

Union Wages and Hours: The Baking Industry

July 1, 1951

Bulletin No. 1053
UNITED STATES DEPARTMENT OF LABOR
MAURICE J. TOBIN, *Secretary*
BUREAU OF LABOR STATISTICS
EWAN CLAGUE, *Commissioner*



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
Bureau of Labor Statistics,
Washington, D. C., January 15, 1952.

The Secretary of Labor:

I have the honor to transmit herewith the annual report on union wages and hours in the baking industry in 74 cities as of July 1, 1951.

This report was prepared in the Bureau's Division of Wages and Industrial Relations by Annette Y. Sherier, under the direction of John F. Laciskey.

Ewan Clague, Commissioner.

Hon. Maurice J. Tobin,
Secretary of Labor.

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Union Wages and Hours in the Baking Industry, July 1, 1951

Summary

Hourly wage scales of organized bakery workers rose 5.7 percent, or 8 cents an hour, between July 1, 1950, and July 1, 1951, according to the Bureau of Labor Statistics' thirteenth annual survey of union scales in the baking industry. On July 1, 1951, the average union scale for all bakery workers was \$1.45 an hour, and varied by type of baking from \$1.18 in cracker and cooky plants to \$2.04 in Hebrew bakeries. Mechanized bread and cake shops, which employed over half of the workers in the study, had scales averaging \$1.42 an hour. Eighty-five percent of the workers covered in the current study received wage increases resulting from the negotiations of contracts effective during the 12-month period.

Straight-time hours averaged 40.7 a week and showed no change from the previous year. The 40-hour standard workweek was most prevalent in the industry and was in effect for over four-fifths of all bakery workers studied.

Scope and Method of Study

The information presented in this report is based on union scales in effect on July 1, 1951 which covered approximately 75,000 union bakery workers in 74 cities ranging in population from about 40,000 to over 1,000,000. Data were obtained primarily from local unions by mail questionnaire; in some cities local union officials were visited by Bureau representatives for the desired information.

Union scales are defined as the minimum wage rates, or maximum schedules of hours agreed upon through collective bargaining between employers and trade-unions. Rates in excess of the negotiated minimum which may be paid for special qualifications or other reasons are not included.

Average hourly rates, designed to show current levels, are based on all rates reported in effect on July 1, 1951; individual rates are weighted by the number of union members working at the rate. These averages are not measures for yearly comparisons because of annual changes in union membership and in classifications studied.

Average cents-per-hour and percentage changes from July 1, 1950, to July 1, 1951,

are based on comparable quotations for the various classifications in both years weighted by the membership reported in 1951.

Trend of Union Wage Scales

The 5.7 percent rise in average hourly scales between July 1, 1950, and July 1, 1951, exceeded the 4.3 percent increase during the previous year and advanced the index of union hourly rates to 203.4 1/ (table 1). On July 1, 1951, union hourly rates in the baking industry were 17.7 percent above the average for the 3 years (1947-49) prior to the outbreak in Korea.

By type of baking, the amount of increase ranged from 5.2 percent in bread and cake machine shops to 7.0 percent in cracker and cooky plants. In terms of cents-per-hour, the greatest average gain (12 cents) was made by workers in Hebrew bakeries. Machine bread and cake establishments, with an average advance of 7 cents, was the only group to record such adjustments averaging below the over-all average increase of 8 cents (table 2).

Approximately 85 percent of the union bakery workers included in the survey received wage advances during the year. The proportion of workers benefiting from scale revisions varied by type of baking and ranged from 81 percent in machine bread and cake establishments to 98 percent in Hebrew bakeries. Of the workers benefiting from scale adjustments between July 1, 1950, and July 1, 1951, a fourth received increases of less than 5 percent, over half from 5 to 10 percent, and a fifth from 10 to 15 percent. (See table 3.) Cracker and cooky plants, which had the lowest average

1/ In the index series, designed for trend purposes, year-to-year changes in union scales are based on comparable quotations for the various occupations in the two consecutive years, weighted by the number of union members reported at each quotation in the current year.

Beginning with this report, the base for the computation of the index series has been shifted from June 1, 1949, to the average of the 3-year period 1947-49. Index tables computed on both old and new bases are presented in this report. In future reports, indexes on the 1939 base will be discontinued.

scale, was the only branch of the industry in which a majority of the workers showed gains ranging from 10 to 15 percent. In the other 5 branches, at least half of the workers received adjustments ranging from 5 to 10 percent. About a third of the machine bread and cake shop workers recorded advances of less than 5 percent.

Although individual increases ranged up to 38 cents an hour, raises of 5 to 15 cents were most frequent (table 4). About half of the bakery workers receiving scale revisions had adjustments ranging from 10 to 15 cents an hour, and 3 of every 8 received increases of from 5 to 10 cents.

Rate Variations by Industry Branch

On July 1 1951, wage rates of union bakery workers engaged in preparing and processing bakery products averaged \$1.45 an hour. In the baking industry such factors as baking process, type of product, and specialized or more standard baking have a marked influence in the over-all levels of hourly scales. Most of the baked goods are now standardized and produced by mass-production techniques in highly mechanized establishments. Many of the workers perform routine tasks requiring little training. Standardized baking, found primarily in bread and cake machine shops, pie and pastry bakeries, and cracker and cooky plants, employed about 80 percent of all bakery workers studied. In specialized baking and hand shops, the labor force is comprised mainly of skilled all-round journeymen; consequently, average union hourly scales in this type of baking exceed those in standardized baking.

Rate levels for specialized baking ranged from \$1.73 in bread and cake hand shops to \$2.04 in Hebrew bakeries. In mechanized shops, which employ large numbers of lower skilled workers, average hourly scales varied from \$1.18 in cracker and cooky plants to \$1.42 in machine bread and cake shops.

Although hourly scales of individual workers tended to cluster heavily around the average in each type of baking, these scales ranged from \$1.20 to \$2.10 in shops producing nationality baked goods other than Hebrew and from less than 90 cents to \$2 or more in all other types of shops. Over two-thirds of the workers in shops baking Hebrew products were employed under negotiated contracts providing scales of at least \$2 an hour (table 5).

City and Regional Rate Variations

Union scales for the various branches of the baking industry varied from city to city as well as within a city. Scale levels in the baking industry in the 74 cities included in the study ranged from 85 cents for pie and pastry shops in Chattanooga to \$2.31 for Hebrew bakeries in Detroit.

Within individual cities there was no consistent relationship between the various branches of the industry. New York, for example, had the highest scale level for bread and cake hand shops, and the second lowest for other nationality baking; it ranked third in Hebrew baking, twelfth in bread and cake machine shops, and sixteenth in cracker and cooky plants.

On July 1, 1951, average scales in the 72 cities having mechanized bread and cake shops in which over half of the union bakery workers studied were employed, ranged from 91 cents an hour in Jackson to \$2.12 in Oakland. Five Pacific Coast cities were among the 6 having scales averaging at least \$1.65; all 4 cities with levels under \$1 were located in the Southeastern region.

Scale levels in excess of \$1.50 were recorded for about half of the 35 cities which had bread and cake hand shops. Average union scales for this branch of the industry ranged from \$1.13 in Chattanooga to \$1.98 in New York City.

Among the 18 cities having Hebrew bakeries, average union scales ranged from \$1.37 in Pittsburgh to \$2.31 in Detroit. Levels in excess of \$2 were recorded for 6 of these cities and of less than \$1.50 for 2 cities.

Rate levels for cracker and cooky plants varied from 95 cents in Salt Lake City to \$1.46 in Houston. Half of the 34 cities in this group had average scales of \$1.10 to \$1.30 an hour.

San Francisco led in the other two branches of the industry with average scales of \$1.98 for pie and pastry shops and \$1.92 for other nationality baking. Chattanooga (85 cents) and Los Angeles (\$1.54), had the lowest city levels in the respective branches.

When the cities in the survey are grouped according to population size, it is clearly indicated that average union

hourly rates for all branches of the industry combined were typically highest in the largest population centers and descended in accordance with city size (table 12).

Average scales generally followed a somewhat similar pattern among the individual industry branches. Some of the major exceptions are noted herewith. Scale levels for pie and pastry shops and other nationality bakeries in cities with populations of 500,000 to 1,000,000 exceeded those with a 1,000,000 or more population by 7 and 9 cents, respectively. Cracker and cooky plants in the 40,000 to 100,000 population group had scales averaging 2.3 cents above the level in cities with populations of 500,000 to 1,000,000.

On a regional basis, the national average for all baking (\$1.45) was exceeded by two regions - the Middle Atlantic States (\$1.58) and Pacific Coast (\$1.63). The scale level in the Southeast region was 34 cents below the national average and 52 cents below the level of the Pacific region (table 13).

Bread and cake machine shops and cracker and cooky shops were the only branches of the industry represented in all regions. The highest scale levels in these branches were (\$1.75) for mechanized bread and cake shops on the Pacific Coast and (\$1.28) for cracker and cooky baking in the Southwest.

Standard Workweek

The average straight-time workweek of 40.7 hours for all bakery workers remained unchanged between July 1, 1950, and July 1, 1951. The 40-hour workweek was most prevalent and was applicable to over four-fifths of all bakery workers studied.

Union agreements in effect on July 1, 1951 provided standard work schedules of 40 hours or less for over 98 percent of the workers in 3 branches of the industry - bread and cake machine shops, pie and pastry shops, and cracker and cooky shops. Over a fourth of the workers in bread and cake hand-shops and in other nationality bake shops were employed under agreements specifying standard workweeks of 48 hours; more than half of the Hebrew bakers had straight-time weekly schedules of at least 44 hours. (See table 14.)

Union Scales of Wages and Hours by City

Table 15 presents union hourly wage scales and straight-time hours per week in effect on July 1, 1950, and July 1, 1951, for each classification of bakery workers by type of baking in each of the 74 cities included in the study. Where more than one union rate was in effect for the same occupation in a particular city, all rates are listed with the letters, A, B, C, etc., designating the various effective agreements. The sequence of the letters does not indicate the relative importance of the agreements or rates.

TABLE 1A.—Indexes of union hourly wage rates and weekly hours in the baking industry, 1939 - 51

 $\sqrt{June 1, 1939 = 100}$

TABLE 1B.—Indexes of union hourly wage rates and weekly hours in the baking industry, 1939 - 51

 $\sqrt{July 1, 1947, 48, 49 = 100}$

Year	Index of hourly rates	Index of weekly hours	Year	Index of hourly rates	Index of weekly hours
1939: June 1	100.0	100.0	1939: June 1	57.9	102.0
1940: June 1	102.7	99.5	1940: June 1	59.4	101.5
1941: June 1	106.1	99.2	1941: June 1	61.4	101.2
1942: July 1	116.3	99.1	1942: July 1	67.3	101.1
1943: July 1	121.2	98.6	1943: July 1	70.1	100.6
1944: July 1	122.0	98.6	1944: July 1	70.6	100.6
1945: July 1	123.6	98.6	1945: July 1	71.5	100.6
1946: July 1	141.6	98.3	1946: July 1	81.9	100.2
1947: July 1	160.6	98.2	1947: July 1	92.9	100.1
1948: July 1	173.4	98.2	1948: July 1	100.3	100.1
1949: July 1	184.5	97.8	1949: July 1	106.8	99.7
1950: July 1	192.4	97.8	1950: July 1	111.3	99.7
1951: July 1	203.4	97.7	1951: July 1	117.7	99.6

TABLE 2.—Average union wage rates in the baking industry, July 1, 1951, and increases since July 1, 1950, by type of baking

Type of baking	Average rate per hour July 1, 1951 1/	Amount of increase July 1, 1950 - July 1, 1951 2/	
		Percent	Cents per hour
All baking	\$1.45	5.7	8
Bread and cake:			
Hand	1.73	5.8	10
Machine	1.42	5.2	7
Pie and pastry	1.34	6.3	8
Nationality baking:			
Hebrew	2.04	6.2	12
Other	1.74	5.3	10
Cracker and cookie	1.18	7.0	8

1/ Average rates are based on all rates in effect on July 1, 1951; individual rates are weighted by the number of union members reported at each rate.

2/ Based on comparable quotations for 1950 and 1951; weighted by the membership reported in 1951.

TABLE 3.—Percent increases in union wage rates and percent of workers affected, by type of baking, July 1, 1950, to July 1, 1951

Type of baking	Percent of union workers affected by -			Percent of workers affected by increase of -						
	No change	Increase	Decrease	Less than 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 and under 25 percent	25 and under 30 percent	30 percent and over
All baking	15.4	84.5	0.1	20.1	44.9	18.2	1.0	0.2	0.1	(1)
Bread and cake:										
Hand	15.4	84.6	-	11.0	58.3	12.7	2.6	-	-	(1)
Machine	19.2	80.7	.1	26.3	41.4	11.6	.9	.3	.1	0.1
Pie and pastry	9.0	91.0	-	16.5	61.6	11.9	.9	-	.1	(1)
Nationality baking:										
Hebrew	1.3	98.4	.2	12.2	77.6	8.5	.1	-	-	-
Other	5.8	94.2	-	22.1	71.6	.5	-	-	-	-
Cracker and cookie	11.8	88.0	.2	12.2	30.7	44.4	.6	.1	-	-

1/ Less than 0.05 of 1 percent.

Table 4.—Cents-per-hour increase in union wage rates and percent of workers affected by type of baking, July 1, 1950 to July 1, 1951

Type of baking	Percent of union workers affected by increase	Percent of workers affected by increase of -					
		Less than 5 cents	5 and under 10 cents	10 and under 15 cents	15 and under 20 cents	20 and under 25 cents	25 and under 30 cents
All baking	84.5	7.9	32.0	38.3	4.8	1.1	0.3
Bread and cake:							
Hand	84.6	7.5	12.1	55.5	4.6	3.1	1.8
Machine	80.7	7.8	37.2	30.1	4.5	.9	.1
Pie and pastry	91.0	.5	55.4	33.2	1.0	.8	(1/)
Nationality baking:							
Hebrew	98.4	8.6	9.2	68.6	9.8	2.2	-
Other	94.2	6.0	42.1	19.7	26.4	-	-
Cracker and cooky	88.0	9.7	32.1	42.9	2.8	.4	.1

1/ Less than 0.05 of 1 percent.

Table 5.—Distribution of union members in the baking industry by type of baking and by hourly wage rates, July 1, 1951

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were -																	
		Under 80	80 and under 90	90 and under 100	100 and under 110	110 and under 120	120 and under 130	130 and under 140	140 and under 150	150 and under 160	160 and under 170	170 and under 180	180 and under 190	190 and under 200	200 and under 210	210 and under 220	220 and under 230	230 and under 240	240 and over
All baking	\$1.448	0.3	1.4	4.3	9.6	11.3	10.3	10.6	12.5	9.9	8.2	5.5	3.8	3.4	3.8	3.3	1.0	0.4	0.4
Bread and cake:																			
Hand	1.731	-	.5	.4	1.5	1.3	3.3	5.9	8.6	4.9	14.6	21.8	12.0	6.8	6.0	7.8	1.3	1.7	1.6
Machine	1.420	.2	.8	3.0	8.6	9.5	12.2	12.2	16.6	14.7	9.7	3.6	1.6	3.0	3.3	.9	.1	-	-
Pie and pastry	1.341	.6	.4	9.8	12.4	10.1	13.0	13.6	11.0	13.1	5.0	4.4	.6	2.5	1.5	.7	.6	-	.7
Nationality baking:																			
Hebrew	2.045	.3	.2	.1	.3	-	.1	1.4	2.0	1.5	2.1	2.5	10.3	11.7	18.1	30.1	13.3	3.8	2.2
Other	1.741	-	-	-	-	-	.7	10.3	-	7.6	17.5	19.1	34.2	6.9	3.7	(1/)	-	-	-
Cracker and cooky	1.183	.5	3.8	10.5	19.6	26.0	13.2	11.2	8.9	3.3	2.4	.4	.2	(1/)	-	-	-	-	-

1/ Less than 0.05 of 1 percent.

TABLE 6.—Average union hourly wage rates and wage increases in bread and cake hand shops by city, July 1, 1950 to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951		City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour			Percent	Cents per hour
New York, N.Y.	\$1.982	7.4	13.7	Toledo, Ohio	\$1.449	1.9	2.7
Oakland, Calif.	1.784	7.0	11.7	New Haven, Conn.	1.420	6.8	9.0
San Francisco, Calif. ..	1.772	.2	.3	St. Paul, Minn.	1.401	6.0	8.0
Baltimore, Md.	1.770	6.4	10.6	Minneapolis, Minn.	1.394	6.0	7.9
Los Angeles, Calif.	1.765	6.6	11.0	Duluth, Minn.	1.387	0	0
Portland, Oreg.	1.763	6.7	11.0	South Bend, Ind.	1.337	3.0	4.0
Average, all cities	1.731	5.8	9.5	St. Louis, Mo.	1.377	10.0	12.5
Chicago, Ill.	1.678	7.0	10.9	Peoria, Ill.	1.372	3.2	4.2
Rochester, N.Y.	1.624	3.2	5.0	Providence, R.I.	1.343	3.5	4.5
Cleveland, Ohio	1.595	1.3	2.0	Milwaukee, Wis.	1.335	7.2	8.9
Washington, D.C.	1.550	0	0	Rock Island, Ill.	1.332	2.3	3.0
Butte, Mont.	1.534	10.0	13.9	District 1/	1.332	5.6	7.0
Denver, Colo.	1.524	5.5	8.0	Scranton, Pa.	1.304	6.7	8.0
Springfield, Mass.	1.522	0	0	Manchester, N.H.	1.270	5.5	6.6
Newark, N.J.	1.505	0	0	Salt Lake City, Utah ..	1.265	6.0	7.1
Pittsburgh, Pa.	1.504	10.5	14.3	Youngstown, Ohio	1.264	6.0	7.2
Phoenix, Ariz.	1.495	10.0	13.6	Boston, Mass.	1.259	12.5	12.9

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

TABLE 7.—Average union hourly wage rates and wage increases in bread and cake machine shops, by city, July 1, 1950 to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951		City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour			Percent	Cents per hour
Oakland, Calif.	\$2.316	8.2	16.0	South Bend, Ind.	\$1.346	2.9	3.9
Los Angeles, Calif.	1.830	7.3	12.5	Portland, Me.	1.332	5.0	6.4
San Francisco, Calif. ..	1.808	8.4	14.0	Boston, Mass.	1.329	5.7	7.1
Butte, Mont.	1.736	10.0	15.8	Duluth, Minn.	1.325	0	0
Spokane, Wash.	1.710	5.6	9.1	Syracuse, N.Y.	1.323	9.5	11.4
Portland, Oreg.	1.655	7.7	11.8	Louisville, Ky.	1.317	7.2	8.9
Washington, D. C.	1.603	0	0	Scranton, Pa.	1.305	7.8	9.4
Cincinnati, Ohio	1.594	3.4	5.3	Reading, Pa.	1.295	6.8	8.3
Phoenix, Ariz.	1.561	10.0	14.2	Columbus, Ohio	1.288	.8	1.0
Seattle, Wash.	1.554	5.0	7.4	Cleveland, Ohio	1.285	0	0
Rochester, N.Y.	1.527	3.3	4.8	Indianapolis, Ind.	1.285	(2/)	(3/)
New York, N.Y.	1.519	4.8	7.0	Providence, R.I.	1.282	7.2	8.6
Newark, N.J.	1.518	4.1	6.0	Grand Rapids, Mich.	1.279	6.5	7.9
Denver, Colo.	1.506	5.6	8.0	New Orleans, La.	1.267	6.7	8.0
Peoria, Ill.	1.481	3.5	5.0	Omaha, Nebr.	1.264	0	0
Detroit, Mich.	1.457	10.2	13.5	Charleston, W. Va.	1.252	6.1	7.2
Pittsburgh, Pa.	1.447	10.0	13.2	Dallas, Tex.	1.239	3.6	4.4
Houston, Tex.	1.441	11.6	15.0	Wichita, Kans.	1.236	0	0
Buffalo, N.Y.	1.434	4.2	5.8	Little Rock, Ark.	1.235	7.4	8.5
St. Louis, Mo.	1.428	7.0	9.3	Milwaukee, Wis.	1.218	1.2	1.4
Dayton, Ohio	1.425	2.2	3.1	San Antonio, Tex.	1.218	5.2	6.0
Average, all cities	1.420	5.2	7.0	Springfield, Mass.	1.203	0	0
Kansas City, Mo.	1.417	0	0	Memphis, Tenn.	1.197	3.5	4.1
Youngstown, Ohio	1.417	0	0	Richmond, Va.	1.193	2.6	3.0
Chicago, Ill.	1.398	7.7	10.0	Baltimore, Md.	1.148	8.6	9.0
Des Moines, Iowa	1.397	5.3	7.0	El Paso, Tex.	1.111	9.9	10.0
Toledo, Ohio	1.387	2.5	3.3	Birmingham, Ala.	1.107	3.8	4.1
Salt Lake City, Utah ...	1.378	4.9	6.4	Atlanta, Ga.	1.100	3.6	3.8
Rock Island, (Ill.)				Chattanooga, Tenn.	1.079	0	0
District 1/	1.368	2.2	3.0	Norfolk, Va.	1.073	8.2	8.2
Minneapolis, Minn.	1.366	4.6	6.0	Charlotte, N.C.	1.065	4.7	4.7
Philadelphia, Pa.	1.361	4.1	5.3	Jacksonville, Fla.	1.016	9.0	9.0
Oklahoma City, Okla.	1.360	0	0	Knoxville, Tenn. ....	.991	6.4	6.0
Worcester, Mass.	1.357	6.1	7.8	Miami, Fla. ....	.982	11.3	10.0
St. Paul, Minn.	1.352	4.7	6.1	Charleston, S.C. ....	.935	6.4	5.6
New Haven, Conn.	1.350	7.1	9.0	Jackson, Miss. ....	.913	2.9	2.6

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

2/ Less than 0.05 of 1 percent (Decrease)

3/ Less than 1 mill (Decrease)

TABLE 8.—Average union hourly wage rates and wage increases in pie and pastry shops by city, July 1, 1950 to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour
San Francisco, Calif.	\$1.980	4.9	9.3
Los Angeles, Calif.	1.564	9.8	14.0
St. Paul, Minn.	1.557	4.0	6.0
New York, N.Y.	1.533	6.4	9.2
Detroit, Mich.	1.439	8.4	11.1
Average, all cities	1.341	6.3	7.9
Toledo, Ohio	1.336	1.9	2.5
Boston, Mass.	1.297	8.4	10.0
Worcester, Mass.	1.297	7.6	9.0
Indianapolis, Ind.	1.296	0	0
Philadelphia, Pa.	1.281	5.0	6.1
Cleveland, Ohio	1.261	0	0
Syracuse, N.Y.	1.209	12.7	13.6
Omaha, Nebr.	1.204	0	0
Buffalo, N.Y.	1.202	9.3	10.2
Columbus, Ohio	1.191	0	0
York, Pa.	1.158	4.5	5.0
Providence, R.I.	1.110	9.9	10.0
Scranton, Pa.	1.097	7.3	7.5
Chicago, Ill.	1.075	5.9	6.0
Baltimore, Md.	1.024	7.2	6.8
South Bend, Ind.	1.020	5.2	5.0
Duluth, Minn. ....	.970	0	0
Chattanooga, Tenn. ....	.848	0	0

TABLE 9.—Average union hourly wage rates and wage increases in Hebrew bakery shops by city, July 1, 1950 to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour
Detroit, Mich.	\$2.308	5.7	12.4
Los Angeles, Calif.	2.173	8.9	17.8
New York, N.Y.	2.128	6.6	13.2
Chicago, Ill.	2.121	7.3	14.3
Rochester, N.Y.	2.077	3.1	6.3
Average, all cities	2.040	6.2	12.0
Boston, Mass.	2.010	10.2	18.7
Newark, N.J.	1.924	7.5	13.3
New Haven, Conn.	1.908	5.8	10.4
Providence, R.I.	1.885	3.6	6.6
Cleveland, Ohio	1.842	5.1	9.0
Philadelphia, Pa.	1.802	.9	1.6
Worcester, Mass.	1.700	4.0	6.5
Minneapolis, Minn.	1.592	3.9	6.0
Springfield, Mass.	1.523	0	0
Milwaukee, Wis.	1.512	7.1	10.0
Denver, Colo.	1.509	5.6	8.0
St. Louis, Mo.	1.416	1.6	2.2
Pittsburgh, Pa.	1.374	4.8	6.3

TABLE 10.—Average union hourly wage rates and wage increases in other nationality bake shops, by city, July 1, 1950, to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour
San Francisco, Calif. . .	\$1.922	8.5	15.0
Chicago, Ill.	1.851	7.2	12.5
Detroit, Mich.	1.781	4.4	7.5
Average, all cities . . .	1.741	5.8	9.5
Buffalo, N. Y.	1.680	4.7	7.6
Cleveland, Ohio	1.672	1.2	1.9
New York, N. Y.	1.593	5.8	8.8
Los Angeles, Calif.	1.538	0	0

TABLE 11.—Average union hourly wage rates and wage increases in cracker and cooky shops, by city, July 1, 1950, to July 1, 1951

City	Average rate per hour July 1, 1951	Amount of increase July 1, 1950 - July 1, 1951	
		Percent	Cents per hour
Houston, Tex.	\$1.458	8.6	11.5
Rochester, N. Y.	1.377	3.0	4.0
Newark, N. J.	1.326	- 5.3	- 7.4
Pittsburgh, Pa.	1.306	11.6	13.6
Philadelphia, Pa.	1.298	10.0	11.8
Oakland, Calif.	1.278	4.3	5.3
Buffalo, N. Y.	1.277	9.0	10.5
Detroit, Mich.	1.269	11.1	12.7
Chicago, Ill.	1.263	8.3	9.6
Atlanta, Ga.	1.249	9.8	11.1
St. Louis, Mo.	1.226	8.5	9.6
York, Pa.	1.205	10.2	11.1
Omaha, Nebr.	1.200	9.1	10.0
Kansas City, Mo.	1.195	7.6	8.4
Average, all cities . . .	1.183	7.0	7.8
Portland, Oreg.	1.180	(1/)	(1/)
New York, N. Y.	1.171	4.9	5.5
Cincinnati, Ohio	1.157	3.1	3.5
Cleveland, Ohio	1.122	0	0
Boston, Mass.	1.113	0	0
Duluth, Minn.	1.108	0	0
Seattle, Wash.	1.106	0	0
Dayton, Ohio	1.105	5.4	6.7
St. Paul, Minn.	1.098	11.6	11.4
Los Angeles, Calif.	1.094	10.1	10.0
Denver, Colo.	1.077	6.4	6.5
Richmond, Va.	1.057	7.1	7.0
Baltimore, Md.	1.031	6.6	6.4
Milwaukee, Wis.	1.030	0	0
Columbus, Ohio	1.003	0	0
Minneapolis, Minn. ....	.989	5.3	5.0
Dallas, Tex. ....	.986	6.8	6.3
Spokane, Wash. ....	.985	4.6	4.4
Birmingham, Ala. ....	.952	8.0	7.0
Salt Lake City, Utah ...	.950	5.6	5.0

1/ Data not available for 1950.

TABLE 12.—Average union wage rates in the baking industry, by population group and by type of baking, July 1, 1951

Type of baking	Population group				
	Cities with 1,000,000 or more	Cities with 500,000 to 1,000,000	Cities with 250,000 to 500,000	Cities with 100,000 to 250,000	Cities with 40,000 to 100,000
All baking	\$1.597	\$1.404	\$1.352	\$1.260	\$1.250
Bread and cake:					
Hand	1.869	1.592	1.621	1.356	1.398
Machine	1.509	1.406	1.422	1.298	1.253
Pie and pastry	1.354	1.422	1.332	1.174	1.158
Nationality baking:					
Hebrew	2.095	1.806	1.863	1.780	-
Other	1.724	1.813	-	-	-
Cracker and cooky ...	1.243	1.182	1.163	1.080	1.205

TABLE 13.—Average union wage rates in the baking industry, by region 1/ and by type of baking, July 1, 1951

Type of baking	United States	New England	Middle Atlantic	Border States	South-east	
					Great Lakes	Middle West
All baking	\$1.448	\$1.365	\$1.580	\$1.271	\$1.111	
Bread and cake:						
Hand	1.731	1.318	1.907	1.635	1.125	
Machine	1.420	1.314	1.453	1.316	1.079	
Pie and pastry	1.341	1.258	1.404	1.024	.848	
Nationality baking:						
Hebrew	2.040	1.935	2.059	-	-	
Other	1.741	-	1.603	-	-	
Cracker and cooky	1.183	1.113	1.268	1.049	1.194	
	Great Lakes	Middle West	South-west	Mountain	Pacific	
All baking	1.367	1.322	1.289	1.273	1.629	

1/ The regions in this study include:

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

TABLE 14.—Distribution of union members in the baking industry by straight-time weekly hours, and type of baking July 1, 1951

Type of baking	Average hours per week	Percent of weekly hours -				
		Under 40	40	Over 40 and under 44	44	Over 44 and under 48
All baking	40.7	3.0	81.9	4.3	0.4	4.7
Bread and cake:						
Hand	43.5	1.0	38.3	12.9	2.4	16.9
Machine	39.9	5.3	92.9	.5	(1/)	.4
Pie and pastry	40.0	-	99.8	-	-	.2
Nationality baking:						
Hebrew	44.0	-	8.6	35.2	-	39.4
Other	42.8	-	54.0	11.5	5.8	-
Cracker and cooky ...	40.0	-	100.0	-	-	-

1/ Less than 0.05 of 1 percent.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951

Hours are 40 per week for both years unless otherwise indicated.

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
ATLANTA, GA.								
Bread and cake - Machine shops:			ATLANTA, GA. - Continued			BALTIMORE, MD. - Continued		
Agreement A:			Crackers and cookies: -			Bread and cake - Machine		
Working foremen	\$1.400	\$1.430	Continued			shops: - Continued		
Mixers, ovenmen, and			Agreement A: - Continued			Agreement A: - Continued		
doughnut-machine oper-			Sponge baking:			Bread department: -		
ators	1.350	1.380	Head bakers	\$1.545	\$1.700	Continued		
Roll-machine operators ..	1.280	1.280	Machinists	1.445	1.590	Bread packers	\$1.015	\$1.105
Dividers, depositors,			Bakers	1.385	1.524	Flour blenders,		
wrapping-machine oper-			Rollermen	1.335	1.469	(bread and cake) .....	.990	1.080
tors, and checkers	1.200	1.280	Sweet baking:			Bakery helpers		
Molder operators, stockmen	1.230	1.230	Ovenmen	1.255	1.381	(men and women) .....	.978	1.068
Mixers' helpers	1.150	1.230	Dough feeders, machine			Cake and sweet department:		
Icing-machine operators ..	1.100	1.100	set-up men, and pan			Mixers, ovenmen		
Oven feeders and dumpers ..	.920	1.040	cleaners	1.205	1.326	(first class)	1.315	1.415
Pan-washing-machine oper-			Scalers, weighers,			Ingredient mixers'		
tors, roll panners fe-			dough	1.065	1.172	helpers	1.290	1.390
male, and make-up women ..	.990	.990	Icing:			Bench hands	1.285	1.385
Twisters, panners, rack-			Hand mixers	1.430	1.573	Cooky mixers, icing		
ers, catchers, carton			Mixers	1.355	1.491	mixers	1.315	1.415
makers, flour dumpers,			Mixers' helpers	1.305	1.436	Cake decorators	1.240	1.415
and pan greasers .....	.950	.990	Base cake weighers	1.255	1.381	Ovenmen (second class) ..	1.215	1.315
Hand icers (cake) .....	.920	.990	Floormen	1.155	1.271	Dividers (depositor		
Wrappers .....	.870	.990	operators)	1.055	1.161	operators)	1.165	1.255
Agreement B:			Packing:			Oven feeders	1.065	1.155
Bread:			Supplymen	1.305	1.436	Cake packers	1.040	1.130
Foremen	1.520	1.550	Pastemen, assemblymen ..	1.255	1.381	Pan greasers .....	.978	1.118
Dough mixers, ovenmen ..	1.320	1.350	Head clerks, wrapping-			Packers	1.040	1.105
Dividermen	1.240	1.270	machine operators	1.205	1.326	Bakery helpers, bakers'		
Moldermen, roll-machine			Sponge packers,			helpers .....	.978	1.068
operators, and bench-			bundlers (hand)	1.075	1.183	Bench helpers (women) ..	.850	.940
men	1.210	1.240	Stitchers, formers	1.055	1.161	Cake icere (women) ..	.825	.900
Oven loaders and			Sweet packers, closers,			Cake wrappers (women) ..	.800	.875
dumpers	1.010	1.040	weighers, and carton			Agreement B:		
Dough mixer helpers, pan			formers	1.045	1.150	Bread department:		
greasers, set-off men,			Agreement B:			Mixers, ovenmen	1.290	1.390
and bread rackers (all			Foremen	1.225	1.275	Set-up men	1.230	1.330
after 6 months) .....	.950	.980	Mixers	1.025	1.075	Dividermen	1.130	1.250
Cake:			Ovenmen, loaders .....	.875	.925	Oven dumpers	1.100	1.180
Foremen	1.370	1.400	Wrapping-machine op-			Moldermen	1.075	1.155
Ovenmen	1.300	1.330	rators, cuttermen, and			Coolermen, bake-shop		
Mixers	1.220	1.250	scalers .....	.825	.875	helpers, pan		
Ingredient scalers,			Dumbers, enobbers, squeeze			greasers	1.020	1.100
scaling-machine op-			bagmen, hand wrappers,			Wrapping-machine feed-		
erators, and floor-			packers, and women			ers (women) .....	.920	.825
ladies	1.090	1.120	helpers .....	.775	.825	Cake department:		
Supervisors .....	.960	.990	Baltimore, MD.			Mixers, ovenmen,		
Cake-wrapping-machine			Bread and cake - Hand shops:			icing makers	1.290	1.390
operators .....	.920	.950	Agreement A:			Ingredient scalers,		
Icers, checkers, wrap-			Dough mixers, ovenmen ...	1/1.756	1/1.867	sugar grinders	1.100	1.180
pers, packers, and			Benchmen	1/1.689	1/1.300	Oven dumpers	1.020	1.100
cutters (after 6			Agreement B:			Flour blenders .....	.995	1.075
months) .....	.920	.950	Dough mixers, journeymen			Packers and shippers .....	.920	1.040
Greasing-machine			bakers			Pan greasers .....	.920	1.000
operators .....	.910	.940	Helpers	2/1.125	2/1.188	Tray and mold boys .....	.905	.985
Helpers, male,			Ersad and cake - Machine shops:			Wrappers and icers		
(after 6 months) .....	.910	.940	Agreement A:			(women) .....	.820	.885
Shipping:			Bread department:			General utilitymen		
Shipping clerks	1.320	1.350	Mixers			1.275	1.370	
Wrapping-machine			Ovenmen			Mixers	1.225	1.320
operators	1.190	1.220	Benchmen			Ovenmen	1.200	1.290
Bread checkers	1.160	1.190	Ingredient scalers			Machine operators,		
Cake checkers	1.090	1.120	Bench hands			bread wrapping-machine		
Wrapping-machine helpers			Wrapping setters	(2/)	1.340	operators, depositor		
(after 6 months) .....	.950	.980	Divider operators,			operators	1.175	1.270
Bun trayers, hand			molder operators			Cake bench hands	1.125	1.270
wrappers, truck load-			Bread wrappers,			Bread benchmen	1.075	1.270
ers, and helpers			machine, wrapping-			Oven loaders and		
(after 6 months) .....	.900	.930	machine helpers			dumpers	1.125	1.220
Crackers and cookies:			Mixers' helpers,			Ingredient scalers,		
Agreement A:			oven feeders, oven			bread panners and		
Sponge and sweet mixing:			dumpers, oven			rackers	1.075	1.170
Head mixers	1.505	1.656	helpers	1.090	1.180	Dough mixers' helpers,		
Mixers	1.405	1.546	Pan greasers .....	.973	1.118	cake oven helpers	1.050	1.170
Mixers' helpers	1.255	1.381				Bread checkers .....	.850	1.120

1/ 45-hour workweek.

2/ 43-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
BALTIMORE, MD. - Continued								
Bread and cake - Machine shops: - Continued			Crackers and cookies: - Continued			BIRMINGHAM, ALA. - Continued		
Agreement C: - Continued			Baking department: - Continued			Bread and cake - Machine shops: - Continued		
Pan greasers	\$0.925	\$1.020	Continued			Agreement A: - Continued		
Hand mixers (women) .....	.900	1.000	Bakermen			Bread: - Continued		
Checkers, packers and wrappers (women) .....	.800	.900	Rollermen	\$1.150	\$1.250	Panniers, oven feeders, and dumpers	\$1.100	\$1.140
Agreement D:			Fig grinders, ingredient scalers helpers	1.125	1.175	Sweet-roll panniers	1.050	1.090
Bread department:			Stackers	1.100	1.200	Wrapping-machine operators		
Oven operators, dough mixers, doughnut-machine operators	1.345	1.445	Cracker-meal miller helpers, pan cleaners, pan feeders, fig grinder helpers .....	.950	1.000	Slicers, feeders, wrapping-machine helpers .....	.925	.965
All around bench hands, molder operators, divider operators, wrapping-machine operators, roll-machine operators	1.295	1.395	Other men workers (after 30 days) .....	.875	.925	Sugar grinders, flour dumper		
Ingredient scalers, oven feeders and dumpers, mixers' helpers ..	1.245	1.345	Icing department:			Pan greasers, stock-room helpers, and packers	1.000	1.040
Pan rackers (loaders), pan greasers, molders' helpers, bread packers, selectors and order packers	1.195	1.295	Working foremen, machine operators, earobing-machine operators, marshmallow operators	1.225	1.275	Checkers	1.055	1.095
Flour handlers, pan washers	1.145	1.225	Icing mixers .....	.975	1.025	Cake:		
Panniers and fillers, doughnut tray packers ..	.975	1.055	Working supervisors (women), sample-room girls, packers A .....	.955	1.005	Mixers	1.350	1.390
Helpers (women) .....	.955	1.035	Trolley stickers and dippers .....	.905	.955	Depositors	1.250	1.290
Agreement E:			Floormen .....	.875	.925	Oven operators	1.315	1.355
Bakers, 1st class	1.175	1.325	Machine operators (women), D. L. operators, packers on D. L., scalers, weighers, candle girls, depositor feeders, other women .....	.855	.905	Depositor helpers	1.165	1.205
Bakers, 2d class	1.025	1.125	Delmarvia operators .....	.805	.905	Oven feeders and dumpers		
General helpers .....	.875	.950	Hand dippers, strappers, stencil feeders and fillers, floor girls, other women help on D. L. machines .....	.805	.855	Icing makers	1.030	1.070
Women workers .....	.750	.825	Caddie girls' helpers, other women help (after 30 days) .....	.755	.805	Bake-shop helpers, pan greasers, and packers	1.250	1.290
Agreement F:			Packing department:			Wrapping-machine operators, head icers	1.000	1.040
Dough mixers	1.380	1.430	Head floormen	1.325	1.375	Icers and wrappers	1.040	1.080
Divider operators	1.305	1.355	Utilitymen	1.150	1.200	Agreement B:		
Molder operators	1.230	1.305	Wrapping-machine operators and setters	1.075	1.125	Bread:		
Dough mixers' helpers	1.230	1.230	Checkers	1.005	1.055	Mixers	1.095	1.145
Wrapping-machine feeders	1.020	1.150	Wrapping-machine operators, floorers, floor A .....	.975	1.025	Head ovenmen .....	.995	1.045
General helpers:			Sponge packers, bundlers, carton formers .....	.955	1.005	Dividers, head roll-machine operators .....	.970	1.020
Starting rate	1.015	1.005	Cracker-meal packers .....	.950	1.005	Molders, benchmen .....	.945	.995
After 6 months	1.043	1.043	Sweet packers .....	.855	1.005	Roll-machine operators .....	.920	.970
After 1 year	1.093	1.093	Carton helpers .....	.905	.955	Machine wrappers, utilitymen .....	.870	.920
Pie and pastry shops:			Floormen B, other men help .....	.875	.925	Machine wrappers, bake-shop helpers .....	.820	.870
Doughnut shops:			Weighers, chute tenders .....	.855	.905	Packers, shippers .....	.770	.820
Agreement A:			Machine operators - women fillers .....	.755	.905	Crackers and cookies: First floor:		
Doughnut-machine operators	1.100	1.150	B sponge peelers .....	.755	.805	Mixing room:		
Head packers (women) .....	.850	.900	Head mixers	1.325	1.375	Head mixers	1.180	1.260
Packers (women) .....	.800	.850	Mixers	1.150	1.200	Mixers' helpers	1.060	1.140
Agreement B:			Sponge peeler .....	.955	1.005	Bake shop:		
Foremen	1.450	1.540	Machine operators, sponge peelers (after 6 months) .....	.875	.925	Machine operators, sponge peelers	1.180	1.260
Mixers, machine operators	1.200	1.280	Carton helpers .....	.855	1.005	Machine feeders	1.000	1.080
Bakery helpers .....	.975	1.055	Floormen B, other men help .....	.875	.925	Machine helpers .....	.750	.800
Doughnut fryer	(3)	1.200	Weighers, chute tenders .....	.855	.905	Sponge peelers (1st 6 months)	1.080	1.160
Head packers .....	.900	.970	Machine operators - women fillers .....	.755	.905	Sponge-oven bakers	1.180	1.260
Packers and helpers (women) .....	.850	.920	B packers .....	.825	.875	Sponge-oven helpers, sponge-oven traymen		
Crackers and cookies:			Sealers, caddie formers .....	.755	.855	Dough rollers, sweet-oven bakers		
Mixing department:			Relief girls - packing gang, other women help (after 30 days) .....	.755	.805	Sweet-oven helpers	1.030	1.110
Working foremen	1.375	1.425	Stacking: 1st 3 months .....	.750	.800	Sweet-oven helpers	1.010	1.090
Mixers	1.325	1.375	After 3 months .....	.980	1.060	Stacking: After 3 months		
Mixers' helpers	1.125	1.175	Pan feeders .....	.930	1.010	Pan feeders		
Flour dumper .....	.950	1.000	Pan greasers .....	.900	.980	Pan greasers		
Baking department:			BIRMINGHAM, ALA.					
Sponge peeler	1.375	1.425	Bread and cake - Machine shops: Agreement A:					
Bakers, peelers, cracker-meal millers, ingredient scalers, machine captains	1.325	1.375	Bread:					
Cuttermen	1.300	1.350	Mixers	1.350	1.390			
Ovenmen and reliefmen	1.225	1.275	Molder operators	1.175	1.215			
			Oven operators	1.315	1.355			
			Divider operators	1.250	1.290			

2/ Information not available for rate and hours on July 1, 1950.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
BIRMINGHAM, ALA. - Continued			BOSTON, MASS. - Continued			BOSTON, MASS. - Continued		
Crackers and cookies: - Continued			Bread and cake - Hand shops: - Continued			Bread and cake - Machine shops: - Continued		
Second floor:			Agreement E:	\$	\$	Agreement C: - Continued		
Sponge packers,			Foremen	4/1.510	4/1.510	Molders' helpers, pan		
large wafer-machine operators .....	.910	.990	Dough mixers, benchmen, ovenmen, shipping clerks	4/1.360	4/1.360	greasers, rackers,		
Large carton makers .....	.910	.990	Bread and cake - Machine shops: - Agreement A:			DeVelbiss-machine		
Wrapping-machine operators .....	.850	.930	(General agreement)			operators, wrapping-		
Packers, helpers, female .....	.750	.800	Bread:			machine operators,		
Checkers, wrapping-machine operators	1.000	1.080	Mixers	1.540	1.640	conveyor beltmen,		
Tray and pan dumper .....	.930	1.010	Head ovenmen	(2/)	1.610	frosting-machine oper-		
Machine helpers, male; helpers, male .....	.750	.800	Divide operators, ovenmen, bench hands	1.430	1.530	ators, head foreladies,		
Third floor:			Mixers' helpers, ingredient scalers, molder			fondant-machine		
Cold-room packers .....	.910	.990	operators, oven feed-ers, rackers	1.380	1.480	helpers	\$	\$
Machine feeders, capping .....	.850	.930	Pan greasers, bench helpers, general helpers, flour handlers and			1.415	1.500	
Icing caddy and carton makers .....	.750	.800	unloaders, rackers' helpers	1.300	1.400	General bakery helpers,		
Head mixers	1.060	1.140	Wrappers, packers, floormen, checkers, conveyor men:			inspectors, foreladies ..	1.345	1.430
Mixers, wrapping-machine operators	1.000	1.080	Up to 3 years	1.240	1.340	Icers and decorators ..	1.130	1.215
Icing mixers, syrup cooking .....	.980	1.060	After 3 years	1.330	1.430	Doughnut tray packers,		
Helpers; mixer helpers .....	.750	.800	Cake:			cake-cutting machine		
Fruit cake:			Mixers	1.510	1.610	operators, hand icers,		
Mixers	1.020	1.100	Ovenmen	1.450	1.550	panners and make-up	1.060	1.145
Scalers, bakers .....	.960	1.040	Ingredient scalers, icing mixers	1.380	1.480	workers	1.010	1.095
Wrappers, packers, scalers, checkers' helpers, pan washers, and topers .....	.750	.800	Scalers, depositor operators, stock-men			General bakery helpers ..		
BOSTON, MASS.			Shippers - over 3 years	1.360	1.460	Pie and pastry shops:		
Bread and cake - Hand shops:			Dumpers, general helpers	1.330	1.430	Mixers, ovenmen, benchmen ..	1.410	1.510
Agreement A:			Wrappers, packers, boxers, icers, pan			Doughnut-machine		
Dough mixers	2/1.555	2/1.659	greasers:			operators	1.380	1.480
Ovenmen, bench hands, divider operators	2/1.445	2/1.549	Up to 1 year .....	.950	1.050	Doughnut mixers	1.320	1.420
Molders	2/1.395	2/1.499	1 to 3 years .....	.990	1.090	Checkers, dough cutters,		
Wrapping-machine operators, wrapping-machine helpers, shippers (after 3 years)	2/1.345	2/1.449	3 years and over	1.030	1.130	filling cooks, pie		
Packers	2/1.345	2/1.449	Agreement B:			fillers (women)	1.270	1.370
Bakers' helpers	2/1.255	2/1.359	Ovenmen, icing mixers, mixers	1.430	1.430	Bakery helpers	1.240	1.340
Agreement B:			Shippers	1.330	1.330	Baggers, packers, wrappers,		
Foremen, second hands	1.540	1.610	Ingredient scalers	1.280	1.280	boxers (women):		
Shipping clerks	1.310	1.380	Bakery helpers	1.180	1.180	Up to 1 year .....	.950	1.050
Ovenmen (bread and pies)	1.300	1.370	Shippers' helpers:			1 to 3 years .....	.990	1.090
Mixers	1.280	1.350	1 to 2 months	1.130	1.130	3 years and over	1.030	1.130
Ovenmen (cakes)	1.270	1.340	Over 2 months	1.180	1.180	Hebrew baking:		
Frosting makers	1.260	1.330	Table head (women)	1.130	1.130	Foremen	1.999	2.193
Head benchmen	1.250	1.320	Wrappers (women):			Second hands	1.853	2.041
Benchmen	1.200	1.270	1 to 2 months .....	.980	.980	Third hands	1.706	1.888
Filling cooks	1.160	1.230	Over 2 months	1.030	1.030	Crackers and cookies:		
Greasers, helpers, cleaners, frosters .....	.940	1.010	Agreement A:			Agreement A:		
Agreement C:			Dog food department:			Dog food department:		
First hands	1.495	1.585	Mixers			Mixers	1.240	1.240
Ovenmen, dough mixers	1.385	1.475	Bakers, machine			Bakers		
Benchmen	1.330	1.420	captains			captains	1.215	1.215
Frosters (women) .....	.960	1.050	Reliefmen			Reliefmen	1.185	1.185
Agreement D:			Dough feeders			Dough feeders	1.140	1.140
Foremen	1.270	1.390	Oven firemen			Oven firemen	1.115	1.115
Dough mixers, ovenmen	1.165	1.285	Pan feeders			Pan feeders	1.090	1.090
Benchmen	1.115	1.235	Bakers' helpers			Bakers' helpers	1.070	1.070

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

4/ 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
BOSTON, MASS. - Continued			BUFFALO, N. Y. - Continued			BUFFALO, N. Y. - Continued		
Crackers and cookies: -			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Continued			Agreement C: - Continued			Agreement E: - Continued		
Agreement B: - Continued			Cake department:			Bench helpers, cooky-machine operators, oven helpers, flour sifters and blenders	\$1.325	\$1.435
Marshmallow mixers, spray-machine operators	\$1.295	\$1.295	Foremen	\$1.628	\$1.628	Bake-shop helpers, flour sifters and blenders' helpers, doughnut fillers	1.275	1.385
Mixer's helpers	1.195	1.195	Mixers	1.515	1.515	Icers, wrappers and packers (women)	1.105	1.215
Supplymen	1.145	1.145	Assemblymen, traveling-oven men	1.490	1.490	Agreement F:		
Weighers, general workers, beaters, stockmen, machine feeders	1.095	1.095	Scalers	1.435	1.435	Male workers	1.140	1.140
Feeders	1.075	1.075	Pie mixers	1.380	1.380	Agreement G:		
Wrapping and packing department:			Wrapping-machine operators	1.340	1.340	Working foremen	1.625	1.735
Wrapping-machine operators	1.295	1.295	Oven helpers	1.340	1.340	Mixers, ovenmen, benchmen, divider-men, fried-cake-machine operators	1.525	1.635
Sponge packers, relief girls, wrapping-machine feeders	1.075	1.075	Foreladies	1.320	1.320	Bench helpers, checkers, flour dumper, molder-men, oven loaders and dumpers, wrapping-machine operators	1.375	1.485
Breakers, box makers, bundlers, weight girls, sweet packers, box liners, box and label girls, box closers, stitchers, sweet goods bundler tapers	1.075	1.075	Machine helpers	1.315	1.315	Pan greasers, bread rackers, bread panners, wrapping-machine helpers	1.275	1.385
BUFFALO, N. Y.			Pie machine boys - after 6 months	1.205	1.205	Hand icers, checkers, packers, wrappers and cutters (women)	1.075	1.185
Bread and cake - Machine shops:			Agreement D:			Agreement H:		
Agreement A (semimachine shops):			Bread department:			Foremen	1.730	1.730
Foremen	1.575	1.650	Working foremen	1.628	1.738	Dough mixers, ovenmen	1.670	1.670
Oven hands and mixers	1.525	1.600	Mixers	1.515	1.625	Benchmen	1.560	1.560
Bench hands	1.470	1.540	Ovenmen	1.490	1.600	Dividers	1.480	1.480
Checkers, wrapping-machine operators, helpers, and pan greasers	1.215	1.260	Assemblymen	1.465	1.575	Ingredient scalers	1.420	1.420
Hand wrappers	1.185	1.260	Dividers	1.445	1.555	Oven loaders and dumpers	1.360	1.360
Agreement B:			Mixers' helpers	1.365	1.475	Moldermen	1.330	1.330
Foremen	1.730	1.730	Assembly helpers	1.340	1.450	Pan greasers, flour dumper	1.300	1.300
Oven hands and mixers	1.670	1.670	Checkers	1.335	1.445	Bread rackers, wrapping-machine operators	1.270	1.270
Bench hands	1.560	1.560	Machine and moldermen	1.415	1.425	Hand icers (women)	1.070	1.070
Scalers and machine operators	1.480	1.480	Oven feeders and dumpers	1.340	1.350	Agreement I:		
Ingredientmen	1.420	1.420	Packers	1.305	1.415	Working foremen	1.760	1.870
Packers and checkers	1.370	1.370	Coolermen	1.300	1.410	Oven operators, doughnut-machine operators, potato chip operators, mixers	1.560	1.670
Oven dumper	1.360	1.360	Pan greasers, machine hand helpers	1.275	1.385	Benchmen, divider depositors	1.510	1.620
Molders (women)	1.330	1.330	Foreladies	1.320	1.430	Ingredient scalers, wrapping-machine operators, molder operators, mixers' helpers, head selectors, filling cooks	1.460	1.570
Helpers and pan greasers, flour dumper (women) and blenders (women)	1.300	1.300	Machine helpers	1.305	1.415	Selectors, oven feeders and dumpers, stock handlers, muffin grillers, open-kettle fryers	1.410	1.520
Machine operators, bread and pan stackers	1.350	1.350	Pan greasers	1.295	1.405	Production workers	1.360	1.470
Icers and wrappers (women)	1.130	1.130	General helpers	1.275	1.385	Oliver-wrapper operators, roll- and sweet yeast-machine operators	1.195	1.305
Agreement C:			Icing-machine operators (women)	1.140	1.250	Icers and decorators, cake-pan washers and greasers, sweet yeast make-up panners, chip bagging-machine operators, chip fryers, order packers, doughnut tray packers, general helpers	1.160	1.270
Bread department:			Icers, packers, wrappers (women)	1.105	1.215			
Working foremen	1.628	1.628	Rollette department:					
Mixers	1.515	1.515	Mixers	1.455	1.565			
Traveling-oven men, assemblymen	1.490	1.490	Jam cookers	1.370	1.480			
Dividers, bench hands	1.445	1.445	Mixers' helpers	1.305	1.415			
Machine and moldermen	1.415	1.415	General machine helpers	1.275	1.385			
Doughnut-machine operator	1.380	1.380	Foreladies	1.320	1.330			
Oven feeders and dumpers, wrapping-machine operators	1.340	1.340	Wrappers, rollers, boxers (women)	1.105	1.215			
Checkers	1.335	1.335	Agreement E:					
Bench helpers	1.325	1.325	Mixers, ovenmen	1.535	1.645			
Wrapping- and slicing-machine helper, flour handlers, packers	1.300	1.300	Cake decorators	1.515	1.625			
Coolermen	1.300	1.300	Assemblymen, fried-cake-machine operators	1.465	1.575			
Pan greasers, machine hand helpers	1.275	1.275	Bench hands, dividers	1.445	1.555			

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
BUFFALO, N. Y. - Continued								
Bread and cake - Machine shops: - Continued			BUFFALO, N. Y. - Continued					
Agreement J:			Crackers and cookies: -					
Working foremen	\$ 1.628	\$ 1.628	Continued					
Mixers	1.515	1.515	Agreement A: - Continued					
Ovenmen	1.490	1.490	Baking department: -					
Assemblymen	1.465	1.465	Continued					
Dividermen, benchmen	1.445	1.445	Bakers, (traveling and	\$	\$			
Machine and moldermen	1.415	1.415	real oven)	1.360	1.495			
Mixers' helpers	1.365	1.365	Rollermen	1.300	1.430			
Oven feeders and dumpers, assembly helpers	1.340	1.340	Graham oven feeders	1.290	1.420			
Checkers	1.335	1.335	Sponge rollers	1.360	1.405			
Bench helpers, wrapping-machine operators, flour sifters and blenders	1.325	1.325	Tenant-machine operators	1.240	1.395			
Wrapping and slicer helpers, flour handlers, packers, icers, roll slicers, coolermen	1.300	1.300	Floormen (class A)	1.360	1.395			
Pan greasers, machine helpers	1.275	1.275	Floormen (class B), pan feeders and grasers	1.240	1.365			
Agreement K:			Spray-machine operators, and inspectors, oven feeders and takers-out, dough feeders, pan cleaners, and feeders	1.210	1.365			
Working foremen	1.628	1.628	Forming-machine operators	1.090	1.090			
Mixers	1.515	1.515	Icing department:					
Ovenmen	1.490	1.490	Head mixers	1.545	1.665			
Assemblymen	1.465	1.465	Machine captains	1.460	1.665			
Dividermen, benchmen	1.445	1.445	Machine set-up men, machine men, jelly and marshmallow men	1.330	1.495			
Machine and moldermen	1.415	1.415	Icers (women), other helpers (women)	1.070	1.175			
Doughnut-machine operators	1.380	1.380	Machine operators (women)	1.090	1.090			
Mixers' helpers	1.365	1.365	Packing department:					
Oven feeders and dumpers	1.340	1.340	Working supervisors (women)	1.190	1.310			
Checkers	1.335	1.335	Sponge packers	1.110	1.220			
Bench helpers, wrapping-machine operators	1.325	1.325	Hand bundlers, filling-machine operators	1.090	1.200			
Foreladies	1.320	1.320	Sweet packers	1.080	1.190			
Wrapping and slicer helpers, flour handlers, packers	1.300	1.300	Carton formers (machine), sealers and weighers	1.070	1.175			
Pan greasers, machine helpers	1.275	1.275	Agreement B:					
Packers, wrappers (women)	1.105	1.105	Mixing department:					
Pie and pastry shops:			Head mixers	1.530	1.565			
Agreement A:			Sponge mixers	1.400	1.480			
Mixers	1.305	1.515	Sweet mixers	1.370	1.445			
Icing mixers	1.155	1.515	Flour dumpers	1.250	1.315			
Ovenmen	1.305	1.495	Baking department:					
Ingredient scalers	1.155	1.490	Machine captains	1.470	1.550			
Cookies	1.305	1.380	Cutters	1.380	1.455			
Shop helpers	1.155	1.325	Sponge rollers	1.330	1.445			
Agreement B:			Pan feeders and greasers, general helpers	1.250	1.315			
Scaling-machine operators, machine operators	1.270	1.270	Icing and cello-bag department:					
Packers, checkers	1.135	1.135	Head mixers	1.380	1.480			
Foreladies	1.105	1.105	Machine set-up men	1.330	1.420			
Packers and wrappers (women)	1.025	1.025	Paper cutters, icing mixers' helpers	1.330	1.370			
Hebrew and Polish baking:			General helpers	1.250	1.315			
First hands, ovenmen, mixers	1.750	1.760	Forming-machine operators, carton formers, (women)	1.110	1.150			
Second hands, bench hands ..	1.550	1.650	Sealers, weighers (women)	1.060	1.110			
Crackers and cookies:			Packing department:					
Agreement A:			General helpers	1.250	1.315			
Mixing department:			Sponge packers	1.150	1.206			
Head mixers	1.545	1.700	Hand bundlers, and carton formers (machine table), sweet packers, carton formers (hand), "Q" formers, cover stitchers, repack girls, breakage girls	1.100	1.150			
Sponge mixers	1.460	1.605						
Flour dumpers	1.330	1.495						
Mixers' helpers	1.360	1.495						
Baking department:								
Machine captains	1.460	1.605						
Oven firemen	1.360	1.530						
Cutters	1.340	1.505						

2/ 48-hour workweek.

4/ 44-hour workweek.

5/ 42-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour			
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		
CHARLOTTE, N. C.										
Bread and cake - Machine shops:										
Agreement A:			CHATTANOOGA, TENN. - Continued			CHICAGO, ILL. - Continued				
Bread:	\$	\$	Bread and cake - Machine shops:			Bread and cake - Hand				
Foremen	1.320	1.320	Dough mixers	\$	\$	shops: - Continued				
Mixers, head			Ovenmen	1.110	1.110	Retail - Bread and				
Ovenmen	1.160	1.160	Benchmen	1.050	1.050	cake: - Continued				
Machinemen (rounders, molders, and roll dividers)	1.080	1.080	Twisters, bench helpers, machine helpers, and wrapping-machine operators	1.030	1.030	Agreement B:				
Ovenmen, wrapping-machine operators, hand wrappers, and machine helpers	1.050	1.050	Wrapping-machine helpers, helpers .....	.970	.970	First hands, spongers, ovenmen	\$	\$	
Helpers:			Cake:			Second hands	\$	\$		
1st 3 months .....	.830	.830	Mixers	1.100	1.100	Third hands:			
After 3 months .....	.880	.880	Machine operators .....	.910	.910	First 6 months .....	.950	.950
Cake:			Hand icers .....	.800	.800	7 to 24 months	1.140	1.140	
Foremen	1.320	1.320	Checkers, wrappers, packers, and cutters .....	.780	.780	25 to 36 months	1.440	1.440	
Mixers, ovenmen	1.160	1.160	Agreement B:			Wholesale - Bread:				
Machinemen, depositors, and ingredient scalers	1.050	1.050	Foremen	1.690	1.690	First hands, mixers, ovenmen, spongers	1.575	1.675		
Oven loaders and unloaders .....	.940	.940	Mixers, ovenmen	1.430	1.430	Second hands, bench or machine hands, molder or dividers, ingredientmen	1.525	1.625	
Foreladies .....	.990	.990	Head benchmen, divider operators	1.350	1.350	Bread and cake - Machine shops:			
Helpers:			Shipping clerks	1.320	1.320	Agreement A:				
1st 3 months .....	.830	.830	Benchmen, machinemen, assistant mixers, dumper, and wrapping-machine operators	1.280	1.280	Foremen	1.670	1.770	
After 3 months .....	.880	.880	Set-up men, wrapping-machine tailers	1.140	1.140	Oven operators, mixers, doughnut operators, leader decorators	1.560	1.660	
Icers, wrappers, and box makers:			Doughnut-machine operators	1.100	1.100	Bench hands, ingredient scalers, divider and depositor operators, cooky-machine operators, oven feeders and dumper, floormen	1.510	1.610		
1st 2 months .....	.770	.770	Bread twisters	1.080	1.080	Molder operators, wrapping machine set-up men, dough dumper, assistant leader decorators	1.410	1.510	
Next 2 months .....	.830	.830	Helpers:			Grease-machine operators, pan washing-machine operators, rack washing-machine operators, experienced bake-shop helpers, stackmen	1.300	1.400	
Cake wrapping-machine operators, experienced icers .....	.880	.880	1st 3 months .....	.890	.890	General bakery helpers ...	1.190	1.290
Pan washers and greasers .....	.910	.910	4 to 6 months .....	.920	.920	Inspectors, floor-ladies, skilled cake decorators	1.180	1.280
Shipping:			Over 6 months	1.010	1.010	Bread and dough pan-ners, doughnut tray packers, hand-icers, make-up girls	1.110	1.210		
Shipping clerks	1.160	1.160	Agreement C:			Wrapping-machine feeders, olive wrapper operators, order fillers and selectors, cake cutting-machine operators, cooler girls	1.060	1.160		
Checkers .....	.940	.940	Foremen	1.150	1.150	Unskilled general bakery helpers, (woman) .....	.990	1.090
Agreement B:			Mixers .....	.990	.990	Agreement B:			
Ovenmen, mixers, and doughnut-machine operators	1.270	1.350	Ovenmen .....	.940	.940	Bread department:			
Dividers, roll-machine operators, depositors, and bread wrapping-machine operators	1.220	1.300	Cookers .....	.840	.840	Group leaders	1.665	1.765	
Scalers, molder operators, stockmen, and mixers' helpers	1.170	1.250	Shipping clerks .....	.790	.790	Mixers, ingredient scalers, ovenmen	1.560	1.660	
Cake wrapping-machine operators	1.140	1.220	Wrappers, boxers, crust-machine operators, pie fillers, and toppers .....	.780	.780	Divider operators, soft-mill scaling machine operators	1.510	1.610	
Oven loaders, dumper, cake icing-machine operators	1.060	1.140	Pie glacers, helpers .....	.750	.750	Moldermen, oven dumpers and feeders	1.460	1.560	
Production employees, cake icers, hand .....	.975	1.050	CHICAGO, ILL.			Benchmen, dough dumpers	1.300	1.400	
Helpers:			Bread and cake - Hand shops:			Helpers	1.190	1.290		
1st 90 days .....	.875	.950	Retail - Bread and cake:			Inside bakery cleaners			
After 90 days .....	.925	1.000	Agreement A:						
Shipping:			First hands	5/1.650	5/1.770					
Shipping and receiving clerks	1.120	1.200	Second hands	5/1.600	5/1.720					
Selectors	1.060	1.140	Icers, after 1 year	5/1.245	5/1.345					
CHATTANOOGA, TENN.			General bake-shop helpers, after 1 year	5/1.175	5/1.260					
Bread and cake - Hand shops:										
Head bakers	2/1.146	2/1.281								
Second bakers	2/ .938	2/1.042								
Helpers	2/ .625	2/ .833								

2/ 48-hour workweek.

2/ 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
CHICAGO, ILL. - Continued			CHICAGO, ILL. - Continued			CHICAGO, ILL. - Continued		
Bread and cake - Machine shops: - Continued			Polish baking: - Continued			Crackers and cookies: - Continued		
Agreement B: - Continued			Wholesale shops:			Agreement C:		
Cake department:			Day work:			Sponge baking:		
Cake mixers, icing mixers, doughnut-machine mixers, ovenmen, ingredientmen, first scalers	\$1.520	\$1.620	Foremen, spongers	\$1.835	\$1.985	Machine captains	\$1.530	\$1.530
Bake-shop helpers, dumper	1.260	1.360	Second hands	1.710	1.860	Rollermen, dough feeders, reliefmen	1.445	1.445
Inside bakery cleaners	1.150	1.250	Crackers and cookies:			Dough cutters	1.430	1.430
Helpers, women:			Agreement A:			Scrap boys	1.205	1.205
First month .....	.860	.960	Men employees:			Sweet baking:		
After 30 days .....	.910	1.010	First mixers	1.400	1.450	Machine captains	1.530	1.530
After 6 months .....	.960	1.060	Second mixers	1.150	1.200	Machine sheeters	1.380	1.380
After 1 year	1.010	1.110	Other men helpers:			Dough feeders	1.255	1.255
After 3 years	1.060	1.160	Start .....	.900	.950	Scrap boys	1.205	1.205
Agreement C:			1 to 2 months .....	.950	1.000	Mixing room:		
Cake mixers, ovenmen, ingredientmen, first scalers	(2/)	1.620	1 to 2 years	1.050	1.100	Mixers, sweet and sponge	1.450	1.450
Pan washers	(2/)	1.250	Over 3 years	1.125	1.175	Raw material scalers	1.430	1.430
Dumpers, crumbers, greasers, inside bakery cleaners	(2/)	1.200	Women employees:			Helpers	1.230	1.230
Helpers, men:			Start .....	.850	.900	Fleur dumper	1.230	1.230
First month	(2/)	1.080	1 to 3 months .....	.900	.950	Ovenmen	1.380	1.380
After 30 days	(2/)	1.200	3 to 12 months .....	.950	1.000	Icing department:		
Helpers, women:			1 to 2 years	1.000	1.050	Machinemen, enrobbers	1.330	1.330
First month	(2/)	.960	2 to 3 years	1.050	1.100	Head mixers	1.230	1.230
After 30 days	(2/)	1.010	Over 3 years	1.100	1.150	Stitchers	1.180	1.180
After 6 months	(2/)	1.060	Foreladies	1.150	1.200	Packers	1.090	1.090
After 1 year	(2/)	1.110	Agreement B:			Trolley dippers, pinners, tailors, packers	1.060	1.060
After 3 years	(2/)	1.160	Sponge-mixing department:			Head sample girls	1.065	1.065
Doughnut shops:			Mixers	1.420	1.510	Stitchers (women), cellophane packers, sample helpers, stickers	1.020	1.020
Doughnut and chocolate enrobing-machine operators	1.410	1.500	Mixers' helpers	1.320	1.410	Packing department:		
Utilitymen	1.210	1.300	Sponge-baking department:			Stacking-machine captains:		
Foremen (women)	1.050	1.180	Oven captains	1.550	1.640	First 3 months	1.105	1.105
Packers (women):			Peelers-in	1.490	1.580	Next 3 months	1.330	1.330
Start .....	.880	.960	Rollermen	1.460	1.550	After 6 months	1.430	1.430
After 6 months .....	.950	1.030	Draw boys	1.320	1.410	Wrapping-machine operators	1.280	1.280
After 1 year	1.000	1.080	Stackers	1.270	1.360	Stitchers	1.180	1.180
Pie and pastry shops:			Sweet-mixing department:			General helpers	1.130	1.130
Pie shops:			Mixers	1.470	1.560	Carton formers, bundlers, sponge packers	1.100	1.100
Ingredientmen, ovenmen, cooks, dough mixers	1.290	1.370	Mixers' helpers	1.370	1.460	Sweet packers	1.060	1.060
Dough breakers, fruit mixers, servicemen, helpers	1.060	1.140	Cutting-machine operators	1.370	1.460	Women carton and caddy stitchers, scalers	1.020	1.020
Pie-machine operators, cream toppers, oven helpers, (women) .....	.970	1.020	Ovenmen's helpers	1.320	1.410	Stackers and feeders (women) .....	.990	.990
Wrappers, cream-pie fillers, fruit cleaners, plate washers, sorters, inspectors .....	.890	.940	Pan feeders and greasers	1.150	1.240	Receiving department:		
Hebrew baking:			Icing department:			Flour unloaders	1.300	1.300
Foremen or first hands	5/2.023	5/2.167	Mixers	1.420	1.510	Order fillers and stockmen	1.260	1.260
Second hands	5/1.952	5/2.095	Mixers' helpers	1.320	1.410	Receiving clerks	1.255	1.255
Bohemian baking - Bread:			Packer, machine feeders	1.020	1.090	Paper cutters and sugar grinders	1.205	1.205
Small shops - Hand:			Packing and wrapping department:			Shipping department:		
First hands	5/1.715	5/1.815	Machinemen	1.320	1.410	Head shipping clerks	1.480	1.480
Second hands	5/1.645	5/1.745	Fiber-case packers, bag-machine operators, automatic forming-machine operators	1.220	1.310	Men-in-charge, wholesale department	1.330	1.330
Large shops - Machine:			Fiber-case stitchers	1.170	1.260	Order fillers	1.230	1.230
First hands	1.850	1.950	Fiber-case stitchers, tapers, (women)	1.120	1.190	Stockmen	1.180	1.180
Second hands	1.775	1.875	Sponge packers, under 16 oz. carton, bundlers	1.120	1.190	Agreement D:		
Polish baking:			Sweet-mixing department:			Sweet-mixing department:		
Retail shops:			Mixers	1.435	1.490	Mixers	1.435	1.490
Day work:			Helpers	1.340	1.395	Helpers	1.340	1.395
Foremen, spongers	2/1.729	2/1.879	Sweet-baking department:			Sweet-baking department:		
Second hands	2/1.604	2/1.754	Machinemen	1.485	1.540	Machinemen	1.485	1.540

2/ 48-hour workweek.

2/ Information not available for rate and hours on July 1, 1950.

5/ 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
CHICAGO, ILL. - Continued								
Crackers and cookies: -			CINCINNATI, OHIO - Continued			CLEVELAND, OHIO - Continued		
Continued			Crackers and cookies:			Bread and cake - Machine shops: - Continued		
Agreement D: - Continued			Head mixers, cutting-machine operators	\$1.515	\$1.580	Mixers' helpers, oven feeders, helpers and dumper, wrapping and slicer adjusters	\$1.380	\$1.380
Icing department:			Reel-oven operators	1.465	1.520			
Assistant foremen	\$1.500	\$1.555	Machine set-up captains, peelers	1.435	1.490			
Machinemen	1.350	1.540	Upright and brake roller-men, mixers (baking and icing), band ovenmen	1.415	1.470			
Mixers	1.300	1.355	Assistant cutting-machine operators, marshmallow depositor operators, receiving clerks, truck shipping clerks, assistant reel-oven operators, inspectors, checker captains	1.375	1.430			
Packers, utility girls	1.030	1.085	Assistant mixers, order checkers, spray-machine operators, auto-brake operators	1.310	1.350			
Cello baggers and makers .....	.960	1.015	Small power truck operators, repairmen, marshmallow beaters, order fillers, flour dumpers, warehouse storekeepers	1.270	1.310			
Machine feeders .....	.950	1.005	Sirup mixers, enrober helpers, grinding mill operators, slotting-machine operators, order chasers, car packers, cheese and fig grinders, spray-machine cleaners, shortening weighers	1.230	1.270			
Sweet-packing department:			Women employees:					
Floor boys	1.075	1.130	Inspectors, box tapers, oven tenders, packers, ingredient weighers, machine operators (class A)	1.100	1.130			
Weighers	1.005	1.060	Machine operators (class B), breakers, (stackers) variable scalers, dump fillers, bundlers, magazine feeders, machine stock clerks, nesting makers	1.050	1.080			
Packers	1.030	1.085	Carton weighers, general helpers, supply girls, carton handlers and assemblers, machine helpers and machine operators (class C), scrap pickers	1.000	1.030			
Cello baggers .....	.950	1.015						
Floor girls .....	.795	.865						
Carton and caddy forming:								
Women employees .....	.970	1.025						
Agreement E:								
Mixing and baking department:								
Mixing supervisors	1.560	1.716						
Baking supervisors	1.560	1.716						
Machine captains	1.540	1.694						
Peelers, mixers	1.480	1.628						
Working supervisors, drawmen	1.460	1.606						
Rollermen, cutter-men, reliefmen	1.450	1.595						
Bakers	1.380	1.518						
Pan dumpers	1.360	1.496						
Oven firemen, flour dumpers	1.350	1.485						
Ovenmen	1.320	1.452						
Battermen	1.275	1.403						
Pan cleaners and feeders	1.270	1.397						
Machine set-up men, dough feeders	1.240	1.364						
Wrapping and packing department, women:								
Tally clerks	1.160	1.276						
Sponge packers	1.100	1.210						
Sweet packers, carton formers, weighers, scalers, hand bundlers, machine operators	1.080	1.188						
Icing department:								
Head mixers	1.560	1.716						
Eurobermen	1.400	1.540						
Stackers	1.370	1.507						
Icing mixers	1.340	1.474						
Helpers	1.320	1.452						
Jelly and marsh-mallowmen	1.290	1.419						
Scrapers	1.180	1.298						
Cleaners	1.170	1.287						
Spreaders	1.080	1.188						
General bakery workers:								
Ritz forming-machine operators	1.260	1.386	Bread and cake - Hand shops:					
Floormen	1.190	1.309	Agreement A:					
Working supervisors (women)	1.160	1.276	First hands	2/1.668	2/1.687			
Women helpers	1.080	1.188	Second hands	2/1.603	2/1.625			
General help (women)	1.060	1.166	Male bake-shop helpers and shipping clerks	2/1.229	2/1.250			
CINCINNATI, OHIO			Women, all classes	1/.933	1/.956			
Bread and cake - Machine shops:			Agreement B:					
Foremen or first bakers	1.665	1.710	Ovenmen	2/1.668	2/1.687			
Ovenmen, mixers	1.578	1.628	Mixers	2/1.668	2/1.687			
Bench hands	1.510	1.565	Benchmen	2/1.603	2/1.625			
			Bake-shop helpers	2/1.229	2/1.250			
			Bread and cake - Machine shops:					
			Ovenmen, mixers, ingredient men, cake decorators	1.550	1.550			
			Bench or machine hands, doughnut-machine operators	1.500	1.500			

1/ 45-hour workweek.

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour		
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951	
COLUMBUS, OHIO - Continued			COLUMBUS, OHIO - Continued			DALLAS, TEX. - Continued			
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			
Agreement F: - Continued			Agreement E: - Continued			Agreement B: - Continued			
Cake department:			Flour dumpers, bench and machine helpers, wrapping-machine helpers, truck loaders and helpers, pan greasers, bread rackers			Bread: - Continued			
Mixers, ovenmen	\$ 1.500	\$ 1.500				Pan greasers, rackers, slicing-wrapping machine feeders, take-off men			
decorators	1.500	1.500				(other than operators), and helpers:			
Mechinemen, depositors	1.370	1.370				1st 3 months	\$ 1.095	\$ 1.040	
Cooky-machine operators	1.250	1.250				2d 3 months	1/1.045	1/1.090	
Machine helpers	1.200	1.200				After 6 months	1/1.095	1/1.140	
Pan washers and greasers	1.150	1.150				Cake:			
Hand icers and wrappers (women)	1.080	1.080				Foremen	1/1.655	1/1.700	
Shipping department:						Mixers	1/1.545	1/1.590	
Wrapping-machine operators	1.370	1.370				Ovenmen	1/1.495	1/1.540	
Wrapping-machine helpers, packers and shippers	1.250	1.250				Machine operators, bench hands, and ingredient scalers	1/1.385	1/1.430	
Order fillers	1.150	1.150				Floorladies:			
Warehouse department:						1st 6 months	1/1.175	1/1.220	
Stock room and receiving clerks	1.260	1.260				After 6 months	1/1.265	1/1.310	
Freight handlers and flour dumpers	1.210	1.210				Wrapping-machine operators	1/1.055	1/1.100	
Agreement C:						Helpers:			
Mixers, ovenmen	1.500	1.530				1st 3 months	1/ .995	1/1.040	
Oven helpers, feeders and dumpers	1.400	1.430				2d 3 months	1/1.045	1/1.090	
Dividers, molders, hand wrappers, mixers' helpers	1.370	1.400				After 6 months	1/1.095	1/1.140	
Molders' helpers, pan greasers, bread rackers, flour blenders, wrapping-machine helpers	1.250	1.280				Icers and wrappers:			
Agreement D:						1st 6 months	1/ .825	1/ .870	
Mixers	1.400	1.400				2d 6 months	1/ .875	1/ .920	
Oven operators	1.375	1.375				After 1 year	1/ .985	1/1.030	
Dividers, tray-oven feeders and dumpers, doughnut-machine operators, icing mixers	1.320	1.320				Agreement C:			
Bench hands, oven feeders and dumpers, shippers, molders, depositors	1.270	1.270				Working foremen	1/1.640	1/1.670	
Order workers	1.210	1.210				Mixers	1/1.530	1/1.560	
Helpers, panners, pan setters, pan greasers, blenders, packers	1.150	1.150				Ovenmen	1/1.510	1/1.540	
Agreement E:							Machine operators, panners, twisters, ingredient scalers, stock clerks, shipping clerks, checkers, and slicing-wrapping machine operators	1/1.420	1/1.450
Dough mixers, ovenmen	1.500	1.530				Floorladies	1/1.180	1/1.210	
Oven loaders and dumpers	1.400	1.430				Pan greasers, cake dumpers, rackers, packers helpers and cake wrapping-machine operators (female)			
Dividermen, moldermen, wrapping-machine operators, bread panners, shipping and receiving clerks, checkers	1.370	1.400				1.595	1.640		
Dough mixers' helpers	1.370	1.400				1.485	1.530		
Bread rackers, pan greasers, flour dumpers, bench and machine helpers, truck loaders and helpers	1.250	1.280				1.465	1.510		
Agreement F:							Pan greasers, cake dumpers, rackers, packers helpers and cake wrapping-machine operators	1.375	1.420
Working foremen	1.650	1.680						1.135	1.180
Dough mixers, ovenmen	1.500	1.530							
Oven loaders and dumpers	1.400	1.430							
Dough mixers' helpers, dividermen, moldermen, roll-machine operators, bread panners, shipping and receiving clerks, checkers, wrapping-machine operators	1.370	1.400							

1/ 45-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
DAYTON, OHIO								
Bread and cake - Semimachine shops:			DAYTON, OHIO - Continued			DENVER, COLO. - Continued		
Mixers, ovenmen	\$1.525	\$1.555	Crackers and cookies: - Continued			Crackers and cookies: - Continued		
Oven feeders and dumpers, molders, dividers, bench-men, wrapping-machine set-up men, panners	1.475	1.505	Agreement B: - Continued			Agreement B: - Continued		
Doughnut-machine operators	1.435	1.465	Icing mixers	\$1.270	\$1.350	Icing room:		
Mixers' helpers	1.425	1.455	Preparation men	1.250	1.320	Machinemen; jelly, cream and icing mixers	\$1.280	\$1.330
Wrapping-machine helpers, other helpers, packers	1.310	1.340	Stockmen	1.240	1.310	Jelly, cream and icing mixers' helpers	1.130	1.180
Icers, wrappers, packers (women)	1.140	1.170	Utensil working-machine operators, carton loaders	1.230	1.300	Packing department:		
Bread and cake - Machine shops:			Paper cutters	1.290	1.295	Wrapping and labeling machinemen	1.350	1.400
Mixers, ovenmen	1.525	1.555	Assortment stockmen	1.210	1.280	Wrapping- and labeling-machine helpers	1.180	1.230
Benchmen, machinemen, head wrappers, head shippers, moldermen, panners, oven feeders and dumpers, set-up men, dividers	1.475	1.505	Bread and cake - Hand shops:			General helpers (men):		
Doughnut-machine operators	1.435	1.465	Foremen	2/1.540	2/1.620	First month .....	.820	.870
Mixers' helpers	1.425	1.455	Dough mixers, ovenmen	2/1.450	2/1.530	Next 2 months .....	.860	.910
Flour blenders	1.405	1.435	Bench hands	2/1.400	2/1.480	Second 3 months .....	.900	.950
Pan greasers	1.360	1.390	Bread and cake - Machine shops:			Third 3 months .....	.940	.990
Wrappers and packers, bread rackers, wrapping-machine helpers, other helpers	1.310	1.340	Foremen	1.540	1.620	Thereafter .....	.910	1.030
Icers, wrappers, and packers (women)	1.140	1.170	Dough mixers, spongers, ovenmen	1.450	1.530	General helpers (men):		
Crackers and cookies:			Bench hands, machine operators	1.400	1.480	First month .....	.950	.980
Agreement A:			Hebrew baking - Cake and pastry:			Next 2 months .....	.980	1.030
Mixers captains	1.260	1.300	Foremen	1.540	1.620	Second 3 months	1.020	1.070
First 2 weeks	1.100	1.100	Dough mixers, spongers, ovenmen	1.450	1.530	Third 3 months	1.060	1.110
3 - 4 weeks	1.150	1.150	Bench hands, machine operators	1.400	1.480	Thereafter	1.110	1.160
After 1 month	1.240	1.275	Crackers and cookies:			DES MOINES, IOWA		
Packers and wrappers:			Agreement A:			Bread and cake - Machine shops:		
First 2 weeks .....	.830	.830	Machine captains	1.385	1.525	Working foremen	1.600	1.670
3 - 4 weeks .....	.880	.880	Head sponge and sweet mixers	1.335	1.470	Dough mixers, ovenmen, pan setters, pan dumpers	1.500	1.570
After 1 month .....	.970	1.010	Bakers	1.305	1.435	Benchmen, machinemen, shipping clerks	1.380	1.450
Handlers, shippers:			Peelers	1.335	1.470	Helpers:		
First 2 weeks	1.050	1.050	Mixers, rollermen, drawmen	1.285	1.415	First 3 months .....	.980	1.050
3 - 4 weeks	1.100	1.100	Mixers' helpers	1.190	1.310	After 3 months	1.100	1.170
After 1 month	1.190	1.220	Stackers	1.190	1.310	Miscellaneous employees:		
Agreement B:			General helpers (men)	1.190	1.310	First 3 months .....	.980	1.050
Head mixers, after 12 months	1.515	1.615	Packing and icing departments:			After 3 months	1.050	1.120
Senior machinemen	1.490	1.590	Icing mixers	1.285	1.415	DETROIT, MICH.		
Head machinemen (packing and band-oven), mixers, band-oven operators and machinemen, mixers, receiving clerks	1.465	1.565	Wrapping-machine set-up men	1.235	1.360	Bread and cake - Machine shops:		
Band-oven laminators, after 6 months; cello-bag machine operators	1.415	1.505	Floormen	1.140	1.255	Agreement A:		
Ovenmen, real	1.390	1.480	Women employees:			Bread:		
Car and truck checkers	1.385	1.480	Working supervisors ..	1.030	1.195	Mixers, oven operators	1.560	1.680
Cuttermen	1.385	1.470	Sponge packers	1.035	1.140	Flour blenders, ingredient scalers, mixers' helpers, dividermen, twisters and panners, bench-men, oven feeders and dumpers, molder	1.460	1.580
Receiving clerks' helpers, reliefmen, band-oven men, junior machinemen, syrup mixers, stores stockmen	1.365	1.450	Bindlers, machine operators, hand bundlers, scalers, and weighers	1.010	1.110	Pan setters, pan rackers, pan greasers, greasers fried foods	1.410	1.530
Shredded wheat cookers	1.365	1.445	Agreement B:			Bread rackers	1.320	1.430
Reel-ovenmen's helpers, car loaders and unloaders	1.340	1.420	Baking department:			Bun panners	1.210	1.310
Pan feeders	1.315	1.395	Machinemen, sponge	1.410	1.460	Cake:		
H.P.A. machinemen, assistant machinemen, packing and band-oven	1.310	1.390	Machinemen, sweet	1.390	1.440	Dough mixers, icing mixers, cooks, oven operators	1.560	1.680
Truck loaders and order pickers	1.300	1.380	Peelers, ovenmen, sponge	1.350	1.400	Ingredient scalers, depositor operators, doughnut-machine operators	1.460	1.580
Power truck operators	1.280	1.360	Ovenmen (sweet), sponge reliefmen	1.330	1.380	Mixers' helpers, depositor helpers, oven feeders and dumpers, icing-machine operators	1.410	1.530
			Dough mixers, rollermen	1.280	1.330	Pan greasers, cutters	1.340	1.450
			Dough feeders	1.210	1.260	Decorators	1.310	1.420

2/ 48-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
DETROIT, MICH. - Continued			DETROIT, MICH. - Continued			DETROIT, MICH. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement A: - Continued			Agreement B: - Continued			Agreement C: - Continued		
Cake: - Continued			Bread divider operators:			Coffee cake department:		
Pan washers, all other help (men)	\$1.300	\$1.410	Starting rate \$1.170	\$1.390		Benchmen:		
Icers, all other help (women)	1.140	1.240	After 2 months 1.310	1.530		Class A \$1.470	\$1.760	
Sweet yeast goods:			Bread oven loaders, after 3 months, cake depositor operators 1.310	1.530		Class B (3/)	1.660	
Dough mixers, bakers, proofers, bench leaders	1.560	1.630	Bread wrapping-machine operators:			Mixers' helpers 1.275	1.510	
Benchmen, doughnut friers, doughnut glazers	1.510	1.630	Starting rate 1.170	1.380		Muffin girls 1.030	1.215	
Flour blenders, ingredient scalers, icing mixers and cookers, depositors, and dividermen	1.460	1.580	After 2 months 1.310	1.520		Finishers, general utility, leaders (women) 1.050	1.230	
Oven feeders, pan greasers	1.410	1.530	Stockmen 1.310	1.480		Fried cake department:		
Dough feeders, scalers	1.360	1.470	Bread rackers (after 3 months) 1.210	1.470		Fried cake makers and leaders 1.575	1.360	
All other help (men)	1.300	1.410	Cake decorators:			Fried cake helpers 1.275	1.510	
Panners, dumpers	1.210	1.310	Starting rate 1.030	1.200		Scaling and flour blending department:		
Packers, icers, all other help (women)	1.140	1.240	After 3 months 1.190	1.360		Oven #1, leaders 1.615	1.860	
Pie:			After 6 months 1.290	1.460		Scalers, leaders 1.445	1.730	
Working leaders, pie bakers, cooks #1	1.560	1.680	Pan pullers to washing-machine, washing-machine operators, baking utilitymen, shipping-room servicemen	1.290	1.460	Scalers, blenders 1.345	1.630	
Pie dough mixers, icing or meringue mixers, ingredient scalers, raw material stockroom leaders	1.460	1.580	Machine operators (not otherwise specified), Habamfer machine operators	1.260	1.430	General utility 1.345	1.380	
Cooks #2, pie peelers	1.410	1.530	Bread and roll mixers' helpers	1.260	1.470	Panners (women) ..... .990	1.175	
All other help (men)	1.300	1.410	Bread panners (after 3 months)	1.240	1.470	Specialty department:		
All other help (women)	1.140	1.240	Pan conditioners, general bakery workers, bakery helpers, oven helpers	1.210	1.380	Decorators 1.530	1.910	
Wrapping:			Decorators, finishing department	1.030	1.200	General utility 1.180	1.380	
Wrapping-machine set-up men	1.460	1.580	Bread packers, shipping-room (women):			Decorator #1 (women) .. 1.125	1.360	
Bread wrappers	1.320	1.430	Starting rate ..... .770	1.010		Decorator #2 (women) .. 1.060	1.250	
Cake wrappers, bun wrappers, and packers	1.140	1.240	After 1 month ..... .830	1.060		Decorator #3 (women) .. .990	1.175	
Shipping, receiving:			After 3 months ..... .830	1.110		Panners (women) ..... .990	1.175	
Checkers	1.410	1.530	After 6 months ..... .990	1.160		Cooky department:		
Packers	1.360	1.470	Order girls:			Mixers 1.515	1.810	
Receiving and stock-room men	1.310	1.420	Starting rate ..... .770	1.010		Depositors 1.345	1.630	
Agreement B:			After 6 months ..... .990	1.160		Packing leaders (women) .. 1.090	1.275	
Bread and roll mixers:			Decorators, finishing department (women) - general icing workers, layer cake icers, bench girls, panners, order helpers, general bakery workers:			Packers (women) ..... .990	1.175	
Starting rate	1.310	1.540	Starting rate ..... .770	1.010		General utility women .. .990	1.130	
After 2 months	1.460	1.690	After 1 month ..... .830	1.060		Hebrew baking:		
Cake mixers, icing and filling cookers:			After 3 months ..... .830	1.110		First hands-1 or 2 ovens, cake bakers 1/2,333	1/2,463	
Starting rate	1.290	1.520	After 6 months ..... .990	1.160		Second hands 1/2,222	1/2,353	
After 2 months	1.440	1.670	Order girls:			Helpers 1/1,667	1/1,760	
Doughnut fryers, after 3 months	1.440	1.670	Starting rate ..... .770	1.010		Polish baking:		
Bakers-expert bench hands (after 2 months)	1.410	1.640	After 6 months ..... .990	1.160		First hands (either handling 2-ovens or mixing dough) 1,825	1,900	
Formula men experienced ..	1.400	1.570	Decorators, finishing department (women) - general icing workers, layer cake icers, bench girls, panners, order helpers, general bakery workers:			First hands-1-oven 1,775	1,850	
Ovenmen:			Starting rate ..... .770	1.010		Second hands-partial dough mixers 1,680	1,755	
Starting	1.290	1.460	After 1 month ..... .830	1.060		Second hands-1-oven 1,605	1,680	
After 2 months	1.440	1.610	Decorators, finishing department (women) - general icing workers, layer cake icers, bench girls, panners, order helpers, general bakery workers:			Crackers and cookies:		
Pie crust mixers:			Starting rate ..... .770	1.010		Agreement A:		
Starting rate	1.260	1.490	After 1 month ..... .830	1.060		Mixers 1,490	1,640	
After 2 months	1.380	1.610	Decorators, finishing department (women) - general icing workers, layer cake icers, bench girls, panners, order helpers, general bakery workers:			Workers (women):		
Ingredient scalers	1.410	1.580	Starting rate ..... .770	1.010		Starting rate ..... .990	1,100	
Stockmen receivers	1.370	1.580	After 1 month ..... .830	1.060		After 1 month 1,070	1,200	
Bakers all-round, benchmen:			Decorators, finishing department (women) - general icing workers, layer cake icers, bench girls, panners, order helpers, general bakery workers:			Agreement B:		
Starting rate	1.260	1.450	Starting rate ..... .770	1.010		Mixers:		
After 2 months	1.360	1.550	After 1 month ..... .830	1.060		Starting rate 1,390	1,540	

1/ 45-hour workweek.

2/ Information not available for rate and hours on July 1, 1950

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
DETROIT, MICH. - Continued			EL PASO, TEX.			GRAND RAPIDS, MICH. - Continued		
Crackers and cookies: -			Bread and cake - Machine shops:			Bread and cake - Machine shops: - Continued		
Continued			Dough mixers	\$1.280	\$1.380	Agreement D:		
Agreement C: - Continued			Ovenmen	1.210	1.310	Ovenmen, cake mixers	\$1.430	\$1.480
Icing department:			Dividers, machine bread wrappers	1.110	1.210	Ingredient scalers, cake- oven operators, deposi- tor operators	1.380	1.430
Working assistant foremen	\$1.560	\$1.716	Oven helpers	1.070	1.170	Wrapping-machine operators	1.330	1.380
Head mixers (icing)	1.510	1.661	Bench hands	1.040	1.140	Benchmen	1.240	1.290
Machine operators	1.160	1.276	Moldermen .....	.970	1.070	Oven loaders and dumpers ..	1.230	1.280
Icing packers	1.140	1.254	Bread rackers (oven) .....	.950	1.050	Cooky-machine operators, pan greasers, order fill- ers, stockroom helpers ..	1.210	1.260
Other helpers	1.130	1.243	Twisters, panners, and dough mixers' helpers .....	.930	1.030	Bread rackers	1.160	1.230
Packing department:			Wrapping-machine helpers, pan greasers, icers and helpers .....	.910	1.010	Foremen (women)	1.180	1.230
Working supervisors (men)	1.410	1.551	GRAND RAPIDS, MICH.			Wrapping-machine operators' helpers	1.160	1.210
Machine set-up men	1.410	1.551	Bread and cake - Machine shops:			Pan rackers, shop helpers	1.110	1.160
Floormen	1.310	1.441	Agreement A:			Cake icers and wrappers (women), miscellaneous helpers (women)	1.030	1.080
Working supervisors (women)	1.210	1.331	Mixers, wrapping-machine set-up operators	1.450	1.530	Agreement E:		
Head carton formers, machine operators	1.160	1.276	Divider operators	1.400	1.430	Mixers, doughnut-machine operators, stockmen	1.330	1.480
Sweet packers, hand car- ton formers, stitchers, weigh- ers, closers, bundlers- hand, cripple pickers, filling-machine opera- tors, sealers, staplers, sample-room weight clerks, "S" packers and "S" formers	1.150	1.265	Shipping clerks, molders	1.350	1.430	Divider operators, cake- oven operators, bench hands, bread-oven dumpers ..	1.280	1.430
DULUTH, MINN.			Doughnut-machine operators	1.350	1.380	Shipping clerks	1.255	1.405
Bread and cake - Hand shops:			Order fillers	1.300	1.380	Molders, oven feeders and dumpers; depositor operators, wrapping- machine set-up opera- tors, order fillers	1.230	1.380
Foremen	2/1.606	4/1.606	Observers	1.250	1.330	Helpers	1.180	1.310
Mixers, ovenmen	2/1.354	4/1.354	Stockmen	1.250	1.330	Doughnut packing-machine operators (women)	1.060	1.190
Bench hands	2/1.296	4/1.296	Women cake-shop employees	1.080	1.130	Cake-shop employees (women)	1.010	1.140
Hand wrappers and packers:			Agreement B:			HOUSTON, TEX.		
First 100 days	2/ .788	4/ .788	Bread department:			Bread and cake - Machine shops:		
After 100 days	2/ .849	4/ .849	Foremen, mixers, divi- dermen, head ovenmen ..	1.420	1.500	Foremen	1.575	1.725
Foremen (women)	2/ .992	4/ .992	Oven feeders, dumpers, loaders	1.320	1.400	Dough mixers, icing mixers, and spongers	1.400	1.550
Helpers:			Benchmen, molders, machine wrappers	1.270	1.350	Ovenmen	1.350	1.500
After 600 days	2/1.093	4/1.093	Agreement C:			Benchmen, machinemen, count- ers, checkers, oven dumpers and loaders, weigh-up men, scaling-machine operators, cake dumpers, ingredient scalers, checkers; female, bread twisters, and bread panners	1.300	1.450
Bread and cake - Machine shops:			Bread department:			Bread wrappers, slicers, and packers	1.150	1.300
Working foremen	1.660	1.660	Dough mixers, oven opera- tors, wrapping-machine set-up men, bun- and roll-machine operators	1.475	1.555	Pan greasers, pan and bread rackers	1.125	1.275
Dough mixers, ovenmen	1.500	1.500	Divider operators	1.375	1.455	Greasing-machine opera- tors, female, cake wrapping-machine operators, female .....	.980	1.130
Bench hands, doughnut- machine operators	1.420	1.420	Oven dumpers and load- ers, pan catchers	1.325	1.405	Wrappers and icers, female: 1st 30 days .....	.780	.930
Machinemen (dividers and molders), wrapping- machine operators	1.340	1.340	Checkers, molders	1.275	1.355	Next 60 days .....	.830	.980
Stockmen, receiving clerks ..	1.240	1.240	Ingredient scalers	1.225	1.355	After 90 days .....	.910	1.060
Helpers:			Flour dumpers	1.225	1.305	Crackers and cookies:		
After 600 days	1.215	1.215	Dough mixers' helpers, molders' helpers, bread boxers, pan greasers	1.175	1.255	Mixers, bakers	1.505	1.655
Dishwashers .....	.930	.930	Miscellaneous help:			Machinemen; mixers, icing ..	1.405	1.545
Hand wrappers and packers:			Starting rate .....	.875	.955	Rollermen	1.355	1.490
First 100 days .....	.910	.910	After 60 days .....	.925	1.005	Mixers' helpers, dough feeders, trough handlers, spray machinemen, cutter- men, mixers' helpers; icing, and machine set-up men; icing	1.305	1.435
After 100 days .....	.990	.990	After 6 months	1.025	1.105			
Shipping department:			Cake department:					
Shipping clerks (when only 1 clerk on duty in a plant)	1.420	1.420	Mixers	1.475	1.555			
Shipping clerks, after 90 days	1.235	1.235	Wrapping-machine operators	1.425	1.505			
Pie and pastry shops:			Doughnut-machine, pie-machine, deposi- tor, and icing-machine operators	1.375	1.455			
Bakers	1.370	1.370	Oven dumpers	1.325	1.405			
Women employees:			Oven loaders	1.225	1.305			
First 150 days .....	.775	.775	Miscellaneous help:					
After 150 days .....	.870	.870	Starting rate .....	.875	.955			
Crackers and cookies:			After 60 days .....	.925	1.005			
Men employees:			After 6 months	1.025	1.105			
Foremen	1.640	1.640						
Inexperienced	1.285	1.285						
Experienced	1.465	1.465						
Women employees:								
Foremen	1.050	1.050						
Inexperienced (first 300 days) .....	.875	.875						
Experienced (after 300 days) .....	.940	.940						

2/ 48-hour workweek.

4/ 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
HOUSTON, TEX. - Continued			INDIANAPOLIS, IND. - Continued			INDIANAPOLIS, IND. - Continued		
Crackers and cookies: -			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Continued			Agreement D:			Agreement G: - Continued		
Floormen	\$1.305	\$1.435	Bread department:			Roll-machine operators,		
Machine operators,			Scalers, oven opera-			dividers, molders, oven		
female	1.205	1.325	tors, mixers			feeders and dumpers,		
Packers, female	1.080	1.195	Dividermen, ovenmen,			wrapping-machine		
Icing, female	1.065	1.170	molders, machinemen ..			operators, selectors,		
INDIANAPOLIS, IND.			Shipping-room and other			reliefmen	\$1.425	\$1.425
Bread and cake - Machine shops: - Continued			helpers			Pan greasers	1.375	1.375
Agreement A:			Cake department:			Flour blenders	1.305	1.305
Bread department:			Ingredient scalers,			Stock handlers, Oliver		
Oven leadmen	1.580	1.580	mixers, icing mixers,			wrappers	1.255	1.255
Mixers	1.480	1.480	depositors, ovenmen,			Bread racers and panners	1.205	1.205
Oven feeders and			wrapping-machine			General helpers		
dumpers, dividermen,			operators			(women)	1.155	1.155
moldermen, bench and			Depositors' helpers,			Agreement H:		
machine hands, roll-			dumpers			Bread department:		
machine operators, head			Shipping-room and other			Dough mixers, ovenmen ..	1.480	1.480
wrappers, slicers	1.430	1.430	helpers			Bench hands, dough		
Twisters	1.330	1.330	Women workers:			mixers' helpers, oven		
Bake-shop helpers,			Starting	1.020	1.020	loaders and dumpers,		
wrappers and sackers,			After 4 months	1.060	1.060	machine and bench		
packers, pan greasers,			After 3 months	1.100	1.100	hands, dividem		
flour dumpers	1.230	1.230	1 year or more	1.140	1.140	ers, roll-machine		
Cleaners	1.130	1.130	Agreement E:			operators, wrapping-		
Cake department:			Bread department:			machine operators	1.430	1.430
Bench hands, ovenmen,			Dough mixers,			Oven helpers, bread		
doughnut-machine opera-			oven operators,			panners	1.330	1.330
tors, regular mixers ..	1.480	1.480	bread-shipping			Bread helpers, pan		
Scaling-machine			supervisors			greasers and setters,		
operators	1.430	1.430	Machine and bench hands,			bread rockers, wrap-		
Dumpers, pan boys,			oven helpers, bread			ping-machine operators'		
helpers	1.230	1.230	machine wrappers	1.430	1.430	helpers	1.230	1.230
Wrappers and icers			Bread checkers	1.380	1.380	Roll helpers	1.130	1.130
(women)	1.100	1.100	Order fillers, wrapping-			Icers and wrappers	1.100	1.100
Agreement B:			machine helpers	1.230	1.230	Cake department:		
Bread only:			Stockroom helpers	1.180	1.180	Mixers, oven		
Oven operators, dough			Cleaners and pan-room			operators	1.480	1.480
mixers, make-up			helpers	1.130	1.130	Bench and machine		
supervisors	1.480	1.480	Cake department:			hands	1.430	1.430
Molders, dividers,			Mixers, cake and icing ..			Order fillers	1.230	1.230
roll-machine operators,			Depositor operators,			General helpers, pan-		
machine and bench			bench hands, scaling-			room helpers, stock-		
hands, oven helpers,			machine operators, oven			room helpers	1.130	1.130
wrapping-machine			helpers	1.430	1.430	Icers	1.100	1.100
operators	1.430	1.430	Ingredient scalers	1.400	1.400	Pie and pastry shops:		
Ingredientmen	1.400	1.400	Checkers	1.280	1.280	Pie filling cookers, oven		
Bread checkers	1.280	1.380	Foremen (women)	1.300	1.300	operators	1.430	1.430
Bread and bun panners ..	1.330	1.330	Helpers	1.230	1.230	Ingredient scalers, machine		
Bread rockers, pan			Pan cleaners	1.130	1.130	operators	1.400	1.400
greasers, bread carton			Icers	1.100	1.100	Rollers, fillers, trimmers,		
fillers, order fill-			Agreement F:			toppers	1.100	1.100
ers, helpers, wrapping-			Bread only:			JACKSON, MISS.		
machine operators'			Dough mixers, make-			Bread and cake - Machine shops:		
helpers	1.230	1.230	up supervisors, oven			Bread:		
Flour dumper, stock-			operators	1.480	1.480	Foremen, mixers, head		
room helpers	1.180	1.180	Machine bench hands,			ovenmen	1.130	1.210
Cleaners, pan-			oven helpers, molders,			Divider and roll-machine		
room helpers,			dividers, roll-machine			operators	1.070	1.150
bun wrappers	1.130	1.130	operators, wrapping-			Loaders and dumpers	1.020	1.120
Agreement C:			machine operators	1.430	1.430	Molder operators	1.020	1.100
Bread only:			Wrapping-machine opera-			Panners	1.000	1.080
Mixers, oven			tors' helpers, bread			Roll ovenmen .....	.950	1.000
operators	1.480	1.480	rockers, pan greasers,			Pan greasers, bread		
Bread-shipping			carton fillers, order			rakers .....	.890	.900
supervisors,			fillers	1.230	1.230	Helpers, set-off men,		
machine make-up			Flour dumper, stock-			and flour dumpers:		
supervisors	1.480	1.480	room helpers	1.180	1.180	1st 4 weeks .....	.790	.790
Wrapping-machine			Bun wrappers, cleaners			2d 4 weeks .....	.800	.800
operators, machine			and pan-room helpers,			After 8 weeks .....	.860	.860
and bench hands	1.430	1.430	bun slicers	1.130	1.130	Cake:		
Ingredientmen	1.400	1.400	Agreement G:			Foremen, head mixers	1.090	1.170
Helpers	1.230	1.230	Oven operators, lead men ..	1.625	1.625	Mixers	1.030	1.110
Stockroom helpers ..	1.120	1.120	Dough mixers,			Ovenmen .....	.930	1.010
Cleaners and pan-room			doughnut-machine			Depositor and greasing		
helpers	1.130	1.130	operators	1.525	1.525	machine operators .....	.830	.910

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
JACKSON, MISS. - Continued			JACKSONVILLE, FLA. - Continued			KANSAS CITY, MO.		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops:		
Cake: - Continued			Agreement C:			Foremen	\$1.850	\$1.850
Icers, packers, wrappers, and helpers:			Bread:			Ovenmen, drawers, mixers, spongers	1.740	1.740
1st 4 weeks .....	.0790	.0790	Mixers	(3/)	\$.1.200	Bench hands	1.650	1.650
4 weeks to 6 months .....	.800	.800	Head ovenmen	(3/)	1.150	Auxiliary foremen	1.390	1.390
After 6 months .....	.860	.860	Wrapping-machine operators (standard machine)	(3/)	1.100	Foremen (women)	1.310	1.310
Shipping:			Head machinemen, wrapping-machine operators (#35)	(3/)	1.050	Wrappers, ingredientmen, icing makers, head checkers	1.290	1.290
Head wrapping-machine operators	1.070	1.150	Loaders and dumpers	(3/)	1.000	Men helpers	1.190	1.190
Wrapping-machine operators .....	.980	1.000	Mixers' helpers, bread panners	(3/)	.950	Women helpers	1.110	1.110
Foremen .....	.950	.950	Wrapping-machine helpers	(3/)	.900	Crackers and cookies:		
Checkers .....	.890	.890	Roll panners	(3/)	.850	Agreement A:		
Helpers, supplymen:			Bakery helpers:			Head mixers	1.530	1.580
1st 4 weeks .....	.790	.790	1st 6 weeks	(3/)	.750	Head icing-room men	1.380	1.430
After 4 weeks .....	.800	.800	After 6 weeks	(3/)	.820	Head machinemen	1.400	1.450
JACKSONVILLE, FLA.			Cake:			Ovenmen, mixers	1.300	1.350
Bread and cake - Machine shops:			Cake and icing mixers, head ovenmen	(3/)	1.000	Rollermen	1.140	1.190
Agreement A:			Head icers, head wrappers	(3/)	.950	Mixers' helpers	1.200	1.250
Ovenmen, mixers, and doughnut-machine operators	1.250	1.330	Wrapping-machine operators			Wrapping-machine operators	1.140	1.190
Dividers, depositors, benchmen, wrapping-machine operators	1.200	1.280	Sandwich-machine feeders			Sandwich-machine feeders	1.000	1.050
Checkers, molders, and roll-machine operators	1.150	1.230	Cracker packers			Cracker packers	1.000	1.050
Second class benchmen, ingredient scalers, icers, decorators, and stock clerks	1.100	1.180	Sweet-work wrappers and bundlers (women)			Sweet-work wrappers and bundlers (women)	1.000	1.050
Oven loaders and dumpers, shipping selectors, and icing-machine operators	1.000	1.080	Cooky packers			Cooky packers .....	.960	1.010
Cake icers, panners, flour dippers, pan greasers, twisters, molders' helpers, and bread packers .....	.925	1.000	Agreement B:			Machine captains, head mixers	1.450	1.595
Bakers' helpers:			Working supervisors (men)			Working supervisors (men)	1.345	1.480
1st 3 months .....	.900	.900	Mixers			Mixers	1.410	1.550
After 3 months .....	.925	1.000	Paper stockmen			Paper stockmen	1.380	1.520
Doughnut packers and catchers, cake cutters, packagers, wrappers, sugar-machine operators, carton makers, and catchers .....	.875	1.000	Icing mixers			Icing mixers	1.350	1.485
Agreement B:			Bakers			Bakers	1.350	1.485
Bread:			Receiving clerks			Receiving clerks	1.330	1.465
Working foremen	1.280	1.410	Assemblers			Assemblers	1.320	1.450
Mixers	1.180	1.310	Drawers (sponge and sweet)			Drawers (sponge and sweet)	1.315	1.430
Ovenmen	1.140	1.260	Mixers' helpers, assemblers' helpers			Mixers' helpers, assemblers' helpers	1.280	1.410
Wrapping-machine operators	1.080	1.190	Warehousemen			Warehousemen	1.260	1.385
Moldermen	1.000	1.120	Dough feeders, flour dippers			Dough feeders, flour dippers	1.250	1.375
Dividermen	1.060	1.180	Sack binders, car loaders, machine set-up men			Sack binders, car loaders, machine set-up men	1.230	1.355
Wrapping-machine helpers .....	.970	1.090	Working supervisors (women), stackers			Working supervisors (women), stackers	1.200	1.320
Feeders and dumpers .....	.980	1.080	Pan cleaners, pan dippers, graham-pan feeders, conveyermen			Pan cleaners, pan dippers, graham-pan feeders, conveyermen	1.180	1.320
Helpers .....	.870	.950	Women icing-machine operators, women machine carton formers			Women icing-machine operators, women machine carton formers	1.125	1.240
Cake:			Sweet packers, women helpers			Sweet packers, women helpers	1.105	1.215
Mixers	1.120	1.310	Agreement C:			Bake shop (sponge):		
Ovenmen	1.140	1.260	Ovenmen, head sponge mixers			Machinemen, head sponge mixers	1.430	1.530
Depositormen	1.110	1.160	Utilitymen			Sponge mixers	1.360	1.460
Working foreladies	1.020	1.150	Depositor operators			Ovenmen	1.400	1.500
Wrapping-machine operators .....	.920	1.050	Wrapping-machine operators			Mixers' helpers	1.260	1.360
Wrappers, icers, and helpers .....	.870	.950	Icers and wrappers, helpers			Dough feeders	1.200	1.300
Shipping:			Shipping:			Tally clerks	1.190	1.290
Shipping foremen	1.060	1.190	Shipping clerks, checkers			Sack cleaners, miscellaneous floor workers	1.090	1.190
Checkers and unsold checkers .....	.870	1.090	Helpers:			Bake shop (sweet):		
Packers, helpers .....	.870	.950	1st 4 weeks			Machinemen	1.430	1.530
			2d 4 weeks			Head mixers	1.430	1.530
			After 8 weeks			Ovenmen	1.400	1.500
						Mixers' helpers	1.260	1.360
						Dough feeders	1.200	1.300
						Miscellaneous workers	1.090	1.190

3/ Information not available for rate and hours on July 1, 1950.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
KANSAS CITY, MO. - Continued			KNOXVILLE, TENN. - Continued			LOS ANGELES, CALIF. - Continued		
Crackers and cookies: -			Bread - Machine shops: -			Bread and cake - Machine		
Continued			Continued			shops: - Continued		
Agreement C: - Continued			Pan rackers and lidders:			Agreement B: - Continued		
Icing department:			1st 90 days	\$0.750	\$0.810	Machine and bench-hand		
Machinemen	\$1.360	\$1.460	2d 90 days .....	.810	.870	helpers, flour dumper,		
Icing mixers	1.310	1.410	After 6 months .....	.860	.920	bread rackers	\$1.540	\$1.660
Cooks	1.310	1.460	Roll helpers, bread rack-			Pan washers, greasers	1.540	1.660
Tray washers	1.090	1.190	ers, wrapper feeders, and			Hand wrappers	1.520	1.640
Supply girls	1.020	1.080	shipping clerks' helpers:			Conveyermen, tailers, bun		
Packing department:			1st 90 days .....	.750	.810	slicers, packers	1.470	1.590
Sponge packing:			2d 90 days .....	.780	.840	Agreement C:		
Packers No. 22 cartons			After 6 months .....	.810	.870	Foremen	2.050	2.170
(standard crews)	1.070	1.130	LITTLE ROCK, ARK.			Ovenmen, mixers,		
Conveyor packers			Bread and cake - Machine shops:			icing mixers	1.950	2.070
(standard crews),			Bread:			Bench hands	1.860	1.980
packers from			Foremen	1.480	1.580	Machine operators,		
packing tables	1.070	1.130	Mixers, ovenmen, and			depositors	1.860	1.980
Caddy workers	1.050	1.110	checkers	1.370	1.470	Ingredient scalers	1.700	1.820
Sweet packing:			Dividers	1.290	1.390	Oven helpers	1.560	1.660
Floormen truckers	1.200	1.300	Benchmen, molder-machine			Auxiliary workers	1.500	1.620
Graham packers	1.070	1.130	operators, machinemen,			Packers and helpers	1.450	1.570
Regular packers, hand			and wrapping-machine			Pan washers, unskilled		
carton formers	1.050	1.110	operators	1.230	1.330	help	1.340	1.660
Tally clerks, cello			Stockroom clerks,			Women employees:		
bag operators,			assistant checkers	1.180	1.280	Icers	1.290	1.410
supply girls			Assistant wrapping-			Machine wrappers	1.240	1.360
scalers, machine			machine operators	1.090	1.190	Experienced help	1.180	1.300
feeders	1.020	1.080	Helpers:			Inexperienced help	1.050	1.170
Caddy stitchers,			1st 6 months .....	.910	.960	Pie and pastry shops:		
general workers,			7 to 12 months .....	.980	1.030	Foremen	1.870	2.010
repackers .....	.900	.960	After 12 months	1.030	1.130	Head ovenmen	1.770	1.910
Label room:			Cake:			Head cream cooks,		
Machinemen	1.410	1.510	Depositor operators, cin-			fruit cooks	1.770	1.910
Assistant machinemen .	1.360	1.460	cinnamon roll dividers	1.290	1.390	Dough mixers	1.770	1.910
Truckmen, supply			Mixers, ovenmen	1.260	1.360	Head checkers	1.500	1.640
men	1.200	1.300	Icing-machine operators,			Second ovenmen	1.500	1.640
Scalers	1.160	1.260	cinnamon roll-machine			Topping baggers	1.500	1.640
Bundlers	1.040	1.100	operators	1.230	1.330	Second cream cooks	1.500	1.640
Closing-machine opera-			Scalers, ingredientmen ..	1.180	1.280	Scalers	1.450	1.590
tors, machine opera-			Deposit-machine helpers ..	1.070	1.170	Rollermen	1.450	1.590
tors and feeders			Women workers:			Toppers	1.340	1.480
Stack caddies, general			Floor ladies	1.040	1.140	Foremen (women)	1.240	1.380
workers (casers, hand			Pan girls, boxers,			Helpers	1.280	1.420
wrappers) .....	.900	.960	icers, checkers,			Packers and wrappers	1.130	1.270
Shipping department:			wrappers, and packers:			Hebrew baking - Bread:		
Head checkers	1.280	1.380	1st 3 months .....	.800	.850	First hands	5/2.071	5/2.249
Checkers	1.210	1.310	2d 3 months .....	.860	.910	Second hands	5/1.906	5/2.085
Carloaders, order fill-			After 6 months .....	.910	.960	French baking - Machine shops:		
ers, packers, check-			Bread - Hand shops:			Foremen, ovenmen,		
ers, stockmen	1.210	1.310	Working foremen	2/1.805	2/1.915	mixers	4/1.840	4/1.840
Receiving and warehouse:			Mixers, ovenmen	2/1.705	2/1.815	Scalers, ovenmen under		
Checkers	1.280	1.380	Benchmen	2/1.575	2/1.685	a foreman	4/1.690	4/1.690
Requisition clerks,			Helpers	2/1.305	2/1.415	Machine operators, hand		
paper cutters	1.210	1.310	Bread and cake - Machine shops:			wrappers	4/1.390	4/1.390
Car unloaders	1.210	1.310	Agreement A:			Helpers:		
KNOXVILLE, TENN.			Foremen, working	2.050	2.170	First year	4/1.240	4/1.240
Bread - Machine shops:			Ovenmen, dough mixers	1.950	2.070	Second year	4/1.340	4/1.340
Head ovenmen, mixers	1.170	1.230	Benchmen	1.860	1.980	Crackers and cookies:		
Head machinemen	1.110	1.170	Helpers			Head mixers, icing	1.505	1.650
Automatic roll-machine			Bread - Hand shops:			Ovenmen, cuttermen, re-		
operators, wrapping-			Working foremen	2/1.805	2/1.915	liefmen, peelers	1.455	1.600
machine operators, and			Mixers	2/1.705	2/1.815	Mixers	1.413	1.553
shipping clerks	1.000	1.060	Benchmen	2/1.575	2/1.685	Rollermen	1.390	1.530
Panners .....	.960	1.020	Helpers	2/1.305	2/1.415	Flour dumper, dough		
Loaders, dumpers:			Bread and cake - Machine shops:			feeders, pan cleaners and		
1st 90 days .....	.890	.950	Agreement B:			feeders, pan dumpers	1.293	1.423
2d 90 days .....	.950	1.010	Foremen	2.050	2.170	Women:		
After 6 months	1.000	1.060	Dough mixers, ovenmen,	1.950	2.070	Forming-machine		
Mixers' helpers:			doughnutmen	1.950	2.070	operators, sponge		
1st 90 days .....	.810	.870	Machine and bench			packers, spreaders,		
2d 90 days .....	.860	.920	hands	1.860	1.980	sponge stackers,		
After 6 months .....	.920	.980	Dough mixers' helpers	1.860	1.980	hand bundlers,		
Roll panners .....	.860	.920	Twisters, moldermen,	1.860	1.980	scalers, weighers .....	.978	1.078
			oven dumpers	1.860	1.980	Sweet packers .....	.940	1.035

2/ 48-hour workweek.

4/ 44-hour workweek.

5/ 42-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
LOUISVILLE, KY.								
Bread and cake - Machine shops:			LOUISVILLE, KY. - Continued			MANCHESTER, N. H. - Continued		
Agreement A:			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
First mixers	\$1.400	\$1.500	Agreement E:			Bread: - Continued		
Ovenmen, dumpers, feeders	1.370	1.470	Dough mixers	\$1.430	\$1.505	Dividers	(3/)	\$1.255
Second cake mixers, wrapping-machine operators, first hemis, divider operators, molders, utilitymen, first slicers, roll benchmen	1.350	1.450	Batchmen, ingredientmen, oven operators	1.420	1.495	Molders, wrappers, oven helpers	(2/)	1.205
Head packers and checkers	1.320	1.420	Utilitymen, dough mixers' helpers	1.360	1.435	Rackers, helpers	(2/)	1.155
Cake benchmen	1.300	1.400	Head packers and checkers	1.330	1.405	Icers and packers (female)	(2/)	1.035
Mixers' helpers, pan rackers, stockmen, packers and checkers, first class	1.270	1.370	Dividers, roll-machine operators	1.310	1.385	Cake and doughnut: Foremen (cake bakers)	(3/)	1.555
Bread panners, twisters, pan setters, flour dumpers, after 4 months	1.180	1.260	Oven feeders and dumpers, bread wrapping-machine operators	1.280	1.355	Ovenmen and depositors	(3/)	1.305
Bakery helpers, pan greasers, after 4 months	1.110	1.190	Wrapping-machine operators (bread)	1.280	1.355	Mixers helpers, doughnut-machine operator	(2/)	1.205
Bread packers, after 4 months	1.100	1.160	Roll-machine helpers, panners, reliefmen after 60 days, pan greasers, pan rackers, molders	1.260	1.335	General helpers	(3/)	1.155
Foremen (women)	1.050	1.130	Flour blenders, dumpers	1.210	1.285	Foreladies (cake wrapping and finishing)	(3/)	1.135
Women production workers, after 4 months	1.020	1.100	Packers' helpers	1.180	1.252	Cake decorators	(3/)	1.125
Women icers, wrappers and finishers	1.000	1.080	Wrapping-machine operators (rolls)	1.170	1.245	Icers	(3/)	1.075
Agreement B:			Wrapping-machine operators' helpers (bread) ...	1.160	1.235	Wrapping machine operators	(3/)	1.035
Ovenmen, cake	1.480	1.580	Bakery helpers, mixers' helpers	1.150	1.225	Helpers (female), doughnut peckers	(2/)	.985
Mixers	1.380	1.480	Wrapping-machine helpers (rolls), women bread-rackers	1.120	1.195	Shipping: Head shippers	(3/)	1.355
Dividers, overmen, feeders and dumpers, machine operators	1.330	1.430	Pan cleaners	1.030	1.105	Assistant shippers	(3/)	1.205
Mixers' helpers, molders, reliefmen	1.280	1.380	Kru employees, roll boxers	1.020	1.095	Helpers	(2/)	1.155
Bread rackers	1.230	1.330	Agreement F:			MEMPHIS, TENN.		
Pan spotters, machine pan-greasers	1.200	1.300	Oven operators	1.520	1.620	Bread and cake - Machine shops: Agreement A:		
General helpers, packers, order fillers, wrappers' helpers	1.200	1.300	Mixers	1.470	1.570	Bread:		
Flour blenders	1.050	1.150	Divider operators, molder operators, benchmen, roll-machine operators, bread feeders and dumpers, cake oven feeders	1.370	1.470	Foremen	\$1.710	1.750
Agreement C:			Wrapping-machine operators, ingredient scalers, cake depositors, pan greasers, shipping clerks and checkers	1.320	1.420	Mixers, ovenmen, and leadmen	1.430	1.470
Mixers	1.425	1.500	Selectors, bread rackers, machinemen, pan rackers, bread packers	1.270	1.370	Divider operators, bun-machine operators	1.320	1.360
Dividers, molders, depositors, oven feeders and dumpers, doughnut-machine operators, bread ingredient scalers, shipping clerks, checkers, benchmen	1.375	1.450	Cake depositors, pan greasers, shipping clerks and checkers	1.200	1.300	Molder operators, bench hands, and oven helpers	1.270	1.310
Stockkeepers, twisters	1.250	1.325	Selectors, bread rackers, machinemen, pan rackers, bread packers	1.150	1.250	Bread rackers	1.130	1.170
General helpers, flour dumpers, machine cleaners	1.120	1.195	Cake dumper, stock handlers, flour dumpers, mixers' helpers, general production workers	1.050	1.150	Helpers: 1st 3 months .....	.920	.960
Women helpers (cake shop)	1.000	1.075	Wrapping-machine feeders and helpers, cake wrappers and icers, cooky and doughnut girls, roll and bread panners	1.000	1.100	4 to 9 months .....	.970	1.010
Agreement D:			General bakery helpers, cake			After 9 months	1.020	1.060
Head mixers	1.425	1.500	MANCHESTER, N. H.			Cake: Foremen	1.550	1.590
Mixers, ovenmen, feeders, shipping-and-receiving clerks	1.405	1.480	Bread and cake - Hand shops: Foremen	1/1.377	1/1.457	Leadmen	1.430	1.470
Machinemens, head checkers, head wrappers and slicers (machine)	1.345	1.420	Mixers	1/1.244	1/1.324	Mixers	1.410	1.450
Dumpers	1.315	1.380	Ovenmen, bench hands	1/1.155	1/1.235	Ovenmen	1.350	1.390
Flour dumpers, general helpers	1.245	1.320	Hand icers (women)	6/ .946	6/1.026	Doughnut-machine operators	1.330	1.370
Wrapping-and-slicing-machine helpers, pan rackers, greasers, mixers' helpers	1.235	1.310	Bread and cake - Machine shops: Bread:			Ingredient scalers	1.230	1.270
Bread rackers, bench and machine helpers	1.195	1.270	Head ovenmen, general relief	(3/)	1.355	Scaling-machine operators, benchmen	(3/)	1.240
			Mixers	(2/)	1.330	Checkers	1.180	1.220

1/ 45-hour workweek.

2/ Information not available for rate and hours on July 1, 1950.

3/ 43-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
MEMPHIS, TENN. - Continued			MILWAUKEE, WIS. - Continued			MILWAUKEE, WIS. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Crackers and cookies: - Continued		
Agreement B:			Agreement C:			Wrapping and cellophane		
Mixers, ovenmen (bread)	\$1.225	\$1.295	Mixers, ovenmen	\$1.420	\$1.420	Women employees:		
Ovenmen	1.150	1.210	Dividermen, moldermen, bench hands, doughnut- machine operators, stockroom workers	1.360	1.360	Chechers	\$1.000	\$1.000
Dividermen, roll- machine operators	1.130	1.190	Miscellaneous helpers:			Carton-forming machine operators, machine girls, packers, bundlers .....	.940	.940
Bench hands	1.100	1.155	Men	1.160	1.160	Carton-caddy and cases ..	.920	.920
Moldermen	1.085	1.155	Women .....	.950	.950	Feeders .....	.890	.890
Wrapping-machine operators	1.070	1.120	Agreement D:			MINNEAPOLIS, MINN.		
Bench helpers, machine helpers, and wrapping- machine helpers .....	.875	.920	Mixers, ovenmen, cake decorators	1.440	1.440	Bread and cake - Hand shops:		
Hand icers	(3/)	.860	Wrapping-machine operators	1.420	1.420	Foremen	1/1.470	1/1.555
Helpers:			Dividermen, bench hands, doughnut-machine opera- tors, moldermen, flour dumpers, ingredient scalers, depositor operators	1.280	1.380	Mixers, ovenmen, bench hands	1/1.360	1/1.445
1st 3 months	(3/)	.820	Shipping-room workers	1.280	1.280	Wrapping-machine operators	1/1.130	1/1.185
4 to 9 months	(2/)	.860	Miscellaneous helpers:			Helpers:		
After 9 months	(3/)	.920	Men	1.160	1.160	First 1,000 hours	1/ .820	1/ .868
MIAMI, FLA.			Women .....	.960	.960	Second 1,000 hours	1/ .890	1/ .941
Bread and cake - Machine shops:			Bread only - Machine shops:			Third 1,000 hours	1/ .950	1/1.013
Foremen	1.250	1.350	Foremen	1.470	1.470	Fourth 1,000 hours	1/1.020	1/1.075
Mixers, ovenmen (head)	1.150	1.250	Mixers, ovenmen	1.420	1.420	Fifth 1,000 hours	1/1.090	1/1.157
Machine operators	1.040	1.140	Oven loaders and dumpers, wrapping-machine operators, moldermen, dividermen	1.360	1.360	Sixth 1,000 hours	1/1.230	1/1.302
Shipping clerks, stockroom clerks, and wrapping- machine operators .....	.980	1.080	Stockroom workers	1.360	1.360	Women hand icers	1/1.030	1/1.070
Loaders and dumpers .....	.950	1.050	Miscellaneous helpers (men)	1.160	1.160	Bread and cake - Machine shops:		
Mixers' helpers .....	.900	1.000	Cake only - Machine shops:			Foremen	1.740	1.800
Helpers:			Foremen	1.470	1.470	Doughnut machine operators	1.570	1.630
Inexperienced (1st 13 weeks) .....	.710	.810	Mixers, ovenmen	1.420	1.420	Icing and batter mixers	1.570	1.630
Experienced (after 13 weeks) .....	.770	.870	Depositor operators	1.360	1.360	Sponge and dough mixers, oven operators and ovenmen	1.570	1.630
MILWAUKEE, WIS.			Miscellaneous helpers:			Depositors, and/or drop- machine operators	1.460	1.520
Bread and cake - Hand shops:			Men	1.160	1.160	Dividers, molders, bench hands, bun-machine operators	1.460	1.520
Foremen	2/1.470	2/1.570	Women .....	.950	.950	Cake ingredient scalers, fruit cookers, kettle fryers	1.460	1.520
First hands	2/1.380	2/1.480	Hebrew baking - Bread and cake:			Traveling-oven feeders and dumpers, doughroom men, slicing- and wrapping- machine operators	1.460	1.520
Benchmen:			Cake bakers, bread workers	1/1.440	1/1.540	Foremen (women), twisters, dough panners, oven and bench helpers	1.460	1.520
First hands	2/1.300	2/1.400	Dough mixers, benchmen	2/1.360	2/1.460	Hand helpers	1.250	1.310
Second hands	2/1.200	2/1.300	Crackers and cookies:			Jell- or icing-machine operators, cake wrappers, and semiautomatic cake wrappers	1.250	1.310
Third hands	2/1.090	2/1.150	Sponge department:			Helpers:		
Bread and cake - Machine shops:			Head mixers	1.450	1.450	First 8 weeks	1.100	1.160
Agreement A:			Ovenmen	1.370	1.370	After 8 weeks	1.250	1.310
Mixers, ovenmen, doughnut- machine operators	1.500	1.525	Mixers, relief rollermen, peelers-in	1.350	1.350	Women employees:		
Depositor operators, dividermen, ingredient scalers, oven feeders and dumpers (bread)			Rollermen, peelers-out	1.250	1.250	Finishers, wrappers, packers:		
Clerks, shipping and receiving	1.400	1.425	Mixers' helpers	1.220	1.220	First 8 weeks .....	.900	.960
Oven feeders and dumpers (cake), bench hands, wrapping-machine opera- tors, moldermen			Packers .....	.970	.970	After 8 weeks	1.000	1.060
Bench and machine helpers	1.310	1.335	Sweet department:			Hebrew baking:		
Miscellaneous helpers:			Mixers, relief rollermen	1.350	1.350	Hand shops:		
Men	1.190	1.215	Machinemen, ovenmen	1.300	1.300	Foremen, all-round cakemen	1/1.610	1/1.670
Women	1.100	1.125	Mixers' helpers	1.220	1.220	General cakemen, mixers, ovenmen	1/1.466	1/1.526
Agreement B:			Ovenmen's helpers	1.150	1.150	Bench hands, machinemen	1/1.413	1/1.473
Working foremen	1.720	1.820	Pan feeders,			Helpers, inexperienced	1/1.012	1/1.072
Mixers, shipping clerks ..	1.470	1.570	greasers, general helpers	1.070	1.070	Finishers (women)	(3/)	1/1.080
Dividermen	1.410	1.510	Packers .....	.940	.940	Machine shops:		
Ovenmen, moldermen	1.360	1.460	Icing room:			Foremen, all-round cakemen	1.843	1.903
Wrapping-machine operators	1.240	1.340	Machinemen	1.300	1.300	General cakemen, mixers, ovenmen	1.593	1.653
Miscellaneous helpers, shipping-room workers ...	1.170	1.270	Packers .....	.940	.940	Bench hands, machinemen	1.533	1.593

^{1/} 45-hour workweek.^{2/} 48-hour workweek.^{3/} Information not available for rate and hours on July 1, 1950.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
MINNEAPOLIS, MINN. - Continued			MINNEAPOLIS, MINN. - Continued			NEWARK, N. J. - Continued		
Hebrew baking: - Continued			Crackers and cookies: -			Bread and cake - Machine		
Machine shops: - Continued			Continued			shops: - Continued		
Helpers:			Packing department: -			Agreement B: - Continued		
First 6 months	\$1.037	\$1.147	Continued			Bread department: -		
7 - 12 months	1.138	1.198	Inexperienced workers			Continued		
1 - 1 1/2 years	1.183	1.218	(women):			Fun greasers, flour		
1 1/2 - 2 years	1.238	1.293	First 30 days	\$0.750	\$0.770	dumbers, storkmen,		
After 2 years	1.238	1.342	Second 30 days .....	.775	.810	bench and machine		
Crackers and cookies:			After 60 days .....	.795	.835	helpers	\$1.415	\$1.475
Baking department:			Case sealers	1.165	1.215	Wrapping-machine		
Sponge mixers	1.320	1.370	Floormen	1.040	1.090	helpers	1.415	1.475
Senior sweet mixers	1.310	1.360	Sponge packers (cartons			Bread rackers	1.415	1.475
Sweet mixers	1.265	1.315	and 1 pound Krispies),			Hand wrappers		
Assembly sweet mixers	1.225	1.275	checkers and relief			(women)	1.175	1.235
Sirup mixers	1.205	1.255	(women)	1.000	1.050	Cake department:		
Assistant sweet mixers	1.120	1.170	Graham packers .....	.980	1.030	Ingredient scalers		
Sponge department:			Sweet packers .....	.950	1.000	and scaling-machine		
Ovenmen	1.400	1.450	Carton formers, caddy			operators	1.655	1.715
Peelers	1.390	1.430	stifters, senior			Depositor operators'		
Laminator operators,			(women) .....	.905	.955	helpers	1.475	1.535
machinemen	1.265	1.315	Rundlers .....	.905	.955	Dumpers, grease-machine		
Laid ovenmen	1.265	1.315			operators, auxiliary			
Take-out men	1.210	1.260			workers	1.415	1.475	
Laminator sheet feeders ..	1.210	1.260			Hand wrappers			
Stackers	1.150	1.200			(women)	1.175	1.235	
Sweet department:			NEWARK, N. J.			Hebrew Baking:		
Oven firemen	1.325	1.375	Bread and cake - Hand shops:			Foremen, ovenmen	1/2.067	1/2.200
Ovenmen and machinemen ..	1.265	1.315	Foremen, oven workers,			Second hands, mixers	1/1.933	1/2.067
Ovenmen's helpers and			dough mixers	2/1.646	2/1.646	Bread carriers, helpers	1/1.267	1/1.400
relief	1.210	1.260	Bench workers, second hands	2/1.479	2/1.479	Crackers and cookies:		
Panmen, hand	1.120	1.170	Third hands	2/1.292	2/1.292	Doughnut-machine		
Inexperienced workers			Bread and cake - Machine shops:			operators, mixers	1.740	1.740
(men):			Agreement A:			Ovenmen	1.740	1.740
First 30 days .....	.900	1.000	Keymen (Ovenmen)	1.790	1.850	Icing mixers	1.620	1.620
Second 30 days .....	.950	1.050	Ovenmen, mixers	1.740	1.800	Ingredient scalers	1.620	1.620
After 60 days	1.000	1.130	Keymen (checkers, cake),			Forklift operators, scaling-		
Icing department:			molders, benchmen, divi-			machine operators	1.440	1.440
Mixers, machinemens	1.265	1.315	ders, peelers, scalers,			Cake dumpers	1.390	1.390
Marshmallow men:			oven dumpers, mixers'			Grease-machine operators,		
First 30 days .....	.940	.990	helpers, scalar-feeders,			cake wrapping-machine		
Second 30 days .....	.990	1.040	icing makers	1.620	1.620	operators, feeders,		
Third 30 days	1.040	1.090	Roll panners	1.620	1.630	depositors, operators,		
90 to 180 days	1.080	1.120	Keymen (wrapping-machine			and auxiliary workers	1.380	1.380
Experienced, after			operators)	1.585	1.645	Packers and helpers	1.255	1.255
6 months	1.120	1.170	Checkers (cake)	1.580	1.640	Checkers	1.305	1.305
Floormen:			Keymen (checkers, bread)	1.495	1.550	Checkers, packers		
First 30 days .....	.850	.900	Icing-machine opera-			(women)	1.100	1.100
Second 30 days .....	.900	.950	tors, scalar-feeders'			NEW HAVEN, CONN.		
Third 30 days .....	.950	1.000	helpers	1.440	1.500	Bread and cake - Hand shops:		
90 to 180 days	1.000	1.040	Checkers (bread)	1.420	1.480	Agreement A:		
Experienced, after			Flour dumpers, machine			Foremen	4/1.410	1.480
6 months	1.040	1.090	helpers, pan greasers			Assistant foremen,		
Icing sandwich operators			cake dumpers, auxiliary			mixers, and ovenmen	4/1.380	1.450
(women)	1.020	1.070	workers, packers and			Benchmen	4/1.330	1.400
Checkers (women)	1.000	1.050	helpers (cake)	1.380	1.440	Agreement B:		
Packers (chill room) .....	.970	1.020	Slicers, wrappers,			Foremen	1.360	1.480
Packers .....	.950	1.000	packers (bread)	1.320	1.440	Assistant foremen,		
Embroier operators (women)	.915	.965	Cake wrapping-machine			mixers, and ovenmen	1.230	1.450
Weighers and baggers .....	.860	.910	operators (women),			Benchmen	1.280	1.400
Tray feeders (women) .....	.860	.910	machine operators			Bread and cake - Machine shops:		
Miscellaneous girls .....	.830	.880	(women)	1.305	1.365	Agreement A:		
Inexperienced workers			Icers (women)	1.165	1.225	Foremen	1.615	1.745
(women):			Hand wrappers (women)	1.140	1.200	Dough mixers	1.480	1.595
First 30 days .....	.750	.770	Bread department:			Dough mixers' helpers,		
Second 30 days .....	.775	.810	Dough mixers, proof-box			dividers, ovenmen	1.270	1.420
Third 30 days .....	.795	.835	workers, ovenmen	1.775	1.835	Molders, checkers, wrap-		
After 6 months .....	.835	.880	molders, roll-machine			pers, head packers	1.320	1.420
Packing department:			operators, benchmen,			Receiving clerks, wrap-		
Wrapping-machine men	1.230	1.280	machinemen, dough			ping-machine helpers,		
Assistant stock clerks ..	1.225	1.275	mixers' helpers ingre-			bench and machine		
Stock room helpers	1.175	1.225	dient scalers	1.655	1.715	helpers, pan rackers,		
Helpers - men:			Keymen (wrapping-			pan greasers	1.240	1.330
First 30 days .....	.850	.900	machine)	1.620	1.680	Krum girls	1.120	1.200
Second 30 days .....	.900	.950	Checkers	1.455	1.515			
After 60 days .....	.950	1.000						

1/ 45-hour workweek.

2/ 48-hour workweek.

3/ 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
NEW HAVEN, CONN. - Continued			NEW YORK, N. Y. - Continued			NEW YORK, N. Y. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Hand shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement B:			Agreement E:			Agreement D:		
Foremen	\$ 1.460	1.575	First hands, ovenmen	\$ 1/2,000	1/2,135	Mixers.....	\$ 1.705	1.765
Dough mixers	1.410	1.520	Second hands	\$ 1/1,867	1/1,900	Dividers	1.585	1.645
Ovenmen	1.360	1.465	Helpers	\$ 1/1,500	1/1,633	Flour dumpers	1.545	1.605
Icing mixers	1.290	1.385	Agreement F:			Mixers' helpers, molders ..	1.525	1.585
Receivers, stock clerks ..	1.270	1.365	First hands	1.769	2.044	Oven loaders and dumpers ..	1.495	1.555
Shippers (after 1 year) ..	1.190	1.275	Second hands	1.706	1.881	Checkers	1.445	1.505
Dumpers	1.170	1.225	Helpers	1.456	1.656	Oven and bakery helpers, pan greasers	1.435	1.495
Utilitymen, pan greasers ..	1.150	1.230	Cake and pastry - Hand shops:			Wrapping-machine operators	1.405	1.465
Wrappers (women), icers (women) ..	.920	.980	First hands	2.125	2.338	Agreement E:		
Hebrew baking:			Second hands	1.938	2.132	Mixers, ovenmen	1.575	1.635
Foremen, ovenmen	2/1.875	2/1.980	Frankfurter rolls - Hand shops:			Dividermen	1.485	1.545
Second hands	2/1.750	2/1.854	Mixers	1.840	1.990	Mixers' helpers, molder operators, ingredient scalers	1.425	1.485
NEW ORLEANS, LA.			Ovenmen	1.765	1.960	Oven loaders and dumpers ..	1.395	1.455
Bread and cake - Machine shops:			Bench hands, packers	1.500	1.620	Flour dumpers	1.375	1.435
Working foremen	1.650	1.730	Retail - Hand shops:			Head wrappers and slicers, checkers	1.345	1.405
Mixers, ovenmen, reliefmen, and shipping foremen	1.330	1.410	First hands	1/2,350	2/2,475	General helpers	1.335	1.395
Bench hands, dividermen, moldermen, wrapping-machine operators, and adjusters, automatic-machine operators, and cake depositor operators	1.220	1.300	Second hands	2/2,150	2/2,275	Packers	1.305	1.365
Ingredientmen	1.170	1.250	Cafeteria - Hand shops:			Agreement F:		
Panners, flour blenders, mixers' helpers, stock and receiving clerks, shipping clerks, and checkers	1.100	1.180	First hands	2/2,250	2/2,325	Mixers, ovenmen	1.675	1.735
Cake slicing-machine operators	1.040	1.120	Second hands	2/1.850	2/1.975	Dividermen	1.575	1.635
Feeders, off bearers, and pan greasers .....	.980	1.060	Semi-machine shops:			Benchmen	1.575	1.635
Cake icers, wrappers, packers, crumb packers, and miscellaneous helpers:			Foremen	1.940	2.000	Mixers' helpers, ingredient scalers, molder operators	1.525	1.585
1st 2 months .....	.810	.890	Ovenmen, mixers	1.770	1.820	Oven loaders and dumpers ..	1.495	1.555
2d 2 months .....	.870	.950	Bench hands	1.640	1.700	Flour dumpers	1.475	1.535
After 4 months .....	.920	1.000	Packers	1.270	1.340	Head wrappers and slicers, checkers	1.445	1.505
NEW YORK, N.Y.			Bread and cake - Machine shops:			Packers, general helpers	1.405	1.465
Bread and cake - Hand shops:			Agreement A:			Agreement G:		
Agreement A:			Bread department:			Mixers, ovenmen	1.575	1.635
First hands, oven workers (foremen)	1.740	1.915	Mixers, ovenmen	1.675	1.735	Dividermen	1.485	1.545
Second hands	1.630	1.805	Dividermen	1.585	1.645	Mixers' helpers, ingredient scalers, molder operators	1.425	1.485
Helpers	1.410	1.585	Benchmen	1.575	1.635	Oven loaders and dumpers ..	1.395	1.455
Shippers and packers	1.190	1.365	Ingredient scalers, molder operators	1.525	1.585	Flour dumpers	1.375	1.435
Shippers and packers (women)	1.025	1.200	Oven loaders and dumpers ..	1.495	1.555	Head slicers or wrappers, checkers	1.345	1.405
Agreement B:			Flour dumpers	1.475	1.535	General helpers	1.335	1.395
First hands, oven workers, mixers	1.833	2,033	Wrappers, head packers and checkers	1.445	1.505	Packers	1.305	1.365
Second hands	1.720	1.920	General helpers	1.435	1.495	Agreement H:		
Helpers	1.425	1.625	Cake department:			Ovenmen	1.685	1.745
Packers (men and women) ..	1.325	1.525	Mixers and ovenmen	1.655	1.715	Dough mixers	1.675	1.735
Agreement C:			Depositors, ingredient scalers, benchmen, fryers	1.555	1.615	Dough mixers' helpers	1.625	1.685
Foremen	2/1.781	2/1.894	General helpers	1.405	1.465	Dividermen	1.588	1.648
Bench and second hands ..	2/1.656	2/1.769	Helpers (women)	1.200	1.260	Ingredientmen	1.565	1.625
Third hands	2/1.531	2/1.665	Agreement B:			Moldermen	1.525	1.585
Agreement D:			Mixers	1.675	1.735	Oven dumpers	1.485	1.545
First hands, oven workers, mixers	1.950	2.100	Dividers, molders	1.575	1.635	Wrapping-machine operators, flour dumpers	1.475	1.535
Second hands	1.844	1.997	Oven loaders and dumpers ..	1.535	1.595	General bake-shop helpers ..	1.450	1.510
Wrapping-machine operators	1.820	1.971	Mixers' helpers	1.530	1.590	Packers	1.400	1.460
Oven loaders and dumpers ..	1.851	1.919	Checkers	1.480	1.540	Agreement I:		
Helpers	1.691	1.841	Benchers	1.475	1.535	Tray-oven operators	1.575	1.635
Miscellaneous workers	1.639	1.789	Wrapping-machine operators	1.450	1.510	Mixers	1.555	1.615
			Pan greasers	1.435	1.495	Scaling-machine operators	1.530	1.590
			Bakery helpers	1.415	1.475	Confectioners	1.525	1.585
			Agreement C:			Oven helpers	1.515	1.575
			Mixers	1.679	1.739	Ovenmen	1.520	1.580
			Ovenmen	1.675	1.735	Icing mixers	1.495	1.555
			Dividers	1.599	1.659	Depositor operators, ring makers, flour blenders ..	1.485	1.545
			Flour dumpers	1.582	1.642	Kitchen helpers, bench hands	1.465	1.525
			Molders	1.541	1.601	Packers and helpers, pan greasers	1.380	1.440
			Oven dumpers	1.532	1.592	General helpers (women) ..	1.175	1.235
			Mixers' helpers	1.531	1.591			
			Bakery helpers	1.480	1.540			
			Checkers	1.445	1.505			
			Wrapping-machine operators	1.440	1.500			

1/ 45-hour workweek.

2/ 48-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951—Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
NEW YORK, N. Y. — Continued								
Bread and cake—Machine shops:—Continued			Bread and cake—Machine shops:—Continued					
Agreement J:			Agreement O:			Agreement U:		
Assistant foremen	\$1.703	\$1.763	Foremen	\$2.100	\$2.180	Head ovenmen	\$1.725	\$1.785
Dough mixers and ovenmen, bread	1.673	1.733	Dough mixers, ovenmen	1.860	1.940	Mixers	1.675	1.735
Dough mixers, cake, cooks	1.665	1.725	Dividermen	1.805	1.885	Dividermen, bread	1.625	1.685
Muffin platemen	1.598	1.658	Benchmen	1.750	1.830	Dividermen and platemen, English muffins		
Jell-doughnut-machine helpers	1.595	1.655	Miscellaneous workers	1.155	1.220	Molder operators, bread		
Dividermen	1.575	1.635	Agreement P (bread and doughnuts):			Mixers' helpers, ingredient scalers		
Bench hands	1.565	1.625	Mixers	1.555	1.615	Roundermen, English muffins		
Dough mixers' helpers and ingredient scalers, cake	1.515	1.575	Dividermen	1.435	1.495	Flour handlers, bread wrappers		
Head checkers, bread	1.668	1.528	Checkers	1.358	1.418	Pan greasers, bread rackers		
Flour dumper, bread	1.665	1.525	Oven feeders and dumpers	1.345	1.405	Box carriers, general helpers, packers		
Doughnut-machine helpers	1.460	1.520	Hand wrappers and packers	1.325	1.385	Helpers (women)	1.250	1.310
Scaling-machine helpers	1.448	1.508	Agreement Q:			Agreement V:		
Bread checkers, wrapping-machine operators	1.428	1.488	Oven tenders	1.680	1.740	Foremen	2.040	2.140
Bench and machine helpers, bread	1.425	1.485	Mixers	1.620	1.680	Ovenmen, mixers	1.840	1.940
Packers and helpers	1.378	1.438	Dividermen	1.570	1.630	Bench hands	1.740	1.840
Agreement K:			Oven helpers, blenders, panners	1.520	1.580	Helpers	1.640	1.740
Tray-oven operators, oven operators	1.580	1.640	Checkers	1.500	1.560	Agreement W:		
Mixers	1.570	1.630	Flour handlers, floormen	1.470	1.530	Mixers, benchmen, ovenmen	1.600	1.725
Mixers' helpers	1.555	1.615	Bread wrappers	1.450	1.510	Second class packers, helpers	1.200	1.325
Dividermen	1.525	1.585	Agreement R:			Third class packers	1.100	1.225
Tray-oven operators' helpers, depositors	1.515	1.575	Foremen	2.050	2.110	Pie and pastry shops:		
Dough breading operators	1.505	1.565	Mixers, ovenmen	1.675	1.735	Agreement A:		
Icing makers	1.495	1.555	Depositor operators	1.585	1.645	Foremen	1.800	1.875
Ring makers, blenders	1.485	1.545	Icing mixers	1.575	1.635	First hands	1.625	1.700
Kitchen operators, bakers, benchmen, finishers, sealers	1.465	1.525	Ingredient scalers	1.525	1.587	Second hands, mixers	1.500	1.575
Packers, pan greasers	1.380	1.440	Oven dumpers	1.495	1.555	Third hands	1.400	1.475
Foremen (women)	1.355	1.415	Checkers	1.440	1.500	Helpers	1.225	1.300
General helpers (women)	1.175	1.235	Packers, helpers	1.435	1.495	Agreement B:		
Agreement L (cakes, pies, cookies):			Wrapping-machine operators (women)	1.210	1.270	Dough mixers	1.420	1.470
Ovenmen, mixers	1.585	1.585	Helpers (women)	1.200	1.260	Dough mixers helpers	1.170	1.275
Benchmen, icing makers, cookers	1.485	1.485	Agreement S:			Traveling-oven operators	1.450	1.470
Checkers	1.395	1.395	Dividers	1.585	1.645	Machine operators	1.100	1.275
Sweet-yeast men	1.385	1.385	Molders, mixers' helpers, ingredient scalers	1.525	1.585	Rotary-oven operators	1.370	1.475
Packers and floormen	1.355	1.355	Oven loaders and dumpers	1.495	1.555	Female helpers	1.000	1.100
Bake-shop helpers	1.345	1.345	Checkers	1.478	1.538	General helpers	1.100	1.275
Wrappers and icers (women)	1.110	1.110	Flour dumpers	1.475	1.535	Doughnuts only:		
Agreement M:			General helpers	1.415	1.475	Agreement A:		
Ovenmen, dough mixers	1.675	1.735	Slicers, wrappers, packers, key slicers	1.405	1.465	Assistant foremen	1.588	1.648
Icing makers	1.575	1.635	Agreement T:			Mixers, cruller fryers, cooks	1.555	1.615
Dough scalers	1.525	1.585	Bread department:			Benchmen	1.455	1.515
Checkers, shippers	1.485	1.545	Mixers, ovenmen	1.675	1.735	Ingredient scalers	1.405	1.465
General helpers	1.435	1.495	Benchmen, dividermen	1.585	1.645	Doughnut-machine operators	1.365	1.425
Cookers	1.415	1.475	Molder operators, mixers' helpers	1.525	1.585	Checkers, helpers	1.358	1.418
Women workers	1.200	1.260	Oven feeders and dumpers, pan greasers	1.495	1.555	Packers, sugarers	1.288	1.348
Agreement N:			Agreement B:			Agreement C:		
Bread department:			Foremen	1.600	1.650	Foremen	2.600	2.825
Ovenmen	1.650	1.740	Machine operators	1.500	1.550	Bench hands	1.600	1.725
Mixers	1.600	1.690	Foremen (women)	1.380	1.430	Packers, helpers	1.200	1.325
Dividers, molders, oven helpers, panners, benchmen, general helpers	1.500	1.590	Shippers, helpers	1.350	1.400	Checkers, packers, wrappers (women)	1.100	1.225
Mixers' helpers	1.355	1.440	Cake department:					
Cake department:			Mixers, ovenmen	1.675	1.735			
Mixers	1.600	1.690	Depositors, dough scalers, ingredient scalers	1.585	1.645			
Ovenmen, icing mixers, icers, decorators	1.500	1.590	Icing mixers	1.575	1.635			
Benchmen	1.395	1.485	Oven feeders and delivery	1.485	1.545			
Doughnut men, decorators' helpers, oven helpers	1.355	1.445	General helpers	1.435	1.495			
Icers (women)	1.315	1.405	Wrappers and packers (women)	1.200	1.260			
Pan washers, wrappers, fruit-room workers	1.145	1.235						

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951—Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
NEW YORK, N. Y. — Continued			NEW YORK, N. Y. — Continued			NORFOLK, VA. — Continued		
Hebrew baking — Machine shops:			Crackers and cookies: —			Bread and cake — Machine shops: — Continued		
Agreement A:	\$	\$	Continued			Bakery helpers	\$	\$
First hands	5/2.143	5/2.268	Agreement B: — Continued			.905	.990	
Second hands	5/2.000	5/2.125	Pig and jam mixers, marsh-					
Helpers	5/1.571	5/1.696	mallow beaters, mixers'			Pan greasers, molder		
Agreement B:			helpers			operators' helpers, and		
First hands	1/2.000	1/2.125	bread packers			bread packers .....	.980	.990
Second hands	1/1.367	1/1.992	Icing and sugar mixers'			Roll baggers .....	.750	.840
Helpers	1/1.467	1/1.592	helpers					
Hebrew baking — Hand shops:			Flour dumper's helpers			OAKLAND, CALIF.		
Agreement A:			Flourmen			Bread — Hand shops:		
Foremen, first hands	2/2.375	2/2.500	Broken men			Foremen, ovenmen	5/1.870	2.000
Swingmen, jobbers	2/2.313	2/2.438	Bake-shop utilitymen			Bench hands	5/1.710	1.830
Second hands, third hands	2/2.250	2/2.375	Bake-shop general helpers			Pan cleaners	2/1.050	1.130
Agreement B:			Checkers, utility			Bread and cake — Machine shops:		
First hands, ovenmen	1/2.143	1/2.286	Feeders, sugar wafers			Foremen, dough mixers,		
Second hands	1/2.000	1/2.143	Women employees:			ovenmen	7/1.985	7/2.145
Third hands	1/1.500	1/1.643	Feeders	1.075	1.125	Dividers, molders,		
Agreement C:			Weighers and checkers	1.075	1.125	roll-machine		
First hands, ovenmen	2/2.000	2/2.133	General helpers	1.005	1.050	operators	7/1.895	7/2.055
Second hands	2/1.367	2/2.000	Agreement C:			Crackers and cookies:		
Agreement D:			Baking department:			Agreement A:		
Ovenmen, mixers	2/1.781	2/1.894	Machine captains (sweet			Mixing supervisors,		
Bench hands	2/1.656	2/1.769	and sponge)			mixers	1.740	1.870
Third hands	2/1.531	2/1.665	Peelers	1.510	1.660	Ovenmen	1.680	1.800
Agreement E:			Cuttermen	1.460	1.505	Laminator men	1.600	1.710
Large shops:			Mixers	1.430	1.575	Mixers' helpers:		
Foremen, first hands	2.044	2.244	Bakers, mixers' helpers,			First 3 months	1.440	1.540
Mixers, ovenmen	1.981	2.181	rollermen	1.410	1.550	Second 3 months	1.490	1.590
Second hands	1.881	2.081	Cracker meal grinder	1.310	1.440	Third 3 months	1.540	1.650
Helpers in traveling-oven shop	1.719	1.918	Utilitymen	1.230	1.355	After 9 months	1.590	1.700
Small shops:			Mabisco department:			Icing-machine hand		
Foremen, first hand	2.044	2.168	Mixers			mixers	1.530	1.630
Mixers, ovenmen	1.981	2.106	Head filler and batter			Wax- and cellophane-machine operators	1.520	1.620
Second hands	1.881	2.006	mixers	1.430	1.575	Eurobemen	1.475	1.630
Third hands	1.656	1.781	Machine captains	1.430	1.575	Icing helpers	1.475	1.580
Bohemian baking — Hand shops:			Filler mixers	1.380	1.520	Women assemblers	1.340	1.430
Dough mixers, ovenmen	1.900	1.980	Assemblers, batter mixers, meal grinders, and			Flour dumpers	1.290	1.370
Benchmen	1.800	1.880	assemblers, spreaders and trimmers			Dough feeders	1.290	1.370
French baking:			Machine operators and			Floormen:		
Bread:			packers	1.130	1.245	First month	1.140	1.210
Agreement A:			General help (women)	1.080	1.190	Second month	1.190	1.260
Day work:			Icing department:			Third month	1.240	1.320
First hands	1.770	1.820	Chocolate temperer	1.430	1.575	After 3 months	1.290	1.370
Bench hands	1.640	1.700	Mixers	1.380	1.520	Women supervisors,		
Agreement B:			Checkers and floormen	1.280	1.410	working	1.150	1.240
Day work:			Superintendents (women)	1.180	1.300	Women tally clerks	1.155	1.230
Foremen	1.690	1.766	Hand bundlers, and			Women machine carton		
Second hands	1.643	1.719	machine operators (women)	1.130	1.245	formers, package-machine operators	1.140	1.210
Third hands	1.595	1.671	Icing machine operators,			Sugar-wafer oven		
Italian baking:			packers	1.110	1.220	girls	1.110	1.170
Day work:			General help (women) ...	1.080	1.190	Scalers and weighers (women)	1.080	1.140
First hands	2/1.500	2/1.596	Packing department:			Filling-machine operators (women)	1.080	1.230
Second hands	2/1.250	2/1.346	Weight girls and packers	1.130	1.245	Sponge packers, wrappers, bundle weighers and carton formers	1.080	1.140
Scandinavian baking:			General help (women) ...	1.080	1.190	Sweet packers	1.080	1.140
Foremen	2/1.771	2/1.896	NORFOLK, VA.			Agreement B:		
Second hands	2/1.667	2/1.792				Ovenmen, machinemen, mixers		
Bench hands	2/1.583	2/1.708				.785	1.920	
Helpers	2/1.250	2/1.375				.615	1.730	
Crackers and cookies:						Cellophane or wax wrapping-machine operators ..	1.580	1.695
Agreement A:						Floor women	1.210	1.300
Bakers	1.650	1.650				Icing women, sweet packers	1.110	1.175
Packers .....	.875	.925				Agreement C:		
Packers (women) .....	.800	.850				Baking supervisors	2.090	2.090
Agreement B:						Mixing supervisors, machine captains	1.800	1.800
Beltmen	1.590	1.690						
Head flourmen	1.490	1.580						
Bakers	1.450	1.540						
Icing and sugar mixers	1.440	1.530						
Flour dumper	1.425	1.505						
Batter mixers	1.415	1.495						
Cutters, washers, plate setters	1.400	1.480						

1/ 45-hour workweek.

2/ 48-hour workweek.

5/ 42-hour workweek.

7/ 37½-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
OAKLAND, CALIF. - Continued								
Crackers and cookies: -			OMAHA, NEBR.			PEORIA, ILL.		
Continued			Bread and cake - Machine shops:	\$	\$	Bread and cake - Hand shops:	\$	\$
Agreement C: - Continued			Working foremen	1.640	1.640	Foremen	2 1/443	2 1/490
Mixers, reliefmen, head icing mixers	1.740	1.740	Cake decorators	1.600	1.600	Ovenmen	2 1/323	2 1/365
Mixers' helpers, bakers, rollermen, oven helpers, wrapping-machine operators, set-up men, oven feeders, icing helpers	1.590	1.590	Dough mixers, ovenmen, cake mixers	1.500	1.500	Benchmen	2 1/260	2 1/302
Dough feeders, pan feeders, fig grinders, table feeders, cello- phane-bag machine operators, rack and pan-men, jelly and marshmallow men's helpers	1.440	1.440	Benchmen	1.430	1.430	Hand icers (women)	2/ .915	2/ .955
Floormen	1.390	1.390	Ingredient scalers	1.400	1.400	Bread and cake - Machine shops:		
Women:			Dough-room helpers, check- ers, oven dumpers	1.320	1.320	Foremen	1.720	1.770
Working supervisors	1.300	1.300	Bake-shop helpers and packers:			Ovenmen, spongers, oven loaders and dumpers, ingredient	1.590	1.640
Sweet packers, weighers and baggers, cellophane-bag formers, eurobers	1.100	1.100	Starting	1.100	1.100	Benchmen, machine operators, dividermen, molderers, roll- machine operators, twist- ers, bread panners	1.520	1.570
Assistant fore- ladies	1.100	1.100	After 6 months	1.130	1.130	Shipping clerks	5/1.320	5/1.370
OKLAHOMA CITY, OKLA.			Stockmen	1.200	1.200	Men workers:		
Bread and cake - Machine shops:			Coolermen, wrapping-machine operators (women)	1.150	1.150	Wrapping-machine set-up operators	5/1.320	5/1.370
Baking department:			Pan greasers	1.090	1.090	Bake-shop helpers	5/1.270	5/1.250
Foremen	1.675	1.675	Women cake-machine operators, twisters and pavers	1.090	1.090	Wrapping-machine feeders and take-off men	5/1.150	5/1.200
Dough mixers, ovenmen, icing mixers	1.525	1.525	Wrappers, icers, packers (women):			Wrappers	5/1.140	5/1.190
Bench and machinemen, cake depositor opera- tors, loaders and dumpers	1.425	1.425	Starting .....	.960	.960	Hand wrappers (women)	5/1.090	5/1.140
Scalers	1.400	1.400	After 6 months .....	.980	.980	PHILADELPHIA, PA.		
Helpers:			After 1 year	1.010	1.010	Bread and cake - Machine shops:		
1st 6 months .....	.975	.975	Pie mixers	1.450	1.450	Agreement A:		
2d 6 months	1.100	1.100	Working foremen (women)	1.280	1.280	Head ovenmen	1.620	1.670
After 1 year	1.175	1.175	Fruit cookers	1.320	1.320	Cake decorators	1.545	1.595
Wrapping department and miscellaneous:			Miscellaneous helpers	1.090	1.090	Peel-ovenmen		
Foremen	1.375	1.375	Pie fillers and wrappers	1.010	1.010	Dough mixers, icing mixers	1.520	1.575
Wrapping-machine operators	1.275	1.275	Crackers and cookies:			Bench and machinemen, steam-box tenders, ingredient scalers	1.480	1.530
Checkers	1.250	1.250	Baking department:			Traveling-oven feeders and deliverymen	1.455	1.505
Flour dumpers, clerks (store or stale room)	1.175	1.175	Machine captains	1.350	1.450	Bread coolers, mixers' helpers, dough punchers Route packers, pastry rakers, bread wrappers and packers	1.430	1.480
Inexperienced wrapping- room helpers, bread handlers, packers, pan greasers, cake, pan washers, and cake dumpers:			Ovenmen	1.300	1.400	Flour pilers, dumper, baking helpers, pan greasers	1.395	1.445
1st 6 months .....	.975	.975	Reliefmen	1.260	1.360	Wrappers, icers (women)	1.315	1.365
2d 6 months	1.100	1.100	Edgers, drawmen	1.240	1.340	Agreement B:		
After 1 year	1.175	1.175	Pan loaders, take-out men, pan feeders and greasers	1.170	1.270	Tray- and traveling-oven supervisors, oil-oven- men, reel- and rotary- overmen, mixers, icing makers	1.495	1.545
Cake department, female workers:			Mixing department:			Tray- and traveling-oven feeders, deliverymen	1.445	1.495
Foreladies, first	1.300	1.300	Head mixers	1.290	1.390	Bench hands, machine operators, steam-box tenders, depositor operators, ingredient scalers	1.405	1.455
Foreladies, second	1.290	1.290	Dough-up men, No. 2 mixers	1.240	1.340	Mixers' helpers	1.370	1.420
Wrappers, cake filling, cake icing, cake cutters, machine operators	1.175	1.175	Sponge setters, assemblers	1.205	1.305	Flour blenders	1.345	1.395
Hand icers, hand wrappers, labelers, boxers	1.075	1.075	Mixers' helpers, assem- blers, utility mixers and helpers, flour dumpers	1.150	1.250	Wrapping-machine operators, route packers	1.345	1.395
New girls:			Icing department:			Reel-oven helpers, bakery helpers, bench helpers, oven helpers, depositor helpers, wrappers, pilers, handlers, roll baggers and wrapers, pan greasers	1.240	1.290
1st 90 days .....	.900	.900	Machine operators	1.230	1.330	Wrappers and icers (women)	1.005	1.055
After 90 days .....	.950	.950	Machine operators'	1.150	1.250	Floor ladies	1.105	1.150

2/ 48-hour workweek.

2/ 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951—Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
PHILADELPHIA, PA. — Continued			PHILADELPHIA, PA. — Continued			PHILADELPHIA, PA. — Continued		
Bread and cake—Machine shops: — Continued			Pie and pastry shops: — Continued			Crackers and cookies: — Continued		
Agreement C:			Agreement B: — Continued			Agreement B: — Continued		
Head benchmen	\$1.630	\$1.730	Toppers and fillers	\$1.150	\$1.200	Bake house:		
Mixers, traveling-oven operators, tray-oven operators, head cake decorators, inventory stockmen	1.545	1.645	Machinemen	1.150	1.200	Machinemen	\$1.455	\$1.600
Steam-box tenders	1.505	1.605	Pie makers, shell makers	1.050	1.100	Ovenmen	1.405	1.545
Oven feeders, deliverymen	1.495	1.595	Dish washers, helpers, wrappers, utilitymen and cleaners .....	.900	.950	Dough rollers	1.360	1.495
Divider operators, molder-men, greasing-machine operators, icing-machine operators, depositor operators, roll dividers, ingredient scalers, benchmen, doughnut fryers, filling cooks	1.455	1.555	Pie wrappers, crown makers	1.050	1.100	Reliefmen	1.345	1.480
Working supervisors (women)	1.440	1.540	Hebrew baking:			Bake-house helpers	1.255	1.380
Mixers' helpers	1.425	1.525	Bread and cake:			Stockroom packing materials:		
Selectors, flour blenders, assemblers, wrapping-machine operators	1.395	1.495	Foremen, oven hands	1/1.933	1/1.940	Supervisors	1.575	1.735
Rack and panwashing-machine operators	1.370	1.470	Second hands, dough mixers	1/1.867	1/1.880	Loaders	1.360	1.495
Cake cutters	1.360	1.460	Third hands, helpers	1/1.733	1/1.750	Icing, wrapping, and packing department:		
General baking helpers, pan greasers, pan washers, machine helpers, dumpers, rolls and sweet goods washers, roll panners, rackers, pan feeders, bread packers, carton makers, vienna and rye cutters, depositors' helpers	1.310	1.410	Foremen, ovenmen	1/1.222	1/1.222	Machinemen	1.455	1.600
Hand icers, cake rackers, doughnut tray packers (women)	1.105	1.205	Auxiliary workers	1/1.000	1/1.000	Icing mixers	1.380	1.520
Pan liners, cake hand wrappers, roll packers (women)	1.065	1.165	Crackers and cookies:			Wrapping department helpers	1.325	1.450
Agreement D:			Agreement A:			Supervisors (women)	1.300	1.430
Working foremen	1.450	1.450	Sponge and sweet baking:			Miscellaneous packing room helpers (women)		
Dough mixers, ovenmen, ingredient scalers	1.350	1.350	Working supervisors	1.580	1.740	icing room helpers, magazine feeders (women)		
Benchmen	1.210	1.210	Machine captains	1.480	1.630	Packers, bundlers, weighers, stitchers, inspectors, stitching-machine operators, sugarers, baggers and crimpers of lady fingers, machine operators, hand carton formers	1.100	1.210
Depositor operators, icing-machine operators, cutting-machine operators, wrapping-machine operators	1.210	1.210	Mixers	1.455	1.600			
Pan greasers' helpers	1.050	1.050	Bakers, reel or travel	1.430	1.575			
Floorladies .....	.940	.940	Rollermen	1.360	1.495			
Wrappers and icers (women) .....	.900	.900	Sewing-machine operators	1.360	1.495			
Pie and pastry shops:			Ovenmen, reel	1.340	1.475			
Agreement A:			Mixers' helpers	1.330	1.465			
Working foremen	1.600	1.730	Ovenmen, gas	1.320	1.450			
Mixers, ovenmen, first hands	1.500	1.630	Pan feeders (fast)	1.280	1.410			
Second hands	1.410	1.540	Dough feeders	1.250	1.375			
Packers	1.325	1.455	Nabisco department:					
Third hands	1.245	1.375	Mixers, bakers, machine adjustors	1.375	1.515			
Agreement B:			Grinders, mixers' helpers, spreaders and trimmers	1.280	1.410			
Working foremen	1.550	1.600	Floormen	1.250	1.375			
Head order packers, ovenmen, cooks, dough mixers, custard mixers	1.450	1.500	Packing and icing department:					
Floorladies	1.300	1.350	Pin trolley operators	1.480	1.630			
Order packers, ingredient scalers	1.250	1.300	Working foremen	1.430	1.560			
Cooks' helpers, ovenmen's helpers	1.250	1.300	Tally clerk	1.360	1.495			

1/ 45-hour workweek.
 2/ 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
PITTSBURGH, PA. - Continued								
Bread and cake - Machine shops:			PORLAND, MAINE			PORLAND, OREG. - Continued		
Working foremen	\$1.570	\$1.720	Bread and cake - Machine shops:			Crackers and cookies: -		
Mixers, ovenmen, ingredient scalers, cookers	1.470	1.620	Agreement A:			Continued		
Molders, dividers, benchmen, machine hands, bread panners	1.470	1.560	Dough mixers, ovenmen	\$1.400	\$1.485	Packing department (male):		
Oven feeders, dumpers	1.360	1.500	Dividers, roll-machine operators, ingredient men, benchmen	1.340	1.420	Machine set-up man	(3/)	\$1.430
Mixers' helpers, bake-shop helpers	1.300	1.430	Dough mixers' helpers, oven loaders and dumpers, moldermen, wrapping-machine operators, shipping and receiving clerks	1.280	1.355	Floor man	(2/)	1.430
Checkers and shipping clerks, wrapping-machine operators	1.250	1.375	Pan greasers, bread rackers	1.200	1.265	Packing department (female):		
Wrapping-machine helpers	1.210	1.330	Flour dumpers	1.150	1.210	Working supervisor	(3/)	1.155
Helpers (women) .....	.990	1.090	Twisters (women)	1.000	1.045	Packer, machine operator	(3/)	1.045
Hebrew shops:			Agreement B:			Miscellaneous helpers	(2/)	.990
Bread:			Dough mixers	1.400	1.400	Icing department (men):		
First hands, ovenmen	2/1.708	2/1.771	Dough mixers' helpers	1.350	1.350	Mixer	(3/)	1.485
Second hands, mixers	2/1.645	2/1.708	Dividers, wrapping-machine operators	1.300	1.300	Mixers' helper	(3/)	1.320
Third hands, bench hands	2/1.562	2/1.625	Moldermen, ingredientmen	1.250	1.250	Machine set-up men	(2/)	1.430
Wrappers	2/ .999	2/1.062	Twisters (women) .....	.950	.950	Floorman	(3/)	1.320
Pan greasers	2/ .895	2/ .958			Icing department (female):			
Wrappers and helpers (women)	2/ .749	2/ .812			Working supervisor	(3/)	1.155	
Cake:					Machine operator	(2/)	1.045	
First hands	2/1.645	2/1.708			Miscellaneous helpers	(3/)	.990	
Second hands, bench hands	2/1.562	2/1.625			Cone department:			
Dumpers, icers, wrappers and packers (women)	2/ .729	2/ .792	Bread and cake - Hand shops:			Mixers	(3/)	1.485
Bread and cake - Retail shops:			Foremen	1.930	2.040	Mixers' helpers	(2/)	1.320
Foremen	2/1.770	2/1.833	Ovenmen, mixers	1.820	1.930	Packers (female)	(3/)	1.045
Dough mixers	2/1.708	2/1.771	Bench hands	1.690	1.800			
Benchmen	2/1.625	2/1.688	Head checkers	1.490	1.600	PROVIDENCE, R. I.		
Pan greasers	2/ .916	2/ .979	Assistant checkers	1.320	1.430	Bread and cake - Hand shops:		
Hand icers (women)	2/ .749	2/ .812	Packers, hand wrappers	1.290	1.400	Working foremen, mixers, ovenmen	\$1.365	1.410
Crackers and cookies:			Helpers:			General helpers	1.165	1.210
Agreement A:			First year	1.130	1.240	Bread and cake - Machine shops:		
Mixing supervisors	1.525	1.675	Second year	1.180	1.290	Agreement A:		
Peelers	1.440	1.590	Third year	1.340	1.450	Mixers, head ovenmen	1.450	1.540
Rollermen	1.405	1.545	Bread and cake - Machine shops:			Divider operators, head		
Ovenmen	1.355	1.499	Foremen	8/2.000	8/2.130	benchmen, roll-ovenmen	1.350	1.440
Flour dumpers	1.325	1.455	Ovenmen, mixers	8/1.910	8/2.020	Molder operators	1.300	1.390
Cuttermen, reliefmen	1.285	1.415	Bench hands, cake	8/1.810	8/1.920	Utilitymen	1.275	1.360
Dough feeders, pan cleaners and feeders, pan dumpers	1.255	1.380	Machinemen, depositor operators	8/1.810	8/1.920	Ingredient scalers, mixers' helpers	1.250	1.340
Floormen	1.205	1.325	Wrapping-machine operators	8/1.630	8/1.740	Benchermen, head wrappers	1.230	1.320
Sealers and weighers	1.105	1.215	Ingredient scalers, cake; flour blenders	8/1.540	8/1.650	Roll-oven helpers	1.220	1.310
Women workers:			Scaling-machine operators, dumper	8/1.460	8/1.570	Flour dumpers	1.205	1.290
Working supervisors	1.105	1.215	Helpers:			Ovenmen's helpers, molders' helpers, checkers	1.200	1.290
Sponge packers	1.085	1.195	First year	8/1.220	8/1.330	Wrappers	1.155	1.240
Sweet packers	1.015	1.150	After 1 year	8/1.460	8/1.570	Packers	1.150	1.240
Carton formers, scalers and weighers	1.015	1.115	Machine operators' helpers	8/1.400	8/1.510	Agreement B:		
Agreement B:			Women icers, hand cake-wrapping machine operators	8/ .944	8/1.120	Mixers - 2d class	1.450	1.540
Mixers and machine captains	1.510	1.660	Foreladies-in-charge of 4 or more girls	1.235	1.285	Dividers	1.350	1.440
Machinemen	1.430	1.605	Cake decorators	1.175	1.225	Molders	1.300	1.390
Head icing mixers	1.410	1.550	Women icers	1.045	1.120	Ingredient scalers, mixers' helpers	1.250	1.340
Rollermen	1.390	1.550	Experience	1.045	1.120	Flour dumpers	1.205	1.290
Oven firemen	1.380	1.495	Cake and pie workers:			Molder's helpers, ovenmen's helpers checkers	1.200	1.290
Ovenmen and utilitymen	1.340	1.495	Foreladies-in-charge of 4 or more girls	1.235	1.285	Wrappers	1.155	1.200
Dough feeders	1.290	1.495	Cake decorators	1.175	1.225	Pan greasers	1.110	1.250
Cuttermen and reliefmen	1.270	1.495	Women with 1 year of experience	1.045	1.120	Packers	1.150	1.240
Pan cleaners and feeders	1.240	1.495	Baking department:			Agreement C:		
Machine set-up men	1.210	1.440	Mixers	(3/)	1.540	Working foremen	1.770	1.855
Floormen	1.290	1.330	Mixers' helpers	(3/)	1.430	Mixer scalers	1.420	1.505
Scalers, weighers	1.060	1.165	Baker	(3/)	1.650	Mixers	1.370	1.455
Women workers:			Machinemen	(3/)	1.540	Ovenmen	1.320	1.405
Sponge packers	1.090	1.200	Utility man	(3/)	1.430	Divider operators, first benchmen	1.245	1.330
Sweet packers, machine operators, and carton formers	1.060	1.200	Floor man	(3/)	1.320	Molders	1.195	1.280
Scalers, weighers, and hand bundlers	1.060	1.165			Wrapping-machine operators, checkers, pan greasers	1.115	1.200	

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

3/ 36-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
PROVIDENCE, R. I. - Continued								
Bread and cake - Machine shops: - Continued			READING, PA. - Continued			RICHMOND, VA. - Continued		
Agreement D:			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Mixers (cake)	\$1.460	\$1.540	Agreement A: - Continued			Agreement A: - Continued		
Ovenmen	1.375	1.465	Bench or machine helpers, cake dumpers, pan rack-ers, wrapped loaf stack-ers, sweet-bun icers, semiautomatic wrappers, helpers, (oven and other)	\$1.165	\$1.255	Cake: - Continued		
Scalers, fried cake mix-ers, icing mixers, fry-ers, icing- and cutting-machine operators	1.265	1.345	Pan washers, grease-machine operators			Pan washers, grease-machine operators	\$1.130	\$1.130
Floormen, cake and fried cake helpers (after 2 months)	1.155	1.245	Icing-machine operators, cake cutter-machine operators, and cake counters			Icing-machine operators, cake cutter-machine operators, and cake counters	1.080	1.080
Stock clerks, cake and fried cake helpers (first 2 months)	1.075	1.160	Checkers, packers, wrappers and cutters, cake icers	1.165	1.255	Icers and wrappers, female	1.030	1.030
Pan greasers, pan washers, pan papering	1.045	1.130	Cake and sweet wrappers .....	.945	1.035	Helpers (male):		
Women helpers:			1st 6 months .....	.980	.980	1st 6 months		
First 2 months .....	.925	1.015	After 6 months	1.080	1.080	After 6 months		
After 2 months .....	.995	1.075	Checkers, packers, wrappers and cutters, cake icers .....	.985	1.075	Helpers (female):		
Agreement E:			1st 6 months .....	.930	.930	1st 6 months		
Head mixers and scalers	1.550	1.640	After 6 months	1.030	1.030	After 6 months		
Traveling-ovenmen	1.375	1.460	Checkers, packers, wrappers and cutters, cake icers .....	.945	1.035	Checkers, packers, temporary		
Dividers	1.350	1.440	Bread and cake helpers, pan greasers, bread rock-ers, oven helpers	1.235	1.310	Temporary	1.260	1.360
Head wrapping-machine operators	1.325	1.410	Hand icers .....	.925	1.000	Selectors	1.170	1.270
Molders	1.300	1.390	Hand wrappers, helpers .....	.905	.980	Depositor operators (female), cake wrap-ping-machine operators (female)		
First benchmen	1.275	1.360	RICHMOND, VA.			Depositor operators (female), cake wrap-ping-machine operators (female)	1.140	1.240
Mixers' helpers	1.250	1.340	Bread and cake - Machine shops: - Continued			Mixers' helpers, oven feeders and dumpers, stockmen		
Ovenmen, roll-ovenmen, ovenmen's helpers, benchmen	1.225	1.310	Agreement A:			Molders' helpers, grease-machine operators, pan washing-machine operators, icing and embroding-machine operators, blenders, rack washers and greasers, wrappers' helpers	1.130	1.230
Benchmen's helpers, check-ers, molders' helpers	1.200	1.290	Bread:			General bakery helpers ...	1.090	1.190
Wrapping-machine operators	1.155	1.240	Dough mixers	1.410	1.410	Female workers:		
Packers	1.150	1.240	Oven operators, fruit cookers, and filling mixers	1.330	1.360	Hand icers, make-up pan-ners, doughnut tray packers, cake-slicer operators, depositors' helpers, and doughnut icers	1.050	1.150
Pan greasers	1.105	1.190	Divider operators, molder operators	1.330	1.330	General bakery helpers	1.000	1.100
Pie and pastry shops:			Wrapping-machine opera-tors, roll-machine operators	1.280	1.310	Crackers and cookies:		
Cooks	1.230	1.330	Mixers' helpers (advanced), pan roll cutter operators	1.280	1.280	Dough mixers	1.205	1.275
Dough mixers	(3)	1.330	Oven feeders and dumpers	1.260	1.260	Checkers	1.180	1.250
Bakers	1.180	1.280	Bread box makers	1.220	1.230	Machine men, enrobbers, ovenmen	1.155	1.225
Filling mixers, dough breakers, helpers	1.130	1.230	Dough room helpers, wrapping-machine feed-ers, benchmen (female), and flour blenders	1.180	1.180	Wrappers and automatic carton formers	1.130	1.200
Women employees:			Helpers:			Dough rollers	1.105	1.175
Beginners .....	.750	.850	1st 6 months .....	.980	.980	Stockmen	1.080	1.150
After 3 months .....	.770	.870	After 6 months	1.080	1.080	Finished goods stockmen, icing-machine men and mixers	1.055	1.125
After 9 months .....	.830	.930	Cake:			Receiving clerks, mixers, and bakers' helpers	1.030	1.100
After 12 months .....	.900	1.000	Coke mixers, icing mixers	1.330	1.330			
After 18 months .....	.950	1.050	Doughnut-machine operators	1.280	1.310			
Hebrew baking:			Cake oven operators	1.280	1.280			
Working foremen	1/1.889	1/1.956	Depositor operators, cake wrap-ping-machine operators, ingredient scalers, and fore-ladies	1.180	1.180			
Second hands	1/1.778	1/1.844						
READING, PA.								
Bread and cake - Machine shops:								
Agreement A:								
Mixers	1.385	1.460						
Oven feeders - bread, ovenmen - cake and sweet, all-round bakers	1.365	1.440						
Dividers, molders, bench hands, batter scalers, oven deliverymen, bread wrapping-machine opera-tors, machinemen, roll-machine operators - bread, reliefmen, depositor operators	1.315	1.390						
Ingredient scalers, mix-ers' helpers, bread checkers	1.290	1.380						
Cake checkers, bread rackers, blenders	1.215	1.305						

1/ 45-hour workweek.

2/ Information not available for rate and hours on July 1, 1950.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
RICHMOND, VA. - Continued								
Crackers and cookies: - Continued			ROCHESTER, N. Y. - Continued			ST. LOUIS, MO. - Continued		
Dough rollers' helpers	\$0.980	\$1.045	Crackers and cookies: - Continued			Cake - Machine shops:		
Icing helpers, shippers, stockmen's helpers, and packing department helpers .....	.955	1.025	Agreement B: - Continued			Leadmen	\$1.853	\$1.853
Women employees, after 6 months .....	.930	1.000	Flour blenders, mixers' helpers, batch scalars, machine operators, feed- ers, dumper, pan clean- ers, carton packers and helpers	\$1.420	\$1.460	Ovenmen, mixers	1.743	1.743
			Wrapping-machine operators	1.370	1.410	Machine hands	1.633	1.468
			Flour handlers	1.345	1.385	Cake counters	1.468	1.468
			Pan greasers, bench help- ers, pan rackers, check- ers and packers	1.320	1.360	Helpers	1.440	1.440
			Wrapping and slicing helpers	1.295	1.335	Icing mixers, ingredient scalers	1.409	1.409
Bread and cake - Hand shops:			Cooly dumper, rack pullers	1.270	1.310	Car crews:		
First hands, working foremen, decorators	1.680	1.730	Women employees:			Inexperienced	1.260	1.260
Second hands, ovenmen, mix- ers, feeders, dumper	1.580	1.630	Floor ladies	1.190	1.230	Experienced	1.335	1.335
Third hands, fryers, bench hands	1.530	1.580	Wrappers and helpers ...	1.120	1.160	Miscellaneous helpers:		
Bread and cake - Machine shops:						Inexperienced (first 6 months)	1.135	1.135
Agreement A:						Experienced (after 6 months)	1.210	1.210
First hands, working fore- men, decorators	1.810	1.860	ROCK ISLAND (ILL.) DISTRICT 2/			Leadladies	1.160	1.160
Second hands, mixers, ovenmen, feeders, dumper	1.700	1.750	Bread - Hand shops:			Women helpers:		
Third hands, moldermen, bench hands	1.650	1.700	Foremen	2/1.458	2/1.488	Inexperienced (first 6 months)	1.035	1.035
Wrappers, machine	1.530	1.630	First bakers	2/1.354	2/1.384	Experienced	1.110	1.110
Women employees:			Second bakers, benchmen ...	2/1.292	2/1.322	Hebrew - Hand shops:		
Foreladies, decorators	1.330	1.380	Bread and cake - Machine shops:			Leadmen, bakers, ovenmen ...	2/1.626	2/1.719
Icers, general helpers	1.130	1.220	Working foremen	1.620	1.650	Second hands	2/1.417	2/1.490
Agreement B:			Dough mixers, ovenmen	1.520	1.550	Miscellaneous helpers	2/1.813	2/1.825
Mixers	1.570	1.610	Bench or machinemen, wrapping-machine operators	1.470	1.500	Crackers and cookies:		
Dividers	1.520	1.560	Checkers, shipping clerks, pan rackers	1.270	1.300	Agreement A:		
Ovenmen, oven dumper and feeders	1.520	1.560	Flour dumper, stockmen, rackers, wrapping-machine helpers, rackers, open kettle fryers, pan greasers, icing-machine operators, helpers, women cake wrapping-machine operators	1.120	1.150	Leadmen	1.575	1.675
Oven leaders and dumper	1.520	1.560	Women hand wrappers and icers	1.020	1.050	Oven operators	1.575	1.675
Moldermen, roll-machine operators, benchmen, ingredientmen, machine- men, assemblymen, batchmen	1.470	1.510			Cracker-dough mixers, sweet-dough mixers, graham-dough mixers, dough-machine set-up and operators, sponge mixers, enrobing-machine set-up and operators	1.550	1.650	
Flour blenders and dump- ers, mixers' helpers	1.420	1.460			Marshmallow-machine set-up and operators, icing- machine set-up and operators	1.525	1.625	
Wrapping-machine opera- tors, checkers	1.370	1.410			Head stock keepers	1.400	1.500	
Pan greasers, bread or pan rackers	1.320	1.360			Dough-break roll feeders	1.375	1.475	
Wrapping and slicing helpers	1.295	1.335	ST. LOUIS, MO.		Wrapping-machine set-up men	1.260	1.360	
Hebrew baking:			Bread and cake - Hand shops:			Agreement B:		
Ovenmen, mixers, first cake bakers	1/2.073	1/2.160	Leadmen or first hands	2/1.296	2/1.425	Sponge mixing department:		
Bench hands, second cake bakers	1/1.933	1/1.971	Second hands, benchmen	2/1.193	2/1.312	Head mixers	1.360	1.430
Crackers and cookies:			Bread and cake -			Sponge and dough mixers	1.250	1.320
Agreement A:			Semi machine shops:			Mixers' helpers	1.150	1.220
Shop foremen, dough mixers	1.470	1.510	Leadmen, mixers, ovenmen ...	1.603	1.603	Sweet mixing department:		
Batch scalers, machine operators, oven feeders, depositor operators	1.420	1.460	Bench or machine hands	1.492	1.492	Head mixers	1.360	1.430
Cooky dumper, pan clean- ers, carton packers and helpers	1.270	1.310	Miscellaneous helpers,			Mixers	1.250	1.320
Women employees:			men	1.070	1.070	Mixers' helpers'	1.150	1.220
Foreladies	1.270	1.310	Sundry help and miscella- neous helpers, women	1.000	1.000	Baking department:		
Wrappers and packers ...	1.120	1.160	Bread - Machine shops:			Machinemen	1.350	1.420
Agreement B:			Leadmen	1.853	1.853	Peelers	1.310	1.380
Mixers	1.570	1.610	Over hands	1.743	1.743	Ovenmen	1.250	1.320
Dividers	1.520	1.560	Assistant spongers	1.660	1.660	Oven take-out men	1.210	1.280
Moldermen, ovenmen, benchmen, feeders, assemblymen, batchmen, dumper, foremen, dough mixers	1.470	1.510	Scalers	1.633	1.633	Sheeters and laminators, reliefmen (sweet)	1.180	1.250
			Bench and machine hands ...	1.468	1.468	Stackers, men	1.160	1.230
			Bread counters	1.468	1.468	Cost and raw material checkers	1.150	1.220
			Helpers, pan greasers	1.440	1.440	General help, semi skilled	1.080	1.150
			Ingredient scalers	1.323	1.323	Sponge and sweet-packing department:		
			Wrapping and slicing- machine operators	1.248	1.248	Supplymen	1.120	1.195
			Beltmen:			General help, semi skilled men	1.080	1.150
			First 6 months	1.173	1.173	Working supervisors, women	1.005	1.055
			Experienced	1.248	1.248	Checkers, women .....	.965	1.015
					General help, semi skilled, women .....	.805	.855	

1/ 45-hour workweek.

2/ 48-hour workweek.

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

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
ST. LOUIS, MO. - Continued								
Crackers and cookies: -			Bread and cake - Semimachine shops: - Continued			ST. PAUL, MINN. - Continued		
Continued			Men helpers:	\$	\$	Crackers and cookies: -		
Agreement B: - Continued			First 6 months	10/0.970	10/1.055	Continued		
Icing department:	\$	\$	After 6 months	10/1.090	10/1.125	Women workers:	\$	\$
Mixers, machinemen	1.250	1.320	Women hand workers:			Floorladies	0.950	1.110
Marshmallow and icing mixers	1.220	1.290	First 6 months	10/0.920	10/1.008	Assistant floorladies .....	.910	1.060
General help, semi-skilled, men	1.080	1.150	After 6 months	10/1.040	10/1.125	Cracker packers .....	.930	1.050
Women employees:			Bread - Machine shops:			Wrappers, packers, cracker-machine operators, checkers		
Machine operators ....	.990	1.040	Foremen	1.740	1.800	.910	1.030	
Machine feeders ....	.885	.935	Sponge and dough mixers, ovenmen	1.570	1.630	Helpers:		
General help, semi-skilled women, trolley girls .....	.805	.855	Bench hands, dividers, molders, bun-machine operators	1.460	1.520	Start .....	.770	.800
Carton and caddy forming and wrapping department:			Oven feeders and dumpers, slicing or wrapping-machine operators	1.460	1.520	After 3 months .....	.820	.880
Machinemen (set-up and adjusters)	1.280	1.320	Stockmen	1.310	1.370	After 6 months .....	.870	.950
Machine operators, men .	1.220	1.290	Twisters, panners, oven helpers, bench helpers	1.250	1.310	After 1 year	(2/)	.990
Receiving department:			Helpers:			SALT LAKE CITY, UTAH		
Working supervisors ...	1.230	1.300	First 8 weeks	1.100	1.160	Bread and cake - Hand shops:		
Receivers	1.150	1.250	After 8 weeks	1.250	1.310	Foremen	2/1.410	2/1.470
Receivers' helpers, loaders and unloaders .	1.100	1.170	Women workers:			Ovenmen, dough mixers	2/1.250	2/1.320
Shipping department:			Foremen	1.250	1.310	Bench hands	2/1.230	2/1.300
Working supervisors, men	1.230	1.300	Finishers, packers, wrappers:			Ingredient scalers	2/1.230	2/1.280
Checkers, men	1.150	1.250	First 8 weeks .....	.900	.960	Checkers	2/1.070	2/1.120
Assemblers and loaders, men	1.100	1.170	After 8 weeks	1.000	1.060	Women hand icers	2/1.040	2/1.090
Agreement C:			Pies and doughnuts:			Helpers:		
Baking and mixing departments:			Doughnut-machine operators	1.570	1.630	First year	2/ .850	2/ .920
Head mixers	1.505	1.655	Fruit and kettle fryers	1.460	1.520	Second year	2/ .930	2/1.000
Bakers	1.455	1.600	Cake - Machine shops:			Third year	2/1.040	2/1.100
Sponge	1.405	1.545	Foremen	1.740	1.800	Bread and cake - Machine shops:		
Rollermen	1.305	1.435	Mixers, ovenmen, doughnut-machine operators	1.570	1.630	Foremen	1.660	1.725
Assemblymen	1.275	1.405	Depositors, drop-machine operators, fruit cooks	1.460	1.520	Dough mixers and ovenmen	1.520	1.585
Mixers' helpers, stackers, general help	1.255	1.380	Kettle fryers	1.460	1.520	Ingredient scalers	1.450	1.515
Packing department:			Ingredient scalers	1.460	1.520	Machine and benchmen	1.400	1.465
Floormen	1.155	1.270	Depositors, drop-machine operators, fruit cooks	1.460	1.520	Head wrappers	1.330	1.395
Women employees:			Kettle fryers	1.460	1.520	Checkers	1.280	1.345
Working supervisors ..	1.155	1.270	Ingredient scalers	1.460	1.520	Bread rackers, pan greasers, women foremen	1.170	1.235
Packers, sponge	1.055	1.160	Ice-rolling-machine operators, wrapping-machine operators, semiautomatic	1.250	1.310	Helpers:		
Tally clerks	1.035	1.140	Helpers:			First year	1.060	1.125
Machine operators	1.085	1.195	First 8 weeks	1.100	1.160	Second year	1.170	1.235
Other helpers	1.005	1.105	After 8 weeks	1.250	1.310	Women wrapping-machine operators	1.040	1.105
ST. PAUL, MINN.			Women workers:			Women wrappers, packers, labelers, sweet-roll panners, and icers .....	.990	1.055
Bread and cake - Hand shops:			Foremen	1.250	1.310	Crackers and cookies:		
Foremen, supervising 6 or more workers	1/1.540	1/1.619	Finishers, wrappers, packers:			Machine captains	1.200	1.250
Foremen, supervising 5 or less workers, first hands ..	1/1.430	1/1.508	First 8 weeks .....	.900	.960	Ovenmen	1.175	1.235
Ovenmen, mixers	1/1.360	1/1.441	After 8 weeks	1.000	1.060	Rollermen, assistant icing foremen	1.125	1.175
Bench hands	1/1.315	1/1.396	Crackers and cookies:			Out-panners	1.100	1.150
Wrapping-machine operators	1/1.166	1/1.196	Head sweet-dough mixers	1.360	1.520	In-panners	1.075	1.125
Helpers:			Foremen	1.330	1.540	Pan cleaners, feeders	1.000	1.050
First 6 months .....	.916	1/ .996	Head sponge mixers	1.280	1.440	Cracker edgers .....	.950	1.000
After 6 months	1/1.037	1/1.107	Rollermen	1.260	1.300	Sponge packers .....	.925	.975
Bread and cake - Semimachine shops:			Assistant sweet- and sponge-dough mixers	1.240	1.400	Women machine operators .....	.875	.925
Foremen, supervising 6 or more workers	10/1.630	10/1.714	Machinemen, marshmallow mixers, sweet-ovenmen, oven firemen, drawmen	1.200	1.360	Scalers and weighers .....	.860	.910
Foremen, supervising 5 or less workers	10/1.510	10/1.596	Pan greasers, flour dumpers, dough scalers, sweet-oven reliefmen, cracker stackers	1.160	1.300	Sweet packers .....	.825	.875
Ovenmen, dough mixers	10/1.440	10/1.525	Helpers:			Cellophane-machine operators		
Bench hands	10/1.390	10/1.478	Start .....	.970	1.000	Filling-machine operators .....	.800	.850
Wrapping-machine operators	10/1.182	10/1.267	After 3 months	1.040	1.100	Helpers .....	.800	.850
			After 6 months	1.110	1.190	SAN ANTONIO, TEX.		
			After 1 year	(2/)	1.250	Bread - Machine shops:		
						Foremen	1.400	1.460
						Dough and sponge mixers, ovenmen and shipping clerks	1.175	1.235
						Dividers, wrapping-machine operators, receiving clerks, and molders	1.050	1.110

1/ 45-hour workweek.

2/ 48-hour workweek.

3/ Information not available for rate and hours on July 1, 1950.

10/ 42½-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
SAN FRANCISCO, CALIF.								
Bread and cake - Hand shops:			SAN FRANCISCO, CALIF. - Continued			SCRANTON, PA. - Continued		
Dairy lunches, restaurants, cafeterias:	\$	\$	Bread and cake - Machine shops: - Continued			Bread and cake Machine shops: - Continued		
Foremen, ovenmen	1.857	1.940	Wholesale cake: - Continued			Agreement B:		
Bench hands	1.732	1.866	Agreement B:			Bread department:		
Retail bread and cake:			Foremen	\$	\$	Mixers, scalers, relief-men, sponge dough	\$	\$
Bread:			Mixers	7/2.047	7/2.205	1.475	1.550	
Foremen	11/2.003	11/2.003	Bench hands, women auxilliary workers	7/1.986	7/2.145	Tray-oven feeders and dumper	1.425	1.500
Dough mixers, ovenmen	11/1.927	11/1.927	Helpers	7/1.601	7/1.765	Mixers' assistants	1.350	1.425
Benchmen	11/1.840	11/1.840	Pan cleaners	7/1.419	7/1.585	Bread rockers	1.325	1.425
Bench and machine helpers	11/1.563	11/1.563	Packers, wrappers, cutters (women)	12/1.237	12/1.275	Dividers, molder operators	1.300	1.400
Cake:			Pie and pastry shops:			Wrapping-machine operators	1.275	1.375
Foremen	11/2.003	11/2.003	Foremen	2.150	2.245	Flour blenders	1.275	1.350
Mixers, ovenmen	11/1.927	11/1.927	Ovenmen, mixers	2.030	2.175	Pan greasers	1.150	1.250
Bench hands	11/1.840	11/1.840	Journeymen pie-makers	1.960	2.055	Cake department:		
Helpers:			Helpers, after first year	1.630	1.725	Working foremen	1.550	1.625
First year	11/1.411	11/1.411	Pan cleaners	1.540	1.630	Mixers and scalers, icing mixers	1.475	1.550
After first year	11/1.563	11/1.563	Wrappers, packers	1.470	1.535	Ovenmen	1.425	1.500
Pan cleaners	11/1.411	11/1.411	French and Italian baking:			Depositors	1.350	1.450
Retail cake only:			Foremen, ovenmen, mixers	1.860	2.010	Wrapping-machine operators	1.275	1.375
Foremen	1.940	1.940	Molders, dividers, bench hands	1.740	1.890	Oven helpers	1.250	1.350
Mixers, ovenmen	1.867	1.867	Bench and machine helpers, after 6 months	1.490	1.640	Depositors' helpers, ingredientmen	1.225	1.225
Bench hands	1.783	1.783	SCRANTON, PA.			Packers, dumper, pan greasers	1.200	1.300
Helpers:			Bread and cake - Hand shops:			Box sorters	1.125	1.225
First year	1.420	1.420	Agreement A:			Women employees:		
Second year	1.514	1.514	Ovenmen, dough mixers, second hands	4/1.460	4/1.500	Wrapping-machine operators	1.000	1.075
Hand icers, women	1.514	1.514	Bench hands	4/1.233	4/1.433	Wrappers, packers, box makers, icers and general helpers after 3 months	1.000	1.075
Packers, wrappers, cutters	1.373	1.373	Helpers	4/ .993	4/1.033	Icers and general helpers, first 3 months .....	.950	1.025
Pan cleaners	1.367	1.367	Agreement B:			Variety department:		
Bread and cake - Machine shops:			Mixers, ovenmen, first hands	2/1.240	1/1.305	Sponge and dough mixers, scalers	1.475	1.550
Bread department:			Bench hands, oven helpers	2/1.115	1/1.180	Traveling-oven feeders and dumper	1.425	1.500
Foremen	7/2.045	7/2.205	Wrappers, utilitymen	2/ .948	1/1.008	Wrapping-machine operators	1.275	1.375
Dough mixers, ovenmen	7/1.985	7/2.145	Helpers	2/ .750	1/ .810	Bun-macine operators	1.200	1.300
Dividermen, molders, roll-machine operators, ingredientmen, benchmen, bread rockers, pan greasing machine operators, women bench helpers			Bread and cake - Machine shops:			Biscuit dough rollers, assistant bench hands, machine packers, machine operators	1.175	1.275
			Agreement A:			Bun packers, variety rockers, pan greasers and rockers	1.125	1.225
			Bread and rolls department:			Agreement C:		
			Proof-box men	1.473	1.548	Reliefmen	1.505	1.630
			Dividers	1.463	1.538	Doughnut-machine operators, oven operators, mixers	1.430	1.555
			Mixers	1.403	1.478	Wrapping-machine operators	1.380	1.505
			Molders, third mixers	1.403	1.473	General utilitymen	1.420	1.495
			Molding-machine helpers	1.358	1.428	Flour blenders, molders' helpers, mixers' helpers	1.388	1.455
			Pan setters	1.343	1.418	Hand wrappers	1.258	1.333
			Ovenmen	1.333	1.408	Wrappers, pan greasers	1.238	1.308
			Packers	1.295	1.370	General helpers	1.193	1.268
			Flour blenders, molders' helpers, mixers' helpers	1.288	1.358	General utilitymen	1.420	1.495
			Hand wrappers	1.258	1.333	Flour blenders, molders' helpers	1.388	1.455
			Wrappers, pan greasers	1.238	1.308	Ovenmen, mixers	1.295	1.370
			Bench hands	1.225	1.300	Depositor operators, pan greasers	1.240	1.315
			General helpers	1.193	1.268	Helpers	1.178	1.178
			Cake department:			Machine operators	1.040	1.315
			General utilitymen	1.420	1.495	Icers .....	.990	.990
			Flour blenders, molders' helpers	1.388	1.388	Other jobs	1.000	1.000
			Hand helpers	1.295	1.370	Depositor helpers, benchmen	1.305	1.430
			Depositor operators, pan greasers	1.240	1.315			
			Helpers	1.178	1.178			
			Women employees:					
			Machine operators	1.040	1.315			
			Icers .....	.990	.990			
			Other jobs	1.000	1.000			
Wholesale cake:								
Agreement A:								
Foremen	7/2.069	7/2.205						
Mixers, ovenmen	7/1.995	7/2.145						
Bench hands	7/1.883	7/2.055						
Pan greasers	7/1.344	7/1.585						
Packers, wrappers, cutters (women)	12/1.195	12/1.275						

1/ 45-hour workweek.

2/ 48-hour workweek.

4/ 44-hour workweek.

7/ 37 1/2 hour workweek.

11/ 38 3/4 hour workweek.

12/ 38-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
SCRANTON, PA. - Continued								
Bread and cake - Machine shops: - Continued			Crackers and cookies: - Continued			SOUTH BEND, IND. - Continued		
Agreement C: - Continued			Agreement A: - Continued			Bread and cake - Machine shops: - Continued		
Mixers' helpers, oven dumpers and feeders, oven break rakers, cake jumpers	\$1.280	\$1.405	Second overmen	\$1.460	\$1.460	Agreement C:		
Bread packers, pan greasers	1.235	1.360	Rollermen	1.430	1.430	Dough mixers, dividers, ovenmen	\$1.550	\$1.550
General baking helpers ...	1.210	1.335	Scalers, wrappers	1.410	1.410	Sponge mixers	1.450	1.450
Women employees:			Pan cleaners, feeders, other helpers:			Moldermen	1.440	1.440
Working foremen	1.285	1.365	First 30 days	1.050	1.050	Wrappers	1.370	1.370
Depositor helpers, doughnut-machine helpers	1.100	1.180	Second 30 days	1.150	1.150	Oven feeders' helpers	1.300	1.400
Fan greasers	1.050	1.130	Thereafter	1.280	1.280	Checkers	1.220	1.370
Bench helpers	1.050	1.130	Women workers:			Slicers	1.150	1.370
Cake cutters, machine wrappers	1.100	1.180	Experienced sponge packers	1.030	1.030	Wrapping-machine operators	1.150	1.250
Selectors, floor girls, icers	1.050	1.130	Hand bundlers	1.030	1.030	Molders' helpers, bread panners	1.190	1.190
Bread only - Machine shops:			Plain sweet packers .....	.920	.920	Flour dumpers	1.150	1.150
Peel-oven men, moldermen, divider operators mixers ..	1.480	1.560	Hand bundlers	1.530	1.530	Bake-shop helpers, loaders	1.100	1.100
Utilitymen	1.470	1.550	Ovenmen	1.510	1.510	Boxers, cartons	1.050	1.050
Mixers' helpers	1.380	1.430	Rollermen	1.430	1.430	Pies and pastry shops:		
Flour blenders	1.360	1.430	Feeders and other helpers:			Ovenmen, loaders, dough mixers, cookers, ingredients	1.170	1.120
Machine wrappers	1.330	1.430	First 30 days	1.050	1.050	Pie table operators	1.140	1.190
Molders' helpers, traveling-oven feeders and dumpers ..	1.320	1.430	Second 30 days	1.150	1.150	Oven helpers	1.090	1.140
Pan greasers	1.320	1.420	After 60 days	1.280	1.280	Fruit mixers, pie fillers, wrappers	1.070	1.120
Bread rackers and pick ups:			Icers' helpers	1.360	1.360	Dough feeders	1.020	1.070
First 3 months	1.195	1.295	Women:			Receivers' helpers .....	.960	1.010
After 3 months	1.320	1.420	Experienced sponge packers	1.030	1.030	Women supervisors .....	.930	.980
Pie and pastry shops:			Plain sweet packers .....	.980	.980	Miscellaneous women workers .....	.890	.940
Fruit cookers	1.550	1.625	Hand bundlers	1.030	1.030	SPOKANE, WASH.		
Ovenmen	1.287	1.387	Agreement C:					
Fruit cookers' helpers	1.100	1.200	Machinemen	1.650	1.650	Bread and cake - Hand and machine shops:		
Helpers	1.075	1.175	Mixers	1.530	1.530	Foremen, mixers, ovenmen, cake ingredient scalers	12/1.910	8/2.020
General helpers .....	.950	1.050	Ovenmen	1.400	1.400	Machine hands, dividers, moldermen, machine cake depositors	12/1.850	8/1.950
SEATTLE, WASH.								
Bread - Hand and machine shops:								
Foremen	8/2.106	13/2.195	SOUTH BEND, IND.			Bench hands, hand cake depositors	12/1.790	8/1.890
Mixers, ovenmen, machinemen	8/1.981	13/2.070	Bread and cake - Hand shops:			Flour dumpers, bread rackers, machine wrappers, bread and cake packers	1.360	12/1.430
Bench hands	8/1.904	13/1.995	Working foremen	5/1.630	5/1.670	Pan greasers, cleaners and helpers	1.220	12/1.290
Control-room men	9/1.605	13/1.695	First class bench hands	5/1.470	5/1.510	Bread packers and cutters, cake dumpers and wrappers	1.030	12/1.090
Helpers:			Checkers	5/1.230	5/1.270	Crackers and cookies:		
1 year's experience	8/1.599	13/1.690	Bench helpers	5/1.000	5/1.040	Agreement A:		
2 years' experience	8/1.721	13/1.810	Machinemen			Machinemen	1.430	1.435
Bread and cake - Machine shops:			Mixers			Mixers	1.400	1.435
Men-in-charge of miscellaneous help	1.250	1.310	Ovenmen			Ovenmen	1.300	1.435
Miscellaneous help:			Other helpers			Other helpers	1.150	1.215
1 to 6 months	1.050	1.110	Wrappers			Miscellaneous workers	1.080	1.125
7 to 12 months	1.100	1.160	Agreement B:			Women:		
After 1 year	1.190	1.250	Mixers, ovenmen	1.520	1.560	First 30 days .....	.750	.790
Women employees:			Dividers, head benchmen	5/1.400	5/1.440	Second 30 days .....	.775	.815
Floor ladies	1.170	1.230	Ovenmen	5/1.300	5/1.340	Third 30 days .....	.800	.840
Assistant floor ladies	1.120	1.180	Wrappers	5/1.080	5/1.120	Fourth 30 days .....	.825	.865
Machine operators, experienced	1.110	1.170	Clerks	1.470	1.510	Fifth 30 days .....	.850	.890
General workers:			Benchmen	1.420	1.460	Thereafter .....	.900	.940
1 to 6 months .....	.850	.910	Travelling-oven dumpers, stockroom men, mixers' helpers	1.370	1.410	Working supervisors	1.070	1.110
7 to 12 months .....	.900	.960	Checkers	1.320	1.360	Ast. supervisors	(3/)	1.050
After 1 year .....	.990	1.050	Bake-shop helpers, conveyormen, packers, machine setters	1.300	1.340	Machine operators, wrapping	(3/)	1.000
Crackers and cookies:			Slicers, wrappers	1.220	1.260	Machinemen	1.430	1.435
Agreement A:			Mixers			Mixers	1.400	1.435
First mixers, machinemen	1.660	1.660	Ovenmen			Ovenmen	1.350	1.405
Second mixers, peelers	1.530	1.530	Other helpers			Other helpers	1.200	1.250
First ovenmen	1.510	1.510	Wrappers			Miscellaneous workers	1.080	1.125

3/ Information not available for rate and hours on July 1, 1950.

2/ 42-hour workweek.

8/ 36-hour workweek.

12/ 38-hour workweek.

13/ 35-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
SPOKANE, WASH. - Continued								
Crackers and cookies:			SYRACUSE, N. Y. - Continued			TOLEDO, OHIO - Continued		
Continued			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement B: - Continued			Agreement A: - Continued			Agreement A: - Continued		
Ovenmen's helpers	\$1.250	\$1.300	Molders	\$1.445	\$1.445	Major shops Bread division: - Continued		
Mixers' helpers	1.220	1.270	Wrapping-machine operators	1.395	1.395	Mixers' helpers, dividers, molders, wrapping-machine set-up		
Laminator operators	1.220	1.270	Ingredientmen	1.320	1.320	men, bread benchmen ...	\$1.440	\$1.475
Rollermen's helpers, dough feeders	1.170	1.215	Flour dumpers	1.395	1.395	Flour blenders, ingredientmen	1.390	1.425
Stackers	1.150	1.195	Oven loaders and dumpers	1.370	1.370	Bake-shop helpers, helpers in packing, wrapping and shipping rooms	1.340	1.375
Icing helpers	1.150	1.195	Bread packers, general helpers	1.320	1.320	Women wrappers and helpers	1.140	1.175
Pan cleaners and feeders	1.150	1.195	Agreement B:			Cake division:		
Miscellaneous workers	1.080	1.125	Bread department:			Ingredient scalers, dough mixers, icing mixers, ovenmen	1.550	1.550
Women:			Foremen, ovenmen	2/1.555	2/1.655	Dumpers, depositors' helpers, checkers	1.340	1.340
First 30 days .....	.750	.790	Benchmen, head	2/1.505	2/1.605	Stockroom men	1.330	1.330
Second 30 days .....	.775	.815	Flour blenders, wrapping-machine operators	2/1.295	2/1.395	Loaders, miscellaneous helpers	1.300	1.300
Third 30 days .....	.800	.840	Oven loaders and dumpers	2/1.275	2/1.375	Women workers:		
Fourth 30 days .....	.825	.865	Pan greasers	2/1.220	2/1.320	Cake wrapping-machine operators, wrappers, packers, helpers, icers (hand)	1.140	1.140
Fifth 30 days .....	.850	.890	General helpers	2/1.220	2/1.320	Agreement B:		
Thereafter .....	.900	.940	Hand wrappers and other helpers (women)	14/1.060	14/1.160	Bread only:		
SPRINGFIELD, MASS.								
Bread and cake - Hand shops:			Cake department:			Dough mixers, ovenmen	1.570	1.605
Foremen	2/1.602	2/1.602	Foramen	2/1.555	2/1.655	Shipping clerks, receiving clerks	1.470	1.505
Second hands, dough mixers, bench hands	2/1.502	2/1.502	Mixers	2/1.470	2/1.570	Wrapping-machine operators, oven loaders and dumpers, dividers, molders, roll-machine operators, bread panners	1.440	1.475
Bread and cake - Machine shops:			Ovenmen	2/1.495	2/1.595	Pan greasers	1.390	1.425
Agreement A:			Bench hands	2/1.295	2/1.395	Flour dumpers	1.350	1.385
Working foremen, cake	1.490	1.570	Ingredient scalers, scaling-machine operators	2/1.295	2/1.395	Bread packers, checkers	1.220	1.355
Dough mixers	1.430	1.510	Decorators (women)	14/1.205	14/1.305	Female helpers	1.115	1.150
Ovenmen, cake	1.350	1.430	Assistant decorators (women)	14/1.170	14/1.270	Agreement C:		
Shipping-room	1.310	1.390	Wrappers, packers, checkers (women)	14/1.060	14/1.160	Smaller shops:		
Oven dumper, Bench hands	1.290	1.370	Agreement C:			Foremen	1.620	1.645
Dividers, molders, relief-men, oven helpers	1.270	1.350	Foremen	1.415	1.482	First mixers, cake mixers, head oven operators	1.570	1.595
Machine wrappers	1.180	1.260	Ovenmen, mixers	1.315	1.382	Cake and reel-oven men, second	1.490	1.505
Cake icers (women)	1.000	1.070	Benchmen	1.235	1.302	Roll bench hands, cake benchmen	1.460	1.485
Helpers (women) .....	.950	1.020	Helpers .....	.945	1.012	Dividers, molders, mixers' helpers, bread panners, second fill, pullers and shovels, wrapping-machine operators	1.440	1.475
Agreement B:			Helpers (women) .....	.875	.942	Ingredimtmen, bench and machine helpers	1.420	1.445
Foremen	1.490	1.570	Pie and pastry shops:			Rackers, helpers, wrapping-machine helpers, shipping room helpers	1.370	1.395
Dough mixers, ovenmen (bread)	1.430	1.510	Foremen	2/1.372	2/1.372	Agreement D:		
Cake mixers	1.390	1.470	Cooks	2/1.151	2/1.151	Smaller shops:		
Ovenmen, cake	1.350	1.430	Bakers	2/1.213	2/1.213	Bread bench foremen	1.510	1.545
Bench hands	1.290	1.370	Ovenmen	2/1.188	2/1.188	Shipping and receiving clerks, stock clerks	1.470	1.505
Dividers, flour blenders, molders, scalers	1.270	1.350	Machinemen, mixers	2/1.165	2/1.165	Yeast raised products frymen, bread bench hands, bread bench foremen	1.460	1.495
Dough-room helpers	1.250	1.330	TOLEDO, OHIC					
Floor ladies (cake)	1.110	1.180	Bread and cake - Hand shops:					
Hand cake icers (women)	1.000	1.070	Bread:					
Agreement C:			Dough mixers	1.590	1.615	Major shops - Bread division:		
Foremen	1.490	1.570	Ovenmen	1.590	1.615	First and second mixers, oven operators, traveling-ovenmen	1.510	1.545
Dough mixers	1.430	1.510	Bench foremen	1.510	1.535	4 to 6 months	1.470	1.505
Bench hands, ordermen (retail shop), oven dumper	1.290	1.370	Benchmen	1.460	1.485	After 6 months	1.460	1.485
Dividers, scalers, floor-men, flour blenders, molters, reliefmen	1.270	1.350	Utilitymen	1.440	1.445	Agreement A:		
Dough-room helpers	1.250	1.330	Hand wrappers	1.390	1.215	Major shops - Bread division:		
Packers, slicers, icers, machine wrappers, helpers (men)	1.180	1.260	Mixers	1.570	1.595	First and second mixers, oven operators, traveling-ovenmen	1.595	1.625
Helpers (women) .....	.950	1.020	Women bench hands	1.420	1.445	4 to 6 months	1.470	1.505
Hebrew - Hand shops:			Women shippers	1.300	1.325	After 6 months	1.460	1.495
Foremen	1.639	1.639	Women hand icers	1.240	1.265	Agreement B:		
Second hands, dough-mixers	1.523	1.523	Women helpers	1.150	1.175	Bread bench foremen	1.510	1.545
Bench hands	1.406	1.406	Cleaners:			Shipping and receiving clerks, stock clerks	1.470	1.505
SYRACUSE, N. Y.						Yeast raised products frymen, bread bench hands, bread bench foremen	1.460	1.495
Bread and cake - Machine shops:								
Agreement A:								
Ovenmen	1.595	1.595						
Dough mixers	1.570	1.570						
Dividers	1.470	1.470						

^{2/} 48-hour workweek.^{14/} 46-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
TOLEDO, OHIO - Continued			WORCESTER, MASS. - Continued			WORCESTER, MASS. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued			Pie and pastry shops: - Continued		
Agreement D: - Continued			Agreement B:			Mixers, dough dividers, ovenmen, head shippers (day) ..	\$1.410	\$1.520
Smaller shops: - Continued			Working foremen	\$1.630	\$1.710	Filling cook, reliefmen ...	(3/)	1.520
Wrapping-machine operators	\$1.420	\$1.455	Mixers	1.470	1.550	Head machine washers, assistant mixers, dough dividers' helpers, machine feeders	1.310	1.400
Cake bench helpers	1.370	1.405	Bench hands, divider operators, ovenmen, reliefmen, receivers	1.360	1.440	Filling-room helpers	(3/)	1.400
Automatic machine fry-men, cake and doughnut women foremen, hand wrappers	1.360	1.395	Mixers' helpers, molder operators, ingredient scalers, oven feeders, dumpers, wrapping-machine operators, checkers	1.310	1.390	Checkers and receivers	1.270	1.365
Pan greasers, cleaners, women, final decorators	1.240	1.275	Pan greasers, molders' helpers, rackers, bench helpers	1.230	1.310	Rimmers	(3/)	1.365
Conveyor bread women, women helpers	1.150	1.185	Doughnut department: Head machine operators ..	1.420	1.500	Mixers' helpers, fillers' helpers, checkers' helpers, apple-machine operators, homogenizers	1.210	1.300
Pie and pastry shops:			Mixers, machine operators	1.310	1.390	Pie machine and cake: Fillers (women)	1.080	1.170
Working foremen, shipping clerks	1.430	1.455	Packers, boxers	1.100	1.180	Apple-machine helpers, fruit cleaners, pie packers, boxers	1.080	1.160
Piemaker ovenmen, class A ..	1.380	1.405	Agreement C:			Apple- and pie-machine operators (women), packers (women)	1.090	1.110
Bench hands, fillers, (class B), male helpers after 90 days	1.290	1.315	Shift foremen	1.630	1.710	Hebrew baking: Foremen	1/1.778	1/1.778
Women helpers, after 90 days	1.160	1.185	Shippers foremen	(3/)	1.540	Second hands	1/1.667	1/1.667
WASHINGTON, D. C.			Mixers	1.470	1.550	First cake baker, mixers	1/1.778	1/1.778
Bread - Hand shops:			Dividermen	1.360	1.440	Second cake baker, bench hands	1/1.667	1/1.667
Day work:			Moldermen, oven loaders, oven dumper, mixers' helpers, batchmen, machine wrappers	1.310	1.390	YORK, PA.		
Journeymen	1.750	1.750	Bakery helpers, bread rackers, flour blenders	1.230	1.310	Pie and pastry shops:		
Helpers	1.350	1.350	Women employees: Bench helpers, icing-machine operators	1.230	1.310	Head ordermen, cooks, packers, dough mixers, custard mixers, ovenmen	1.400	1.450
Miscellaneous workers	1.250	1.250	Icers, packers, wrappers, cleaners	1.100	1.180	Ingredient scalers, cooks' helpers, washing-machine men, ovenmen's helpers, order packers	1.200	1.250
Bread and cake - Machine shops:			Agreement D:			Pie makers, shell makers, toppers and fillers	1.100	1.150
Day work:			Head benchmen	1.540	1.620	Utility men and helpers, dishwashers	1.020	1.070
Journeymen	1.750	1.750	Foremen (shipper)	(3/)	1.590	Pie wrappers and crown makers, women .....	.900	.950
Helpers	1.350	1.350	Mixers	1.470	1.550	Crackers and cookies: Machine captains	1.310	1.440
Miscellaneous workers	1.250	1.250	Bench hands, dividermen, receivers	1.360	1.440	Dough mixers	1.235	1.360
Cake wrappers (women)	1.150	1.150	Molders, oven feeders, mixers' helpers, wrapping-machine operators, shipping packers (checkers), ingredient scalers, shippers	1.310	1.390	Flour dumper	1.180	1.300
WICHITA, KANS.			Agreement E:			Cookermen, ovenmen	1.170	1.340
Bread and cake - Machine shops:			Foremen	1.750	1.810	Dough brakemen	1.210	1.330
Foremen	1.545	1.545	Cake bakers, benchmen	1.330	1.390	Machine set-up men	1.190	1.310
Dough mixers, spongers, ovenmen, head pastry men ..	1.405	1.405	Dough mixers	1.250	1.310	Kilamen	1.170	1.285
Shipping and receiving clerks	1.340	1.340	Dividermen	1.230	1.290	Mixers' helpers	1.165	1.280
Dividers, panners, bench hands, machinemen	1.290	1.290	Wrapping-machine operators	1.200	1.260	Dough feeders	1.155	1.270
Second pastry men	1.250	1.250	Cake decorators	1.150	1.210	Supervisors, women	1.080	1.190
Bread twisters	1.230	1.230	Packers	1.150	1.210	Helpers, women	1.000	1.100
Checkers	1.110	1.110	Rotary-ovnenmen	1.150	1.210	YOUNGSTOWN, OHIO		
Pan greasers, bake-shop helpers, after 90 days	1.020	1.020	Tray-ovnenmen	1.150	1.210	Bread and cake - Hand shops:		
Wrapping-machine operators:			Cake depositors	1.100	1.160	Bread:		
First 3 months	1.040	1.040	Pie girls	1.030	1.140	Foremen	1.510	1.605
After 3 months	1.290	1.290	Bench and machine helpers, moldermen	1.000	1.110	Dough mixers, ovenmen	1.420	1.520
Wrapping-machine helpers, after 90 days	1.020	1.020	Doughnut-machine operators, bread panners	1.000	1.060	Bench hands	1.360	1.440
WORCESTER, MASS.			Checkers .....	.990	1.050	Wrapping-machine operators	1.270	1.360
Bread and cake - Machine shops:			Hand icers .....	.970	1.050	Benchmen	1.150	1.210
Agreement A:			Pan greasers, bread rackers .....	.950	1.010	Hand wrappers .....	.850	.890
Working foremen	1.630	1.710	Working foremen	1.570	1.695	Cake:		
Dough mixers	1.470	1.550	Head shippers (night)	1.410	1.570	Working foremen	1.510	1.605
Dividermen, ovenmen, reliefmen	1.360	1.440			Ovenmen, mixers	1.420	1.520	
Mixers' helpers, moldermen, oven feeders, ingredient scalers, machine operators (shipping), checkers	1.310	1.390			Bench hands	1.360	1.440	
General helpers, flour handlers, packers	1.230	1.310			Helpers (oven)	1.160	1.230	
					Hand icers, women .....	.850	.890	

1/ 45-hour workweek.

2/ Information not available for rate and hours on July 1, 1950.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1950 and July 1, 1951 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951		July 1, 1950	July 1, 1951
YOUNGSTOWN, OHIO - Continued								
Bread and cake - Machine shops:			Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement A:			Agreement B:			Agreement B: - Continued		
Foremen	\$1.680	\$1.680	Bread:			Bread: - Continued		
Mixers, ovenmen	1.580	1.580	Foremen	\$1.680	\$1.680	Bread rackers, wrapping-machine operators' helpers	\$1.300	\$1.300
Oven dumper and feeders, dividers, twisters, bread panners	1.480	1.480	Dough mixers, ovenmen	1.580	1.580	Hand wrappers	1.100	1.100
Wrapping-machine operators, checkers, shipping and receiving clerks	1.380	1.380	Oven loaders and dumpers, dividers, benchmen and machine-men, bread panners	1.480	1.480	Cake:		
Pan greasers, flour dumper	1.330	1.330	Shipping and receiving clerks, checkers, wrapping-machine operators	1.280	1.280	Foremen	1.680	1.680
Bread rackers, wrapping-machine helpers, truck loaders and helpers	1.300	1.300	Pan greasers	1.330	1.330	Mixers, ovenmen	1.580	1.580
Hand wrappers	1.100	1.100	Flour dumper	1.320	1.320	Ingredient scalers, scaling-machine operators, depositor operators	1.480	1.480
						Checkers, cake wrapping-machine operators (women)	1.380	1.380
						Packers and helpers	1.300	1.300
						Hand icers	1.100	1.100

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