1. 19	1. 05	(3)
Cone and tube, high speed, non-automatic	1. 27	(3)	1. 18	1. 04	(3)
Cone and tube, slow speed, non-automatic	1. 24	(3)	(3)	1. 01	(3)
Filling, automatic	1. 25	1. 16	1. 25	1. 05	(3)
Filling, nonautomatic	1. 23	(3)	1. 23	1. 08	(3)
<i>Office Occupations—Women</i>					
Clerks, payroll	1. 12	1. 09	1. 08	1. 21	1. 14
Clerk typists	1. 13	1. 02	1. 09	(3)	1. 10
Stenographers, general	1. 14	. 97	1. 22	1. 17	1. 25

¹ Excludes premium pay for overtime and night work.

² Included with data presented for workers engaged in worsted manufacturing.

³ Insufficient data to permit presentation of an average.

⁴ Includes data for workers not shown separately.

Note: The Bradford and French systems are two methods of spinning worsted yarns. The Bradford system (also known as the English system) provides for the spinning of yarns from long fibers; yarns are smooth and even, have a considerable amount of twist and are used extensively in weaving men's suitings. The French system provides for the spinning of yarns from shorter fibers; the yarns are soft, have high elastic properties, and are used in fine women's wear, neckties, and hosiery.

Nonautomatic looms are looms on which weavers change filling bobbins by hand; otherwise, these looms are fully automatic. On automatic box and plain looms, filling bobbins are changed automatically.

woolen production. Area averages of men worsted weavers in New England were from 2 to 6 cents an hour higher than those of woolen weavers. Differences for worsted cloth menders were much greater with area advantages of 17, 24, and 37 cents an hour, respectively, in northern New England, Rhode Island, and Lawrence, Mass.

Of the three women's office occupations studied, general stenographers, whose hourly earnings were highest in all areas except northern New England, averaged from 97 cents in the latter area to \$1.25 in Virginia-North Carolina. Earnings of payroll clerks and clerk-typists exceeded \$1 an hour in all the selected areas and varied from \$1.02 to \$1.21.

Mills employing 50 percent of the workers in the Philadelphia area and from 80 to about 90 percent in the New England areas reported a minimum job rate of \$1.05 an hour. In the Virginia-North Carolina area, approximately two-fifths of the workers were employed in mills having an 81-cent minimum and a fourth in mills with a 94-cent minimum. A minimum of 75 cents was applicable to 7 percent of the workers in Philadelphia, 4 percent in Virginia-North Carolina, and 2 percent in northern New England.

In general, average earnings changed slightly from May 1949, the date of the previous study, to May 1950. Some fluctuations, however, are typical in an industry in which incentive workers comprise a large segment of the labor force. Incentive earnings are affected by changes in work flow and pattern styles and other related factors. For about three-fifths of the occupations for which comparisons could be made, average earnings were either identical or changed less than 2 percent during the 1-year period.

Related Wage Practices

A weekly schedule of 40 hours was applicable to more than 9 of every 10 mill workers in the New England and Philadelphia areas. Such a workweek was also in effect for half of the men and two-thirds of the women in the Virginia-North Carolina area. Other workers in the latter area had a schedule of 48 hours a week in May 1950.

Second-shift employment varied by area but generally represented between 20 and 30 percent of the mill force. In the northern areas, from 3 to 9 percent of the workers were employed on the third shift, contrasted with 16 percent in Virginia-North Carolina. The large majority of workers

received premium pay for late-shift work. In the North, the most common differentials were 4 cents an hour for work on the second shift and 7 cents on the third shift. Premium payments for shift work varied by mill in the Virginia-North Carolina area, typical differentials were 2 and 2.5 cents for second shifts and 5 cents an hour for third shifts.

Six paid holidays a year were provided plant workers by mills employing from slightly more than half the total force in Virginia-North Carolina to nearly all in the Lawrence, Mass., area. Paid vacations of 1 week after a year's employment and 2 weeks after 5 years were typically received by woolen and worsted textile mill workers. Paid holiday and vacation provisions were more liberal for office workers. Six holidays a year were most common but fairly good proportions of woolen and worsted office workers (from 23 to 68 percent) in the northern areas received 7, 8, or 9 paid holidays annually. Nearly half of the office workers in the Philadelphia area and about two-thirds or more in the other areas studied received 2-weeks' paid vacations after 1 year's service.

Life insurance plans, in which employers participated by paying part or all of the costs, were reported by mills employing 70 percent or more of both plant and office workers in each of the areas studied. More than five-sixths of the workers in the New England woolen and worsted mills and from about a third to three-fourths of the office and plant workers in the other two areas were covered by hospitalization and surgical plans. Medical plans had not been widely adopted by May 1950 but were most common in New England, applying to slightly less than three-fifths of the mill workers in the Lawrence and Rhode Island areas. Retirement pension plans were reported by mills employing 44 percent of the plant force in Virginia-North Carolina, 9 percent in northern New England, and 5 percent in Rhode Island. The coverage of office workers in these areas varied from 12 to 62 percent; approximately a fourth of the Lawrence area office workers were provided with retirement pension benefits.

—CHARLES RUBENSTEIN

Division of Wage Statistics

¹ Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each of the selected areas is available on request.

The study included woolen and worsted textile mills employing 21 or more workers. Approximately 86,000 workers were employed in mills of this size in the 5 areas studied.

Cotton and Rayon Textiles: Earnings in April 1950 ¹

A MINIMUM JOB RATE of 97 cents an hour was most prevalent in cotton and rayon textiles in New England and the Middle Atlantic States in April 1950. The 97-cent minimum was an established practice of virtually all cotton mills studied in New England. In rayon textiles, this rate was applicable in mills employing 93 percent of the workers in northern New England, 61 percent in southern New England, 37 percent in Scranton-Wilkes-Barre, and 25 percent in Allentown-Bethlehem, Pa.

Varying proportions of mills in all southern areas reported a 75-cent minimum as the minimum job rate; the total employment in these mills ranged from 9 percent of the cotton workers in the Statesville, N. C., area to 59 percent in east central Alabama. In rayon textiles, mills having the 75-cent minimum employed from 29 percent of the rayon workers in the Greenville, S. C., area to 65 percent in the Winston-Salem-High Point, N. C., area. In southern cotton mills, a 94-cent minimum rate was applicable to over half the mill workers in the Charlotte, N. C., area, to about a third in northwest Georgia, and to more than two-fifths of the workers in the Statesville area. This rate was found to a much lesser degree in southern rayon. Nearly three-fourths of the rayon workers in the Greenville, S. C., area were covered by a minimum rate of 87 cents and about a third in western Virginia by a rate of 90 cents.

The relationship between minimum job rates and average earnings of workers in the lesser-skilled occupations was closer in the North ² than in the South. For example, janitors, hand truckers, and battery hands in northern cotton mills earned, on the average, from 97 cents to \$1.03 an hour. In the South, where the 75-cent minimum was an established policy of many mills, cotton workers in these occupations had average hourly earnings varying from 88 cents to \$1.01. For the same occupations in rayon, northern workers averaged from 92 cents to \$1.03 an hour, and southern workers from 90 cents to \$1.

Loom fixers were the highest paid among the selected occupations. In cotton mills, they averaged from \$1.48 to \$1.50 an hour in the North and

from \$1.38 to \$1.42 in the South. In rayon textiles, the corresponding ranges were from \$1.49 to \$1.62 and from \$1.48 to \$1.56. Wage levels of these workers were below \$1.50 an hour in all southern cotton areas, Connecticut and Rhode Island cotton mills, and in rayon textiles in northern New England and the Charlotte, N. C., area.

The lowest paid among the occupations studied were janitors, who as a group earned less than \$1 an hour in all areas. In cotton textiles, area levels varied from 88 to 98 cents an hour; in rayon, from 90 to 99 cents.

Hourly earnings of men weavers in the North ranged from \$1.27 to \$1.36 in cotton and from \$1.30 to \$1.41 in rayon. Southern workers in this occupation averaged from \$1.21 to \$1.27 in cotton mills and from \$1.29 to \$1.32 in rayon mills. Women weavers averaged from 1 to 5 cents an hour more than men in one cotton and two rayon areas. In Fall River-New Bedford cotton and in Greenville, S. C., rayon, area earnings levels of men and women weavers were identical. In the other areas, earnings of men weavers exceeded those of women by amounts varying from 1 to 10 cents an hour.

Among women workers, the earnings levels of ring frame spinners, the largest group studied in cotton textiles, ranged from \$1.09 to \$1.13 in the North and from \$1.01 to \$1.08 in the South. Women yarn winders, numerically the most important group studied in the rayon industry, earned, on the average, from \$1.01 to \$1.16 in northern and from \$1.04 to \$1.07 in southern mills.

Battery hands recorded the lowest earnings among women workers in most of the areas studied. Their earnings levels in both cotton and rayon textiles varied from 95 cents to \$1.01 an hour.

Area differentials in occupational averages of cotton workers were greater in the South than in the North. Of 15 occupations for which data were available for all areas studied, area differences of 5 cents or less were recorded for 3 occupations in the South compared with 11 in the North. The differences in averages for 6 of the occupations in the North did not exceed 2 cents, 1 occupation, card grinders, having an average of \$1.28 in all three areas. In contrast, 8 occupations in the South showed area differentials of at least 7 cents an hour. An inverse relationship in area differentials existed in rayon

TABLE 1.—Cotton-textile industry: Straight-time average hourly earnings¹ for selected occupations, specified areas, April 1950

Occupation and sex	New England			South				
	Connecticut and Rhode Island	Fall River-New Bedford, Mass.	Northern New England	Charlotte, N. C.	East central Alabama	Greenville-Spartanburg, S. C.	North-west Ga.	Statesville, N. C.
<i>Plant occupations</i>								
Men:								
Card grinders.....	\$1.28	\$1.28	\$1.28	\$1.20	\$1.29	\$1.31	\$1.30	\$1.19
Card tenders.....	1.14	1.10	1.10	.97	1.04	.99	1.00	1.00
Comber tenders.....	1.20	1.17	(2)	1.01	(2)	1.17	(2)	1.04
Doffers, spinning frame.....	1.27	1.24	1.19	1.05	1.15	1.12	1.16	1.09
Inspectors, cloth, machine.....	(2)	(2)	(2)	1.04	(2)	1.03	(2)	(2)
Janitors (excluding machinery cleaners).....	.98	.97	.97	.89	.88	.91	.93	.89
Loom fixers ²	1.48	1.50	1.50	1.40	1.40	1.38	1.39	1.42
Jacquard looms.....	(2)	(2)	1.58	1.41	(2)	(2)	(2)	(2)
Plain and dobby looms.....	1.47	1.49	1.49	1.39	1.40	1.38	1.39	1.41
Machinists, maintenance.....	1.37	1.42	1.39	1.31	1.32	1.37	1.37	1.37
Slasher tenders.....	1.31	1.36	1.34	1.26	1.18	1.10	1.23	1.26
Slubber tenders.....	1.29	1.26	1.33	1.15	1.19	1.18	1.17	1.12
Truckers, hand (including bobbin boys).....	1.03	.98	1.00	.93	.95	.94	.97	.94
Warper tenders, high speed.....	(2)	(2)	(2)	1.10	1.16	1.08	(2)	1.12
Weavers ³	1.28	1.27	1.36	1.27	1.21	1.26	1.21	1.23
Box looms.....	(2)	(2)	1.36	1.28	(2)	(2)	(2)	(2)
Dobby looms.....	(2)	(2)	1.43	1.26	(2)	1.31	(2)	(2)
Jacquard looms.....	(2)	(2)	1.36	1.27	(2)	(2)	(2)	(2)
Plain looms.....	1.25	1.26	1.35	1.26	1.20	1.24	1.21	1.21
Women:								
Battery hands.....	1.00	1.00	1.01	.97	.97	.95	1.01	.96
Comber tenders.....	1.17	1.15	1.20	.96	(2)	(2)	(2)	(2)
Doffers, spinning frame.....	(2)	(2)	1.16	1.08	(2)	(2)	(2)	(2)
Inspectors, cloth, machine.....	1.01	1.03	1.03	1.08	.99	.95	1.01	1.07
Spinners, ring frame.....	1.11	1.09	1.13	1.01	1.08	1.02	1.06	1.01
Twister tenders, ring frame.....	(2)	(2)	1.10	.95	(2)	1.01	(2)	1.00
Warper tenders, high speed.....	1.14	1.10	1.16	1.07	1.10	1.02	1.12	(2)
Warper tenders, slow speed.....	(2)	1.04	(2)	(2)	(2)	(2)	(2)	(2)
Weavers ³	1.27	1.27	1.29	1.21	1.20	1.21	1.26	1.22
Box looms.....	(2)	(2)	1.19	1.24	(2)	(2)	(2)	(2)
Dobby looms.....	(2)	(2)	1.36	1.23	(2)	(2)	(2)	(2)
Jacquard looms.....	(2)	(2)	1.30	1.21	(2)	(2)	(2)	(2)
Plain looms.....	1.27	1.26	1.29	1.18	1.19	1.21	(2)	1.20
Winders, yarn ³	1.21	1.11	1.13	.97	1.03	1.01	1.04	.99
Automatic spooler.....	1.12	1.10	1.16	1.04	1.03	1.02	1.10	1.16
Cone and tube, automatic.....	(2)	(2)	(2)	(2)	1.05	(2)	1.12	(2)
Cone and tube, high speed nonautomatic.....	1.24	(2)	1.06	.93	(2)	(2)	.97	.97
Cone and tube, slow speed nonautomatic.....	(2)	1.13	(2)	(2)	(2)	(2)	(2)	(2)
Filling, automatic.....	1.07	(2)	(2)	(2)	(2)	(2)	(2)	1.07
Filling, nonautomatic.....	(2)	(2)	1.13	1.00	(2)	(2)	(2)	(2)
<i>Office occupations</i>								
Women:								
Clerks, payroll.....	1.14	1.07	1.06	1.14	1.15	1.17	1.16	1.04
Clerk-typists.....	1.09	(2)	1.03	(2)	1.01	1.10	1.10	.99
Stenographers, general.....	1.20	1.14	1.07	1.14	1.35	1.18	1.19	1.06

¹ Excludes premium pay for overtime and night work.² Insufficient data to permit presentation of an average.³ Includes data for workers not shown separately.

textiles. Of 9 occupations for which data are presented for all areas, only 1 in the North and 4 in the South showed differences of 5 cents an hour or less.

In both cotton and rayon textiles, hourly earnings of women office workers in southern mills were generally higher than those in northern mills. Average earnings in the South ranged from \$1.02 to \$1.21 an hour for payroll clerks, from 93 cents to \$1.17 for clerk-typists, and from \$1.06 to \$1.35 for general stenographers. In the North, workers in these occupations averaged from 86 cents to \$1.14, from 98 cents to \$1.09, and from \$1.04 to \$1.20, respectively.

Comparisons of hourly earnings in mill jobs in April 1950 with those reported in similar studies in April 1949 show relatively little change, other

than those typical in industries which use incentive methods of wage payments. Earnings of incentive workers usually fluctuate from one period to another and are affected by changes in individual productivity and other related factors. In over a fourth of the occupations for which comparisons could be made in cotton textiles and a sixth in rayon manufacture, average earnings showed no change during the 1-year period. In general, job averages showed more increases than decreases but, for the most part, the differences were less than 3 percent.

Related Wage Practices

A scheduled workweek of 40 hours was common among northern cotton and rayon mills and covered most of the workers employed in each of

TABLE 2.—Rayon, nylon, and silk textile industry: Straight-time average hourly earnings¹ for selected occupations, specified areas, April 1950

Occupation and sex	New England		Middle Atlantic		South			
	Northern New England	Southern New England	Allentown-Bethlehem, Pa.	Scranton-Wilkes-Barre, Pa.	Charlotte, N. C.	Greenville, S. C.	Western Virginia	Winston-Salem-High Point, N. C. ²
<i>Plant occupations</i>								
Men:								
Card grinders.....	\$1.22	(3)	(3)	(3)	\$1.18	\$1.31	(3)	(3)
Card tenders.....	1.07	\$1.14	(3)	(3)	1.00	1.01	(3)	(3)
Doffers, spinning frame.....	1.23	1.30	(3)	(3)	1.14	1.15	(3)	(3)
Inspectors, cloth, machine.....	(3)	1.16	\$1.22	(3)	(3)	(3)	\$1.07	\$1.12
Janitors (excluding machinery cleaners).....	.97	.99	.97	\$0.92	.90	.91	1.92	.91
Loom fixers ⁴	1.49	1.50	1.62	1.51	1.48	1.56	1.52	1.54
Box looms.....	(3)	1.52	1.63	1.49	(3)	(3)	(3)	(3)
Jacquard looms.....	(3)	(3)	1.70	1.51	(3)	(3)	(3)	(3)
Plain and dobby looms.....	1.49	1.50	1.60	1.53	1.49	1.55	1.53	1.54
Machinists, maintenance.....	1.36	1.43	1.58	1.45	1.32	1.35	1.43	1.39
Slasher tenders.....	1.41	1.42	1.20	1.29	1.17	1.21	1.30	1.36
Truckers, hand (including bobbin boys).....	.98	1.03	1.00	.94	.93	.98	.97	.97
Warper tenders, high speed.....	(3)	1.27	1.25	1.24	(3)	(3)	(3)	1.13
Warper tenders, slow speed.....	(3)	(3)	1.30	(3)	(3)	(3)	1.18	1.11
Weavers ⁴	1.35	1.30	1.41	1.33	1.29	1.32	1.32	1.32
Box looms.....	(3)	1.32	1.47	1.28	(3)	(3)	1.28	(3)
Dobby looms.....	1.36	1.29	1.38	1.38	1.29	1.31	1.32	1.29
Jacquard looms.....	(3)	1.36	(3)	(3)	(3)	(3)	(3)	(3)
Plain looms.....	1.36	1.30	(3)	1.25	(3)	(3)	(3)	(3)
Women:								
Battery hands.....	1.00	1.01	(3)	(3)	.95	.98	.98	1.00
Doffers, spinning frame.....	1.23	1.12	(3)	(3)	(3)	(3)	(3)	(3)
Inspectors, cloth, machine.....	1.02	1.04	1.03	1.01	.99	1.06	1.02	1.10
Spinners, ring frame.....	1.14	1.10	(3)	(3)	1.04	1.06	(3)	(3)
Twister tenders, ring frame.....	1.04	1.08	1.07	.97	.94	1.07	1.12	1.04
Uptwisters.....	1.09	1.08	1.09	1.00	(3)	(3)	1.02	1.08
Warper tenders, high speed.....	1.06	1.16	1.23	1.23	(3)	1.06	1.11	(3)
Warper tenders, slow speed.....	(3)	1.27	1.23	1.16	(3)	(3)	(3)	(3)
Weavers ⁴	1.31	1.31	1.31	1.28	(3)	1.32	1.30	1.36
Box looms.....	(3)	1.35	1.36	1.24	(3)	(3)	1.29	(3)
Dobby looms.....	1.27	1.30	1.29	1.29	(3)	1.32	1.32	1.36
Jacquard looms.....	(3)	1.39	(3)	1.37	(3)	(3)	(3)	(3)
Plain looms.....	1.37	1.32	(3)	1.23	(3)	(3)	(3)	(3)
Winders, yarn ⁴	1.12	1.16	1.05	1.01	1.04	1.06	1.06	1.07
Automatic spooler.....	(3)	1.42	(3)	(3)	(3)	1.02	(3)	(3)
Cone and tube, automatic.....	(3)	(3)	(3)	(3)	1.02	(3)	(3)	(3)
Cone and tube, high speed, nonautomatic.....	(3)	1.12	(3)	1.05	1.08	1.06	(3)	(3)
Cone and tube, slow speed, nonautomatic.....	(3)	(3)	1.10	1.04	(3)	(3)	(3)	1.09
Filling, automatic.....	1.14	1.07	.98	.94	1.01	1.02	(3)	(3)
Filling, nonautomatic.....	1.12	1.16	1.03	(3)	(3)	1.07	1.04	1.08
<i>Office occupations</i>								
Women:								
Clerks, payroll.....	1.07	1.04	.86	1.01	1.18	1.21	1.02	1.13
Clerk-typists.....	1.02	1.00	(3)	.98	1.17	1.10	.93	1.02
Stenographers, general.....	1.16	1.12	(3)	1.04	1.07	1.21	(3)	(3)

¹ Excludes premium pay for overtime and night work.² In previous studies this area was known as "Greensboro-Burlington, N. C."³ Insufficient data to permit presentation of an average.⁴ Includes data for workers not shown separately.

the selected areas. In the South, the 40-hour week was predominant in 3 of 5 cotton areas and 2 of 4 rayon areas. The majority of cotton workers in northwest Georgia and rayon workers in the Charlotte, N. C., and Winston-Salem-High Point areas had a weekly schedule of 48 hours in April 1950.

Second- and third-shift operations are common in cotton and rayon textiles. Approximately 30 percent of all workers studied were employed on the second shift; third-shift employment varied by area and in the North ranged from 7 to 22 percent and in the South from 18 to 27 percent of the labor force. Second-shift workers received no differentials in any of the cotton areas or in 3 of the 8 rayon centers. About 85 percent of the second-shift workers in the Allentown-Bethlehem area

received a night-work premium, 5 percent being the most common differential paid. Small proportions of rayon workers (ranging from 0.6 to 2.3 percent of the total plant force) in 2 northern and 2 southern areas also received additional payments for work on the second shift. Nearly all cotton and rayon mills in New England operating third shifts had provisions for the payment of a 7-cent hourly premium. In the South, a 5-cent differential was almost universal for third-shift workers in all rayon areas and in 3 of the 5 cotton areas.

Six paid holidays a year were generally provided plant workers in New England cotton and rayon mills. Paid holidays were not granted to rayon workers in mills employing from about 15 to 30 percent of the workers in southern New England and the Allentown-Bethlehem and Scranton-

Wilkes-Barre areas. In the Pennsylvania mills having such provisions, the number of paid holidays ranged from 3 to 7 annually. Textile workers in some southern areas received 1 or 2 paid holidays a year. Such benefits were provided for nearly half of the cotton workers in northwest Georgia and from about 5 to 15 percent of the labor force in each of 2 cotton and rayon areas. Paid-holiday provisions were more liberal for office workers. In the North, virtually all such workers received specified holidays with pay, the number of days a year ranging from 4 to 11. Southern office workers received from 1 to 7 holidays annually. Paid holiday benefits were not granted to more than half the office workers in east central Alabama and the Statesville area cotton mills, nor to smaller proportions in the other southern textile areas studied, except Winston-Salem-High Point where all office workers in rayon mills received such benefits.

Paid vacations of 1 week after 1 year's service were generally received by mill workers in both the North and South. Two-week vacations after 5 years' employment were granted to most of the cotton-mill workers in northwest Georgia and to a majority of the rayon workers in the two Pennsylvania and three of the four southern areas. Most of the office workers in New England received paid vacations of 2 weeks after a year's service. Southern mills employing most of the office workers in two of the five cotton areas and three of the four

rayon areas provided for similar benefits. With few exceptions, clerical workers in other textile mills received a 1-week paid vacation after a year's employment.

Life-insurance and hospitalization plans, for which employers paid part or all of the costs, covered the large majority of textile-mill and office workers in the areas studied. In only one area, Greenville-Spartanburg (cotton), was less than 50 percent of the plant force employed in mills having such plans. Health benefits, such as accident and sickness, medical, and surgical benefits, were generally more common in the North than in the South. Retirement-pension plans were reported by mills employing a third or more of the workers in all southern rayon areas except Greenville, S. C. In the other textile areas studied, there were either no pension plans or the coverage related to only small proportions of workers.

—CHARLES RUBENSTEIN

Division of Wage Statistics

¹ Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each industry and area presented here is available on request.

The textile studies covered mills with 21 or more workers. Approximately 178,000 workers were employed in cotton mills of this size in the 3 New England and 5 southern areas studied. The study in the rayon industry included 2 areas in New England, 2 in Pennsylvania, and 4 in the South, representing a total employment of about 68,000 workers.

The rayon industry referred to in this report also includes the production of nylon and silk yarns and fabrics.

² For purposes of this and other comparisons, the two Pennsylvania areas in rayon textiles are included in the North.

Workers' Earnings in Ferrous Foundries, 1950¹

AVERAGE EARNINGS OF COREMAKERS and molders in the summer of 1950 ranged from \$1.50 to \$2.03 an hour in 21 of 22 leading ferrous-foundry areas. In Birmingham, Ala., hourly earnings of machine molders averaged \$1.21, while coremakers and bench and floor molders averaged \$1.15. The level of earnings of workers in these occupations in almost two-thirds of the other areas studied was at least \$1.70 an hour. Earnings of machine molders were generally higher than those of hand molders (bench and floor). This is attributed in

Straight-time hourly earnings¹ for men in selected occupations in ferrous foundries in 22 cities, summer 1950²

City	Chippers and grinders	Core-makers, hand	Molders, floor	Molders, hand, bench
Birmingham.....	(³)	\$1.15	\$1.15	\$1.15
Boston.....	\$1.26	1.67	1.67	1.68
Buffalo.....	1.46	1.70	1.65	1.64
Chicago.....	1.51	1.76	1.76	1.74
Cincinnati.....	1.39	1.74	1.70	1.60
Cleveland.....	1.57	1.86	1.83	1.76
Denver.....	1.23	1.54	1.53	(³)
Detroit.....	1.74	1.95	1.92	1.90
Hartford.....	1.33	1.50	1.83	1.70
Houston.....	1.13	1.57	1.62	(³)
Indianapolis.....	1.73	1.60	1.72	1.62
Los Angeles.....	1.39	1.71	1.76	1.64
Milwaukee.....	1.66	1.82	1.83	1.66
Minneapolis-St. Paul.....	1.40	1.61	1.61	1.61
Newark-Jersey City.....	1.22	1.62	1.71	1.72
New York.....	1.29	1.70	1.73	1.72
Philadelphia.....	1.47	1.92	1.70	1.68
Pittsburgh.....	1.52	1.73	1.69	1.61
Portland, Oreg.....	1.50	1.78	1.77	1.76
St. Louis.....	1.62	1.75	1.69	1.73
San Francisco.....	1.53	1.84	1.85	1.85
Toledo.....	1.72	1.85	1.76	1.61

City	Molders, machine	Pattern-makers, wood	Shake-out men	Truckers, hand
Birmingham.....	\$1.21	(³)	\$1.04	\$0.98
Boston.....	1.65	(³)	1.30	(³)
Buffalo.....	1.93	\$1.79	1.44	(³)
Chicago.....	1.73	2.10	1.37	1.25
Cincinnati.....	1.81	(³)	1.36	(³)
Cleveland.....	1.81	2.28	1.55	1.17
Denver.....	1.53	(³)	1.17	(³)
Detroit.....	1.95	(³)	1.62	1.38
Hartford.....	1.86	1.89	1.09	(³)
Houston.....	(³)	(³)	1.12	(³)
Indianapolis.....	1.97	2.08	1.36	1.11
Los Angeles.....	1.91	2.32	1.28	(³)
Milwaukee.....	1.91	1.75	1.36	1.17
Minneapolis-St. Paul.....	1.70	(³)	1.61	1.38
Newark-Jersey City.....	1.74	(³)	1.36	1.14
New York.....	(³)	(³)	(³)	(³)
Philadelphia.....	1.78	1.92	1.29	1.19
Pittsburgh.....	1.66	1.78	1.35	(³)
Portland, Oreg.....	1.78	(³)	1.50	1.40
St. Louis.....	1.78	1.95	1.27	1.15
San Francisco.....	1.84	2.27	1.46	1.39
Toledo.....	2.03	(³)	1.48	(³)

¹ Excludes premium pay for overtime and night work.

² Data for Buffalo relate to January 1950.

³ Insufficient data to permit presentation of an average.

part to incentive systems in machine molding—a process which is widely used in production foundries.

Wood-pattern makers were the highest paid group among the occupations studied, hourly earnings averaging from \$1.75 an hour in Milwaukee to \$2.32 in Los Angeles. Wage levels were in excess of \$2 an hour in nearly half of the areas for which data are presented for this occupation.

Hand truckers in Birmingham averaged 98 cents an hour and were the only group of workers whose hourly earnings were less than \$1. In the other areas studied, this occupation was also the lowest paid and wage levels ranged from \$1.11 to \$1.40 an hour.

Earnings of ferrous-foundry workers were highest in the Great Lakes region, which accounted for half of the total employment in the areas studied. Detroit was the leading area in five of the eight selected occupations. The Pacific Coast ranked next to the Great Lakes region and recorded the top levels in two occupations.

Comparisons of current earnings with those reported in a similar study in June 1949 showed that increases had occurred in most jobs. Area averages in general increased between 1 and 5 percent.

Wage and Related Practices

Second-shift operations were reported in all areas except Los Angeles and represented from 3 percent of the ferrous-foundry labor force in Cincinnati and Hartford to 27 percent in Indianapolis. Third-shift work was found in 14 of the 22 areas studied, the crews ranging in size from less than 1 percent of the ferrous-foundry employment in 4 areas to 7 percent in St. Louis. The payment of differentials was a common practice, some premium being received by a large majority of late-shift workers in virtually all areas. The most typical premium payment for night work was 5 cents an hour. Both second- and third-shift workers received differentials as high as 10 percent of day-work rates.

A scheduled workweek of 40 hours was most prevalent in the industry. In Milwaukee, ferrous foundries having two-fifths of the total employment had work schedules of 44 hours a week.

Workweeks from 43 to 48 hours were also reported in eight other areas and were applicable to groups of workers representing from 5 to 36 percent of the area labor force in ferrous foundries.

Paid holiday provisions were reported by establishments employing from half to all of the ferrous-foundry workers in all areas except Birmingham and Pittsburgh. Six paid holidays a year was the most widely established policy. Foundries employing about two-thirds of the workers in New York City and all the workers in San Francisco granted 7 paid holidays annually. Vacation with

pay was a common practice in all the areas studied. Ferrous foundries generally provided for a paid vacation of 1 week after a year's service and 2 weeks after 5 years' service.

—CHARLES RUBENSTEIN

Division of Wage Statistics

¹ Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each of the selected areas is available on request.

The study included ferrous foundries producing gray-iron, malleable-iron, and steel castings and employing 21 or more workers. Approximately 67,000 workers were employed in establishments of this size in the 22 areas studied.

Department and Women's Ready-to-Wear Stores: Earnings 1950¹

CLERKS SELLING women's and misses' suits and coats in department and women's ready-to-wear stores had the highest average weekly earnings among selected saleswomen categories in 11 of 17 major cities studied in May-July 1950. Their weekly earnings ranged from an average of \$36.85 in Providence to \$70.57 in Dallas. Baltimore was the only other city in which the level of weekly earnings of these saleswomen was below \$40; in contrast, six cities recorded averages in excess of \$50. Nearly 30 percent of Dallas women selling women's and misses' suits and coats earned at least \$75 a week and one of every seven earned \$100 or more.

Saleswomen in women's shoe departments ranked first in weekly earnings among women's jobs in six cities; in all the areas studied, their earnings averaged from \$36.18 in Baltimore to \$67.42 in New York. Weekly earnings of other numerically important saleswomen groups ranged from \$33.64 to \$49.88 in men's furnishings departments and from \$34.40 to \$51.09 in women's and misses' dress departments. Saleswomen of blouses and neckwear, notions and trimmings, and women's accessories generally had the lowest earnings among the selected selling classifications. Nearly half of the city averages for these workers did not exceed \$35 a week.

Highest paid among the women's nonselling occupations studied (except office) were fitters of women's garments. Their earnings ranged between \$38 and \$62—an average of from \$2 to \$13 more a week than those of alteration sewers of

Average weekly earnings¹ of workers in selected occupations in department and women's ready-to-wear stores in selected cities May-July 1950²

Occupation and sex	Atlanta	Baltimore	Boston	Buffalo	Chicago	Dallas	Denver	Minneapolis-St. Paul	New Orleans
Women									
Store occupations:									
Cashier-wrappers.....	\$27.59	\$27.43	\$29.29	\$28.31	\$40.82	\$29.99	(³)	\$32.45	(³)
Elevator operators, passenger.....	(³)	25.55	30.34	26.74	37.09	(³)	\$35.08	36.11	\$24.25
Fitters, women's garments.....	(³)	38.44	38.79	(³)	53.14	(³)	(³)	43.60	(³)
Sales clerks, regular or upstairs departments:									
Bedspreads, draperies, and blankets.....	(³)	33.39	33.45	(³)	54.24	42.96	(³)	40.67	38.53
Blouses and neckwear.....	(³)	29.88	33.24	(³)	46.03	42.30	(³)	34.80	(³)
Boys' furnishings.....	34.31	32.28	34.11	(³)	47.66	43.86	(³)	39.44	34.35
Housewares (except china, glassware, and lamps).....	(³)	32.57	35.21	(³)	49.21	37.59	(³)	37.18	(³)
Men's furnishings.....	37.64	33.64	33.83	35.66	47.84	44.03	46.12	38.98	35.49
Notions and trimmings.....	31.01	30.04	31.68	30.03	42.27	31.80	(³)	33.77	29.41
Piece goods (yard goods, upholstery fabrics).....	(³)	33.21	32.57	(³)	47.28	38.25	40.48	37.10	35.13
Silverware and jewelry (excluding costume jewelry).....	(³)	37.28	(³)	(³)	47.95	44.38	(³)	41.05	(³)
Women's accessories (hosiery, gloves, and handbags).....	(³)	31.68	33.51	32.12	43.96	39.81	40.16	38.68	34.18
Women's and misses' dresses.....	37.72	35.47	34.90	36.86	49.22	44.47	44.23	40.74	38.20
Women's shoes.....	(³)	36.18	40.59	43.62	58.42	57.39	(³)	49.29	(³)
Women's and misses' suits and coats.....	42.08	39.63	41.59	40.96	57.79	70.57	48.81	45.99	44.69
Sewers, alteration, women's garments.....	30.45	31.58	34.41	29.54	41.04	(³)	35.99	35.15	26.66
Stockgirls, selling sections.....	22.22	27.75	(³)	(³)	34.07	27.32	(³)	32.28	(³)
Office occupations:									
Billers, machine (billing machine).....	(³)	(³)	33.51	(³)	41.67	37.12	(³)	35.89	36.64
Billers, machine (bookkeeping machine).....	(³)	39.40	(³)	32.89	44.17	(³)	35.67	41.67	(³)
Calculating-machine operators (Comptometer type).....	37.62	35.82	34.03	33.13	40.10	(³)	36.39	37.53	32.38
Clerks, payroll.....	(³)	42.20	39.31	40.91	44.39	42.93	41.74	41.35	40.42
Stenographers, general.....	(³)	36.97	35.96	34.83	44.56	40.20	38.70	41.56	33.00
Switchboard operators.....	(³)	33.27	40.70	32.94	40.79	34.63	38.82	38.41	31.25
Men									
Store occupations:									
Carpenters, maintenance.....	(³)	69.87	73.14	63.02	92.48	82.01	80.71	84.41	(³)
Elevator operators, passenger.....	(³)	(³)	(³)	(³)	(³)	32.03	(³)	(³)	(³)
Finishers, furniture.....	(³)	51.74	51.64	(³)	58.24	47.24	(³)	61.20	44.79
Fitters, men's garments.....	(³)	59.44	(³)	(³)	74.83	(³)	(³)	63.70	(³)
Packers, bulk.....	(³)	36.24	37.60	(³)	44.79	(³)	39.18	47.37	(³)
Porters, day (cleaners).....	29.10	30.88	38.46	34.04	42.24	31.74	34.81	41.91	27.02
Receiving clerks (checkers).....	(³)	34.04	40.36	(³)	44.48	(³)	(³)	50.16	36.81
Sales clerks, regular or upstairs departments:									
Bedspreads, draperies, and blankets.....	(³)	(³)	39.64	(³)	64.55	(³)	(³)	53.03	47.30
Boys' clothing.....	(³)	43.40	45.19	(³)	69.81	(³)	(³)	65.14	(³)
Floor coverings.....	70.19	63.49	76.73	(³)	94.89	(³)	(³)	84.90	73.71
Furniture and bedding.....	95.71	88.21	111.89	83.09	98.61	(³)	(³)	93.30	99.94
Housewares (except china, glassware, and lamps).....	(³)	(³)	(³)	(³)	(³)	(³)	(³)	56.25	57.84
Major appliances (refrigerators, stoves, washers, etc.) ⁴	74.04	82.52	95.32	(³)	86.27	79.69	(³)	86.75	105.70
Men's clothing.....	86.62	60.40	76.33	64.46	85.91	81.84	78.25	75.82	63.92
Men's furnishings.....	(³)	42.38	40.34	51.76	67.81	62.26	57.79	61.41	52.00
Women's shoes.....	48.64	47.82	61.52	56.19	68.70	66.09	(³)	63.00	56.60
Stockmen, selling sections.....	(³)	29.16	31.77	(³)	39.06	30.79	(³)	37.24	31.29
Stockmen, warehouse.....	35.35	38.39	45.41	(³)	46.85	38.25	(³)	50.03	(³)
Tailors, alteration, men's garments.....	56.50	(³)	60.40	54.27	62.67	60.94	(³)	46.43	(³)

Footnotes at end of table, p. 14.

970811-51-3

Average weekly earnings ¹ of workers in selected occupations in department and women's ready-to-wear stores in selected cities, May-July 1950 ²—Continued

Occupation and sex	New York	Phila- delphia	Pitts- burgh	Provi- dence	San Fran- cisco- Oakland	Seattle	Toledo	Wash- ington, D. C.
<i>Women</i>								
Store occupations:								
Cashier-wrappers	\$40.94	\$30.59	\$40.82	\$30.71	\$42.65	\$38.16	\$36.17	(³)
Elevator operators, passenger	39.45	42.11	44.61	30.56	46.58	38.78	37.70	\$30.20
Fitters, women's garments	61.15	44.31	54.45	38.11	(³)	47.67	45.08	44.16
Sales clerks, regular or upstairs departments:								
Bedspreads, draperies, and blankets	47.38	44.90	49.80	35.20	(³)	41.42	45.82	38.44
Blouses and neckwear	41.66	36.53	43.37	33.96	(³)	38.43	39.73	34.56
Boys' furnishings	47.57	40.47	46.33	(³)	(³)	39.02	41.57	39.76
Housewares (except china, glassware, and lamps)	46.65	39.67	45.68	(³)	(³)	39.24	43.00	36.38
Men's furnishings	46.11	38.59	47.78	35.51	49.88	40.07	42.15	41.25
Notions and trimmings	41.70	35.77	42.00	(³)	44.69	38.50	41.05	34.82
Piece goods (yard goods, upholstery fabrics)	50.43	38.79	45.32	(³)	(³)	39.31	40.94	37.15
Silverware and jewelry (excluding costume jewelry)	53.68	40.19	50.37	(³)	(³)	39.73	(³)	44.02
Women's accessories (hosiery, gloves, and handbags)	42.76	38.61	43.35	34.29	48.44	38.50	43.28	36.16
Women's and misses' dresses	46.73	44.41	48.56	34.40	51.09	44.94	45.18	40.46
Women's shoes	67.42	49.64	55.92	(³)	59.41	(³)	(³)	48.88
Women's and misses' suits and coats	51.37	54.73	63.15	36.85	57.02	53.06	56.70	43.26
Sewers, alteration, women's garments	47.80	42.08	46.36	35.41	47.02	40.95	41.39	38.47
Stockgirls, selling sections	37.79	27.12	43.77	(³)	(³)	(³)	(³)	27.21
Office occupations:								
Billers, machine (billing machine)	49.86	(³)	(³)	(³)	(³)	41.87	40.88	(³)
Billers, machine (bookkeeping machine)	45.97	38.50	(³)	39.41	49.62	(³)	(³)	39.72
Calculating-machine operators (Comptometer type)	44.01	34.54	(³)	35.02	45.54	39.55	38.97	40.36
Clerks, payroll	47.20	37.67	48.96	40.23	50.56	46.17	42.88	42.11
Stenographers, general	42.97	37.10	42.59	33.34	47.77	43.52	42.24	42.67
Switchboard operators	43.10	36.87	43.93	32.80	46.04	40.93	39.59	39.22
<i>Men</i>								
Store occupations:								
Carpenters, maintenance	78.20	99.47	95.63	(³)	89.56	87.05	75.27	82.62
Elevator operators, passenger	45.83	42.70	48.48	(³)	50.46	(³)	(³)	(³)
Finishers, furniture	65.27	56.54	76.21	67.31	(³)	67.22	67.66	52.44
Fitters, men's garments	74.83	68.65	72.21	(³)	(³)	69.17	(³)	70.11
Packers, bulk	48.49	38.66	59.83	(³)	52.37	54.64	46.41	(³)
Porters, day (cleaners)	44.26	40.46	47.60	37.23	48.37	43.01	46.69	31.96
Receiving clerks (checkers)	43.54	41.68	54.01	44.20	(³)	54.88	(³)	38.73
Sales clerks, regular or upstairs departments:								
Bedspreads, draperies, and blankets	58.09	60.65	(³)	(³)	(³)	(³)	55.27	(³)
Boys' clothing	70.69	64.66	65.37	(³)	(³)	(³)	(³)	50.76
Floor coverings	114.32	102.42	104.46	(³)	(³)	81.71	83.91	79.72
Furniture and bedding	153.27	115.72	115.87	62.32	92.43	86.72	97.54	112.10
Housewares (except china, glassware, and lamps)	48.47	47.07	(³)	(³)	(³)	(³)	(³)	(³)
Major appliances (refrigerators, stoves, washers, etc.) ⁴	121.87	94.15	104.48	(³)	(³)	(³)	87.00	(³)
Men's clothing	98.96	95.06	107.56	(³)	71.78	85.55	73.07	82.94
Men's furnishings	57.50	48.96	55.53	(³)	53.85	50.32	(³)	62.60
Women's shoes	83.02	63.78	60.51	52.03	72.96	65.89	59.01	65.86
Stockmen, selling sections	40.05	33.57	45.14	(³)	(³)	50.86	(³)	(³)
Stockmen, warehouse	53.46	45.51	59.42	42.15	(³)	52.66	63.54	36.58
Tailors, alteration, men's garments	62.11	58.56	63.99	(³)	69.57	70.92	65.59	62.43

¹ Excludes premium pay for overtime work.

² Data for Buffalo and San Francisco relate to January 1950. In these cities as well as Denver, the occupational coverage was primarily designed for other studies and was smaller than that used in the regular study of department and women's ready-to-wear stores.

³ Data not available.

⁴ Excludes radios and television receivers.

women's garments, the next ranking group. In other nonselling jobs, weekly earnings were as low as \$24.25 for passenger elevator operators in New Orleans and \$27.43 for cashier-wrappers in Baltimore and as high as \$46.58 and \$42.65 for the respective occupations in San Francisco. Stockgirls employed in selling sections were the lowest paid women workers. They averaged less than \$30 a week in about half the areas for which earnings data are presented.

Payroll clerks were generally the highest paid of the 6 women's office classifications studied, averaging from \$37.67 weekly in Philadelphia to \$50.56 in San Francisco-Oakland. Boston with an average of \$39.31 was the only other city in which the level of earnings of these workers went below \$40.

General stenographers averaged between \$40 and \$50 a week in most cities. Half or more of the city averages of billers using either billing or book-keeping machines, calculating machine operators (Comptometer type), and switchboard operators were within a \$30-\$40 range.

Salesmen of furniture and bedding had the highest earnings in 14 of the 15 cities for which these data are recorded. They averaged over \$100 a week in five cities, and between \$80 and \$100 in all other cities except Providence (\$62.32). Men selling floor coverings or major appliances (excluding radios and television receivers) in three cities and men's clothing salesmen in one city were the only other workers whose weekly levels of earnings exceeded \$100; in other cities, these salesmen gen-

erally averaged more than \$70. City averages in the \$40-\$60 bracket were most common for men selling bedspreads, draperies, and blankets; housewares; and men's furnishings. Salesmen of boys' clothing and women's shoes averaged between \$60 and \$75 weekly in most of the areas studied.

Maintenance carpenters recorded the top earnings levels among the selected men's nonselling jobs and averaged from \$63.02 in Buffalo to \$99.47 a week in Philadelphia. Average earnings between \$50 and \$75 occurred most frequently for furniture finishers, fitters of men's garments, and alteration tailors. Most of the city averages for the other nonselling men's jobs were less than \$50 a week. Day porters and stockmen in selling sections were the lowest paid groups; they earned on the average, from \$27.02 in New Orleans to \$48.37 a week in San Francisco-Oakland and from \$29.16 in Baltimore to \$50.86 in Seattle, respectively.

Of the 17 cities studied, weekly earnings were usually highest in Chicago, New York, Pittsburgh, and San Francisco-Oakland. Earnings at the lower levels were commonly found in Atlanta, Baltimore, Buffalo, New Orleans, and Providence.

Related Wage Practices

A work schedule of 40 hours a week for full-time employees prevailed in most or all the stores in virtually all cities studied except Boston. Almost two-thirds of the department and women's ready-to-wear stores in Boston reported scheduled weekly hours varying from 36¼ to 39. A 5-day workweek was most typical in the industry, but in Buffalo, Denver, Minneapolis-St. Paul, Philadelphia, Pittsburgh, and Seattle, a 6-day week prevailed in at least a majority of stores.

Six paid holidays a year were generally granted

to full-time workers in 9 of the 17 cities studied. Workers in most New York and San Francisco-Oakland stores and in all Seattle stores were granted 7 days; in Providence 9 paid holidays were typical. Approximately half the stores in Boston and Washington, D. C., did not provide their workers with such benefits.

Paid vacations were provided in all stores studied. The usual practice was a 1-week vacation after a year's service and 2 weeks after 2 years. Most of the Boston stores and some stores in 9 other cities provided for 1-week vacations after 6 months' service. Vacations over 2 weeks, primarily after 2 years of employment, were established policies of 13 stores in 5 cities.

Discount privileges were granted to full-time employees by all except one of the stores studied. Discounts generally varied from 10 to 20 percent and were more liberal on wearable merchandise than on other types. Approximately 6 of every 10 stores allowed discount privileges immediately upon employment; others required specified periods of employment before granting such benefits. It was a common practice in the industry to extend merchandise discounts to the employees' immediate families.

—CHARLES RUBENSTEIN

Division of Wage Statistics

¹ Data collected by field representatives under direction of the Bureau's regional wage analysts. More detailed information on earnings and related practices in each of the selected cities is available on request.

The studies included department stores and women's ready-to-wear stores employing more than 250 workers and were made in the following 17 selected areas: Atlanta, Baltimore, Boston, Buffalo, Chicago, Dallas, Denver, Minneapolis-St. Paul, New Orleans, New York, Philadelphia, Pittsburgh, Providence, San Francisco-Oakland, Seattle, Toledo, and Washington, D. C.

All earnings data exclude premium pay for overtime and pertain to regular full-time workers only. Earnings of bargain basement sales clerks have been excluded. For commission workers, the commission earnings were averaged over a 12-month period.

Women's and Misses' Dresses: Earnings in August 1950 ¹

HOURLY EARNINGS of workers in the women's and misses' dress industry averaged more than \$1.40 in August 1950 in a majority of 11 leading centers. New York, where much of the industry is concentrated, had the highest hourly average, \$1.87. Other cities in which high averages prevailed included Paterson, N. J. (\$1.67); Chicago (\$1.50); Newark-Jersey City (\$1.47); Los Angeles (\$1.45); and Boston (\$1.44).

Men constituted about 25 percent of the labor force in New York, 20 percent in Philadelphia, and from 6 to 14 percent in the other areas. Their hourly earnings ranged from \$1.16 in Dallas to \$2.52 in New York, and averaged more than \$2 in 6 of the 11 areas.

Women averaged \$1.66 an hour in New York and \$1.58 in Paterson. Their average earnings were \$1.25 or more in Boston, Chicago, Los Angeles, Newark-Jersey City, and Philadelphia. In only one area was their over-all average below \$1 an hour.

Although a majority of the workers in most of the selected occupations were women, virtually all cutters and markers were men. Pressers were another group in which men were in the majority in Chicago, New York, Newark-Jersey City, and Paterson. Cutters and markers, final inspectors, thread trimmers, and work distributors were typically paid time rates. Sewing and pressing operations were usually on an incentive basis.

More than half the workers in the industry were sewing-machine operators. Of the two production methods, the single-hand (tailor) system was predominant in most areas and included about seven-eighths of all operators studied. Their earnings averaged more than \$1.50 an hour in all except four areas. In New York they earned, on the average, \$2.02 an hour; in Paterson, \$1.78; and in Philadelphia, \$1.69.

The section system of sewing-machine operation was more common in Atlanta, Cleveland, Philadelphia, and St. Louis. Operators under this system earned from an average of \$1 an hour in

Atlanta, Dallas, and St. Louis to \$1.42 in Chicago. In practically all cities having both types of operation, the average earnings of section-system operators were lower than those of single-hand operators.

Cutters and markers—the highest paid occupation in most areas—averaged more than \$2 an hour in 6 of the 11 areas. In Boston, Chicago, New York, and Paterson, however, pressers had the highest earnings among the occupations studied. Thread trimmers and work distributors were typically the lowest paid occupations.

In New York, comparisons were made of workers' earnings in establishments classified according to predominant wholesale price line. The average earnings of workers in shops producing dresses which sold for more than \$12.75 each were usually somewhat higher than the earnings of those making lower-priced dresses.

Variations in occupational average earnings among classifications of establishments by price line or among cities, probably reflect a combination of factors including other items such as work flow, individual productivity of incentive workers, and type of garment produced.

Related Wage Practices

In most areas, a large majority of the establishments studied had agreements with the International Ladies' Garment Workers' Union. Supplementary benefit provisions in the agreements, however, were not uniform among the different areas.

Paid holidays, most commonly provided for workers paid on a time basis, were 6½ days annually—the usual practice in New York, Newark-Jersey City, and Paterson. Atlanta shops granted 6 holidays for which the workers received, from an employer-contributed union fund, an amount equal to 2 percent of their annual earnings. In Los Angeles, workers who were paid time rates received pay for 6 holidays; in St. Louis, the provision was 5 days annually for both time and incentive workers. Usually, time-rated workers only were provided paid holidays in the other areas studied, the number of days ranging from 3 to 5.

Straight-time average hourly earnings,¹ selected plant occupations in manufacture of women's and misses' dresses in selected areas, August 1950

Plant occupation and sex	At-lanta	Boston			Chi-cago	Cleve-land	Dallas	Los An-geles	Newark-Jersey City ²	New York			Pater-son ²	Philadelphia			St. Louis
		All shops	Regu-lar shops	Con-tract shops						All shops	Regu-lar shops	Con-tract shops		All shops	Regu-lar shops	Con-tract shops	
<i>All occupations</i>																	
All workers.....	\$0.95	\$1.44	\$1.49	\$1.37	\$1.50	\$1.23	\$1.02	\$1.45	\$1.47	\$1.87	\$2.07	\$1.73	\$1.67	\$1.40	\$1.37	\$1.47	\$1.09
Men.....	1.37	2.38	2.44	2.28	2.26	1.85	1.16	2.01	2.36	2.52	2.57	2.45	2.38	1.98	1.88	2.32	1.50
Women.....	.92	1.28	1.32	1.24	1.39	1.13	1.01	1.37	1.40	1.66	1.82	1.56	1.58	1.25	1.24	1.28	1.04
<i>Selected occupations</i>																	
Cutters and markers.....	1.50	2.11	2.13	2.01	2.35	1.91	1.35	2.19	2.59	2.54	2.53	2.58	(³)	2.27	2.26	(³)	1.73
Men.....	1.50	2.11	2.13	2.01	2.35	2.12	1.36	(³)	2.59	(³)	(³)	(³)	(³)	(³)	(³)	(³)	1.73
Women.....						1.02	1.25	(³)		(³)	(³)	(³)	(³)	(³)	(³)	(³)	
Inspectors, final (examin-ers).....	.87	1.07	(³)	(³)	.97	.97	.88	1.04	.98	1.26	1.27	1.26	(³)	.94	.95	.90	.89
Men.....									(³)				(³)	(³)	(³)	(³)	
Women.....	.87	1.07	(³)	(³)	.97	.97	.88	1.04	(³)	1.26	1.27	1.26	(³)	(³)	(³)	.90	.89
Pressers, hand.....	.76	2.36	2.28	2.43	2.51	1.20	1.05	1.79	2.17	3.02	3.41	2.79	2.50	1.58	1.50	1.80	1.61
Men.....		3.39	3.72	3.19	2.99	(³)		2.47	2.59	3.09	(³)	2.87	2.50	2.43	2.44	2.41	2.19
Women.....	.76	1.34	1.29	1.40	1.09	(³)	1.05	1.48	1.69	1.71	(³)	1.41		1.02	.95	1.29	1.12
Sewers, hand (finishers).....	.78	1.19	1.22	1.14	1.37	1.10	.96	1.18	1.15	1.45	1.59	1.35	1.40	1.19	1.13	1.41	.98
Men.....										(³)	(³)	(³)					
Women.....	.78	1.19	1.22	1.14	1.37	1.10	.96	1.18	1.15	(³)	(³)	(³)	1.40	1.19	1.13	1.41	.98
Sewing-machine operators, section system.....	1.00	1.20	(³)	(³)	1.42	1.02	1.00	(³)	1.30	1.39	(³)	1.39	(³)	1.25	1.25	1.24	1.00
Men.....								(³)		(³)	(³)	(³)	(³)	1.85	(³)	(³)	
Women.....	1.00	1.20	(³)	(³)	1.42	1.02	1.00	(³)	1.30	(³)	(³)	(³)	(³)	1.24	(³)	(³)	1.00
Sewing-machine operators, single-hand (tailor) system.....	.94	1.58	1.69	1.43	1.57	1.61	1.13	1.48	1.60	2.02	2.40	1.81	1.78	1.69	1.59	2.06	1.31
Men.....		2.07	(³)	(³)	1.85	1.61			(³)	2.63	2.80	2.36		1.91	1.73	(³)	
Women.....	.94	1.56	1.66	1.43	1.57	1.61	1.13	1.48	(³)	1.91	2.26	1.75	1.78	1.61	1.55	(³)	1.31
Thread trimmers (cleaners).....	.77	.78	.78	.78	.86	.89	(³)	.92	.91	.97	.99	.95	.94	.84	.86	.80	.80
Men.....							(³)			1.17	(³)	(³)					
Women.....	.77	.78	.78	.78	.86	.89	(³)	.92	.91	.97	(³)	(³)	.94	.84	.86	.80	.80
Work distributors.....	(³)	.85	(³)	(³)	.86	.97	.85	.97	.93	.97	.97	.96	(³)	.92	(³)	(³)	.81
Men.....	(³)	(³)	(³)	(³)					(³)	1.03	1.02	1.03	(³)				(³)
Women.....	(³)	(³)	(³)	(³)	.86	.97	.85	.97	(³)	.94	.96	.92	(³)	.92	(³)	(³)	(³)

¹ Excludes premium pay for overtime and night work.

² Industry primarily composed of contract shops. Regular shops were predominant in the other areas for which data are not presented separately

for regular and contract shops.

³ Insufficient data to permit presentation of an average.

Vacation benefits in 7 of the 11 areas studied were paid from union funds, provided by employer contributions of specified percentages of their weekly payrolls for workers covered by the union agreements. The vacation payments to workers in New York, Newark-Jersey City, and Paterson varied by occupation; in 1950, they ranged from \$35 for cleaners and pinkers to \$53 for pressers and cutters. Workers in Atlanta, Boston, Los Angeles, and Philadelphia received as vacation pay an amount equal to 2 percent of their annual earnings; in Philadelphia, however, payments were not to exceed \$65. In the 4 remaining areas, vacation payments were made directly to the workers by the employers and usually amounted to 1 week's pay after a year of service. In a few instances, proportionately smaller amounts were also reported for specified shorter periods of service and additional amounts after 5 years of service.

Health benefits which were also provided from employer-contributed union funds in most areas, usually included sickness, hospitalization, surgery,

eyeglasses, and death benefits. In six areas, medical service was provided at union health centers; such service is also planned for three additional areas.

Retirement funds have been established through employer contributions amounting to 1 percent of the payrolls for workers covered by the union agreements in Boston, Cleveland, New York, Newark-Jersey City, and Paterson. In Boston, parts of the vacation and health funds may also be assigned to the retirement fund. Qualified workers over the age of 65 years in New York, Newark-Jersey City, and Paterson receive \$50 a month from these funds. Regulations regarding retirement payments have not yet been established in the other two areas.

—FRED W. MOHR

Division of Wage Statistics

¹ Data collected by field representatives under direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each of the selected areas is available on request.

The study included style dresses only and was limited to shops employing 8 or more workers. Approximately 85,000 workers were employed in shops of this size in the 11 areas studied.

Footwear Manufacture: Earnings in September 1950 ¹

EDGE TRIMMERS were the highest paid among selected occupations in the footwear industry studied in 13 areas. They had average earnings in September 1950 ranging from \$1.35 an hour in plants making children's Goodyear welt shoes in southeastern Pennsylvania to \$2.55 in women's cement-process (conventional lasted) shoe plants in New York City. Their earnings averaged \$1.75 or more an hour in two-thirds of the areas.

Machine cutters of vamps and whole shoes, numerically the most important of the men's occupations studied, averaged \$1.50 or more an hour in all except four areas. Floor boys had the lowest earnings among the men's occupations, with averages ranging from 77 cents to \$1 an hour.

Among the selected women's occupations, fancy stitchers included the most workers. Their average earnings ranged from 87 cents in women's cement-process (slip lasted) plants in Missouri (except St. Louis) to \$1.66 an hour in women's cement-process (conventional lasted) plants in New York. Three-fourths of the area averages for this occupation were more than \$1.10 an hour. In most areas, the earnings of top stitchers exceeded those of fancy stitchers by amounts ranging from 3 to 12 cents an hour. Floor girls were typically the lowest paid among the women's occupations; their average earnings ranged from 87 cents to \$1.04 an hour.

Workers in New York generally had the highest occupational average hourly earnings among the areas studied in the women's cement-process (conventional lasted) branch of the industry. Los

Angeles ranked second, on the average, while Boston and Haverhill averages were typically higher than those in the other New England areas. Earnings in St. Louis were relatively close to the New England levels and for most occupations were more than 20 cents higher than the averages for the remainder of Missouri.

Of the three areas in which women's cement process (slip lasted) shoes were studied, the earnings of workers in Los Angeles were highest.

In the men's Goodyear welt branch of the industry, more than two-thirds of the men's area job averages exceeded \$1.50 an hour. Floor boys and floor girls were the only selected occupations for which average earnings were less than \$1 an hour. Average hourly earnings in Brockton and in Illinois were usually higher than those in Worcester although the differences in most instances amounted to less than 15 cents.

Average hourly earnings of workers in occupations common to all branches of the footwear industry studied were generally highest in women's cement process (conventional lasted) plants in New York City. The lowest averages were usually in the children's Goodyear welt branch of the industry in southeastern Pennsylvania and the women's cement process (slip lasted) branch in Missouri (except St. Louis).

Comparisons of plant worker earnings in September 1950 with those presented for a similar study in September 1949 show increases for about two-thirds of the area occupational averages for which comparable data are available. The majority of these increases, however, amounted to less than 5 percent. Since most workers in the footwear industry are paid on an incentive basis, factors such as work flow, style changes, and

Straight-time average hourly earnings¹ in selected occupations in footwear manufacturing, by process and wage area, September 1950

Occupation and sex	Women's cement process shoes (conventional lasted)									
	New England						New York, N. Y.	Missouri (except St. Louis)	St. Louis, Mo.	Los Angeles, Calif.
	Auburn-Lewiston Maine	Boston, Mass.	Haverhill, Mass.	Lynn, Mass.	South-eastern New Hampshire	Worcester, Mass.				
<i>Plant occupations, men</i>										
Assemblers for pullover, machine.....	\$1.72	\$1.67	\$1.71	\$1.82	\$1.55	\$1.69	\$2.03	\$1.27	\$1.61	\$1.85
Bed-machine operators.....	1.62	1.54	1.88	1.64	1.67	1.66	2.12	1.40	1.62	1.73
Cutters, vamp and whole shoe, hand.....	(2)	(2)	(2)	(2)	(2)	(2)	2.30	1.33	1.69	(2)
Cutters, vamp and whole shoe, machine.....	1.59	1.67	1.67	1.62	1.50	1.64	1.51	1.33	1.57	1.88
Edge trimmers, machine.....	1.91	1.91	1.78	1.63	1.75	1.75	2.55	1.44	1.85	1.68
Fancy stitchers.....	(2)	1.70	(2)	(2)	(2)	(2)	2.22	(2)	(2)	1.48
Floor boys.....	.77	.87	.83	.86	.89	.83	.94	.85	1.00	.99
Mechanics, maintenance.....	1.71	2.00	1.72	1.84	1.60	1.67	(2)	1.41	1.54	1.71
Side lasters, machine.....	1.80	1.74	1.90	1.57	1.63	1.63	2.15	1.45	1.66	1.83
Sole attachers, cement process.....	1.48	1.53	1.64	1.79	1.52	1.48	2.23	1.15	1.48	1.65
Top stitchers.....	(2)	1.84	(2)	(2)	(2)	(2)	2.04	(2)	(2)	(2)
Treers.....	1.43	1.59	1.65	1.52	1.45	1.35	1.93	1.31	1.65	(2)
Vampers.....	(2)	(2)	(2)	(2)	(2)	(2)	2.12	(2)	(2)	(2)
Wood-heel-seat fitters, hand.....	(2)	(2)	(2)	1.79	(2)	(2)	1.98	1.17	1.65	(2)
Wood-heel-seat fitters, machine.....	1.59	1.63	1.48	1.69	1.38	1.59	1.91	1.04	1.74	(2)
<i>Plant occupations, women</i>										
Fancy stitchers.....	1.16	1.37	1.25	1.13	1.13	1.14	1.66	.94	1.20	1.48
Floor girls.....	.91	.98	.95	.96	.91	.94	1.04	.93	.95	1.02
Top stitchers.....	1.29	1.60	1.31	1.25	1.16	1.23	(2)	1.05	1.27	1.53
Treers.....	(2)	(2)	(2)	(2)	(2)	(2)	(2)	.97	1.37	(2)
Vampers.....	1.45	1.77	1.24	1.24	1.08	1.16	(2)	1.00	1.32	1.52
<i>Office occupations, women</i>										
Clerks, payroll.....	.78	.93	.87	.89	.83	.81	1.16	.92	.87	1.08
Clerk-typists.....	(2)	.90	(2)	.83	.84	(2)	1.02	.79	.87	(2)
Stenographers, general.....	.87	.95	.91	.87	.86	(2)	1.27	.92	1.04	(2)

¹ Excludes premium pay for overtime and night work.

² Insufficient data to permit presentation of an average.

individual productivity, as well as wage adjustments, may be reflected in changes in occupational earnings.

Related Wage Practices

A work schedule of 40 hours a week was almost universal among the plants studied. The only exception was in Worcester, Mass., where approximately 5 percent of the shoe workers had a weekly schedule of 45 hours.

Paid holidays for plant workers, generally six in number, were the usual practice. In St. Louis, however, most workers were given 5 days annually, while in Worcester, 1 day was most common. In Brockton and in southeastern Pennsylvania, only a small minority of the workers in the plants studied were granted any paid holidays. Nearly all office workers received paid holiday benefits, usually on a more liberal basis than plant workers.

Paid vacations of 1 week after a year of service were the usual practice, that being the provision reported for all plant workers in a large majority of the areas studied. In the other areas, footwear plants employing from about 85 to 98 per-

cent of the workers provided for similar benefits. Two-week vacations after 5 years of service were granted to a majority of the workers in about three-fifths of the areas and to a fourth or more of the workers in two other areas. In a few instances a small minority (not more than an eighth) of the workers received no vacation pay.

Insurance plans financed at least partially by the employer, were in effect in all areas. These plans usually included life insurance, hospitalization, and other health insurance. In about four-fifths of the areas, the plans covered a majority of the workers. In the other areas, plants employing from about 20 to 40 percent of the workers provided similar insurance benefits.

—FRED W. MOHR
Division of Wage Statistics

¹ Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each of the selected areas is available on request.

The study included plants employing 21 or more workers in the following branches of the industry: women's cement process (conventional and slip lasted), men's Goodyear welt, children's Goodyear welt, and children's stitchdown. Approximately 68,000 workers were employed in these branches of the footwear industry in the areas studied.

Hosiery Manufacture: Earnings in October 1950¹

Full-Fashioned Hosiery

KNITTERS, single-unit or backrack, were the highest paid among the selected occupations studied in October 1950 in full-fashioned hosiery mills. Workers in this occupation averaged more than \$2 an hour in each area—\$2.45 in Reading (Pa.); \$2.25 in Charlotte (N. C.); \$2.23 in Philadelphia; \$2.18 in Hickory—Statesville (N. C.); and \$2.11 in Winston-Salem—High Point (N. C.). Among the classes of knitters shown separately, however, knitters of 42- and 45-gauge hosiery averaged less than \$2 an hour in each area. (See table 1.) Knitters of 60-gauge hosiery in the three areas for which data could be presented, had earnings averaging from 10 to 22 cents above the corresponding averages for all knitters combined.

Adjusters and fixers of knitting machines with 4 or more years' experience, were also among the higher paid occupations. Their earnings averaged \$1.96 in full-fashioned hosiery mills in Hickory—Statesville and more than \$2 an hour in each of the other areas.

Seamers, an occupation in which large numbers of women are employed, had average earnings ranging from \$1.22 in Hickory—Statesville to \$1.42 in Reading. Folding and boxing operations were generally among the lowest paid of the full-fashioned hosiery occupations studied, with area averages for women ranging from \$1.01 to \$1.18 an hour.

Reading usually had the highest average hourly earnings in the nine occupations for which comparisons could be made in all five areas; Hickory—Statesville had the lowest in a majority of instances. The differences between the highest and lowest area averages ranged from 18 to 44 cents an hour. Most occupational averages in Reading

were from 5 to 25 cents an hour higher than those in Philadelphia.

The gauge of hosiery produced in the mills studied ranged from 42 to 60. The majority of the knitters in each area, however, were knitting 51- to 60-gauge hosiery during the period studied. The number of sections per machine also differed, generally ranging from 24 to 32. In four of the five areas a majority of the knitters operated machines with 30 or 32 sections; in Philadelphia about a third were in that category at the time of the study.

TABLE 1.—*Straight-time average hourly earnings¹ for selected occupations in the full-fashioned hosiery industry, selected areas, October 1950*

Occupation and sex	Charlotte, N. C.	Hickory- Statesville, N. C.	Philadelphia, Pa.	Reading, Pa.	Winston-Salem- High Point, N. C.
<i>Plant occupations</i>					
Adjusters and fixers, knitting machines (4 or more years' experience) (men).....	\$2.18	\$1.96	\$2.11	\$2.12	\$2.08
Boarders (men and women).....	1.41	1.21	1.47	1.65	1.46
Men.....	1.37	1.23	1.45	(2)	1.51
Women.....	1.41	1.21	1.48	(2)	1.44
Boxers (women).....	(2)	(2)	1.01	(2)	(2)
Folders (women).....	(2)	(2)	1.11	1.02	(2)
Folders and boxers (women)..... ³	1.14	1.05	(2)	(2)	1.18
Examiners, grey (inspectors, hosiery) (women).....	1.14	1.14	1.07	1.34	1.24
Knitters, single-unit or backrack (men)..... ⁴	2.25	2.18	2.23	2.45	2.11
42 gauge, 24 sections.....	(2)	(2)	1.86	1.98	(2)
45 gauge, 24 sections.....	(2)	(2)	(2)	1.97	1.92
45 gauge, 26 sections.....	1.87	1.60	(2)	(2)	(2)
51 gauge, 24 sections.....	(2)	(2)	2.09	2.06	1.90
51 gauge, 26 sections.....	2.23	2.17	(2)	(2)	(2)
51 gauge, 30 sections.....	2.24	(2)	2.66	(2)	2.31
51 gauge, 32 sections.....	(2)	2.33	(2)	(2)	2.16
60 gauge, 30 sections.....	2.35	(2)	(2)	(2)	2.26
60 gauge, 32 sections.....	(2)	(2)	(2)	2.67	2.26
Loopers, toe (1 or more years' experience) (women).....	1.27	1.16	1.29	1.40	1.40
Menders, hand (women).....	1.30	1.29	1.28	1.46	1.31
Finish.....	(2)	1.29	1.34	1.44	1.31
Grey.....	(2)	1.30	1.23	1.47	1.30
Pairers (women).....	1.32	1.10	1.21	1.27	1.14
Preboarders (men and women).....	1.33	1.34	1.42	1.66	1.32
Men.....	1.56	(2)	1.50	(2)	1.48
Women.....	1.28	(2)	1.36	(2)	1.21
Seamers (women).....	1.35	1.22	1.30	1.42	1.24
<i>Office occupations—Women</i>					
Clerks, payroll.....	1.07	(2)	1.03	1.10	1.09
Clerk-typists.....	1.10	(2)	1.00	.97	(2)
Stenographers, general.....	1.23	(2)	1.17	1.16	1.09

¹ Excludes premium pay for overtime and night work.

² Insufficient data to permit presentation of an average.

³ Workers performing a combination job of folding and boxing.

⁴ Includes data for workers not shown separately.

Seamless Hosiery

Adjusters and fixers of knitting machines in the Winston-Salem-High Point (N. C.) area in October 1950 averaged \$1.55 an hour in men's seamless hosiery mills and \$1.49 in mills producing children's hosiery (table 2). In the other areas studied, the average hourly earnings of this group were \$1.41 and \$1.38, respectively, in men's hosiery mills in Hickory-Statesville (N. C.) and Reading (Pa), and \$1.28 in children's hosiery mills in Chattanooga (Tenn.). Area averages for men boarders (other than automatic) ranged from 88 cents to \$1.23 an hour.

Among the selected women's occupations, average earnings ranged from 80 cents for hand menders in Hickory-Statesville to \$1.14 an hour for string knitters in men's seamless hosiery mills in Winston-Salem-High Point. About four-fifths of the area averages for women's occupations were between 80 cents and \$1 an hour. Toe loopers, numerically the most important seamless

TABLE 2.—*Straight-time average hourly earnings¹ for selected occupations in the seamless hosiery industry, selected areas, October 1950*

Occupation and sex	Men's hosiery			Children's hosiery	
	Hickory-Statesville, N. C.	Reading, Pa.	Winston-Salem-High Point, N. C.	Chattanooga, Tenn.	Winston-Salem-High Point, N. C.
<i>Plant occupations—Men</i>					
Adjusters and fixers, knitting machines (4 or more years' experience).....	\$1.41	\$1.38	\$1.55	\$1.28	\$1.49
Boarders, other than automatic.....	.97	1.23	1.21	.88	1.00
Knitters, automatic.....	1.00	(2)	1.16	(2)	1.10
Knitters, rib.....	(2)	(2)	(2)	.99	(2)
Knitters, string.....	(2)	(2)	1.19	(2)	1.09
<i>Plant occupations—Women</i>					
Boarders, other than automatic.....	.88	(2)	1.09	.90	.93
Boxers.....	.86	(2)	(2)	(2)	(2)
Folders and boxers ².....	.83	.87	1.03	.92	.91
Examiners, grey (inspectors, hosiery).....	.85	.83	.98	.84	.92
Knitters, automatic.....	.92	.99	1.10	(2)	1.01
Knitters, rib.....	(2)	(2)	(2)	.92	(2)
Knitters, string.....	(2)	(2)	1.14	(2)	(2)
Knitters, transfer.....	.90	(2)	(2)	.96	.93
Loopers, toe (1 or more years' experience).....	.93	1.02	1.07	.95	1.05
Menders, hand.....	.80	.85	.94	.89	.83
Finish.....	.82	.85	.95	.94	(2)
Grey.....	.80	.85	.94	.86	(2)
Pairs.....	.86	.86	1.03	.96	.95
<i>Office occupations—Women</i>					
Clerks, payroll.....	1.04	.84	1.03	.96	.97
Clerk-typists.....	.96	.85	1.01	(2)	(2)
Stenographers, general.....	1.04	(2)	1.06	(2)	(2)

¹ Excludes premium pay for overtime and night work.

² Insufficient data to permit presentation of an average.

³ Workers performing a combination job of folding and boxing.

hosiery occupation studied, earned on the average, 93 cents, \$1.02, and \$1.07, respectively, in the three areas studied in the men's hosiery branch and 95 cents and \$1.05 in the two areas producing children's hosiery.

Virtually all area averages for men were from 5 to 12 cents an hour higher than for women in 4 occupations in which both were employed. In nearly all seamless hosiery occupations, for which comparisons of average earnings could be made among the areas studied, men's hosiery mills in Winston-Salem-High Point ranked highest.

A special study of men's seamless hosiery mills in the three areas showed that the immediate effects of the new 75-cent minimum wage established January 25, 1950, by amendment of the Fair Labor Standards Act were quite pronounced. The proportion of workers receiving less than 75 cents an hour in Hickory-Statesville dropped from 40 percent in October 1949 to 2 percent in March 1950; in Reading, from 31 to 3 percent; and in Winston-Salem-High Point, from 13 to 2 percent of all workers. The effects were even more evident when consideration is limited to women workers. In Hickory-Statesville, 51 percent of the women averaged less than 75 cents an hour in October 1949 as contrasted to 2 percent in March 1950; in Reading the respective percentages for the two periods were 38 and 2 and in Winston-Salem-High Point, 18 and 3.

The average hourly earnings of all workers in men's seamless hosiery mills in Hickory-Statesville increased from 83 cents in October 1949 to 90 cents in March 1950. In Reading, the corresponding averages were 88 cents and 94 cents and in Winston-Salem-High Point, \$1 and \$1.03. In October 1950, workers in these three areas averaged 93 cents, 99 cents, and \$1.09, respectively.

Related Wage Practices

A scheduled workweek of 40 hours was reported for virtually all establishments studied, except full-fashioned hosiery mills in Winston-Salem-High Point and seamless hosiery mills in Reading. In each of these areas about a fourth of the workers were employed in plants having work schedules longer than 40 hours, but not over 48 a week.

Second and third shifts were in operation in all areas; from 14 to 24 percent of the full-fashioned hosiery workers and 10 to 15 percent of those

employed in seamless hosiery mills in the various areas were working on second shifts. From 5 to 11 percent of the full-fashioned and 3 to 6 percent of the seamless hosiery workers were employed on third shift operations. Extra pay was provided for a majority of the second shift workers in only one full-fashioned and two seamless hosiery areas. Premium pay for third shift work was more prevalent.

Paid holidays, typically 5 days annually, were provided by full-fashioned hosiery mills employing most of the workers in Philadelphia and Reading, and about one of every nine workers in Winston-Salem-High Point. In the seamless hosiery branch, only one area reported any paid holidays for plant workers—about a fifth of the workers in Reading were in mills which granted 5 days.

Paid vacations of 1 week after a year's service were the usual practice in all five full-fashioned hosiery areas studied; in men's seamless hosiery mills in Reading and Winston-Salem-High Point; and in children's seamless hosiery plants in Chattanooga. A majority of the workers in seamless hosiery mills in the other areas studied were in plants which reported no provisions for paid vacations. Vacations were typically increased to

2 weeks after 5 years' service in full-fashioned hosiery mills in Charlotte, Philadelphia, and Reading and in men's seamless hosiery mills in Winston-Salem-High Point.

Insurance plans for which employers paid at least part of the cost were in effect in mills employing most full-fashioned hosiery workers in the areas studied. These plans included life insurance, hospitalization, and other health insurance. Such benefits were also available but to a much lesser extent in each seamless hosiery area. Retirement pensions were also provided in full-fashioned hosiery mills which employed a majority of the workers in Philadelphia and Reading. In the men's seamless hosiery branch, about a fifth of the workers in Reading and a fourth in Winston-Salem-High Point were in plants which had retirement pension plans.

—FRED W. MOHR
Division of Wage Statistics

¹ Data collected by field representatives under direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each of the selected areas is available on request.

The study included establishments employing 21 or more workers. In plants of this size in the areas studied, approximately 30,500 workers were employed in full-fashioned hosiery mills, 13,000 in men's seamless hosiery and 3,500 in children's seamless hosiery mills.

Wood-Furniture Manufacturing: Earnings in October 1950¹

AVERAGE EARNINGS of wood-furniture workers rose from 3 to 12 cents an hour between September 1949 and October 1950 in 8 of 10 important manufacturing centers. Nearly three-fourths of the area averages for workers in selected plant occupations showed increases of 5 percent or more.

Increased earnings are largely attributed to general wage adjustments. The amendment to the Fair Labor Standards Act which provided for a 75-cent minimum rate as of January 25, 1950, was a minor factor in the upward movement of earnings. In September 1949, from 6 to 13 percent of wood-furniture workers in the 3 southern areas studied earned less than 75 cents an hour; in the other areas, the proportion was less than 3 percent. Los Angeles was the only area in which all wood-furniture workers had hourly earnings in excess of 75 cents in the 1949 period.

A supplemental study in the southern areas revealed that average earnings of all workers in Morganton-Lenoir (N. C.) did not change between September 1949 and March 1950; in both Martinsville (Va.) and Winston-Salem-High Point (N. C.), the difference amounted to 1 cent an hour. Less than 15 percent of the area averages for the selected plant occupations increased more than 2 cents during this period. The March 1950 data, of course, point up the fact that the immediate effect of the 75-cent minimum on the earnings of wood-furniture workers in the specified areas was slight.

Hourly Earnings

Average earnings of men in October 1950 ranged from 95 cents an hour in Martinsville (Va.) to \$1.42 in Los Angeles. (By area, from 82 to 97 percent of the plant workers in wood-furniture manufacturing were men.) Men had earnings levels exceeding \$1.00 an hour in all areas except the 3 in the South. In Winston-Salem-High Point (N. C.), they averaged 97 cents, and in Morganton-Lenoir (N. C.), \$1.00. Earnings of men did not differ by more than 5 cents an hour from the area averages of all workers combined.

Of men's selected occupations, sprayers ranked highest, earnings averaging at least \$1.40 an hour

in 7 of the 10 areas. General-utility maintenance men and shaper operators (who set up their machines) were also among the top-paid groups. Average earnings of these workers ranged from \$1.14 to \$1.73 and from \$1.10 to \$1.70, respectively. Machine off-bearers were the lowest-paid men in all 10 areas studied and earned, on the average, from 83 cents to \$1.19 an hour.

Women in Jasper-Tell City (Ind.), had average earnings of \$1.43 an hour, the highest area level in October 1950 for either men or women. These workers were predominantly employed under incentive systems, and were engaged primarily on jobs requiring more than the average skill and experience of women furniture workers. The fact that very few were employed as machine off-bearers, one of the lowest-paid jobs, is illustrative of this particular situation. In the other areas studied, women averaged from 79 cents in Martinsville to \$1.38 in Los Angeles.

Comparisons of earnings of men and women can be made in 2 of the selected occupations studied in October 1950. Average earnings of women machine off-bearers varied from 83 cents to \$1.24 an hour. These earnings were 2 cents and 11 cents higher than those of men in 2 areas and from 3 to 13 cents lower in 4 areas. Women hand sanders, who averaged from 84 cents to \$1.48 an hour, earned from 1 to 12 cents more than men in 4 of 9 areas. In the other 5 areas the earnings advantage of men ranged from 6 to over 20 cents.

In Los Angeles, the leading area in 6 of the selected occupations, earnings levels were more than \$1.40 an hour in 10 of the 13 plant occupations. Most jobs in Chicago, the second ranking area, were from 7 to over 15 cents an hour lower, on the average, than those in Los Angeles. Of the 3 southern areas, occupational averages were generally highest in Morganton-Lenoir, most frequently by amounts within a 4 to 10 cent range. Earnings of plant workers in most occupations were roughly on the same level in Martinsville and Winston-Salem-High Point.

Related Wage Practices

A scheduled workweek of 40 hours prevailed in Chicago, Jasper-Tell City (Ind.), Los Angeles, and Martinsville (Va.). The most common work schedules in the other 6 areas were equally divided between 45 and 50 hours a week. From 12 to 15

Straight-time average hourly earnings¹ for selected occupations in wood-furniture establishments in selected areas, October 1950

Occupation and sex	Chicago, Ill.	Fitch- burg- Gardner, Mass.	Grand Rapids, Mich.	Jamestown, N. Y.	Jasper- Tell City, Ind.	Los Angeles, Calif.	Martins- ville, Va.	Morgan- ton- Lenoir, N. C.	Rock- ford, Ill.	Winston- Salem- High Point, N. C.
<i>All plant occupations</i>										
All workers.....	\$1.31	\$1.14	\$1.30	\$1.29	\$1.27	\$1.42	\$0.95	\$0.99	\$1.26	\$0.96
Men.....	1.33	1.17	1.34	1.32	1.26	1.42	.95	1.00	1.31	.97
Women.....	1.11	1.02	1.08	1.05	1.43	1.38	.79	.85	1.06	.90
<i>Selected plant occupations</i>										
Men:										
Assemblers, case goods.....	1.43	1.21	1.46	1.52	1.46	1.44	1.00	1.04	1.43	.99
Assemblers, chairs.....	1.58	1.22	1.50	(²)	1.30	1.44	(²)	1.04	(²)	.93
Cut-off saw operators.....	1.40	1.08	1.39	1.31	1.16	1.55	(²)	1.19	1.29	1.03
Glueers, rough stock.....	1.27	1.30	1.23	1.21	1.25	1.43	.93	1.02	1.25	.92
Maintenance men, general utility.....	1.52	1.30	1.45	1.29	1.17	1.73	1.16	1.19	1.29	1.14
Off-bearers, machine.....	1.12	.96	1.01	1.05	1.14	1.19	.83	.85	1.13	.87
Packers, furniture.....	1.29	1.02	1.26	1.12	1.22	1.47	.88	.92	1.20	.90
Rubbers, hand.....	1.38	1.27	1.44	1.57	1.53	1.42	.85	.92	1.36	.92
Sanders, belt.....	1.49	1.29	1.46	1.42	1.37	1.47	1.09	1.10	1.48	1.00
Sanders, hand.....	1.22	1.30	1.21	1.39	1.36	1.26	.85	.94	1.22	.88
Shaper operators, hand, set-up and operate.....	1.56	1.24	1.48	1.34	1.37	1.70	1.10	1.15	1.56	1.10
Sprayers.....	1.55	1.40	1.49	1.65	1.41	1.64	1.00	1.07	1.48	1.01
Women:										
Off-bearers, machine.....	.99	.83	1.03	.97	(²)	(²)	(²)	(²)	1.24	.84
Sanders, hand.....	1.25	1.02	1.02	1.09	1.48	1.28	(²)	.84	1.16	.89
<i>Selected office occupations</i>										
Women:										
Bookkeepers, hand.....	1.54	1.16	(²)	(²)	1.25	1.45	(²)	(²)	(²)	1.09
Clerk-typists.....	1.11	.84	1.06	.89	.88	1.12	.98	(²)	(²)	.90
Stenographers, general.....	1.32	1.02	1.21	1.02	.99	1.24	1.16	1.13	1.18	1.02

¹ Excludes premium pay for overtime and night work.

² Insufficient data to permit presentation of an average.

percent of the men in Chicago, Jamestown (N. Y.), and Winston-Salem-High Point (N. C.) wood-furniture plants had workweeks longer than 50 hours. The hours of women plant workers were generally less than those of men in Fitchburg-Gardner (Mass.); Jamestown; Rockford (Ill.); and Winston-Salem-High Point.

Paid holidays were provided plant workers by establishments having about half or more of the total wood-furniture employment in 7 of the 10 areas studied. None of the plant workers in Martinsville and less than 10 percent in the 2 North Carolina areas received specified holidays with pay. Six paid holidays a year were most typical for plant workers in Chicago and Grand Rapids and from 3 to 5 days in most of the other areas. More liberal benefits were received by office workers in all areas; a large majority were granted either 5 or 6 days annually.

Paid vacations of 1 week after a year's service were common in all the areas studied. Most of the wood-furniture workers in Jamestown, however, were eligible for the 1-week vacation after months of service. Two-week vacations after 5 years' service prevailed in most areas. The length of vacation for plant workers in Jamestown and Martinsville remained at 1 week, irrespective of

service. In the 2 North Carolina areas, plants employing nearly one-third and one-fourth of the wood-furniture workers, respectively, did not provide for vacation benefits.

Life insurance, group hospitalization, and other health insurance plans, for which employers paid part or all of the costs, were in effect in all areas studied. The coverage varied by area, generally ranging from about two-thirds to all of the industry employment, and by type of insurance. Retirement pension plans had not been widely adopted by the wood-furniture industry. In October 1950, such plans were reported by establishments in only 2 areas, Jasper-Tell City and Los Angeles; these establishments employed about 5 percent and 15 percent of the wood-furniture workers in their respective areas.

—CHARLES RUBENSTEIN
Division of Wage Statistics

¹ Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each of the selected areas is available on request.

The study included establishments employing 21 or more workers and manufacturing wood household furniture (except upholstered); wood cabinets for radios, television receivers, and sewing machines; and wood office furniture. Approximately 41,000 workers were employed in establishments of this size in the 10 areas studied.

Effects of 75-Cent Minimum: Wood-Furniture Industry¹

BY MARCH 1950, the wage level of workers engaged in the manufacture of wood furniture (except upholstered) in three southern areas was above the 75-cent minimum. In September 1949, from 6 to 13 percent of the workers earned less than 75 cents an hour. Adjustments following the institution in January 1950 of a 75-cent minimum wage under the Fair Labor Standards Act, as amended in October 1949, did not result in substantial changes in wage-rate levels generally in any of these areas. By October 1950, however, general upward revisions of wage rates had occurred. The magnitude of such changes between March and October 1950 undoubtedly reflected the influence of the economic situation since the Korean outbreak.

These findings are based on surveys by the Bureau of Labor Statistics of wages in the wood-furniture industry in 10 selected areas in September 1949 and October 1950. In the latter survey, data for the three southern areas were also

obtained for March 1950 to permit measurement of the immediate impact of the 75-cent minimum wage.

The Martinsville (Va.), Morganton-Lenoir (N. C.), and Winston-Salem-High Point (N. C.) areas are not necessarily representative of the entire furniture industry in the South, but they have the greatest concentrations of furniture manufacturing in that part of the country. Because of competition for labor, quality of furniture produced, and other factors, the rates paid in these areas are probably at least as high as those paid in other southern areas where the industry is not so highly concentrated.²

The wood-furniture labor force in the three southern areas is composed mainly of men. Women accounted for only about 10 percent of the plant workers in Winston-Salem-High Point and for considerably less than 5 percent in the other two areas. Hence, significant comparisons can be made on the basis of all plant workers.

In September 1949, 7 percent of the furniture-plant workers in Martinsville, 6 percent in Morganton-Lenoir, and 13 percent in Winston-Salem-High Point averaged less than 75 cents an

TABLE 1.—Percentage distribution of plant workers in the wood-furniture industry in 3 southern areas, by straight-time average hourly earnings,¹ September 1949, March 1950, and October 1950

Average hourly earnings ¹ (in cents)	Martinsville, Va.			Morganton-Lenoir, N. C.			Winston-Salem-High Point, N. C.		
	Sept. 1949	Mar. 1950	Oct. 1950	Sept. 1949	Mar. 1950	Oct. 1950	Sept. 1949	Mar. 1950	Oct. 1950
Under 75.0.....	7.0	—	—	5.7	—	—	12.7	—	—
75.0 and under 80.0.....	14.0	23.5	4.4	11.6	18.5	5.8	11.6	21.8	6.3
80.0 and under 85.0.....	18.0	20.2	17.8	13.6	14.4	10.7	14.5	17.9	10.1
85.0 and under 90.0.....	13.7	13.2	10.7	13.9	14.3	13.4	18.9	18.0	16.1
90.0 and under 95.0.....	10.6	10.3	13.6	12.9	12.4	11.1	12.4	12.6	14.4
95.0 and under 100.0.....	10.9	8.5	9.3	11.9	10.8	11.8	9.6	10.1	16.6
100.0 and under 105.0.....	9.5	10.1	10.2	9.6	9.7	10.9	7.6	6.8	11.4
105.0 and under 110.0.....	8.0	5.9	7.8	6.5	5.9	8.9	5.1	4.3	8.3
110.0 and under 115.0.....	3.9	4.1	7.2	5.1	4.7	8.4	3.1	3.4	6.2
115.0 and under 120.0.....	1.6	1.4	5.3	3.6	3.6	5.8	2.1	1.8	3.8
120.0 and under 125.0.....	.7	.7	1.1	2.3	2.3	4.1	.6	1.1	2.6
125.0 and under 130.0.....	1.1	.8	.8	1.7	1.7	3.7	.7	.7	1.5
130.0 and under 135.0.....	.7	.5	1.1	.6	.7	2.0	.3	.3	1.0
135.0 and under 140.0.....	.1	.2	.7	.5	.6	1.7	.4	.5	.8
140.0 and under 145.0.....	(¹)	.1	.3	(¹)	.4	.8	.1	.2	.4
145.0 and under 150.0.....	(¹)	(¹)	(¹)	(¹)	(¹)	.4	.1	.2	.2
150.0 and under 155.0.....	.1	.3	.1	.1	.1	.2	.1	(¹)	.2
155.0 and under 160.0.....	.1	—	.3	—	—	.1	.1	.1	.2
160.0 and under 165.0.....	—	—	.1	.1	(¹)	.1	(¹)	.2	.1
165.0 and under 170.0.....	—	(¹)	—	—	—	—	(¹)	—	(¹)
170.0 and under 175.0.....	—	(¹)	—	—	—	.1	(¹)	—	.3
175.0 and over.....	—	.2	.2	(¹)	(¹)	—	.1	(¹)	—
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	3,377	4,326	4,290	4,418	4,985	5,129	6,086	6,442	6,933
Average hourly earnings ¹	\$0.90	\$0.89	\$0.95	\$0.92	\$0.92	\$0.99	\$0.88	\$0.89	\$0.96

¹ Excludes premium pay for overtime and night work.

² Less than 0.05 of 1 percent.

TABLE 2.—*Straight-time average hourly earnings¹ for plant workers in the wood-furniture industry in 3 southern areas, September 1949, March 1950, and October 1950*

Occupation and sex	Martinsville, Va.			Morganton-Lenoir, N. C.			Winston-Salem-High Point, N. C.		
	Sept. 1949	Mar. 1950	Oct. 1950	Sept. 1949	Mar. 1950	Oct. 1950	Sept. 1949	Mar. 1950	Oct. 1950
<i>All plant occupations</i>									
All workers.....	\$0.90	\$0.89	\$0.95	\$0.92	\$0.92	\$0.99	\$0.88	\$0.89	\$0.96
Men.....	.90	.89	.95	.92	.92	1.00	.89	.90	.97
Women.....	.72	.77	.79	.75	.78	.85	.81	.82	.90
<i>Selected plant occupations</i>									
Men:									
Assemblers, case goods.....	.99	.96	1.00	.97	.96	1.04	.92	.96	.99
Assemblers, chairs.....	(²)	(²)	(²)	1.00	.98	1.04	.90	.88	.93
Cut-off saw operators.....	(²)	(²)	(²)	1.09	1.09	1.19	.95	.96	1.03
Glueers, rough stock.....	(²)	.90	.93	.92	.93	1.02	.85	.96	.92
Maintenance men, general utility.....	1.10	1.12	1.16	1.09	1.11	1.19	1.12	1.07	1.14
Off-bearers, machine.....	.77	.80	.83	.78	.79	.85	.78	.81	.87
Packers, furniture.....	.63	.84	.88	.85	.85	.92	.83	.85	.90
Rubbers, hand.....	.84	.82	.85	.85	.85	.92	.83	.84	.92
Sanders, belt.....	1.03	1.01	1.09	1.02	1.02	1.10	.93	.93	1.00
Sanders, hand.....	.84	.81	.85	.85	.86	.94	.80	.81	.88
Shaper operators, set-up and operate.....	1.04	1.05	1.10	1.06	1.06	1.15	1.02	1.02	1.10
Sprayers.....	.95	.95	1.00	.99	.99	1.07	.95	.93	1.01
Women:									
Off-bearers, machine.....	(²)	(²)	(²)	(²)	(²)	(²)	(²)	.79	.84
Sanders, hand.....	(²)	(²)	(²)	.73	.77	.84	.81	.81	.89

¹ Excludes premium pay for overtime and night work.² Insufficient data to permit presentation of an average.

hour. Wage adjustments from September 1949 to January 1950 were virtually confined to bringing workers up to the 75-cent minimum. Only one establishment in the three areas reported a general wage increase during this period.

Between September 1949 and March 1950, average hourly earnings of all plant workers in Winston-Salem-High Point increased 1 cent. However, earnings decreased by 1 cent in Martinsville and showed no change in Morganton-Lenoir. The decrease in average earnings in Martinsville is attributed to a 28-percent advance in employment, many workers having been hired at the lower levels of rate ranges. The minor differences in the proportion of workers earning either under 80 cents or under \$1 an hour further emphasized the slight effect of the 75-cent minimum between September 1949 and March 1950. These differences varied from less than 1 percent to not more than 3 percent in the three areas. In March 1950, from 20 to 30 percent of the plant workers, by area, had average earnings of \$1 or more an hour.

From March 1950 to October 1950, average earnings of wood-furniture workers rose 6 cents an hour in Martinsville and 7 cents in the other two areas. These increases resulted primarily from

general wage changes. Most of the plants advanced pay rates by amounts ranging from 5 to 10 cents an hour or from 5 to 10 percent. The proportions of workers earning between 75 and 80 cents had declined by October 1950 to 4 percent in Martinsville and to 6 percent in the other two areas. In contrast, nearly half of the wood-furniture workers in Morganton-Lenoir and about a third in the other two areas averaged at least \$1 an hour.

Average earnings for all selected occupations studied rose between September 1949 and October 1950. Increases for about two-thirds of the job averages fell within a 5 to 10 percent range.

—CHARLES RUBENSTEIN
Division of Wage Statistics

¹ Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each of the areas is available on request.

The wage information summarized in this article relates to wood-furniture plants (except upholstered) having 21 or more workers. Approximately 17,000 workers were employed in October 1950 in plants of this size in the 3 southern areas studied.

² In a 1945 Nation-wide study of wood furniture, plant workers in the Southeastern region averaged 56 cents an hour, compared with 59 cents in Martinsville (Va.), 63 cents in Morganton-Lenoir (N. C.), and 58 cents in Winston-Salem-High Point (N. C.).

Effects of 75-Cent Minimum: Men's Seamless Hosiery Industry¹

WAGES for substantial proportions of workers in men's seamless hosiery mills were increased in three important areas studied by the Bureau of Labor Statistics, as a result of the 75-cent minimum-wage provision under the Federal Fair Labor Standards Act amendment effective January 25, 1950. In October 1949, 40 percent of the workers in the Hickory–Statesville (N. C.), 31 percent in the Reading (Pa.), and 13 percent in the Winston-Salem–High Point (N. C.) area, had averaged less than 75 cents an hour. By March 1950, the wage group under 75 cents represented less than 3 percent of the workers, in each area. Although other factors may have played a part, the minimum-wage amendment to the Fair Labor Standards Act evidently was a major cause of the virtual elimination of earnings below 75 cents for experienced workers, between October 1949 and March 1950.

As the March 1950 wage distributions show (table 1), the immediate effect of the higher minimum rate was a marked concentration of workers in the earnings intervals of 75–80 and 80–85 cents. At the other extreme, practically no change occurred in the proportion of workers receiving \$1.25 or more.

Earnings of women, who constituted approximately two-thirds of the total plant employment

in each area, increased much more than men's earnings, between October 1949 and March 1950. The percentages of women receiving less than 75 cents an hour in October 1949 were 51, 38, and 18, respectively, in the three areas, as contrasted with 16, 17, and 7 percent for men. In each area in March 1950, less than 3 percent of either men or women were below that level.

Between October 1949 and March 1950, straight-time average hourly earnings of all workers increased 7 cents (from 83 to 90 cents) in Hickory–Statesville, 6 cents (88 to 94 cents) in Reading, and 3 cents (\$1.00 to \$1.03) in Winston-Salem–High Point. Average earnings of women increased in the three areas, 9, 8, and 3 cents, respectively; the corresponding increases in men's average hourly earnings were 3, 1, and 3 cents.

Among the jobs studied, differences between the highest and lowest occupational average earnings decreased between October 1949 and March 1950 in each area. In Hickory–Statesville, for example, the range of 70 cents (from 66 cents for menders to \$1.36 for adjusters and fixers) in October 1949 dropped to a range of 58 cents in March 1950 (from 78 cents for menders to \$1.36 for adjusters and fixers). In the other two areas, decreases in the spread were somewhat smaller.

By the fall of 1950, additional wage adjustments, reflecting at least in part the post-Korea wage movement, had occurred. The level of earnings for all workers had increased to 93 cents

TABLE 1.—Percentage distribution of plant workers in the men's seamless hosiery industry in 3 areas, by straight-time hourly earnings,¹ October 1949, March 1950, and October 1950²

Hickory-Statesville, N. C.

Average hourly earnings ¹ (in cents)	All workers			Men			Women			Average hourly earnings ¹ (in cents)	All workers			Men			Women		
	Oct.	Mar.	Oct.	Oct.	Mar.	Oct.	Oct.	Mar.	Oct.		Oct.	Mar.	Oct.	Oct.	Mar.	Oct.	Oct.	Mar.	Oct.
	1949	1950	1950	1949	1950	1950	1949	1950	1950		1949	1950	1950	1949	1950	1950	1949	1950	1950
Under 75.0.....	39.8	1.5	3.6	16.3	0.3	2.8	51.0	2.1	3.7	150.0 and under 155.0.....	0.4	0.5	0.9	1.3	1.6	2.8	-----	-----	0.1
75.0 and under 80.0.....	12.2	37.3	25.5	8.0	19.4	10.7	14.2	45.8	32.0	155.0 and under 160.0.....	.7	.7	.6	2.2	2.3	1.8	-----	-----	(²)
80.0 and under 85.0.....	11.9	15.4	13.6	10.7	8.9	8.9	12.4	18.4	15.6	160.0 and under 165.0.....	.4	.3	.4	1.3	1.0	1.5	(³)	-----	-----
85.0 and under 90.0.....	7.2	10.1	12.3	7.0	8.8	8.6	7.3	10.7	13.9	165.0 and under 170.0.....	.4	.1	.1	1.2	.2	.4	-----	-----	-----
90.0 and under 95.0.....	5.2	8.7	9.3	7.0	10.0	7.8	4.3	8.2	9.9	170.0 and under 175.0.....	.1	-----	.2	.3	-----	.6	-----	-----	-----
95.0 and under 100.0.....	4.3	5.4	8.1	4.1	6.6	8.1	4.3	4.8	8.1	175.0 and under 180.0.....	.4	.4	.4	1.1	1.2	1.3	-----	-----	-----
100.0 and under 105.0.....	4.7	4.6	5.9	10.7	6.0	7.6	1.9	3.9	5.2	180.0 and under 185.0.....	.1	.1	.2	.4	.4	.4	-----	-----	.1
105.0 and under 110.0.....	2.9	3.0	4.4	4.8	5.1	4.4	2.0	2.0	4.3	185.0 and under 190.0.....	.1	.1	.1	.3	.2	.3	-----	-----	-----
110.0 and under 115.0.....	2.2	2.8	4.5	4.6	6.1	7.7	1.1	1.3	3.2	190.0 and under 195.0.....	(³)	.1	-----	.1	.3	-----	-----	-----	-----
115.0 and under 120.0.....	1.6	2.0	2.0	3.7	3.3	4.3	.6	1.3	1.1	195.0 and under 200.0.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
120.0 and under 125.0.....	1.0	1.7	1.8	3.3	3.9	3.5	.4	.7	1.0	200.0 and over.....	.1	(³)	.1	.3	.1	.4	-----	-----	-----
125.0 and under 130.0.....	1.4	1.6	1.8	3.7	4.4	4.6	.2	.3	.6	Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
130.0 and under 135.0.....	1.1	1.7	1.4	2.9	5.0	3.4	.3	.1	.6	Number of workers.....	3,624	3,303	3,811	1,164	1,051	1,120	2,460	2,252	2,691
135.0 and under 140.0.....	.6	.8	1.3	2.0	1.9	3.2	-----	.2	.5	Average hourly earnings ¹	\$0.83	\$0.90	\$0.93	\$1.00	\$1.03	\$1.07	\$0.75	\$0.84	\$0.87
140.0 and under 145.0.....	.6	.5	1.2	1.8	1.2	4.1	(²)	.2	(³)										
145.0 and under 150.0.....	.6	.6	.3	1.9	1.8	.8	-----	(²)	.1										

Reading, Pa.

Average hourly earnings ¹ (in cents)	All workers			Men			Women			Average hourly earnings ¹ (in cents)	All workers			Men			Women		
	Oct.	Mar.	Nov.	Oct.	Mar.	Nov.	Oct.	Mar.	Nov.		Oct.	Mar.	Nov.	Oct.	Mar.	Nov.	Oct.	Mar.	Nov.
	1949	1950	1950	1949	1950	1950	1949	1950	1950		1949	1950	1950	1949	1950	1950	1949	1950	1950
Under 75.0.....	31.0	2.5	3.1	16.6	2.6	1.7	37.8	2.4	3.7	150.0 and under 155.0.....	0.3	0.5	0.8	1.0	1.2	1.5	-----	0.1	0.4
75.0 and under 80.0.....	10.3	27.8	20.9	5.2	16.5	14.6	12.7	33.5	23.8	155.0 and under 160.0.....	.2	.2	.9	.5	.5	2.5	0.1	-----	.2
80.0 and under 85.0.....	9.4	13.5	12.6	9.6	10.8	7.8	9.3	14.9	14.7	160.0 and under 165.0.....	.5	.2	.5	1.0	.5	1.2	.2	-----	.1
85.0 and under 90.0.....	10.1	11.0	9.5	8.4	8.6	8.3	11.0	12.1	10.0	165.0 and under 170.0.....	.1	.4	.2	.2	1.0	.5	-----	.1	-----
90.0 and under 95.0.....	6.6	9.8	8.6	5.2	8.2	6.0	7.2	10.6	9.8	170.0 and under 175.0.....	.2	.2	.3	.7	.2	1.0	-----	-----	-----
95.0 and under 100.0.....	5.3	6.6	7.0	6.1	7.2	3.2	4.9	6.4	8.6	175.0 and under 180.0.....	.5	.2	.5	1.5	.5	1.7	-----	-----	-----
100.0 and under 105.0.....	6.3	6.2	7.0	7.9	6.2	8.3	5.6	6.3	6.5	180.0 and under 185.0.....	-----	.1	.1	-----	.2	-----	-----	-----	-----
105.0 and under 110.0.....	4.5	2.8	5.6	4.7	1.9	5.2	4.4	3.2	5.8	185.0 and under 190.0.....	-----	.2	.4	-----	.7	1.2	-----	-----	-----
110.0 and under 115.0.....	3.8	4.0	4.6	5.2	5.3	5.0	3.1	3.4	4.5	190.0 and under 195.0.....	.1	.3	-----	.5	1.0	-----	-----	-----	-----
115.0 and under 120.0.....	2.9	3.9	2.4	6.1	7.7	2.2	1.3	2.0	2.5	195.0 and under 200.0.....	-----	.2	-----	-----	.5	-----	-----	-----	-----
120.0 and under 125.0.....	1.3	2.8	3.6	2.2	4.1	3.7	.9	2.2	3.5	200.0 and over.....	.1	-----	.5	.2	-----	1.5	-----	-----	-----
125.0 and under 130.0.....	1.8	2.4	3.0	4.2	4.8	4.5	.7	1.2	2.4	Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
130.0 and under 135.0.....	1.5	1.6	2.6	3.9	3.1	6.0	.3	.8	1.1	Number of workers.....	1,296	1,265	1,321	407	417	401	889	848	920
135.0 and under 140.0.....	1.8	1.3	2.3	5.2	2.6	6.0	.2	.7	.8	Average hourly earnings ¹	\$0.88	\$0.94	\$0.99	\$1.02	\$1.03	\$1.12	\$0.82	\$0.90	\$0.93
140.0 and under 145.0.....	.9	.9	1.7	2.2	2.9	3.2	.3	-----	.5										
145.0 and under 150.0.....	.5	.6	1.1	1.7	1.7	2.5	-----	-----	-----										

Winston-Salem-High Point, N. C.

Average hourly earnings ¹ (in cents)	All workers			Men			Women			Average hourly earnings ¹ (in cents)	All workers			Men			Women		
	Oct.	Mar.	Oct.	Oct.	Mar.	Oct.	Oct.	Mar.	Oct.		Oct.	Mar.	Oct.	Oct.	Mar.	Oct.	Oct.	Mar.	Oct.
	1949	1950	1950	1949	1950	1950	1949	1950	1950		1949	1950	1950	1949	1950	1950	1949	1950	1950
Under 75.0.....	13.3	2.1	3.8	6.6	0.9	1.0	17.5	2.9	5.1	150.0 and under 155.0.....	1.3	1.6	1.7	2.8	3.6	3.5	0.3	0.3	0.7
75.0 and under 80.0.....	8.6	14.1	7.1	4.6	6.3	2.8	11.0	19.2	9.9	155.0 and under 160.0.....	1.2	1.4	1.3	2.8	3.3	2.8	.2	.2	.4
80.0 and under 85.0.....	8.1	9.3	7.0	5.0	5.7	3.2	9.9	11.6	9.1	160.0 and under 165.0.....	.9	.8	1.2	2.5	1.7	2.9	-----	.2	.2
85.0 and under 90.0.....	8.8	9.5	7.2	6.6	7.0	3.6	10.2	11.2	9.3	165.0 and under 170.0.....	.4	.8	1.3	.9	1.9	3.3	.1	.1	.2
90.0 and under 95.0.....	8.6	9.2	8.0	6.6	6.0	5.8	9.8	11.2	9.5	170.0 and under 175.0.....	.6	.6	.8	1.5	1.4	2.0	(²)	(²)	.1
95.0 and under 100.0.....	7.1	7.6	7.1	6.4	5.1	4.8	7.6	9.1	8.4	175.0 and under 180.0.....	.3	.4	.8	.7	1.0	2.1	(²)	(²)	(²)
100.0 and under 105.0.....	7.7	8.6	7.8	7.3	9.2	5.8	8.0	8.1	8.9	180.0 and under 185.0.....	.1	.2	.5	.3	.6	1.3	-----	-----	-----
105.0 and under 110.0.....	6.8	6.6	7.4	7.5	5.5	7.0	6.5	7.3	7.7	185.0 and under 190.0.....	(²)	.1	.3	.1	.2	.8	(²)	(²)	-----
110.0 and under 115.0.....	5.7	6.2	6.9	6.4	7.0	5.4	5.3	5.7	7.7	190.0 and under 195.0.....	.1	(²)	.2	.2	.1	.5	-----	-----	-----
115.0 and under 120.0.....	4.7	4.7	6.6	5.0	5.8	7.0	4.5	4.1	6.4	195.0 and under 200.0.....	-----	.1	-----	-----	.3	-----	-----	-----	.1
120.0 and under 125.0.....	3.9	4.8	5.9	6.1	7.3	7.3	2.5	3.3	5.1	200.0 and over.....	.1	.2	.1	.2	.4	.3	-----	-----	(²)
125.0 and under 130.0.....	3.9	3.5	5.7	6.4	6.3	8.1	2.4	1.8	4.1	Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
130.0 and under 135.0.....	2.6	2.6	4.3	3.9	4.3	7.0	1.7	1.5	2.7	Number of workers.....	6,793	7,516	8,140	2,588	2,904	3,001	4,205	4,612	5,139
135.0 and under 140.0.....	2.1	2.4	3.1	3.8	4.2	4.9	1.0	1.2	2.1	Average hourly earnings ¹	\$1.00	\$1.03	\$1.09	\$1.12	\$1.15	\$1.24	\$0.92	\$0.95	\$1.01
140.0 and under 145.0.....	1.8	1.5	1.9	3.6	2.9	3.0	.8	.5	1.2										
145.0 and under 150.0.....	1.3	1.2	1.9	2.2	2.3	3.5	.7	.5	1.1										

¹ Excludes premium pay for overtime and night work.² Less than 0.05 of 1 percent.³ Data for Reading pertain to a November 1950 pay period.

TABLE 2.—*Straight-time average hourly earnings*¹ for plant workers in the men's seamless hosiery industry in 3 areas, October 1949, March 1950, and October 1950²

Occupation and sex	Hickory-Statesville, N. C.			Reading, Pa.			Winston-Salem-High Point, N. C.		
	Oct. 1949	Mar. 1950	Oct. 1950	Oct. 1949	Mar. 1950	Nov. 1950	Oct. 1949	Mar. 1950	Oct. 1950
<i>All plant occupations</i>									
All workers.....	\$0.83	\$0.90	\$0.93	\$0.88	\$0.94	\$0.99	\$1.00	\$1.03	\$1.09
Men.....	1.00	1.03	1.07	1.02	1.03	1.12	1.12	1.15	1.24
Women.....	.75	.84	.87	.82	.90	.93	.92	.95	1.01
<i>Selected plant occupations</i>									
Men :									
Adjusters and fixers, knitting machine (4 or more years' experience).....	1.36	1.36	1.41	1.28	1.31	1.38	1.49	1.47	1.55
Boarders, other than automatic.....	.89	.91	.97	1.08	1.10	1.23	1.10	1.15	1.21
Knitters, automatic.....	.91	.94	1.00	(*)	(*)	(*)	1.08	1.08	1.15
Knitters, string.....	(*)	(*)	(*)	(*)	(*)	(*)	1.08	1.09	1.19
Women :									
Boarders, other than automatic.....	.75	.84	.88	(*)	(*)	(*)	1.00	1.06	1.09
Boxers.....	(*)	.84	.86	(*)	(*)	(*)	(*)	(*)	(*)
Folders and boxers ⁴.....	.75	.79	.83	.72	.83	.87	.97	.98	1.03
Examiners grey (inspectors, hosiery).....	.71	.81	.85	.72	.79	.83	.90	.92	.98
Knitters, automatic.....	.85	.87	.92	.86	.92	.99	1.00	1.00	1.10
Knitters, string.....	(*)	(*)	(*)	(*)	(*)	(*)	1.04	1.02	1.14
Knitters, transfer.....	.73	.84	.90	(*)	(*)	(*)	(*)	(*)	(*)
Loopers, toe (1 or more years' experience).....	.81	.89	.93	.93	.97	1.02	.99	.99	1.07
Menders, hand.....	.66	.78	.80	.80	.81	.85	.85	.88	.94
Pairers.....	.73	.81	.86	.75	.84	.86	.87	.94	1.03

¹ Excludes premium pay for overtime and night work.

² Data for Reading pertain to a November 1950 pay period.

³ Insufficient data to permit presentation of an average.

⁴ Workers performing a combination job of folding and boxing.

in Hickory-Statesville, 99 cents in Reading, and \$1.09 in Winston-Salem-High Point. Whereas in the earlier period (October 1949 to March 1950) average earnings of men had generally increased less than those of women, in the March-October 1950 period the increase in average earnings for men was greater than that for women.

Average earnings for all occupations studied rose between October 1949 and October 1950, about two-thirds of the increases ranging from 5 to 15 percent. The selected men's occupations in each area, most of the women's jobs in Winston-Salem-High Point, and half of the women's jobs in Reading, showed greater increases between March and October 1950 than from October 1949 to March 1950. In Hickory-Statesville, on the

other hand, average earnings for most women's jobs studied increased more during the earlier period.

Virtually all mills in Winston-Salem-High Point and Reading, and nearly half of those in Hickory-Statesville, reported general wage increases between March and October 1950, which usually applied to all plant workers.

—FRED W. MOHR
Division of Wage Statistics

¹ Data were collected by field representatives under the direction of the Bureau's regional wage analysts. More detailed information on wages and related practices in each of the areas is available on request.

The wage information summarized in this article relates to men's seamless hosiery mills employing 21 or more workers. In October 1950 approximately 13,000 workers were employed in plants of this size in the 3 areas studied.

Machinery Manufacture: Earnings in January 1951¹

AVERAGE EARNINGS of plant workers in selected occupations were generally from 3 to 13 percent higher in January 1951 than in November 1949, the date of a previous study. Slightly more than half of the advances were concentrated within a 5 to 10 percent range. Increases of 10 percent or

more were recorded for about a fourth of the occupations for which comparisons could be made. These increases in earnings reflected the widespread wage adjustments made in 1950.

Average earnings in 20 of the 26 selected occupations were highest in areas located in the Great Lakes region. Detroit ranked first in 13 occupations and recorded average earnings exceeding \$2 an hour for 7 occupations (table 1). Excepting

TABLE 1.—Straight-time average hourly earnings¹ for men in selected occupations in machinery manufacturing plants in 29 cities, January 1951

Occupation and grade	At-lanta	Balti-more ²	Bos-ton	Bu-falo	Chatta-nooga	Chi-cago ³	Cin-cin-nati ⁴	Cleve-land	Dal-las	Den-ver	De-troit	Hart-ford	Hous-ton	Indian-apolis ²	Los-An-ges
Assemblers, class A.....	\$1.46	\$1.65	\$1.76	\$1.61	\$1.67	\$1.85	\$1.62	\$1.88	\$1.51	\$1.68	\$1.90	\$1.74	\$1.72	\$1.63	\$1.76
Assemblers, class B.....	(⁵)	1.47	1.51	1.50	1.51	1.71	1.44	1.82	1.34	1.43	1.71	1.53	1.53	1.44	1.54
Assemblers, class C.....	(⁵)	1.13	1.27	1.41	1.06	1.41	1.19	1.52	(⁵)	(⁵)	1.66	1.36	(⁵)	(⁵)	1.26
Drill-press operators, single and multiple spindle, class A.....	(⁵)	1.76	1.66	(⁵)	1.74	1.86	1.63	1.85	(⁵)	(⁵)	1.92	1.72	1.65	1.65	1.6 ⁵
Drill-press operators, single and multiple spindle, class B.....	1.15	1.46	1.44	1.43	1.40	1.67	1.39	1.79	1.24	1.37	1.74	1.47	(⁵)	1.60	1.55
Drill-press operators, single and multiple spindle, class C.....	1.07	1.20	1.37	1.21	1.20	1.47	1.12	1.35	(⁵)	(⁵)	1.60	1.48	(⁵)	1.30	1.29
Electricians, maintenance.....	1.45	1.62	1.64	1.78	1.64	1.94	1.62	1.86	(⁵)	1.58	2.09	1.62	2.00	1.78	1.98
Engine-lathe operators, class A.....	(⁵)	1.65	1.78	1.77	(⁵)	1.88	1.60	1.84	1.60	(⁵)	2.23	1.76	1.90	1.69	1.78
Engine-lathe operators, class B.....	1.37	1.50	1.46	1.54	1.52	1.72	1.46	1.75	(⁵)	1.44	1.80	1.50	(⁵)	1.49	1.58
Engine-lathe operators, class C.....	(⁵)	(⁵)	1.33	(⁵)	(⁵)	1.43	1.18	1.68	(⁵)	(⁵)	1.62	1.36	(⁵)	(⁵)	1.45
Grinding-machine operators, class A.....	(⁵)	1.77	1.86	1.70	(⁵)	1.97	1.76	1.93	1.59	(⁵)	2.31	1.83	(⁵)	1.80	1.86
Grinding-machine operators, class B.....	(⁵)	(⁵)	1.49	1.38	(⁵)	1.78	1.61	1.87	(⁵)	(⁵)	1.81	1.58	(⁵)	1.65	1.61
Grinding-machine operators, class C.....	(⁵)	1.23	1.21	(⁵)	(⁵)	1.62	(⁵)	1.58	(⁵)	(⁵)	1.59	1.41	(⁵)	1.25	1.41
Inspectors, class A.....	(⁵)	1.60	1.76	1.79	1.63	1.89	1.57	1.84	1.66	(⁵)	2.11	1.72	1.84	1.77	1.84
Inspectors, class B.....	1.15	1.43	1.54	1.55	1.48	1.62	1.38	1.72	(⁵)	(⁵)	1.75	1.48	(⁵)	1.61	1.54
Inspectors, class C.....	(⁵)	1.30	1.33	(⁵)	(⁵)	1.45	1.12	1.64	(⁵)	(⁵)	1.62	1.19	(⁵)	(⁵)	(⁵)
Janitors.....	.91	1.06	1.11	1.22	1.04	1.27	1.11	1.32	.99	1.17	1.47	1.16	1.13	1.20	1.28
Machinists, production.....	1.57	1.55	1.55	(⁵)	1.66	1.89	1.57	1.79	1.60	1.67	1.93	1.63	1.90	1.73	1.87
Milling-machine operators, class A.....	(⁵)	1.75	1.85	1.63	1.60	1.95	1.65	1.91	(⁵)	1.76	2.19	1.81	1.71	1.73	1.86
Milling-machine operators, class B.....	(⁵)	1.67	1.47	(⁵)	(⁵)	1.80	1.45	1.80	1.32	1.42	1.78	1.53	(⁵)	1.68	1.61
Milling-machine operators, class C.....	(⁵)	1.42	1.33	(⁵)	(⁵)	1.62	1.14	1.42	(⁵)	(⁵)	1.69	1.33	(⁵)	1.57	(⁵)
Tool and die makers (tool and die jobbing shops).....	(⁵)	(⁵)	1.83	1.86	(⁵)	2.27	1.96	1.97	(⁵)	(⁵)	2.47	1.81	(⁵)	1.87	(⁵)
Tool and die makers (other).....	1.73	1.80	1.80	1.81	(⁵)	2.11	1.82	2.04	1.81	(⁵)	2.17	1.84	1.97	2.02	2.00
Truckers, hand.....	.94	1.10	1.17	(⁵)	1.07	1.35	1.18	1.45	(⁵)	1.23	1.54	1.20	1.21	(⁵)	1.36
Welders, hand, class A.....	1.52	1.66	1.62	(⁵)	1.73	1.87	1.56	1.82	1.47	1.77	1.97	1.75	1.89	1.67	1.83
Welders, hand, class B.....	1.27	1.39	1.50	1.53	1.50	1.73	1.35	1.68	1.29	(⁵)	1.84	1.57	1.86	1.61	1.59

Occupation and grade	Mil-wau-kee ²	Minne-apolis ² St. Paul ²	Newark City ²	New York City	Phil-adel-phia	Pitts-burgh ²	Port-land, Oreg. ²	Provi-dence	St. Louis ²	San Francisco	Seat-tle ²	Syra-cuse ²	Tulsa	Wor-ces-ter
Assemblers, class A.....	\$1.81	\$1.65	\$1.89	\$1.94	\$1.68	\$1.91	\$1.76	\$1.47	\$1.72	\$1.79	\$1.79	\$1.72	\$1.57	\$1.72
Assemblers, class B.....	1.76	1.53	1.53	1.72	1.58	1.83	1.57	1.42	1.41	1.54	(⁵)	1.51	1.36	1.82
Assemblers, class C.....	1.63	1.33	1.43	1.34	1.51	1.57	(⁵)	1.19	1.22	1.47	(⁵)	(⁵)	1.23	1.40
Drill-press operators, single and multiple spindle, class A.....	1.87	1.72	1.65	1.84	1.58	(⁵)	1.61	1.37	1.67	1.71	(⁵)	1.91	1.51	(⁵)
Drill-press operators, single and multiple spindle, class B.....	1.77	1.53	1.46	1.53	1.47	1.69	(⁵)	1.34	1.54	1.53	(⁵)	1.65	(⁵)	1.59
Drill-press operators, single and multiple spindle, class C.....	1.64	1.21	1.33	1.27	1.33	1.40	(⁵)	1.33	1.22	(⁵)	(⁵)	1.42	1.06	1.29
Electricians, maintenance.....	1.82	1.77	1.81	1.85	1.80	1.85	1.79	1.60	1.88	1.94	(⁵)	1.67	1.64	1.71
Engine-lathe operators, class A.....	1.81	1.74	1.81	1.86	1.84	1.88	1.76	1.62	1.72	1.85	1.78	1.61	1.69	1.65
Engine-lathe operators, class B.....	1.71	(⁵)	1.63	1.66	1.57	1.74	(⁵)	1.41	1.64	(⁵)	(⁵)	1.46	1.54	1.47
Engine-lathe operators, class C.....	1.65	(⁵)	1.42	1.34	1.39	(⁵)	(⁵)	(⁵)	1.33	(⁵)	(⁵)	(⁵)	(⁵)	1.26
Grinding-machine operators, class A.....	1.98	1.82	1.85	1.96	1.80	1.99	1.66	1.54	1.78	1.83	(⁵)	1.70	1.61	1.86
Grinding-machine operators, class B.....	1.73	1.65	1.72	(⁵)	1.67	1.83	(⁵)	1.56	1.67	1.62	(⁵)	(⁵)	(⁵)	1.59
Grinding-machine operators, class C.....	1.76	(⁵)	(⁵)	(⁵)	(⁵)	1.34	(⁵)	1.25	1.45	(⁵)	(⁵)	(⁵)	(⁵)	1.33
Inspectors, class A.....	1.84	1.75	1.82	1.93	1.85	2.02	1.79	1.45	1.67	1.81	(⁵)	1.59	1.60	1.68
Inspectors, class B.....	1.66	1.48	1.60	1.61	1.61	1.93	(⁵)	1.44	1.44	(⁵)	(⁵)	1.42	1.32	1.48
Inspectors, class C.....	1.46	(⁵)	1.32	1.28	1.51	(⁵)	(⁵)	1.21	1.21	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Janitors.....	1.28	1.24	1.22	1.20	1.16	1.36	1.32	1.07	1.12	1.38	1.41	1.13	1.00	1.23
Machinists, production.....	1.78	1.70	1.65	1.80	1.67	1.82	1.78	1.56	1.91	1.84	1.81	1.67	1.69	(⁵)
Milling-machine operators, class A.....	1.86	1.77	1.85	1.85	1.86	1.86	1.76	1.50	1.79	1.83	(⁵)	1.73	1.59	1.64
Milling-machine operators, class B.....	1.71	1.58	1.58	1.69	1.87	(⁵)	(⁵)	1.45	1.64	1.63	(⁵)	1.49	(⁵)	1.64
Milling-machine operators, class C.....	1.74	(⁵)	(⁵)	1.36	1.53	(⁵)	(⁵)	1.36	1.32	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Tool and die makers (tool and die jobbing shops).....	1.99	(⁵)	1.91	2.03	2.10	(⁵)	(⁵)	1.92	2.17	(⁵)	(⁵)	1.77	(⁵)	(⁵)
Tool and die makers (other).....	1.90	1.91	1.96	2.02	1.93	2.06	1.87	1.68	2.11	2.21	2.09	1.77	1.82	1.82
Truckers, hand.....	1.29	1.26	1.25	1.31	1.30	1.34	(⁵)	1.07	1.22	(⁵)	(⁵)	(⁵)	(⁵)	1.32
Welders, hand, class A.....	1.88	1.63	1.92	(⁵)	1.93	1.90	1.75	1.53	1.85	1.82	1.76	1.72	1.70	1.70
Welders, hand, class B.....	1.68	1.57	1.66	1.64	1.72	1.71	1.61	1.25	1.45	(⁵)	(⁵)	1.56	(⁵)	1.65

¹ Excludes premium pay for overtime and night work.

² Data relate to December 1950.

³ Data relate to March 1951.

⁴ Data relate to February 1951.

⁵ Insufficient data to permit presentation of an average.

tool and die makers, class A inspectors in Pittsburgh were the only occupational group outside of Detroit with an hourly wage level above \$2. Occupational earnings were generally lowest in Southern and New England areas.

Tool and die makers were generally the highest paid among the selected machinery manufacturing occupations studied. In tool and die jobbing shops average earnings ranged from \$1.77 an hour in Syracuse to \$2.47 in Detroit; and in establishments making other machinery products, from \$1.68 in Providence to \$2.21 in San Francisco. Wage levels of at least \$1.90 an hour were applicable to tool and die makers in jobbing shops in 10 of 15 areas, and in other machinery plants in 15 of 27 areas. About two-thirds of all tool and die makers studied had hourly earnings of \$2 or more.

A consistent relationship was not evident in the average earnings of the two groups of tool and die makers. Of the 15 areas for which comparisons could be made, hourly earnings of jobbing shop tool and die makers in 10 areas averaged from 1 cent to more than 15 cents higher than those of other tool and die makers; in 4 areas these earnings were from 3 to 15 cents lower. In the other area, average earnings were identical for the two groups of tool and die makers.

Among other skilled processing jobs, the levels of hourly earnings in the 29 areas ranged from \$1.46 to \$1.94 for class A assemblers; from \$1.52 to \$2.23 for class A engine-lathe operators; from \$1.54 to \$2.31 for class A grinding-machine operators; from \$1.50 to \$2.19 for class A milling-

machine operators; and from \$1.55 to \$1.93 for production machinists. From 8 to about 50 percent of the workers in these occupations earned, on the average, \$2 or more an hour.

Janitors and hand truckers, generally the lowest paid among the selected occupations, had hourly earnings averaging from 91 cents to \$1.47 and from 94 cents to \$1.54, respectively. These were the only jobs in which levels fell below \$1 an hour.

Data are not presented for women plant workers because they were generally employed in only a few of the selected occupations in areas of heavy concentration, such as Chicago, Cleveland, and Detroit. In the two numerically important occupations, women averaged from \$1.12 to \$1.52 an hour as class C assemblers and from \$1.03 to \$1.51 as class C inspectors. In most instances women averaged from 3 to 21 cents an hour less than men in these occupations.

Machine Tool Accessories

Separate data are presented for the machine tool accessory branch of the industry in four leading areas (table 2). The relationship in wage levels between production and jobbing shops did not follow a definite pattern. Average earnings for most occupations in Chicago and Detroit were higher in jobbing shops than in production shops; in Cleveland and Hartford this relationship was reversed. The differences in Detroit were sharper than those in the other areas. In five of six occupations for which comparisons could be made for Detroit, the earning advantages in jobbing shops ranged from 23 to 64 cents an hour. All

TABLE 2.—*Straight-time average hourly earnings¹ for men in selected occupations in machine tool accessory manufacturing plants in 4 cities, January 1951*

Occupation and grade	Chicago ²		Cleveland		Detroit		Hartford	
	Production shops	Jobbing shops	Production shops	Jobbing shops	Production shops	Jobbing shops	Production shops	Jobbing shops
Electricians, maintenance.....	\$1.96	\$2.10	(³)	\$1.68	\$2.00	(³)	\$1.62	(³)
Engine-lathe operators, class A.....	1.95	2.07	\$1.80	1.77	2.09	\$2.32	1.78	\$1.70
Engine-lathe operators, class B.....	1.71	1.77	1.84	1.59	1.89	(³)	1.61	1.55
Engine-lathe operators, class C.....	1.47	(³)	1.40	(³)	1.59	(³)	(³)	(³)
Grinding-machine operators, class A.....	1.99	2.11	1.88	1.95	2.14	2.50	1.95	1.78
Grinding-machine operators, class B.....	1.72	1.71	1.70	1.63	1.81	(³)	1.65	1.53
Grinding-machine operators, class C.....	1.46	(³)	1.43	(³)	1.54	(³)	(³)	(³)
Inspectors, class A.....	(³)	2.23	1.85	(³)	2.02	2.66	(³)	(³)
Inspectors, class B.....	1.64	(³)	1.62	(³)	1.76	(³)	(³)	(³)
Inspectors, class C.....	1.64	(³)	(³)	(³)	1.52	(³)	(³)	(³)
Janitors.....	1.31	1.21	1.25	1.07	1.47	1.49	1.10	1.09
Machinists, production.....	1.93	2.02	(³)	1.71	(³)	(³)	(³)	1.59
Milling-machine operators, class A.....	2.09	2.12	1.91	1.76	2.13	2.36	1.93	1.66
Milling-machine operators, class B.....	1.84	1.66	1.95	(³)	1.79	(³)	1.56	1.54
Milling-machine operators, class C.....	1.52	1.41	1.37	(³)	1.56	(³)	(³)	(³)
Tool-and-die makers.....	(³)	2.27	1.95	1.97	2.17	2.47	1.83	1.81
Truckers, hand.....	1.42	(³)	1.34	(³)	1.51	(³)	1.21	(³)

¹ Excludes premium pay for overtime and night work.

² Data relate to March 1951.

³ Insufficient data to permit presentation of an average.

but two of the differences in the other three areas were under 20 cents an hour.

Average earnings for most of the occupations in Detroit jobbing shops, in Hartford production shops, and in both types of shops in Chicago were higher than those for the machinery industry as a whole (cf. table 1). They were generally lower in both types of shops in Cleveland, in Detroit production shops, and in Hartford jobbing shops.

Detroit machine-tool accessory workers ranked highest in occupational earnings. Chicago, the next leading city, was followed in order by Cleveland and Hartford.

Office Workers

General stenographers, numerically the most important of the women's office jobs studied in the machinery industry, had average earnings ranging from \$1.02 to \$1.41 an hour (table 3). The levels of earnings of payroll clerks in 17 areas did not differ by more than 5 cents an hour from those of stenographers, and were as low as \$1 and as high as \$1.40. Class A typists in one area and class B typists in eight areas were the only groups of women office workers studied whose

TABLE 3.—*Straight-time average hourly earnings¹ for women in selected office occupations in machinery manufacturing plants in 29 cities, January 1951*

City	Clerks, payroll	Stenog- raphers, general	Typists	
			Class A	Class B
Atlanta.....	\$1.36	\$1.28	(²)	(²)
Baltimore ³	1.31	1.16	\$0.91	\$0.90
Boston.....	1.10	1.14	1.05	1.00
Buffalo.....	1.11	1.16	1.14	.91
Chattanooga.....	1.23	1.09	(²)	1.03
Chicago ⁴	1.36	1.37	1.34	1.16
Cincinnati ⁵	1.14	1.22	1.02	.96
Cleveland.....	1.26	1.32	1.24	1.03
Dallas.....	(²)	1.26	1.08	(²)
Denver.....	(²)	1.14	(²)	1.10
Detroit.....	1.27	1.34	1.31	1.08
Hartford.....	1.10	1.19	1.10	1.00
Houston.....	1.40	1.38	1.27	1.11
Indianapolis ³	1.32	1.33	1.10	1.03
Los Angeles.....	1.33	1.32	1.17	(²)
Milwaukee ³	1.16	1.18	1.19	1.02
Minneapolis-St. Paul ³	1.13	1.16	1.02	.90
Newark-Jersey City ³	1.25	1.22	1.13	1.02
New York.....	1.37	1.41	1.31	1.15
Philadelphia.....	1.20	1.20	1.12	.99
Pittsburgh ³	1.31	1.29	1.20	(²)
Portland, Oreg. ³	1.24	1.27	(²)	(²)
Providence.....	1.00	1.02	(²)	.90
St. Louis ³	1.15	1.13	1.14	.98
San Francisco.....	1.35	1.28	(²)	1.17
Seattle ³	1.18	1.26	1.18	1.02
Syracuse ³	(²)	(²)	1.03	(²)
Tulsa.....	1.27	1.24	1.22	(²)
Worcester.....	1.20	1.17	(²)	.99

¹ Excludes premium pay for overtime and night work.

² Insufficient data to permit presentation of an average.

³ Data relate to December 1950.

⁴ Data relate to March 1951.

⁵ Data relate to February 1951.

hourly earnings averaged less than \$1. In the other areas, average earnings for both classes of typists varied from \$1.02 to \$1.34 and from \$1 to \$1.17 an hour, respectively.

Related Wage Practices

Scheduled workweeks longer than 40 hours, ranging from 42.5 to 63 hours, were in effect for a majority of the men employees in machinery establishments in 9 of the 29 areas studied. Baltimore, Cleveland, Philadelphia, and St. Louis were the only areas in which plant work schedules for men were under 40 hours a week. From 5 to 35 percent of the men in those four areas worked a 37½-hour week.

A 40-hour week was most common for women. Major exceptions were schedules of 37½ hours in Baltimore; 42 in Worcester; 44 in Houston; 45 in Providence; and 48 in Pittsburgh. Workweeks of 40 and 45 hours were equally divided among women machinery workers in Tulsa.

Second shifts were operated by machinery establishments in all the areas studied. From about 3 to 28 percent of the labor force in the industry worked on the second shift. Machinery establishments in only 12 of the 29 areas, however, had second-shift operations employing more than 15 percent of the plant labor force.

The extent of third-shift work was considerably less than that of second shift. Of the 26 areas reporting this practice, only 2 had a third-shift force as large as 9 percent of the total plant employment in the industry in their respective areas. The payment of differentials for late shift work was a common practice in the industry. The amounts of premium pay varied by establishment and by area, but usually ranged from 5 to 10 cents an hour and from 5 to 10 percent.

Paid vacations were granted to all plant workers in the machinery industry in 14 of the 29 areas. From less than 1 to not more than 6 percent of the workers in the other 15 areas, were employed in plants which had no paid vacation policies. Workers generally received paid vacations of 1 week after a year's service and 2 weeks after 5 years. Major exceptions to this general policy, which were applicable to at least 10 percent of the plant workers in each area, were: 1-week vacations after 6 months, in 5 areas; and 2-week vacations after 2 years, in 10 areas. Office

workers received more liberal vacation benefits than those specified above. Paid vacations of 2 weeks after a year's employment were granted to more than half of the office workers in the industry in 20 of the 29 areas studied.

Six paid holidays a year were typically provided for both plant and office workers. In Boston, Hartford, Newark, New York, Portland (Oreg.), Providence, San Francisco, and Seattle machinery establishments, most of the workers received at least seven paid holidays annually.

Life insurance, group hospitalization, and other health insurance plans, for which employers paid part or all of the costs, were established practices in virtually all areas studied. The coverage varied by area and type of insurance, and generally applied to most of the workers in the industry. Portland, Oreg., was the only area which did not provide group hospitalization benefits and in which less than half the workers in the machinery

industry were covered by life insurance plans. Retirement pension plans were reported in all areas except Atlanta and Chattanooga. The proportions of workers covered by these plans varied greatly by area and ranged from 4 to 84 percent for plant workers and from 3 to 92 percent for office workers. In 8 areas for plant workers and 12 areas for office workers, more than 50 percent were employed in establishments having retirement pension plans.

—CHARLES RUBENSTEIN
Division of Wage Statistics

¹ Data were collected by field representatives under the direction of the Bureau of Labor Statistics' regional wage analysts. More detailed information on wages and related practices in each of the selected areas is available on request.

The study included machine-tool accessory establishments with 8 or more workers and other machinery establishments with 21 or more workers. Approximately 650,000 workers were employed in the industry in the 29 areas studied.

For Earnings in November 1949, see Monthly Labor Review, May 1950 (p. 527).