

Union Wages and Hours: The Baking Industry

July 1, 1952

Bulletin No. 1123

UNITED STATES DEPARTMENT OF LABOR

MAURICE J. TOBIN, *Secretary*

BUREAU OF LABOR STATISTICS

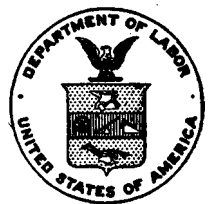
EWAN CLAGUE, *Commissioner*



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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
Bureau of Labor Statistics,
Washington, D. C., December 22, 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, 1952.

This report was prepared in the Bureau's Division of Wages and Industrial Relations by John F. Laciskey.

Ewan Clague, Commissioner.

Hon. Maurice J. Tobin,
Secretary of Labor.

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December 1952

Union Wages and Hours in the Baking Industry, July 1, 1952

Summary

Union wage scales of bakery workers increased 5.3 percent between July 1, 1951, and July 1, 1952, according to the Bureau of Labor Statistics' fourteenth annual survey of union scales in the baking industry. The over-all increase of 8 cents an hour advanced the average wage scale of unionized bakery workers to \$1.51 on July 1, 1952. The negotiation of new contracts effective during the 12-month period resulted in wage increases for nine-tenths of all workers covered in the study.

The straight-time workweek averaged 40.7 hours on July 1, 1952, and showed no change from the previous July. The 40-hour workweek was the most common straight-time work schedule and was applicable to five-sixths of the union workers in the bakery industry.

Scope and Method of Study

The information presented in this report is based on union scales in effect on July 1, 1952, which covered approximately 77,000 union bakery workers in 74 cities ranging in population from about 40,000 to over a million. Data were obtained primarily by mail questionnaire from local unions; in some cities Bureau representatives visited local union officials to secure 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 to workers with special qualifications or other reasons are not included.

Average hourly scales, designed to show current levels, are based on all scales reported in effect on July 1, 1952; individual scales are weighted by the number of union members reported at the scale. These averages are not designed for close year-to-year comparisons because of changes in union membership and in classifications studied.

Average cents-per-hour and percentage changes from July 1, 1951, to July 1, 1952, are based on comparable quotations for the various classifications in both years weighted by the membership reported in 1952.

Trend of Union Wage Scales

Between July 1, 1951, and July 1, 1952, union hourly wage scales of bakery workers rose 5.3 percent. This rise, slightly smaller than the 5.7 gain in the previous 12-month period,

advanced the Bureau's index of union wage scales in the bakery industry to 123.9 on a 1947-49 base ¹/₁ (table 1).

The amount of increase varied by type of baking and ranged from 4.0 percent in Hebrew bakeries to 11.5 percent in shops baking nationality goods other than Hebrew. In other types of shops, the advances were grouped between 4.3 and 5.8 percent. The greatest gain in terms of cents-per-hour was made by workers in nationality bakeries other than Hebrew with an average increase of 20 cents. Cracker and cooky establishments and pie and pastry shops with average advances of 5 and 7 cents, respectively, were the only branches to register gains below the over-all industry average (table 2).

Wage scale increases resulting from contract revisions during the year affected 90 percent of the union bakery workers included in the study. The proportion of workers receiving upward scale adjustments varied by type of baking, and ranged from 75 percent in bread and cake hand shops to 98 percent in bakeries producing nationality goods other than Hebrew. Of the workers benefiting from scale revisions during the year ending July 1, 1952, slightly more than two-fifths received increases of less than 5 percent, a similar proportion from 5 to 10 percent, and a tenth from 10 to 15 percent (table 3). In each type of baking studied, the increase amounted to less than 10 percent for at least 70 percent of the workers. The only branch in which the advance was less than 5 percent for a majority of the workers was crackers and cookies. Increases of 10 percent or more were significant in only two branches of the industry - bread and cake machine shops and nationality other than Hebrew; about a sixth of the union workers in the former type shops and a fourth of those in the latter type increased their scale by 10 percent or more.

Although scale adjustments in excess of 30 cents an hour were reported for some workers, raises of 5 to 10 cents an hour were typical (table 4). More than half the bakery workers for whom new agreements were negotiated received increases of 5 to 10 cents an hour and a fifth received from 10 to 15 cents. For a seventh, the advance amounted to less than 5 cents. In each branch, at least 3 of every 5 workers had their scales adjusted by amounts ranging from 5 to 15 cents an hour during the 12 months ending July 1, 1952.

¹/₁ 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 two consecutive years, weighted by number of union members reported at each quotation in the current year.

Rate Variations by Industry Branch

Union bakery workers had wage scales which averaged \$1.51 an hour on July 1, 1952. Wage scales in the industry are generally affected by such factors as product, baking process, extent of mechanization, and specialization or more standard baking. The greater proportion of baked goods is standardized and produced in highly mechanized plants by mass-production methods. Such establishments employed 80 percent of the bakery workers included in the study. A substantial proportion of these workers perform routine tasks that require relatively little training. In specialized baking, found primarily in bread and cake hand shops and nationality bakeries, skilled all-round journeymen comprise most of the work force.

The level of union scales is higher in specialized baking than in plants producing standard products. On July 1, 1952, average hourly scales of workers in hand bread and cake shops and in nationality baking exceeded the national average of \$1.51 for all types of baking by 30 cents or more an hour. In standardized shops, average hourly scales ranged from \$1.26 in cracker and cooky plants to \$1.50 in mechanized bread and cake shops.

For the industry as a whole, union hourly scales of individual bakery workers ranged from less than 90 cents to more than \$2.50. The middle 50 percent, however, were grouped between \$1.20 and \$1.80 an hour. By type of baking, scales ranged from \$1.30 to \$2.40 an hour in shops baking nationality goods other than Hebrew, from less than 90 cents to \$2 in cracker and cooky plants, and from less than 90 cents to \$2.40 or more in each of the others (table 5).

Hourly scales of \$2 or more were applicable to a greater proportion of workers in specialized shops than in the standardized plants. Such scales prevailed for three-fourths of the workers in shops producing Hebrew baked goods, about a fourth of those in other specialized shops, and for less than a tenth in the mechanized standard shops. In each type of baking, however, hourly scales of individual workers tended to concentrate around the average.

City and Regional Rate Variations

Differences in union scales of bakery workers exist not only between cities and regions but also between the various types of bakeries within a city. Scale levels in the 74 cities studied ranged from 91 cents for pie and pastry shops in Chattanooga to \$2.31 for Hebrew bake shops in Detroit.

There was no consistent relationship between the various branches of the industry within individual cities. Detroit, for example, had the highest scale level for Hebrew baking and the third highest for other nationality baking. It ranked fifth, however, in pie and pastry shops; seventh in cracker and cooky plants, and eighteenth in bread and cake machine shops.

More than half of the union bakery workers included in the study were employed in mechanized bread and cake shops. On July 1, 1952, the hourly wage scales in such shops averaged \$1.50. About a third of the 73 cities studied had scale levels exceeding this amount. Among the individual cities, levels for this branch ranged from 99 cents in Charleston, S. C., to \$1.92 in Oakland, Calif. Five of the six cities having average scales in excess of \$1.70 were on the Pacific Coast. All five cities with average scales of less than \$1.10 were in the Southeast region. Increases ranging from 3 to 7 percent were registered by machine bread and cake shops in three-fifths of the studied cities.

A third of the 34 cities which had unionized bread and cake hand shops recorded scale levels of at least \$1.60. Average scales for this branch of the industry ranged from \$1.12 in Chattanooga to \$2.02 in New York City.

Scale levels in Hebrew bake shops ranged from \$1.42 in St. Louis to \$2.31 in Detroit. Of the 18 cities having such bakeries, 7 registered levels in excess of \$2 and 2 cities had wage levels of less than \$1.50. In other nationality bake shops, average scales were highest in New York (\$2.07) and lowest in Los Angeles (\$1.69).

Among the 23 cities having pie and pastry shops, union scales averaged from 91 cents in Chattanooga to \$2.05 in San Francisco.

Cracker and cooky plants, which employed a fourth of the workers in the union bakeries included in the study, had levels ranging from \$1.02 in Salt Lake City to \$1.44 in Newark. Scales averaged in excess of \$1.35 for 5 cities and below \$1.10 for 5 others. Half of the 33 cities in this branch of the industry had levels of \$1.15 to \$1.35.

When the 74 cities included in the survey are grouped according to population, average union hourly scales for all branches of the industry combined were highest in the larger metropolitan cities and descended in accordance with the city-size grouping (table 12).

Among the individual branches of the industry, a somewhat similar pattern existed. Some of the major exceptions were noted in the two smallest-sized population groups; the levels for hand bread and cake shops, and cracker and cookie establishments in the group of cities with less than 100,000 population exceeded those in the 100,000 to 250,000 grouping by 13 cents.

By region, average union hourly scales for the baking industry ranged from \$1.18 in the Southeast region to \$1.69 on the Pacific Coast. The level in the Middle Atlantic States (\$1.64) also exceeded the \$1.51 over-all national average (table 13).

The only branches of the industry represented in all regions were cracker and cookie shops, and machine bread and cake shops. The highest scale level in these branches was \$1.36 in the Middle Atlantic States for cracker and cookie bakeries, and \$1.81 on the Pacific Coast for machine bread and cake shops.

Standard Workweek

Collective-bargaining agreements in effect on July 1, 1952, provided standard weekly work schedules of 40 hours or less for six-sevenths

of the union bakery workers in the 74 cities studied. More than 98 percent of the employment in shops baking standardized goods were on such schedules. More than half the Hebrew bakers were employed under agreements specifying a work schedule of at least 44 hours; two-sevenths of the workers in other nationality bake shops, and three-eighths of those in hand bread and cake shops, had a 48-hour standard work schedule (table 14).

The average straight-time workweek of 40.7 hours for all baking workers remained unchanged between July 1, 1951, and July 1, 1952.

Union Scales of Wages and Hours by City

Union hourly wage scales and straight-time hours per week in effect on July 1, 1951, and July 1, 1952, are presented in table 15 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 agreement was in effect for the same type of baking in a particular city, the letters A, B, C, etc., are used to designate the various effective agreements. The sequence of the letters does not indicate the relative importance of the agreements or the rates.

TABLE 1.--Indexes of union hourly wage rates and weekly hours in the baking industry, 1939 - 1952

[1947 - 49 = 100]

Year	Index of hourly rates	Index of weekly hours
1939: June 1	57.9	102.0
1940: June 1	59.4	101.5
1941: June 1	61.4	101.2
1942: July 1	67.3	101.1
1943: July 1	70.1	100.6
1944: July 1	70.6	100.6
1945: July 1	71.5	100.6
1946: July 1	81.9	100.2
1947: July 1	92.9	100.1
1948: July 1	100.3	100.1
1949: July 1	106.8	99.7
1950: July 1	111.3	99.7
1951: July 1	117.7	99.6
1952: July 1	123.9	99.6

TABLE 2.--Average union wage rates in the baking industry, July 1, 1952, and increases since July 1, 1951, by type of baking

Type of baking	Average rate per hour July 1, 1952 ^{1/}	Amount of increase July 1, 1951 - July 1, 1952 ^{2/}	
		Percent	Cents-per-hour
All baking	\$1.51	5.3	8
Bread and cake:			
Hand	1.81	4.4	8
Machine	1.50	5.8	8
Pie and pastry	1.39	5.3	7
Nationality baking:			
Hebrew	2.11	4.0	8
Other	1.94	11.5	20
Cracker and cooky	1.26	4.3	5

^{1/} Average rates are based on all rates in effect on July 1, 1952; individual rates are weighted by the number of union members reported at each rate.

^{2/} Based on comparable quotations for 1951 and 1952; weighted by the membership reported in 1952.

TABLE 3.--Percent increases in union wage rates and percent of workers affected, by type of baking, July 1, 1951 - July 1, 1952

Type of baking	Percent of union workers affected by -			Percent of workers affected by increase of -						
	Increase	Decrease	No change	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	90.3	0.3	9.4	38.2	40.1	9.5	1.7	0.3	-	0.5
Bread and cake:										
Hand	75.5	1.0	23.5	24.2	44.4	4.6	2.3	-	-	(^{1/})
Machine	92.9	.3	6.8	31.8	43.7	15.4	1.5	.5	-	-
Pie and pastry	90.2	(^{1/})	9.8	26.8	55.6	6.8	.9	.1	-	-
Nationality baking:										
Hebrew	80.7	.4	18.9	21.6	59.1	-	-	-	-	-
Other	97.5	-	2.5	31.3	38.8	2.1	-	-	-	25.3
Cracker and cooky	93.5	.1	6.4	63.8	24.4	2.8	2.5	-	-	-

^{1/} Less than 0.05 percent.

Table 4.--Cents-per-hour increase in union wage rates and percent of workers affected, by type of baking, July 1, 1951 - July 1, 1952

Type of baking	Percent of union workers affected by increase	Percent of workers affected by increase of -						
		Less than 5 cents	5 and under 10 cents	10 and under 15 cents	15 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
All baking	90.3	14.3	47.7	20.0	6.2	1.1	0.3	0.7
Bread and cake:								
Hand	75.5	6.3	35.6	14.7	15.9	3.0	(1/)	-
Machine	92.9	10.3	49.6	24.8	6.2	1.2	.5	.3
Pie and pastry	90.2	10.3	57.7	18.6	2.7	-	.8	.1
Nationality baking:								
Hebrew	80.7	3.0	13.0	64.7	-	-	-	-
Other	97.5	-	35.2	31.2	5.8	-	-	25.3
Cracker and cookie	93.5	30.7	56.8	1.8	3.7	.5	-	-

1/ Less than 0.05 percent.

Table 5.--Distribution of union members in the baking industry, by type of baking and hourly wage rates, July 1, 1952

Type of baking	Average rate per hour	Percent of union members whose rates (in cents) per hour were -																	
		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 under 250	250 and over
All baking	\$1.511	0.8	2.3	7.1	9.7	12.2	10.3	9.9	10.8	9.7	6.4	5.7	3.9	3.8	3.5	2.2	0.9	0.5	0.3
Bread and cake:																			
Hand	1.805	(1/)	.9	1.1	.5	2.3	4.9	6.3	5.2	9.7	9.7	18.0	18.9	7.6	10.1	1.4	.1	3.3	-
Machine	1.497	.5	1.2	5.7	8.8	9.3	12.9	11.1	16.3	13.0	8.4	4.2	1.3	3.8	2.5	.8	.2	-	-
Pie and pastry	1.392	1.2	1.9	20.4	6.2	11.6	11.6	16.2	6.8	8.5	5.4	3.7	2.8	.3	1.6	.7	.3	-	.8
Nationality baking:																			
Hebrew	2.111	.6	-	.2	.2	.1	1.3	1.1	1.9	2.2	2.9	8.7	5.2	15.6	14.0	26.2	12.5	2.8	4.5
Other	1.939	-	-	-	-	-	.9	1.0	.6	-	11.1	34.1	26.2	5.7	9.4	6.9	4.1	-	-
Cracker and cookie ..	1.259	1.8	5.8	13.1	19.0	26.1	10.1	11.1	5.7	5.4	1.5	.3	.1	-	-	-	-	-	-

1/ Less than 0.05 percent.

Table 6.--Average union hourly wage rates and wage increases in bread and cake hand shops, by city, July 1, 1951 - July 1, 1952

City	Average rate per hour July 1, 1952	Amount of increase July 1, 1951 - July 1, 1952		City	Average rate per hour July 1, 1952	Amount of increase July 1, 1951 - July 1, 1952	
		Percent	Cents-per-hour			Percent	Cents-per-hour
New York, N. Y.	\$2.019	1.9	3.7	Phoenix, Ariz.	\$1.482	(1/)	(1/)
Los Angeles, Calif.	1.925	9.1	16.0	Duluth, Minn.	1.476	5.7	7.9
San Francisco, Calif.	1.919	8.4	14.9	Minneapolis, Minn.	1.476	4.2	5.9
Baltimore, Md.	1.899	7.3	12.9	Manchester, N. H.	1.466	14.9	19.0
Oakland, Calif.	1.859	4.2	7.5	St. Paul, Minn.	1.461	4.3	6.1
Portland, Oreg.	1.847	4.8	8.4	St. Louis, Mo.	1.426	3.6	5.0
				Toledo, Ohio	1.398	4.7	6.3
				Providence, R. I.	1.383	3.8	5.0
Average, all cities	1.805	4.4	7.6	Peoria, Ill.	1.372	0	0
Chicago, Ill.	1.768	5.7	9.5	Scranton, Pa.	1.370	6.3	8.2
Newark, N. J.	1.734	15.3	23.0	South Bend, Ind.	1.348	.7	1.0
Pittsburgh, Pa.	1.677	11.5	17.4	Milwaukee, Wis.	1.335	0	0
Rochester, N. Y.	1.674	3.1	5.0	Salt Lake City, Utah	1.335	7.8	9.7
Cleveland, Ohio	1.595	0	0	Rock Island (Ill.)			
Butte, Mont.	1.566	3.9	5.9	District 2/	1.329	0	0
Denver, Colo.	1.523	0	0	Youngstown, Ohio	1.317	4.2	5.4
Springfield, Mass.	1.512	-6	-1.0	Boston, Mass.	1.303	3.6	4.5
New Haven, Conn.	1.485	4.6	6.5	Chattanooga, Tenn.	1.115	-9	-1.0

1/ Less than 0.05 percent.

2/ 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, 1951 - July 1, 1952

City	Average rate per hour July 1, 1952	Amount of increase July 1, 1951 - July 1, 1952		City	Average rate per hour July 1, 1952	Amount of increase July 1, 1951 - July 1, 1952	
		Percent	Cents-per-hour			Percent	Cents-per-hour
Oakland, Calif.	\$1.919	6.1	11.0	Duluth, Minn.	\$1.390	7.0	9.1
San Francisco, Calif. ..	1.908	5.5	10.0	Rock Island (Ill.)			
Los Angeles, Calif.	1.900	3.8	7.0	District 1/	1.390	2.2	3.0
Butte, Mont.	1.799	3.9	6.8	Syracuse, N. Y.	1.383	4.2	5.6
Spokane, Wash.	1.780	4.3	7.3	Oklahoma City, Okla. .	1.381	4.9	6.5
Portland, Oreg.	1.727	4.4	7.2	Columbus, Ohio	1.365	6.0	7.7
Washington, D. C.	1.688	6.6	10.5	Louisville, Ky.	1.365	3.6	4.8
Cincinnati, Ohio	1.674	2.2	3.6	New Orleans, La.	1.355	5.4	7.0
Pittsburgh, Pa.	1.637	13.1	19.0	Omaha, Nebr.	1.353	7.2	9.1
Seattle, Wash.	1.608	3.5	5.4	Wichita, Kans.	1.347	8.9	11.0
New York, N. Y.	1.600	5.0	7.6	Grand Rapids, Mich. ..	1.341	4.8	6.2
Newark, N. J.	1.581	4.3	6.5	Reading, Pa.	1.328	3.1	4.0
Peoria, Ill.	1.577	6.1	9.1	Providence, R. I.	1.324	3.1	4.0
Phoenix, Ariz.	1.570	.2	.3	Springfield, Mass. ...	1.321	9.8	11.8
Rochester, N. Y.	1.570	3.5	5.4	Milwaukee, Wis.	1.315	7.5	9.2
St. Louis, Mo.	1.548	8.4	12.0	Dallas, Tex.	1.291	4.0	5.0
Youngstown, Ohio	1.534	8.3	11.7	Cleveland, Ohio	1.285	0	0
Detroit, Mich.	1.513	4.1	5.9	Little Rock, Ark.	1.277	4.1	5.0
Kansas City, Mo.	1.513	6.6	9.4	Memphis, Tenn.	1.276	7.0	8.3
Philadelphia, Pa.	1.510	11.0	15.0	Portland, Maine	1.270	5.4	6.5
Denver, Colo.	1.506	0	0	Charleston, W. Va. ...	1.266	1.1	1.4
Chicago, Ill.	1.501	6.4	9.0	Richmond, Va.	1.249	5.2	6.1
Average, all cities	1.497	5.8	8.2	San Antonio, Tex.	1.240	7.4	8.5
Buffalo, N. Y.	1.487	3.6	5.2	Birmingham, Ala.	1.232	11.3	12.5
Dayton, Ohio	1.485	4.2	6.0	Baltimore, Md.	1.200	5.3	6.0
Houston, Tex.	1.482	3.5	5.0	Manchester, N. H.	1.197	0	0
South Bend, Ind.	1.482	9.1	12.3	Chattanooga, Tenn. ...	1.177	8.7	9.4
Toledo, Ohio	1.471	4.2	5.9	Atlanta, Ga.	1.162	5.6	6.2
Salt Lake City, Utah ...	1.466	9.3	12.5	Charlotte, N. C.	1.137	6.4	6.8
Des Moines, Iowa	1.450	4.3	6.0	Norfolk, Va.	1.127	5.6	6.0
Minneapolis, Minn.	1.431	4.4	6.0	El Paso, Tex.	1.113	0	0
Indianapolis, Ind.	1.430	10.1	13.2	Knoxville, Tenn.	1.072	5.9	6.0
St. Paul, Minn.	1.412	4.5	6.1	Jacksonville, Fla.	1.068	6.0	6.1
Worcester, Mass.	1.403	3.5	4.7	Miami, Fla.	1.050	5.0	5.0
Scranton, Pa.	1.398	6.2	8.1	Jackson, Miss.	1.009	11.0	10.0
Boston, Mass.	1.392	4.2	5.6	Charleston, S. C. ....	.988	5.5	5.1
New Haven, Conn.	1.392	3.3	4.5				

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

TABLE 8.--Average union hourly wage rates and wage increases in pie and pastry shops, by city, July 1, 1951 - July 1, 1952

City	Average rate per hour July 1, 1952	Amount of increase July 1, 1951 - July 1, 1952	
		Percent	Cents-per-hour
San Francisco, Calif. ..	\$2.054	5.2	10.2
Los Angeles, Calif.	1.625	3.8	6.0
St. Paul, Minn.	1.617	3.9	6.0
New York, N. Y.	1.613	5.1	7.8
Detroit, Mich.	1.517	5.6	8.0
Toledo, Ohio	1.438	8.9	11.7
Indianapolis, Ind.	1.420	10.9	14.0
Average, all cities	1.392	5.3	7.1
Philadelphia, Pa.	1.386	8.2	10.5
Boston, Mass.	1.342	3.5	4.5
Worcester, Mass.	1.341	3.4	4.4
Omaha, Nebr.	1.279	7.6	9.0
Scranton, Pa.	1.273	5.7	6.8
York, Pa.	1.264	9.1	10.6
Cleveland, Ohio	1.261	0	0
Columbus, Ohio	1.261	5.9	7.0
Syracuse, N. Y.	1.209	0	0
Buffalo, N. Y.	1.204	1.8	2.1
Chicago, Ill.	1.143	6.4	6.8
Providence, R. I.	1.120	2.6	2.8
Baltimore, Md.	1.081	5.1	5.2
South Bend, Ind.	1.070	4.9	5.0
Duluth, Minn. ....	.952	6.5	5.8
Chattanooga, Tenn. ....	.914	12.4	10.1

TABLE 9.--Average union hourly wage rates and wage increases in Hebrew bake shops, by city, July 1, 1951 - July 1, 1952

City	Average rate per hour July 1, 1952	Amount of increase July 1, 1951 - July 1, 1952	
		Percent	Cents-per-hour
Detroit, Mich.	\$2.310	0.1	0.2
Los Angeles, Calif. ...	2.281	4.9	10.7
New York, N. Y.	2.223	4.7	10.0
Rochester, N. Y.	2.147	3.4	7.0
Boston, Mass.	2.132	6.1	12.2
Chicago, Ill.	2.121	0	0
Average, all cities ...	2.111	4.0	8.0
Newark, N. J.	2.050	6.6	12.6
New Haven, Conn.	1.969	3.3	6.4
Providence, R. I.	1.932	2.5	4.7
Cleveland, Ohio	1.909	3.6	6.7
Philadelphia, Pa.	1.802	0	0
Worcester, Mass.	1.695	0	0
Minneapolis, Minn.	1.650	3.8	6.0
Milwaukee, Wis.	1.612	6.6	10.0
Springfield, Mass.	1.563	2.6	4.0
Denver, Colo.	1.512	0	0
Pittsburgh, Pa.	1.447	4.5	6.2
St. Louis, Mo.	1.416	0	0

TABLE 10.—Average union hourly wage rates and wage increases in other nationality bake shops, by city, July 1, 1951 - July 1, 1952

City	Average rate per hour July 1, 1952	Amount of increase July 1, 1951 - July 1, 1952	
		Percent	Cents-per-hour
New York, N. Y.	\$2.070	30.0	47.7
San Francisco, Calif. ..	2.021	5.2	10.0
Average, all cities	1.939	11.5	20.0
Detroit, Mich.	1.900	6.7	11.9
Chicago, Ill.	1.894	2.7	5.0
Cleveland, Ohio	1.810	8.8	14.6
Buffalo, N. Y.	1.758	4.6	7.8
Los Angeles, Calif.	1.688	9.8	15.0

TABLE 11.—Average union hourly wage rates and wage increases in cracker and cookie shops, by city, July 1, 1951 - July 1, 1952

City	Average rate per hour July 1, 1952	Amount of increase July 1, 1951 - July 1, 1952	
		Percent	Cents-per-hour
Newark, N. J.	\$1.442	8.7	11.6
Rochester, N. Y.	1.440	4.0	5.5
Pittsburgh, Pa.	1.398	4.2	5.7
New York, N. Y.	1.370	4.4	5.8
Philadelphia, Pa.	1.358	4.2	5.4
Houston, Tex.	1.318	2.1	2.7
Detroit, Mich.	1.315	3.6	4.6
Atlanta, Ga.	1.313	5.1	6.4
Chicago, Ill.	1.312	3.6	4.5
Buffalo, N. Y.	1.306	3.9	4.9
Oakland, Calif.	1.278	0	0
St. Louis, Mo.	1.271	3.5	4.3
Average, all cities	1.259	4.3	5.2
York, Pa.	1.249	4.4	5.3
Kansas City, Mo.	1.241	4.8	5.7
Portland, Oreg.	1.226	4.0	4.7
Duluth, Minn.	1.208	9.0	10.0
Seattle, Wash.	1.204	8.6	9.9
Los Angeles, Calif.	1.200	6.5	7.3
Cincinnati, Ohio	1.193	3.0	3.5
St. Paul, Minn.	1.182	7.6	8.4
Omaha, Nebr.	1.164	4.5	5.0
Boston, Mass.	1.158	4.0	4.5
Columbus, Ohio	1.144	14.7	14.7
Dayton, Ohio	1.128	1.4	1.6
Cleveland, Ohio	1.122	0	0
Richmond, Va.	1.111	5.2	5.5
Baltimore, Md.	1.109	7.3	7.5
Denver, Colo.	1.107	3.3	3.5
Spokane, Wash.	1.078	6.2	6.3
Dallas, Tex.	1.059	6.6	6.6
Minneapolis, Minn.	1.040	5.5	5.4
Birmingham, Ala.	1.020	5.1	5.0
Salt Lake City, Utah ...	1.016	6.9	6.6

TABLE 12.—Average union wage rates in the baking industry, by population group and type of baking, July 1, 1952

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	\$1.65	\$1.48	\$1.42	\$1.32	\$1.29
Bread and cake:					
Hand	1.93	1.71	1.71	1.39	1.52
Machine	1.60	1.49	1.50	1.36	1.29
Pie and pastry	1.41	1.45	1.42	1.21	1.26
Nationality baking:					
Hebrew	2.17	1.89	1.95	1.82	-
Other	1.94	1.92	-	-	-
Cracker and cookie	1.33	1.24	1.22	1.12	1.25

TABLE 13.—Average union wage rates in the baking industry, by region ^{1/} and type of baking, July 1, 1952

Type of baking	United States	New England	Middle Atlantic	Border States	South-east
	All baking	\$1.51	\$1.42	\$1.64	\$1.32	$1.18
Bread and cake:					
Hand	1.81	1.38	1.96	1.90	1.12
Machine	1.50	1.36	1.56	1.38	1.16
Pie and pastry	1.39	1.29	1.46	1.08	.91
Nationality baking:					
Hebrew	2.11	2.03	2.14	-	-
Other	1.94	-	2.04	-	-
Cracker and cookie	1.26	1.16	1.36	1.11	1.25
	Great Lakes	Middle West	South-west	Moun-tain	Pacific
All baking	1.43	1.41	1.34	1.33	1.69
Bread and cake:					
Hand	1.67	1.43	-	1.46	1.90
Machine	1.44	1.48	1.35	1.53	1.81
Pie and pastry	1.26	1.28	-	-	1.73
Nationality baking:					
Hebrew	2.03	1.42	-	1.51	2.28
Other	1.89	-	-	-	1.91
Cracker and cookie	1.22	1.24	1.28	1.09	1.23

^{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, 1952

Type of baking	Average hours per week	Percent of weekly hours -					
		Under 40	40	Over 40 and under 44	44	Over 44 and under 48	48
All baking	40.7	2.9	83.2	3.7	0.8	2.9	6.5
Bread and cake:							
Hand	43.7	1.2	38.2	13.2	6.5	3.1	37.8
Machine	39.9	5.4	93.0	.3	(^{1/})	.4	.9
Pie and pastry	40.0	-	99.8	-	-	-	.2
Nationality baking:							
Hebrew	44.1	-	10.0	31.5	-	41.5	17.0
Other	42.5	-	60.0	11.2	-	-	28.8
Cracker and cookie ..	40.0	-	100.0	-	-	-	-

^{1/} Less than 0.05 percent.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952

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

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
ATLANTA, GA.			ATLANTA, GA. - Continued		
Bread and cake - Machine shops:			Crackers and cookies: - Continued		
Agreement A:			Agreement A: - Continued		
Working foremen	\$1.430	\$1.470	Packing:		
Mixers, ovenmen and doughnut-machine operators	1.380	1.420	Supplymen	\$1.436	\$1.500
Roll-machine operators	1.280	1.320	Pastemen, assemblymen	1.381	1.445
Dividers, depositors, wrapping-machine operators, and checkers	1.280	1.320	Head clerks, wrapping-machine operators	1.326	1.385
Molder operators, stockmen, and mixers' helpers	1.230	1.270	Sponge packers, bundlers (hand)	1.183	1.240
Icing-machine operators	1.100	1.140	Stitchers, formers	1.161	1.215
Oven feeders and dumpers	1.040	1.080	Sweet packers, closers, weighers, and carton formers	1.150	1.205
Pan-washing-machine operators, roll pans (female), make-up women, twisters, panners, rackers, catchers, carton makers, flour dumpers, pan greasers, hand icers (cake), and wrappers .....	.990	1.030	Agreement B:		
Agreement B:			Foremen	1.275	1.325
Bread:			Mixers	1.075	1.125
Foremen	1.550	1.620	Ovenmen, loaders .....	.925	.975
Dough mixers, ovenmen	1.350	1.420	Wrapping-machine operators, cuttermen, and scalers .....	.875	.925
Dividemen	1.270	1.340	Dumpers, enrobers, squeeze bagmen, hand wrappers, packers, and women helpers .....	.825	.875
Moldermen, roll-machine operators, and benchmen	1.240	1.310			
Oven loaders and dumpers	1.040	1.110	BALTIMORE, MD.		
Dough mixer helpers, pan greasers, set-off men, and bread rackers (all after 6 months) .....	.980	1.050	Bread and cake - Hand shops:		
Cake:			Agreement A:		
Foremen	1.400	1.470	Dough mixers, ovenmen	1/1.867	2/1.875
Ovenmen	1.330	1.400	Benchmen	1/1.800	2/1.813
Mixers	1.250	1.320	Agreement B:		
Ingredient scalars, scaling-machine operators, and floorladies	1.120	1.190	Dough mixers, bakers	2/1.188	2/1.280
Supervisors .....	.990	1.060	Bread and cake - Machine shops:		
Cake-wrapping-machine operators, icers, checkers, wrappers, packers, and cutters (after 6 months) .....	.950	1.020	Agreement A:		
Greasing-machine operators .....	.940	1.010	Bread department:		
Helpers, male (after 6 months) .....	.940	1.010	Mixers, oven operators (bread trays)	1.415	1.460
Shipping:			Ingredient scalars	1.390	1.435
Shipping clerks	1.350	1.420	Bench hands	1.390	1.430
Wrapping-machine operators	1.220	1.290	Wrapping setters	1.340	1.385
Bread checkers	1.190	1.260	Divider operators, molder operators	1.280	1.325
Cake checkers	1.120	1.190	Bread wrappers, machine	1.205	1.250
Wrapping-machine helpers (after 6 months) .....	.980	1.050	Mixers' helpers, oven feeders, oven dumpers, and oven helpers	1.180	1.225
Bun trays, hand wrappers, truck loaders, and helpers (after 6 months) .....	.930	1.000	Pan greasers	1.118	1.163
Crackers and cookies:			Bread packers	1.105	1.150
Agreement A:			Flour blenders (bread and cake)	1.080	1.125
Sponge and sweet mixing:			Bakery helpers (men and women)	1.068	1.113
Head mixers	1.656	1.730	Cake and sweet department:		
Mixers	1.546	1.615	Mixers, ovenmen (first class)	1.415	1.460
Mixers' helpers	1.381	1.445	Ingredient mixers	1.390	1.435
Sponge baking:			Bench hands	1.385	1.430
Head bakers	1.700	1.730	Cooky mixers, icing mixers	1.415	1.460
Machine captains	1.590	1.665	Cake decorators	1.415	1.460
Bakers	1.524	1.585	Ovenmen (second class)	1.315	1.360
Rollermen	1.469	1.535	Dividers (depositor operators)	1.255	1.300
Sweet baking:			Oven feeders	1.155	1.200
Ovenmen	1.381	1.445	Cake packers	1.130	1.175
Dough feeders, machine set-up men, and pan cleaners	1.326	1.385	Pan greasers	1.118	1.163
Scalars, weighers, dough	1.172	1.225	Packers	1.105	1.150
Icing:			Bakery helpers, bakers' helpers	1.068	1.113
Head mixers	1.573	1.645	Bench helpers (women) .....	.940	.985
Mixers	1.491	1.560	Cake icers (women) .....	.900	.945
Mixers' helpers	1.436	1.500	Cake wrappers (women) .....	.875	.945
Base-cake weighers	1.381	1.445	Agreement B:		
Floormen	1.271	1.330	Bread department:		
Machine operators' helpers	1.161	1.385	Mixers, ovenmen	1.390	1.440
			Set-up men	1.390	1.380
			Dividemen	1.250	1.310
			Oven dumpers	1.180	1.230
			Moldermen	1.155	1.205
			Coolermen, bake-shop helpers, and pan greasers	1.100	1.150
			Wrapping-machine feeders (women) .....	.825	.935
			Cake department:		
			Mixers, ovenmen, and icing makers	1.390	1.440
			Ingredient scalars, sugar grinders	1.180	1.230
			Oven dumpers	1.100	1.150

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, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
BIRMINGHAM, ALA. - Continued			BOSTON, MASS. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Hand shops: - Continued		
Agreement B:			Agreement C:		
Bread:			First hands		
Mixers	\$1.145	\$1.270	Ovenmen, dough mixers	\$1.585	\$1.630
Head ovenmen	1.045	1.245	Benchmen	1.475	1.520
Ovenmen	1.020	1.170	Frosters (women)	1.420	1.465
Dividers, head roll-machine operators ...	.995	1.120	Agreement D:	1.050	1.095
Molders, benchmen .....	.970	1.095	Foremen	3/1.510	3/1.555
Roll-machine operators .....	.920	1.045	Dough mixers, benchmen, ovenmen, shipping clerks	3/1.360	3/1.405
Machine wrappers, utility men .....	.870	.995	Bread and cake - Machine shops:		
Pan greasers, bake shop helpers .....	.820	.945	Agreement A:		
Packers, shippers .....	.795	.920	(General agreement)		
Crackers and cookies:			Bread:		
First floor:			Mixers		
Mixing room:			Head ovenmen		
Head mixers	1.260	1.310	Divider operators, ovenmen, bench hands	1.640	1.685
Mixers	1.140	1.190	Mixers' helpers, ingredient scalars, molder operators, oven feeders, rackers Pan greasers, bench helpers, general helpers, flour handlers and unloaders, rackers' helpers	1.610	1.655
Mixers' helpers	1.060	1.110	Wrappers, packers, floormen, checkers, conveyor men:	1.530	1.575
Bake shop:			Up to 3 years		
Machine operators, sponge-oven bakers ...	1.260	1.310	After 3 years	1.340	1.385
Sponge-oven helpers, sponge-oven trays	1.160	1.210	Cake:	1.430	1.475
Dough rollers, sweet-oven bakers	1.110	1.160	Mixers	1.610	1.655
Sweet-oven helpers	1.090	1.140	Ovenmen	1.550	1.595
Machine feeders	1.080	1.110	Ingredient scalars, icing mixers	1.480	1.525
Pan feeders	1.010	1.060	Scalors, depositor operators, stockmen ...	1.460	1.505
Sponge peelers	1.140	1.040	Shippers - over 3 years	1.430	1.475
Pan greasers .....	.980	1.030	Dumpers, general helpers	1.340	1.385
Stackers:			Wrappers, packers, boxers, icers, pan greasers (women):		
1st 3 months .....	.800	.890	Up to 1 year	1.050	1.095
After 3 months	1.060	1.110	1 to 3 years	1.090	1.135
Machine helpers .....	.800	.850	3 years and over	1.130	1.175
Second floor:			Agreement B:		
Checkers, male, wrapping-machine operators	1.080	1.130	Ovenmen, icing mixers, mixers	1.430	1.475
Tray and pan operators	1.010	1.060	Shippers	1.330	1.375
Sponge packers, large wafer-machine operators, large carton makers .....	.990	1.040	Ingredient scalars	1.280	1.325
Wrapping-machine bundlers .....	.930	.980	Bakery helpers	1.180	1.225
Packers, machine helpers, and general helpers .....	.800	.850	Shippers' helpers:		
Third floor:			First month		
Head mixers	1.140	1.190	After first month	1.130	1.175
Mixers, wrapping-machine operators	1.080	1.130	Table head (women)	1.180	1.225
Icing mixers, syrup cookers	1.060	1.110	Wrappers (women):	1.130	1.175
Cold-room packers .....	.990	1.040	1 to 2 months .....	.980	1.025
Machine feeders .....	.930	1.040	Over 2 months	1.030	1.075
Capping operators .....	.930	.980	Agreement C:		
Icing caddy, carton makers and helpers ...	.800	.850	Working foremen		
Fruit cake:			Doughnut-machine operators, fondant mixers, mixers		
Mixers	1.100	1.150	Divider operators, depositor operators, roll-machine operators, benchmen, receivers and stockmen, doco-machine operators, English muffin grillers	1.600	1.670
Scalors, bakers	1.040	1.090	Molder operators, ingredient scalar, selectors, mixers' helpers, steam-box men, ovenmen, blenders	1.550	1.620
Wrappers, packers, scalars, checkers, helpers, pan washers, and toppers .....	.800	.850	Molders' helpers, pan greasers, rackers DeVelbiss-machine operators, wrapping-machine operators, conveyor beltmen, frosting-machine operators, head foreladies, fondant-machine helpers	1.500	1.570
BOSTON, MASS.			General bakery helpers, inspectors, foreladies		
Bread and cake - Hand shops:			Icers and decorators		
Agreement A:			Doughnut tray packers, cake-cutting machine operators, hand icers, panners and make-up workers		
Dough mixers	2/1.659	2/1.704	General bakery helpers	1.095	1.165
Ovenmen, bench hands, divider operators ...	2/1.549	2/1.594	Pie and pastry shops:		
Molders	2/1.499	2/1.544	Mixers, ovenmen, benchmen		
Wrapping-machine operators, wrapping-machine helpers, shippers (after 3 years)	2/1.449	2/1.494	Doughnut-machine operators		
Packers	2/1.449	2/1.494		1.510	1.555
Bakers' helpers	2/1.359	2/1.404		1.480	1.525
Agreement B:					
Foremen, second hands	1.610	1.655			
Shipping clerks	1.380	1.425			
Ovenmen (bread and pies)	1.370	1.415			
Mixers	1.350	1.395			
Ovenmen (cakes)	1.340	1.385			
Frosting makers	1.330	1.375			
Head benchmen	1.320	1.365			
Benchmen	1.270	1.315			
Filling cooks	1.230	1.275			
Greasers, helpers, cleaners, frosters	1.010	1.055			

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, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
BOSTON, MASS. - Continued			BUFFALO, N. Y. - Continued		
Pie and pastry shops: - Continued			Bread and cake - Machine shops: - Continued		
Doughnut mixers	\$1.420	\$1.465	Agreement B: - Continued		
Checkers, dough cutters, filling cooks	1.370	1.415	Bread department: - Continued		
Pie fillers (women)	1.370	1.415	Bench helpers	\$1.325	\$1.380
Bakery helpers	1.340	1.385	Wrapping- and slicing-machine helpers, flour handlers, packers	1.300	1.355
Baggers, packers, wrappers, boxers (women):			Coolermen	1.300	1.355
Up to 1 year	1.050	1.095	Pan greasers, machine hand helpers	1.275	1.330
1 to 3 years	1.090	1.135	Cake department:		
3 years and over	1.130	1.175	Foremen	1.628	1.683
Hebrew baking:			Mixers	1.515	1.560
Foremen	1/2.193	1/2.310	Assemblers, traveling-oven men	1.490	1.545
Second hands	1/2.041	1/2.180	Scalers	1.435	1.490
Third hands	1/1.888	1/2.000	Pie mixers	1.380	1.435
Crackers and cookies:			Wrapping-machine operators	1.340	1.395
Agreement A:			Oven helpers	1.340	1.395
Dog food department:			Foreladies	1.320	1.375
Mixers	1.240	1.285	Machine helpers	1.315	1.370
Bakers, machine captains	1.215	1.260	Pan greasers	1.275	1.330
Reliefmen	1.185	1.230	Pie-machine boys - after 6 months	1.205	1.260
Dough feeders	1.140	1.185	Cake decorators - after 6 months (women)	1.125	1.180
Oven firemen	1.115	1.160	Icers, packers, wrappers (women)	1.105	1.160
Fan feeders	1.090	1.135	Pie machine (women)	1.105	1.160
Bakers' helpers	1.070	1.115	Agreement C:		
Kibblers	1.030	1.075	Bread department:		
Packing department:			Working foremen	1.738	1.793
Floormen	1.100	1.145	Mixers	1.625	1.680
Handlers of broken and rejected goods .....	.875	.920	Owmen	1.600	1.655
Scalers, weighers, packers .....	.865	.910	Assemblers	1.575	1.630
Shipping department:			Dividemen, bench hands	1.555	1.610
Shippers	1.190	1.235	Mixers' helpers	1.475	1.530
Car checkers	1.155	1.200	Assembly helpers	1.450	1.505
Car assemblers	1.135	1.180	Checkers	1.445	1.500
Head car loaders	1.130	1.175	Wrapping-machine operators	1.435	1.490
Assemblers	1.105	1.150	Machine and moldermen	1.425	1.480
Assistant car loaders	1.099	1.144	Oven feeders and dumpers	1.350	1.405
Stock clerks, stockmen	1.070	1.115	Packers	1.415	1.470
Agreement B:			Coolermen	1.410	1.465
Machine captains	1.445	1.490	Pan greasers, machine hand helpers	1.385	1.440
Saltine mixers, sweet mixers	1.365	1.410	Bench helpers	1.335	1.390
Dough feeders, dough rollers, owmen, bakers	1.345	1.390	Wrapping- and slicing-machine helpers, flour handlers	1.310	1.365
Marshmallow mixers, spray-machine operators	1.295	1.340	Cake department:		
Mixers' helpers	1.195	1.240	Foremen	1.738	1.793
Supply men	1.145	1.190	Mixers	1.625	1.680
Weighers, general workers, beaters, stockmen, machine feeders	1.095	1.140	Owmen	1.600	1.655
Feeders	1.075	1.120	Depositors	1.545	1.600
Wrapping and packing department:			Ingredient scalars	1.535	1.590
Wrapping-machine operators	1.295	1.340	Foreladies	1.430	1.490
Sponge packers, relief girls, wrapping- machine feeders	1.075	1.120	Machine helpers	1.415	1.460
Breakers, box makers, bundlers, weighers, sweet packers, box liners, box and label girls, box closers, stitchers, bundle tapers	1.075	1.120	Pan greasers	1.405	1.460
			General helpers	1.385	1.440
			Icing-machine operators (women)	1.250	1.305
			Icers, packers, wrappers (women)	1.215	1.270
			Rollette department:		
BUFFALO, N. Y.			Mixers	1.565	1.620
Bread and cake - Machine shops:			Jam cookers	1.480	1.535
Agreement A (semi-machine shops):			Mixers' helpers	1.415	1.470
Foremen	1.650	1.710	General machine helpers	1.385	1.440
Oven hands and mixers	1.600	1.660	Foreladies	1.330	1.385
Bench hands	1.540	1.590	Wrappers, rollers, boxers (women)	1.215	1.270
Helpers and pan greasers	1.260	1.300	Agreement D:		
Hand wrappers, checkers, wrapping- machine operators	1.260	1.260	Mixers, owmen	1.645	1.700
Agreement B:			Cake decorators	1.625	1.680
Bread department:			Assemblers, fried-cake-machine operators	1.575	1.630
Working foremen	1.628	1.683	Bench hands, dividemen	1.555	1.610
Mixers	1.515	1.560	Moldermen, peelmen	1.525	1.580
Traveling-oven men, assemblers	1.490	1.545	Doughnut friers, icing-machine operators, mixers' helpers, packers	1.475	1.530
Bench hands	1.445	1.500	Wrapping-machine operators	1.455	1.500
Dividemen	1.445	1.490	Bench helpers, cooky-machine operators, oven helpers, flour sifters and blenders	1.435	1.490
Machine and moldermen	1.415	1.460	Bake-shop helpers, flour sifters and blenders' helpers, doughnut fillers	1.385	1.440
Doughnut-machine operators	1.380	1.435	Icers, wrappers and packers (women)	1.215	1.270
Oven feeders and dumpers, wrapping- machine operators	1.340	1.395			
Checkers	1.335	1.390			

1/ 45-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
BUFFALO, N. Y. - Continued			BUFFALO, N. Y. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement E:			Agreement J: - Continued		
Male workers	\$1.140	\$1.195	Pan greasers, machine helpers	\$1.275	\$1.330
Agreement F:			Packers, wrappers (women)	1.105	1.160
Working foremen	1.735	1.735	Pie and pastry shops:		
Mixers, ovenmen, benchmen, dividermen, fried-cake-machine operators	1.635	1.635	Agreement A:		
Bench helpers, checkers, flour dumpers, moldermen, oven loaders and dumpers, wrapping-machine operators	1.485	1.485	Mixers	1.515	1.515
Pan greasers, bread rackers, bread panners, wrapping-machine helpers	1.385	1.385	Icing mixers	1.515	1.515
Hand icers, checkers, packers, wrappers and cutters (women)	1.185	1.185	Ovenmen	1.495	1.495
Agreement G:			Ingredient scalars	1.490	1.490
Foremen	1.760	1.810	Cookers	1.380	1.380
Dough mixers, ovenmen	1.700	1.750	Shop helpers	1.325	1.325
Benchmen	1.590	1.640	Foreladies	1.320	1.320
Dividermen	1.510	1.560	Helpers (women)	1.105	1.105
Oven loaders and dumpers	1.390	1.560	Agreement B:		
Set-up men	1.350	1.560	Scaling-machine operators, machine operators	1.320	1.320
Ingredient scalars	1.450	1.500	Packers, checkers	1.185	1.185
Moldermen	1.360	1.410	Floorladies	1.155	1.155
Pan greasers, flour dumpers	1.330	1.380	Packers and wrappers (women)	1.075	1.075
Bread rackers	1.330	1.380	Hebrew and Polish baking:		
Machine icers	1.100	1.150	First hands, ovenmen, mixers	1.760	1.845
Agreement H:			Second hands, bench hands	1.650	1.725
Working foremen	1.870	1.870	Crackers and cookies:		
Oven operators, doughnut-machine operators, potato chip operators, mixers	1.670	1.670	Agreement A:		
Benchmen, divider depositors	1.620	1.620	Mixing department:		
Ingredient scalars, wrapping-machine operators, molder operators, mixers' helpers, head selectors, filling cookers, floorladies	1.570	1.570	Head mixers	1.700	1.770
Selectors, oven feeders and dumpers, stock handlers, muffin grillers, open-kettle friers	1.520	1.520	Machine captains	1.605	1.675
Production workers	1.470	1.470	Mixers	1.605	1.675
Oliver-wrapper operators, roll- and sweet-yeast-machine operators	1.305	1.305	Flour dumpers	1.495	1.560
Icers and decorators, cake-pan washers and greasers, sweet yeast make-up panners, ship bagging-machine operators, chip friers, order packers, doughnut tray packers, general helpers	1.270	1.270	Mixers' helpers	1.495	1.560
Agreement I:			Rollermen	1.430	1.490
Working foremen	1.628	1.683	Spray-machine operators and inspectors, oven feeders and takers-out	1.365	1.425
Mixers	1.515	1.560	Baking department:		
Ovenmen	1.490	1.545	Machine captains	1.605	1.675
Assemblymen	1.465	1.520	Oven firemen	1.530	1.595
Dividermen, benchmen	1.445	1.500	Cuttermen	1.505	1.570
Machine and moldermen	1.415	1.460	Bakers (traveling and reel oven)	1.530	1.595
Mixers' helpers	1.365	1.420	Graham oven feeders	1.420	1.480
Oven feeders and dumpers, assembly helpers	1.340	1.395	Sponge rollermen	1.495	1.560
Checkers	1.335	1.390	Tenant-machine operators	1.395	1.455
Bench helpers, wrapping-machine operators, flour sifters and blenders ..	1.325	1.380	Floormen (class A)	1.395	1.455
Wrapping and slicer helpers, flour handlers, packers, icers, roll slicers, coolermen	1.300	1.355	Floormen (class B), pan feeders and greasers	1.365	1.425
Pan greasers, machine helpers	1.275	1.330	Dough feeders, pan cleaners and feeders	1.365	1.425
Agreement J:			Forming-machine operators	1.200	1.250
Working foremen	1.628	1.683	Icing department:		
Mixers	1.515	1.560	Head mixers	1.665	1.735
Ovenmen	1.490	1.545	Machine set-up men, machinemen	1.565	1.640
Assemblymen	1.465	1.520	Jelly and marshmallow men	1.465	1.525
Dividermen, benchmen	1.445	1.500	Icers (women), other helpers (women) ..	1.175	1.225
Machine moldermen	1.415	1.470	Machine operators (women)	1.200	1.250
Doughnut-machine operators	1.380	1.435	Packing department:		
Mixers' helpers	1.365	1.420	Working supervisors (women)	1.310	1.365
Oven feeders and dumpers	1.340	1.395	Sponge packers	1.220	1.270
Checkers	1.335	1.390	Hand bundlers, filling-machine operators	1.200	1.250
Bench helpers, wrapping-machine operators, flour sifters and blenders ..	1.325	1.380	Sweet packers	1.190	1.240
Wrapping and slicer helpers, flour handlers, packers, icers, roll slicers, coolermen	1.300	1.355	Carton formers (machine), sealers and weighers	1.175	1.225
Pan greasers, machine helpers	1.275	1.330	Agreement B:		
Agreement J:			Mixing department:		
Working foremen	1.628	1.683	Head mixers	1.565	1.610
Mixers	1.515	1.560	Sponge mixers	1.480	1.520
Ovenmen	1.490	1.545	Sweet mixers	1.445	1.485
Assemblymen	1.465	1.520	Flour dumpers	1.315	1.350
Dividermen, benchmen	1.445	1.500	Baking department:		
Machine moldermen	1.415	1.470	Machine captains	1.550	1.600
Doughnut-machine operators	1.380	1.435	Cuttermen	1.455	1.495
Mixers' helpers	1.365	1.420	Sponge rollermen	1.445	1.485
Oven feeders and dumpers	1.340	1.395	Pan feeders and greasers, general helpers	1.315	1.350
Checkers	1.335	1.390	Icing and cello-bag department:		
Bench helpers, wrapping-machine operators	1.325	1.380	Head mixers	1.480	1.520
Foreladies	1.320	1.375	Machine set-up men	1.400	1.440
Wrapping and slicer helpers, flour handlers, packers	1.300	1.355	Paper cutters	1.400	1.440
			Icing mixers' helpers	1.370	1.410
			General helpers	1.315	1.350

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
BUFFALO, N. Y. - Continued			CHARLOTTE, N. C.		
Crackers and cookies: - Continued			Bread and cake - Machine shops:		
Agreement B: - Continued			Agreement A:		
Icing and cello-bag department: - Continued			Bread:		
Forming-machine operators, carton			Foremen	\$1.320	\$1.370
Formers (women)	\$1.150	\$1.180	Mixers, head ovenmen	1.160	1.210
Sealers, weighers (women)	1.105	1.135	Machinemen (rounders, molders, and		
Packing department:			roll dividers)	1.080	1.130
General helpers (men)	1.315	1.350	Ovenmen, wrapping-machine operators	1.050	1.100
Sponge packers	1.205	1.240	General helpers, hand wrappers, and		
Hand bundlers, and carton formers			machine helpers:		
(machine table), sweet packers,			1st 3 months .....	.830	.880
carton formers (hand), "Q" formers,			After 3 months .....	.880	.930
cover stitchers, repack girls,			Cake:		
breakage girls	1.150	1.180	Foremen	1.320	1.370
BUTTE, MONT.			Mixers, ovenmen	1.160	1.210
Bread and cake - Hand shops:			Machinemen, depositors, and ingredient		
Foremen, mixers	3/1.840	3/1.920	scalers	1.050	1.100
Ovenmen	3/1.791	3/1.850	Oven loaders and unloaders, cake		
Benchmen	3/1.691	3/1.750	wrapping-machine operators, and		
Wrappers, hand (women)	3/ .913	3/ .950	experienced icers .....	.940	.990
Bread and cake - Machine shops:			Foreladies .....	.990	1.040
Foremen, dough mixers	4/1.923	4/2.010	Pan washers and greasers .....	.910	.960
Machinemen	4/1.923	4/1.980	Helpers:		
Roll-machine operators	4/1.923	4/1.950	1st 3 months .....	.830	.880
Ovenmen	4/1.870	4/1.940	After 3 months .....	.880	.930
Bench hands	4/1.766	4/1.850	Icers, wrappers, and boxmakers:		
Wrapping-machine operators, wrappers			1st 2 months .....	.770	.820
(men)	3/1.301	3/1.370	Next 2 months .....	.830	.880
Wrappers (women)	3/ .913	3/ .950	After 4 months .....	.880	.930
CHARLESTON, S. C.			Shipping:		
Bread and cake - Machine shops:			Shipping clerks	1.160	1.210
Bread:			Checkers, packers .....	.940	.990
Mixers, ovenmen	1.110	1.160	Agreement B:		
Dividers, molders, stockmen, and			Ovenmen, mixers, and doughnut-machine		
utility men .....	.960	1.010	operators	1.350	1.470
Oven loaders, dumpers .....	.910	.960	Dividers, roll-machine operators,		
Helpers .....	.810	.860	depositors, bread wrapping-machine		
Cakes:			operators, and doughnut-cutter operators		
Working foremen, mixers	1.210	1.260	Scalers, molder operators, stockmen,		
Mixers, ovenmen	1.110	1.160	mixers' helpers, and doughnut-frier		
Ingredient scalars	1.010	1.060	operators	1.250	1.370
Scalers, doughnut-machine operators,			Cake wrapping-machine operators	1.220	1.340
and wrappers .....	.960	1.010	Oven loaders, dumpers, cake icing-machine		
Icers, packers, and helpers .....	.810	.860	operators	1.140	1.260
Bread and cake:			Production employees, cake icers (hand) ...	1.050	1.100
Shippers	1.010	1.060	Helpers:		
Wrappers .....	.960	1.010	1st 90 days .....	.950	1.000
Checkers .....	.910	.960	After 90 days	1.000	1.050
Helpers .....	.810	.860	Shipping:		
CHARLESTON, W. VA.			Shipping-and-receiving clerks	1.200	1.320
Bread and cake - Machine shops:			Selectors	1.140	1.260
Agreement A:			CHATTANOOGA, TENN.		
Bread:			Bread and cake - Hand shops:		
Mixers No. 1	2/1.580	2/1.580	Head bakers	2/1.281	2/1.283
Wrapping-machine operators	2/1.490	2/1.490	Second bakers	2/1.042	2/1.050
Mixers No. 2, dividers, shipping clerks	2/1.430	2/1.430	Helpers	2/ .833	2/ .700
Proof-box operators	2/1.380	2/1.380	Bread and cake - Machine shops:		
Bakers' helpers, first class	2/1.330	2/1.330	Agreement A:		
Molders	2/1.230	2/1.230	Bread:		
Bakers' helpers, second class	2/1.180	2/1.180	Dough mixers	1.110	1.150
Agreement B:			Ovenmen	1.050	1.100
Bread:			Benchmen	1.030	1.080
Dough mixers, sponge setters, and			Twisters, bench helpers, machine		
wrapping-machine operators	2/1.510	2/1.570	helpers, and wrapping-machine		
Dividers, molders	2/1.340	2/1.400	operators .....	.970	1.020
Ovenmen, shipping clerks	2/1.330	2/1.390	Wrapping-machine helpers, general		
Pan greasers, feeders, dough panners	2/1.190	2/1.250	helpers .....	.920	.960
Bread rackers	2/1.160	2/1.220	Cake:		
Bakers' helpers	2/1.090	2/1.150	Mixers	1.100	1.150
			Machine operators .....	.910	.910
			Hand icers .....	.800	.880
			Checkers .....	.780	.850
			Wrappers, packers, and cutters .....	.780	.880

2/ 48-hour workweek.
3/ 44-hour workweek.
4/ 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
CHATTANOOGA, TENN. - Continued			CHICAGO, ILL. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement B:			Agreement A: - Continued		
Foremen	\$1.690	\$1.790	Bread and dough panners, doughnut-tray packers, hand-icers, make-up girls	\$1.210	\$1.270
Mixers, ovenmen	1.430	1.530	Wrapping-machine feeders, oliver wrapper operators, order fillers and selectors, cake cutting-machine operators, cooler girls	1.160	1.220
Head benchmen, divider operators	1.350	1.450	Unskilled general bakery helpers (women)	1.090	1.150
Shipping clerks	1.320	1.420	Agreement B:		
Benchmen, machinemen, assistant mixers, dumpers, and wrapping-machine operators	1.280	1.380	Bread department:		
Set-up men, wrapping-machine tailors	1.140	1.240	Group leaders	1.765	1.865
Doughnut-machine operators	1.100	1.200	Mixers, ingredient scalers, ovenmen	1.660	1.760
Bread twisters	1.080	1.180	Divider operators, soft-mill scaling-machine operators	1.610	1.710
Helpers:			Moldermen, oven dumpers and feeders, benchmen, dough dumpers	1.560	1.660
1st 3 months .....	.890	1.000	Helpers	1.400	1.500
3 - 6 months .....	.920	1.030	Inside bakery cleaners	1.290	1.390
Over 6 months	1.010	1.110	Cake department:		
Agreement C:			Cake mixers, icing mixers, doughnut-machine mixers, ovenmen, ingredient-men, first scalers	1.620	1.720
Foremen	1.150	1.250	Bake-shop helpers, dumpers	1.360	1.460
Mixers .....	.990	1.090	Inside bakery cleaners	1.250	1.350
Ovenmen .....	.940	1.040	Helpers, women:		
Foreladies .....	.895	.995	First month .....	.960	1.060
Scalers, icing mixers .....	.880	.980	After 30 days	1.010	1.110
Cutting-machine operators, icers, wrappers, and wrapping-machine operators .....	.780	.880	After 6 months	1.060	1.160
Helpers (men) .....	.750	.850	After 1 year	1.110	1.210
Helpers (women) .....	.750	.750	After 3 years	1.160	1.260
Pie and pastry - Machine shops:			Doughnut shops:		
Foremen	1.150	1.250	Doughnut and chocolate enrobing-machine operators	1.500	1.500
Mixers, first cooks .....	.990	1.090	Utility men	1.300	1.300
Ovenmen .....	.940	1.040	Foremen (women)	1.180	1.180
Cookers .....	.840	.940	Packers (women):		
Shipping clerks .....	.790	.890	Starting rate .....	.960	.960
Wrappers, boxers, crust-machine operators, pie fillers, and toppers .....	.780	.880	After 6 months	1.030	1.030
Pie glazers .....	.750	.850	After 1 year	1.080	1.080
Helpers .....	.750	.850	Pie and pastry shops:		
CHICAGO, ILL.			Pie shops:		
Bread and cake - Hand shops:			Ingredientmen, ovenmen, cooks, dough mixers		
Retail - Bread and cake:			Dough breakers, fruit mixers, servicemen, helpers		
Agreement A:			Pie-machine operators, cream toppers, oven helpers (women)		
First hands	4/1.770	4/1.870	Wrappers, cream-pie fillers, fruit cleaners, plate washers, sorters, inspectors .....	.940	1.010
Second hands	4/1.720	4/1.820	Hebrew baking:		
Icers, after 1 year	4/1.345	4/1.425	Foremen or first hands	4/2.167	4/2.167
General bake-shop helpers, after 1 year	4/1.260	4/1.340	Second hands	4/2.095	4/2.095
Pan cleaners and greasers, after 6 months	4/1.140	4/1.220	Bohemian baking - Bread:		
Agreement B:			Small shops - Hand:		
First hands, spongers, ovenmen	4/1.750	4/1.850	First hands	4/1.815	4/1.865
Second hands	4/1.700	4/1.800	Second hands	4/1.745	4/1.795
Third hands:			Large shops - Machine:		
First 6 months	4/1.050	4/1.150	First hands	1.950	2.000
6 - 12 months	4/1.240	4/1.340	Second hands	1.875	1.925
24 - 36 months	4/1.540	4/1.640	Polish baking:		
Wholesale - Bread:			Retail shops:		
First hands, mixers, ovenmen, spongers	1.675	1.760	Day work:		
Second hands, bench or machine hands, molders or dividers, ingredientmen	1.625	1.710	Foremen, spongers	2/1.879	2/1.929
Miscellaneous bakery workers	1.315	1.400	Second hands	2/1.754	2/1.804
Bread and cake - Machine shops:			Wholesale shops:		
Agreement A:			Day work:		
Foremen	1.770	1.830	Foremen, spongers	1.985	2.035
Oven operators, mixers, doughnut operators, leader decorators	1.660	1.720	Second hands	1.860	1.910
Bench hands, ingredient scalers, divider and depositor operators, cooky-machine operators, oven feeders and dumpers, froomen	1.610	1.670	Crackers and cookies:		
Molder operators, wrapping machine set-up men, dough dumpers, assistant leader decorators	1.510	1.570	Agreement A:		
Grease-machine operators, pan washing-machine operators, rack washing-machine operators, experienced bake-shop helpers, stockmen	1.400	1.460	Men employees:		
Housekeepers, general bakery helpers	1.290	1.350	First mixers	1.450	1.500
Inspectors, floorladies, skilled cake decorators	1.280	1.340	Second mixers	1.200	1.250
			Other men helpers:		
			Starting rate .....	.950	1.000
			1 - 3 months	1.000	1.050
			3 - 12 months	1.050	1.100

2/ 48-hour workweek.
4/ 42-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
CHICAGO, ILL. - Continued			CHICAGO, ILL. - Continued		
Crackers and cookies: - Continued			Crackers and cookies: - Continued		
Agreement A: - Continued			Agreement C: - Continued		
Men employees: - Continued			Packing department: - Continued		
Other men helpers: - Continued			Sweet packers	\$1.060	\$1.210
1 - 2 years	\$1.100	\$1.150	Women carton and caddy stitchers,		
2 - 3 years	1.150	1.200	scalers	1.020	1.170
Over 3 years	1.175	1.225	Receiving department:		
Women employees:			Flour unloaders	1.300	1.450
Starting rate .....	.900	.950	Order fillers	1.260	1.380
1 - 3 months .....	.950	1.000	Paper cutters and sugar grinders	1.205	1.355
3 - 12 months	1.000	1.050	Stockmen	1.260	1.330
1 - 2 years	1.050	1.100	Shipping department:		
2 - 3 years	1.100	1.150	Head shipping clerks	1.480	1.630
Over 3 years	1.150	1.200	Men-in-charge, wholesale department	1.330	1.530
Foreladies	1.200	1.250	Order fillers	1.230	1.380
Agreement B:			Stockmen	1.180	1.330
Sponge-mixing department:			Agreement D:		
Mixers	1.510	1.540	Sweet-mixing department:		
Mixers' helpers	1.410	1.440	Mixers	1.490	1.560
Sponge-baking department:			Helpers	1.395	1.465
Oven captains	1.640	1.670	Sweet-baking department:		
Feelers-in	1.580	1.610	Head ovenmen	1.555	1.630
Rollermen	1.550	1.580	Machinemen	1.540	1.610
Draw boys	1.410	1.440	Ovenmen	1.405	1.475
Stackers	1.360	1.390	Oven relievers	1.365	1.435
Sweet-mixing department:			Oven helpers	1.285	1.355
Mixers	1.560	1.590	Pan feeders and greasers	1.185	1.255
Mixers' helpers	1.460	1.490	General helpers	1.065	1.140
Ingredient scalars	1.310	1.340	Icing department:		
Sweet-baking department:			Machinemen	1.405	1.475
Sweet-oven captains	1.560	1.590	Mixers	1.355	1.425
Cutting-machine operator	1.460	1.490	Packers, utility girls	1.085	1.155
Ovenmen's helpers	1.410	1.440	Cello-baggers and makers	1.015	1.085
Pan feeders and greasers	1.240	1.270	Machine feeders	1.005	1.075
Icing department:			Sweet-packing department:		
Mixers	1.510	1.540	Floor boys	1.130	1.200
Mixers' helpers, enroler operators	1.410	1.440	Weighers	1.060	1.130
Packers, machine feeders	1.090	1.120	Packers	1.085	1.155
Packing and wrapping department:			Cello baggers	1.015	1.085
Machinemen	1.410	1.440	Floor girls .....	.865	.935
Fiber-case scalars, bag-machine			Carton and caddy forming:		
operators, automatic forming-machine			Women employees	1.025	1.095
operators	1.310	1.340	Agreement E:		
Fiber-case stitchers	1.260	1.290	Mixing and baking department:		
Fiber-case stitchers, tapers (women) ...	1.190	1.220	Mixing supervisors	1.716	1.750
Sponge packers, under 16 oz. carton,			Baking supervisors	1.716	1.750
bundlers	1.190	1.220	Machine captains	1.694	1.718
Sweet packers, pans	1.190	1.220	Peelers, mixers	1.628	1.661
Sponge packers, 16 oz. carton and over;			Working supervisors, drawmen	1.606	1.638
sweet packers, cartons; carton formers			Rollermen, cuttermen, reliefmen	1.595	1.627
(women); bag fillers, conveyor	1.140	1.170	Bakers	1.518	1.548
Sweet packers, caddies, machine feeders,			Pan dumpers	1.496	1.526
bag stitchers	1.090	1.120	Oven firemen, flour dumpers	1.485	1.515
Packers, cases; bag fillers, dump pack ..	1.040	1.070	Ovenmen	1.452	1.481
Agreement C:			Battermen	1.403	1.431
Sponge baking:			Pan cleaners and feeders	1.397	1.425
Machine captains	1.530	1.680	Machine set-up men, dough feeders	1.364	1.391
Reliefmen	1.455	1.605	Wrapping and packing department, women:		
Dough cutters	1.430	1.480	Tally clerks	1.276	1.302
Sweet baking:			Sponge packers	1.210	1.234
Machine captains	1.530	1.680	Sweet packers, carton formers, weighers,		
Machine sheeters	1.380	1.530	scalars, hand bundlers, machine		
Dough feeders	1.255	1.405	operators	1.188	1.222
Mixing room:			Icing department:		
Mixers, sweet and sponge	1.450	1.600	Head mixers	1.716	1.750
Raw material scalars	1.430	1.580	Enrobermen	1.540	1.571
Helpers	1.330	1.480	Stackers	1.507	1.537
Ovenmen (sweet and sponge)	1.380	1.530	Icing mixers	1.474	1.504
Icing department:			Helpers	1.452	1.481
Machinemen	1.330	1.530	Jelly and marshmallow men	1.419	1.447
Enrobers	1.330	1.480	Scrappers	1.298	1.324
Head mixers	1.230	1.380	Cleaners	1.287	1.313
Sandwich packers, casers, tapers,			Spreaders	1.188	1.222
magazine feeders	1.090	1.240	General bakery workers:		
Stickers	1.020	1.170	Ritz forming-machine operators	1.386	1.414
Packing department:			Floormen	1.309	1.335
Wrapping-machine operators	1.280	1.430	Working supervisors (women)	1.276	1.302
General helpers	1.130	1.280	Women helpers	1.188	1.222
Carton formers, bundlers, sponge packers	1.100	1.250	General help (women)	1.166	1.189

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
CINCINNATI, OHIO			CLEVELAND, OHIO - Continued		
Bread and cake - Machine shops:			Crackers and cookies:		
Foremen or first bakers	\$1.710	\$1.745	Mixers, ovenmen, peelers, cracker ovenmen, machinemen	\$1.500	\$1.500
Ovenmen, mixers	1.628	1.664	Rollers	1.430	1.430
Bench hands	1.565	1.600	Cake-oven helpers, mixers' helpers	1.330	1.330
Crackers and cookies:			Bake-shop helpers	1.300	1.300
Head mixers, cutting-machine operators	1.580	1.615	All other helpers (women)	1.000	1.000
Meal-oven operators	1.520	1.555			
Machine set-up captains, peelers	1.490	1.525	COLUMBUS, OHIO		
Upright and brake rollers, mixers (baking and icing), band ovenmen	1.470	1.505	Bread and cake - Machine shops:		
Assistant cutting-machine operators, marshmallow-depositor operators, receiving clerks, truck-shipping clerks, assistant reel-oven operators, inspectors, checker captains	1.430	1.465	Agreement A:		
Assistant mixers, order checkers, spray-machine operators, auto-brake operators	1.350	1.385	Mixers, ovenmen	1.530	1.570
Small power truck operators, repairmen, marshmallow beaters, order fillers, flour dumpers, warehouse storekeepers	1.310	1.345	Oven feeders and dumpers	1.430	1.470
Syrup mixers, enrober helpers, grinding-mill operators, slotting-machine operators, order chasers, car packers, cheese and fig grinders, spray-machine cleaners, shortening weighers	1.270	1.305	Bench and machine operators, checkers, wrapping-machine operators (set-up)	1.400	1.440
Women employees:			Bake-shop helpers, bread rackers, packers, flour blenders	1.280	1.320
Captains and clerks	1.190	1.225	Women rackers, packers (buns)	1.280	1.320
Inspectors, box tapers, oven tenders, packers, ingredient weighers (class A), machine operators (class A)	1.130	1.165	Agreement B:		
Machine operators (class B), breakers (stackers), variable scalars, dump fillers, bundlers, magazine feeders, machine stock clerks, nesting makers	1.080	1.115	Bread department:		
Carton weighers, general helpers, supply girls, carton handlers and assemblers, machine helpers and machine operators (class C), scrap pickers	1.030	1.065	Mixers, oven operators	1.500	1.570
			Mixers' helpers, oven loaders and unloaders, dividermen and molder operators	1.370	1.440
			Pan rack washers	1.200	1.270
			Roll department:		
			Mixers, oven operators	1.500	1.570
			Machinemen and ingredient scalars, wrapping-machine operators	1.370	1.440
			Branch loaders and shippers	1.300	1.370
			Roll panners, wrapping-machine helpers ..	1.250	1.320
			Hand icers and wrappers (women)	1.080	1.150
			Cake department:		
			Mixers, ovenmen, decorators	1.500	1.570
			Machinemen, depositors	1.370	1.440
			Cooky-machine operators	1.250	1.320
			Machine helpers	1.200	1.270
			Pan washers and greasers	1.150	1.220
			Hand icers and wrappers (women)	1.080	1.150
			Shipping department:		
			Wrapping-machine operators	1.370	1.440
			Wrapping-machine helpers, packers and shippers	1.250	1.320
			Order fillers	1.150	1.220
			Warehouse department:		
			Stock room and receiving clerks	1.260	1.330
			Freight handlers and flour dumpers	1.210	1.280
			Agreement C:		
			Mixers, ovenmen	1.530	1.570
			Oven helpers, feeders and dumpers	1.430	1.470
			Dividers, molders, hand wrappers, mixers' helpers	1.400	1.440
			Molders' helpers, pan greasers, bread rackers, flour blenders, wrapping-machine helpers	1.280	1.320
			Agreement D:		
			Mixers	1.400	1.580
			Oven operators	1.375	1.555
			Dividers, tray-oven feeders and dumpers, doughnut-machine operators, icing mixers	1.320	1.500
			Bench hands, oven feeders and dumpers, shippers, molders, depositors	1.270	1.390
			Order workers	1.210	1.390
			Helpers, panners, pan setters, pan greasers, blenders, packers	1.150	1.130
			Agreement E:		
			Dough mixers, ovenmen	1.530	1.570
			Oven loaders and dumpers	1.430	1.430
			Dividermen, moldermen, wrapping-machine operators, bread panners, shipping-and-receiving clerks, checkers	1.400	1.440
			Dough mixers' helpers	1.400	1.440
			Bread rackers, pan greasers, flour dumpers, bench and machine helpers, truck loaders and helpers	1.280	1.320
CLEVELAND, OHIO					
Bread and cake - Hand shops:					
Agreement A:					
First hands	1.687	2/1.687			
Second hands	1.625	2/1.625			
Male bake-shop helpers and shipping clerks	1.250	2/1.250			
Women, all classes .....	.956	1/.956			
Agreement B:					
Ovenmen	1.687	2/1.835			
Mixers	1.687	2/1.835			
Benchmen	1.625	2/1.770			
Bake-shop helpers	1.250	2/1.354			
Bread and cake - Machine shops:					
Ovenmen, mixers, ingredientmen, cake decorators	1.550	1.550			
Bench or machine hands, doughnut-machine operators	1.500	1.500			
Mixers' helpers, oven feeders, helpers and dumpers, wrapping and slicer adjusters	1.380	1.380			
Bake-shop helpers, shipping-room helpers, bread wrappers and slicers	1.280	1.280			
Pie-machine operators (women)	1.080	1.080			
Hand icers (women)	1.060	1.060			
Women employees	1.010	1.010			
Pie and pastry shops:					
Dough mixers, ovenmen	1.550	1.550			
Bake-shop helpers	1.280	1.280			
Wrapper girls	1.010	1.010			
Hebrew baking:					
Ovenmen and dough mixers	1.910	1/1.977			
Bench workers	1.800	1/1.866			
Helpers	1.378	1/1.444			
Cake icers and miscellaneous helpers, women:					
First 6 months .....	.867	1/.933			
After 6 months .....	.978	1/1.044			

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, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
COLUMBUS, OHIO - Continued			DALLAS, TEX. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement F:			Agreement B: - Continued		
Working foremen	\$ 1.680	\$ 1.720	Cake: - Continued	\$	\$
Dough mixers, ovenmen	1.530	1.570	Wrapping-machine operators	1/1.100	1/1.150
Oven loaders and dumpers	1.430	1.470	Helpers:		
Dough mixers' helpers, dividers, molders, roll-machine operators, bread panners, shipping-and-receiving clerks, checkers, wrapping-machine operators	1.400	1.440	1st 3 months	1/1.040	1/1.090
Flour dumpers, bench and machine helpers, wrapping-machine helpers, truck loaders and helpers, pan greasers, bread rackers	1.280	1.320	2d 3 months	1/1.090	1/1.140
Pie and pastry shops:			After 6 months	1/1.140	1/1.190
Pie cookers and pie mixers, ingredient scalars, and scoopers	1.370	1.440	Icers and wrappers:		
Ovenmen	1.250	1.150	1st 6 months	1/ .870	1/ .920
Rollers, fillers, toppers and trimmers	1.080	1.320	2d 6 months	1/ .920	1/ .970
Crackers and cookies:			After 1 year	1/1.030	1/1.080
Head mixers	1.400	1.580	Agreement C:		
Ovenmen, pan pullers	1.375	1.555	Working foremen	1/1.670	1/1.720
Dough machine set-up operators	1.320	1.500	Mixers	1/1.560	1/1.610
Receiving clerks, machine feeders, band-oven tenders	1.270	1.450	Ovenmen	1/1.540	1/1.590
Dough break roll feeders, mixers' helpers	1.210	1.390	Machine operators, panners, twisters, ingredient scalars, stock clerks, shipping clerks, checkers, and slicing-wrapping machine operators	1/1.450	1/1.500
Ingredient scalars, stockmen	1.150	1.330	Floorladies	1/1.210	1/1.260
Feeders, greasers, cleaners, helpers (men):			Pan greasers, cake dumpers, rackers, packers, helpers, and cake-wrapping machine operators, female	1/1.130	1/1.180
After 30 days	1.080	1.260	Icers and wrappers:		
Pull and catch pans, helpers, 1st 30 days	1.010	1.160	1st 6 months	1/ .880	1/ .930
Scrap pickers, packers, tray and carton sealers, box formers, machine tenders, wrappers .....	.950	1.100	2d 6 months	1/ .940	1/ .990
Stitchers, packers, magazine feeders, carton strippers .....	.920	1.070	After 1 year	1/1.060	1/1.110
Women helpers, 1st 30 days .....	.870	.950	Crackers and cookies:		
			Mix and bake department:		
			Machine men	1.370	1.430
			Mixers, head (sponge and sweet)	1.360	1.405
			Peelers	1.350	1.390
			Mixers, sweet	1.245	1.380
			Ovenmen, sponge and sweet	1.260	1.320
			Mixers' assistant, sponge	1.210	1.275
			Ovenmen's helpers	1.190	1.260
			Pan greasers	1.020	1.080
			Mixers' helpers, dough feeders, and pan feeders .....	.970	1.030
			Icing department:		
			Machine set-up men	1.175	1.235
			Mixers	1.175	1.230
			Enrober operators	1.030	1.150
			Mixers' helpers .....	.970	1.030
			Packers and sealers .....	.835	.890
			Cake feeders .....	.800	.860
			Packing department:		
			Machine operators	1.135	1.135
			Pan dumpers .....	.965	1.025
			Packers, sponge .....	.835	.890
			Packers, sweet .....	.785	.890
			General help, female .....	.800	.860
			Shipping department:		
			Checkers head, receiving clerks	1.230	1.290
			Checkers	1.195	1.230
			Order fillers	1.020	1.080
			DAYTON, OHIO		
			Bread and cake - Semimachine shops:		
			Mixers, ovenmen	1.555	1.615
			Oven feeders and dumpers, molders, dividers, benchmen, wrapping-machine set-up men	1.505	1.565
			Doughnut-machine operators	1.465	1.525
			Mixers' helpers	1.455	1.515
			Wrapping-machine helpers, other helpers, packers	1.340	1.405
			Icers, wrappers, packers (women)	1.170	1.235
			Bread and cake - Machine shops:		
			Mixers, ovenmen	1.555	1.615
			Benchmen, machinemen, head wrappers, head shippers, molders, panners, oven feeders and dumpers, set-up men, dividers	1.505	1.565
			Doughnut-machine operators	1.465	1.525
			Mixers' helpers	1.455	1.515
			Flour blenders	1.434	1.495
			Pan greasers	1.390	1.450

1/ 45-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
DETROIT, MICH. - Continued			DETROIT, MICH. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement A: - Continued			Agreement B: - Continued		
Cake: - Continued			Machine operators (not otherwise specified),		
Mixers' helpers, depositor helpers, oven			Habamfa machine operators	\$1.430	\$1.430
feeders and dumpers, icing-machine			Bread and roll mixers' helpers	1.470	1.470
operators	\$1.530	\$1.610	Bread panners (after 3 months)	1.470	1.470
Pan greasers, cutters	1.450	1.530	Pan conditioners, general bakery workers,		
Decorators	1.420	1.500	bakery helpers, oven helpers	1.380	1.380
Pan washers, all other help (men)	1.410	1.490	Decorators, finishing department	1.200	1.200
Icers, all other help (women)	1.240	1.320	Bread packers, shipping-room (women):		
Sweet yeast goods:			Starting rate	1.010	1.010
Dough mixers, bakers, proofers, bench			After 1 month	1.060	1.060
leaders	1.680	1.760	After 3 months	1.110	1.110
Benchmen, doughnut friers, doughnut			After 6 months	1.160	1.160
glazers	1.630	1.710	Order girls:		
Flour blenders, ingredient scalers,			Starting rate	1.010	1.010
icing mixers and cookers, depositors,			After 6 months	1.160	1.160
and dividermen	1.580	1.660	Finishing department (women) - general		
Oven feeders, pan greasers	1.530	1.610	icing workers, layer cake icers, bench		
Dough feeders, scalers	1.470	1.550	girls, panners, order helpers, general		
All other help (men)	1.410	1.490	bakery workers:		
Panners, dumpers	1.310	1.390	Starting rate	1.010	1.010
Packers, icers, all other help (women) ..	1.240	1.320	After 1 month	1.060	1.060
Pie:			After 3 months	1.110	1.110
Working leaders, pie bakers, cooks #1 ...	1.680	1.760	After 6 months	1.160	1.160
Pie dough mixers, icing or meringue			Agreement C:		
mixers, ingredient scalers, raw			Bread and roll department:		
material stockroom leaders	1.580	1.660	Mixers	1.810	1.810
Cooks #2, pie peelers	1.530	1.610	Moldermen	1.630	1.630
All other help (men)	1.410	1.490	Bench helpers	1.510	1.510
All other help (women)	1.240	1.320	General utility	1.380	1.380
Wrapping:			Panners (women)	1.175	1.175
Wrapping-machine set-up men	1.580	1.660	Cake department:		
Bread wrappers	1.430	1.510	Mixers	1.810	1.810
Cake wrappers, bun wrappers, and			Icers	1.710	1.710
packers	1.240	1.320	Depositors	1.630	1.630
Shipping, receiving:			Depositors' helpers, icers'		
Checkers	1.530	1.610	helpers	1.510	1.510
Packers	1.470	1.550	Icers (women)	1.210	1.210
Receiving and stockroom men	1.420	1.500	Coffee cake department:		
Agreement B:			Benchmen:		
Bread and roll mixers:			Class A	1.760	1.760
Starting rate	1.540	1.540	Class B	1.660	1.660
After 2 months	1.690	1.690	Mixers' helpers	1.510	1.510
Cake mixers, icing and filling cookers:			Muffin girls	1.215	1.215
Starting rate	1.520	1.520	Finishers, general utility, leaders		
After 2 months	1.670	1.670	(women)	1.230	1.230
Doughnut friers, after 3 months			Fried cake department:		
Bakers - expert bench hands (after 2			Fried cake makers and leaders	1.860	1.860
months)	1.640	1.640	Fried cake helpers	1.510	1.510
Formula men (experienced)	1.570	1.570	Scaling and flour blending department:		
Ovenmen:			Oven #1, leaders	1.860	1.860
Starting rate	1.460	1.460	Scalers, leaders	1.730	1.730
After 2 months	1.610	1.510	Scalers, blenders	1.630	1.630
Pie crust mixers:			General utility	1.380	1.380
Starting rate	1.490	1.490	Panners (women)	1.175	1.175
After 2 months	1.610	1.610	Specialty department:		
Ingredient scalers	1.580	1.580	Decorators	1.910	1.910
Stockmen receivers	1.580	1.580	General utility	1.380	1.380
Bakers - all-round, benchmen:			Decorator #1 (women)	1.360	1.360
Starting rate	1.450	1.450	Decorator #2 (women)	1.250	1.250
After 2 months	1.550	1.550	Decorator #3 (women)	1.175	1.175
Bread divider operators:			Panners (women)	1.175	1.175
Starting rate	1.390	1.390	Cooky department:		
After 2 months	1.530	1.530	Mixers	1.810	1.810
Bread oven loaders, after 3 months; cake-			Depositors	1.630	1.630
depositor operators	1.530	1.530	Packing leaders (women)	1.275	1.275
Bread wrapping-machine operators:			Packers (women)	1.175	1.175
Starting rate	1.380	1.380	General utility women	1.130	1.130
After 2 months	1.520	1.520	Hebrew baking:		
Stockmen	1.480	1.480	First hands - 1 or 2 ovens, cake bakers	1/2.466	1/2.466
Bread rackers (after 3 months)	1.470	1.470	Second hands	1/2.356	1/2.356
Cake decorators:			Helpers	1/1.756	1/1.756
Starting rate	1.200	1.200	Polish baking:		
After 3 months	1.360	1.360	First hands (either handling 2-ovens or		
After 6 months	1.460	1.460	mixing dough)	1.900	2.020
Pan pullers to washing-machine, washing-			First hands - 1-oven	1.850	1.970
machine operators, baking utilitymen,			Second hands - partial dough mixers	1.755	1.870
shipping-room servicemen	1.460	1.460	Second hands - 1-oven	1.680	1.800

1/ 45-hour workweek.

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Federal Reserve Bank of St. Louis

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
DETROIT, MICH. - Continued			DULUTH, MINN. - Continued		
Crackers and cookies:			Crackers and cookies:		
Agreement A:			Men employees:		
Mixers	\$1.640	\$1.700	Foremen	\$1.640	\$1.740
Women workers:			Inexperienced	1.285	1.385
Starting rate	1.100	1.160	Experienced	1.465	1.565
After 1 month	1.200	1.260	Women employees:		
Agreement B:			Foremen	1.050	1.150
Mixers:			Inexperienced (first 300 days) .....	.875	.975
Starting rate	1.540	1.600	Experienced (after 300 days) .....	.940	1.040
After 1 month	1.640	1.700	EL PASO, TEX.		
Helpers (men):			Bread and cake - Machine shops:		
Starting rate	1.280	1.340	Dough mixers	1.380	1.380
After 1 month	1.380	1.440	Ovenmen	1.310	1.310
Helpers (women):			Dividers, machine bread wrappers	1.210	1.210
Starting rate	1.100	1.160	Oven helpers, doughnut friers	1.170	1.170
After 1 month	1.200	1.260	Bench hands	1.140	1.140
Agreement C:			Moldermen	1.070	1.070
Baking, mixing and assembly department:			Bread rackers (oven)	1.050	1.050
Machine captains	1.694	1.765	Twisters, panners, and dough mixers' helpers	1.030	1.030
Bakers, sponge	1.606	1.675	Wrapping-machine helpers, pan greasers, icers and helpers	1.010	1.010
Ritz mixers	1.573	1.640			
Assemblers #1, sponge drawn	1.551	1.615	GRAND RAPIDS, MICH.		
Flour dumpers	1.496	1.560	Bread and cake - Machine shops:		
Pan feeders, mixers' helpers	1.441	1.500	Agreement A:		
Icing department:			Mixers, wrapping-machine set-up operators	1.530	1.580
Working assistant foremen	1.716	1.790	Divider operators	1.430	1.480
Head mixers (icing)	1.661	1.730	Shipping clerks, molders	1.430	1.480
Machine operators	1.276	1.330	Doughnut-machine operators	1.380	1.430
Icing packers	1.254	1.310	Order fillers	1.380	1.430
Other helpers	1.243	1.295	Observers	1.330	1.380
Packing department:			Stockmen	1.330	1.380
Working supervisors (men)	1.551	1.615	Women cake-shop employees	1.130	1.180
Machine set-up men	1.551	1.615	Agreement B:		
Floormen	1.441	1.500	Bread department:		
Working supervisors (women)	1.331	1.385	Foremen, mixers, dividermen, head ovenmen	1.500	1.550
Head carton formers, machine operators ..	1.276	1.330	Oven feeders, dumpers, loaders	1.400	1.450
Sweet packers, hand carton formers, "Q" formers, stitchers, weighers, closers, bundlers-hand, cripple pickers, filling-machine operators, sealers, staplers, sample-room weight clerks, "SN" packers and "S" formers	1.265	1.320	Benchmen, molders, machine wrappers Mixers' helpers, ingredientmen, pan greasers, general helpers, bread rackers	1.350	1.400
DULUTH, MINN.			Bread department:		
Bread and cake - Hand shops:			Foremen, mixers, dividermen, head ovenmen	1.500	1.550
Foremen	2/1.606	2/1.685	Oven feeders, dumpers, loaders	1.400	1.450
Mixers, ovenmen	2/1.354	2/1.434	Benchmen, molders, machine wrappers Mixers' helpers, ingredientmen, pan greasers, general helpers, bread rackers	1.350	1.400
Bench hands	2/1.296	2/1.376	Bread department:		
Hand wrappers and packers:			Dough mixers, oven operators, wrapping- machine set-up men, bun-and-roll-machine operators	1.555	1.635
First 100 days	2/.788	2/.940	Divider operators	1.455	1.535
After 100 days	2/.849	2/.995	Oven dumpers and loaders, pan catchers ..	1.405	1.485
Foremen (women)	2/.992	2/1.072	Checkers, molders	1.355	1.435
Helpers:			Ingredient scalars	1.355	1.435
After 600 days	2/1.093	2/1.172	Flour dumpers	1.305	1.385
Bread and cake - Machine shops:			Dough mixers' helpers, molders' helpers, bread boxers, pan greasers	1.255	1.335
Working foremen	1.660	1.760	Miscellaneous help:		
Dough mixers, ovenmen	1.500	1.600	Starting rate .....	.955	1.035
Bench hands, doughnut-machine operators ..	1.420	1.520	After 60 days	1.005	1.085
Machinemen (dividers and molders), wrapping-machine operators	1.340	1.440	After 6 months	1.105	1.185
Stockmen, receiving clerks	1.240	1.340	Cake department:		
Helpers:			Mixers	1.555	1.635
After 600 days	1.215	1.315	Wrapping-machine operators	1.505	1.585
Dishwashers .....	.930	1.030	Doughnut-machine, pie-machine, deposi- tors, and icing-machine operators	1.455	1.535
Hand wrappers and packers:			Oven dumpers	1.405	1.485
First 100 days .....	.910	1.010	Oven loaders	1.305	1.385
After 100 days .....	.990	1.090	Miscellaneous help:		
Shipping department:			Starting rate .....	.955	1.035
Shipping clerks (when only 1 clerk on duty in a plant)	1.420	1.520	After 60 days	1.005	1.085
Shipping clerks, after 90 days	1.235	1.235	After 6 months	1.105	1.185
Pie and pastry shops:			Agreement D:		
Bakers	1.370	1.300	Ovenmen, cake mixers	1.480	1.530
Women employees:			Ingredient scalars, cake-oven operators, depositor operator	1.430	1.480
First 150 days .....	.775	.865			
After 150 days .....	.870	.980			

2/ 44-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
GRAND RAPIDS, MICH. - Continued			INDIANAPOLIS, IND. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement D: - Continued			Agreement B:		
Wrapping-machine operator	\$1.380	\$1.430	Bread only:		
Benchmen	1.290	1.340	Oven operators, dough mixers, make-up supervisors	\$1.580	\$1.620
Oven loaders and dumpers	1.280	1.330	Molders, dividers, roll-machine operators, machine and bench hands, oven helpers, wrapping-machine operators	1.530	1.570
Cooky-machine operators, pan greasers, order fillers, stockroom helpers	1.260	1.310	Ingredientmen	1.500	1.540
Bread rackers	1.230	1.280	Bread checkers	1.480	1.520
Foremen (women)	1.230	1.280	Bread and bun panners	1.430	1.470
Wrapping-machine operators' helpers	1.210	1.260	Bread rackers, pan greasers, bread carton fillers, order fillers, helpers, wrapping-machine operators' helpers	1.330	1.370
Pan rackers, shop helpers	1.160	1.210	Flour dumpers, stockroom helpers	1.280	1.320
Cake icers and wrappers (women), miscellaneous helpers (women)	1.080	1.130	Cleaners, pan-room helpers, bun wrappers	1.230	1.270
Agreement E:			Agreement C:		
Mixers, doughnut-machine operators, stockmen	1.480	1.530	Bread only:		
Divider operators, cake-oven operators, bench hands, bread-oven dumpers	1.430	1.480	Mixers, oven operators	1.580	1.620
Shipping clerks	1.405	1.455	Bread-shipping supervisors, machine make-up supervisors	1.580	1.620
Molders, oven feeders and dumpers, depositor operators, wrapping-machine set-up operators, order fillers	1.380	1.430	Wrapping-machine operators, machine and bench hands	1.530	1.570
Helpers	1.310	1.360	Ingredientmen	1.500	1.540
Doughnut packing-machine operators (women)	1.190	1.240	Helpers	1.330	1.370
Cake-shop employees (women)	1.140	1.190	Stockroom helpers	1.280	1.320
HOUSTON, TEX.			Cleaners and pan-room helpers		
Bread and cake - Machine shops:			Agreement D:		
Foremen	1.725	1.775	Bread department:		
Dough mixers, icing mixers, and spongers	1.550	1.600	Scalers, oven operators, mixers	1.480	1.580
Ovenmen	1.500	1.550	Dividers, ovenmen, molders, machinemen	1.430	1.530
Benchmen, machinemen, counters, checkers, oven dumpers and loaders, weigh-up men, scaling-machine operators, cake dumpers, ingredient scalars, checkers (female), bread twistlers, and bread panners	1.450	1.500	Shipping room and other helpers	1.230	1.330
Bread wrappers, slicers, and packers	1.300	1.350	Cake department:		
Pan greasers, pan and bread rackers	1.275	1.325	Wrapping-machine operators	1.480	1.580
Greasing-machine operators (female), cake wrapping-machine operators (female)	1.130	1.180	Ingredient scalars, mixers, icing mixers, depositor men, ovenmen	1.460	1.560
Wrappers and icers (female):			Depositors' helpers, dumpers	1.280	1.380
1 to 2 months .....	.930	.980	Shipping room and other helpers	1.230	1.330
2 to 3 months .....	.980	1.030	Women workers:		
After 90 days	1.060	1.110	Starting rate	1.020	1.120
Crackers and cookies:			After 4 months	1.060	1.160
Mixers, bakers	1.655	1.690	After 8 months	1.100	1.200
Machinemen, mixers (icing)	1.545	1.580	1 year or more	1.140	1.240
Rollmen	1.490	1.525	Agreement E:		
Mixers' helpers, dough feeders, trough handlers, spray machinemen, cuttermen, mixers' helpers (icing), and machine set-up men (icing)	1.435	1.465	Bread department:		
Floormen	1.325	1.355	Dough mixers, oven operators, bread-shipping supervisors	1.580	1.620
Machine operators (female)	1.215	1.240	Machine and bench hands, oven helpers, bread-machine wrappers	1.530	1.570
Packers (female)	1.195	1.220	Bread checkers	1.480	1.520
Icers (female)	1.170	1.195	Order fillers, wrapping-machine helpers	1.330	1.370
INDIANAPOLIS, IND.			Stockroom helpers	1.280	1.320
Bread and cake - Machine shops:			Cleaners and pan-room helpers	1.230	1.270
Agreement A:			Cake department:		
Bread department:			Mixers, cake and icing	1.580	1.620
Oven leadmen	1.680	1.720	Depositor operators, bench hands, scaling-machine operators, oven helpers	1.530	1.570
Mixers	1.580	1.620	Ingredient scalars	1.500	1.540
Oven feeders and dumpers, dividers, moldermen, bench and machine hands, roll-machine operators, head wrappers, slicers	1.530	1.570	Checkers	1.480	1.520
Twisters	1.430	1.470	Foremen (women)	1.400	1.440
Bake-shop helpers, wrappers and sackers, packers, pan greasers, flour dumpers	1.330	1.370	Helpers	1.330	1.370
Cleaners	1.230	1.270	Pan cleaners	1.230	1.270
Cake department:			Icers	1.200	1.240
Bench hands, ovenmen, doughnut-machine operators, regular mixers	1.580	1.620	Agreement F:		
Scaling-machine operators	1.530	1.570	Bread only:		
Dumpers, pan boys, helpers	1.330	1.370	Dough mixers, make-up supervisors, oven operators	1.580	1.620
Wrappers and icers (women)	1.200	1.240	Machine bench hands, oven helpers, molders, dividers, roll-machine operators, wrapping-machine operators	1.530	1.570
			Bread checkers	1.480	1.520
			Panners	1.430	1.470
			Wrapping-machine operators' helpers, bread rackers, pan greasers, carton fillers, order fillers	1.330	1.370
			Flour dumpers, stockroom helpers	1.280	1.320
			Bun wrappers, cleaners and pan-room helpers, bun slicers	1.230	1.270

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
INDIANAPOLIS, IND. - Continued			JACKSONVILLE, FLA. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement G:			Agreement A: - Continued		
Oven operators, lead men	\$1.720	\$1.755	Dividers, depositors, benchmen, Doco-machine operators, wrapping-machine operators, utilitymen	\$1.280	\$1.350
Dough mixers, doughnut-machine operators ..	1.620	1.655	Checkers, molders, roll-machine operators, Frialator operators	1.230	1.300
Roll-machine operators, dividers, molders, oven feeders and dumpers, wrapping-machine operators, selectors, reliefmen	1.520	1.555	Second class benchmen, ingredient scalers, icers, decorators, and stock clerks	1.180	1.250
Pan greasers	1.470	1.505	Oven loaders and dumpers, shipping selectors, and icing-machine operators	1.080	1.150
Flour blenders	1.400	1.435	Cake icers, panners, flour dumpers, pan greasers, twisters, molders' helpers, bread rackers, and make-up men	1.000	1.070
Stock handlers, Oliver wrappers	1.350	1.385	Bakers' helpers:		
Bread rackers and panners	1.300	1.435	1st 3 months .....	.900	.970
General helpers (women)	1.250	1.285	After 3 months	1.000	1.070
Agreement H:			Doughnut packers and catchers, cake cutters, packagers, wrappers, sugar-machine operators, carton makers, catchers, and shipping-room workers		
Bread department:			Agreement B:		
Dough mixers, ovenmen	1.580	1.620	Bread:		
Bench hands, dough mixers' helpers, oven loaders and dumpers, machine and bench hands, dividers, molders, roll-machine operators, wrapping-machine operators	1.530	1.570	Working foremen		
Oven helpers, bread panners	1.430	1.470	Mixers		
Bread helpers, pan greasers and setters, bread rackers, wrapping-machine operators' helpers	1.330	1.370	Ovenmen		
Roll helpers	1.230	1.270	Wrapping-machine operators		
Icers and wrappers	1.200	1.240	Dividemen		
Cake department:			Moldermen		
Mixers, oven operators	1.580	1.620	Wrapping-machine helpers		
Bench and machine hands	1.530	1.570	Feeders and dumpers		
Order fillers	1.330	1.370	Helpers		
General helpers, pan-room helpers, stockroom helpers	1.230	1.270	Cake:		
Icers	1.200	1.240	Mixers		
Pie and pastry shops:			Ovenmen		
Pie-filling cookers, oven operators	1.530	1.570	Depositormen		
Ingredient scalers, machine operators	1.500	1.540	Working foreladies		
Rollers, fillers, trimmers, toppers	1.200	1.240	Wrapping-machine operators		
JACKSON, MISS.			Wrappers, icers, and helpers		
Bread and cake - Machine shops:			Shipping:		
Bread:			Shipping foremen		
Foremen	1.210	1.350	Checkers and unsold checkers		
Mixers, head ovenmen	1.210	1.330	Packers, helpers		
Dividers and roll-machine operators	1.150	1.290	Agreement C:		
Loaders and dumpers	1.120	1.260	Bread:		
Molder operators	1.100	1.240	Mixers		
Panners	1.080	1.170	Head ovenmen		
Roll ovenmen	1.000	1.120	Wrapping-machine operators (standard machine)		
Pan greasers, bread rackers .....	.900	1.060	Head machinemen, wrapping-machine operators (#35)		
Helpers, set-off men, and flour dumpers:			Loaders and dumpers		
1st 4 weeks .....	.790	.870	Mixers' helpers, bread panners		
2d 4 weeks .....	.800	.880	Wrapping-machine helpers		
After 8 weeks .....	.860	.940	Roll panners		
Cake:			Bakery helpers:		
Foremen, head mixers	1.170	1.310	1st 6 weeks		
Mixers	1.110	1.250	After 6 weeks		
Ovenmen	1.010	1.110	Cake:		
Depositor- and greasing-machine operators ..	.910	.980	Cake and icing mixers, head ovenmen		
Foreladies .....	.900	.940	Head icers, head wrappers		
Icers, packers, wrappers, and helpers:			Wrapping-machine operators		
1st 4 weeks .....	.790	.870	Ovenmen helpers		
4 weeks to 6 months .....	.800	.880	Cake-depositor operators		
After 6 months .....	.860	.940	Wrappers, icers, and helpers:		
Shipping:			1st 6 weeks		
Head wrapping-machine operators	1.150	1.290	After 6 weeks		
Wrapping-machine operators	1.000	1.220	Porters - cake shop		
Foremen .....	.950	1.130	Shipping:		
Checkers .....	.890	1.060	Head shipping clerks		
Helpers, supplymen:			Shipping clerks		
1st 4 weeks .....	.790	.870	Assistant shipping clerks, stockroom clerks, and cake-shipping clerks		
After 4 weeks .....	.800	.880	Shipping helpers		
JACKSONVILLE, FLA.			Agreement D:		
Bread and cake - Machine shops:			Bread:		
Agreement A:			Mixers		
Ovenmen, mixers, and doughnut-machine operators	1.330	1.400	Oven operators		
			Divider operators		

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
JACKSONVILLE, FLA. - Continued			KANSAS CITY, MO. - Continued		
Bread and cake - Machine shops: - Continued			Crackers and cookies: - Continued		
Agreement D: - Continued			Agreement B: - Continued		
Bread: - Continued			Packing department: - Continued		
Roll and wrapping-machine operators	\$1.100	\$1.160	Sweet packing: - Continued		
Mixers' helpers, icing mixers, icing-machine operators, loaders and dumpers, and bread and roll panners	1.000	1.060	Regular packers, hand carton formers ..	\$1.110	\$1.165
Bread helpers .....	.860	.920	Tally clerks, cello-bag operators, supply girls, scalars, machine operators (female)	1.080	1.135
Cake:			Caddy stitchers, general workers, repackers .....	.960	1.015
Mixers	1.200	1.260	Label room:		
Oven operators	1.160	1.220	Machinemen	1.510	1.565
Depositor operators	1.050	1.110	Assistant machinemen	1.460	1.515
Wrapping-machine operators .....	.950	1.010	Truckmen, supply men	1.300	1.355
Icers and wrappers, helpers .....	.860	.920	Scalars	1.260	1.315
Shipping:			Bundlers	1.100	1.155
Shipping clerks, checkers	1.000	1.060	Closing-machine operators, machine operators and feeders	1.080	1.135
Helpers:			Stack caddies, general workers (casers, hand wrappers) .....	.960	1.015
1st 4 weeks .....	.770	.830	Shipping department:		
2d 4 weeks .....	.810	.870	Head checkers	1.380	1.435
After 8 weeks .....	.860	.920	Bill clerks	1.370	1.425
KANSAS CITY, MO.			Carloaders, order fillers, packers, checkers, stockmen	1.310	1.365
Bread and cake - Machine shops:			Receiving and warehouse:		
Foremen	1.850	2.005	Checkers	1.380	1.435
Ovenmen, drawers, mixers, spongers	1.740	1.880	Requisition clerks, paper cutters	1.310	1.365
Bench hands	1.650	1.780	Car unloaders	1.310	1.365
Auxiliary foremen	1.390	1.480	KNOXVILLE, TENN.		
Foremen (women)	1.310	1.385	Bread - Machine shops:		
Wrappers, ingredientmen, icing makers, head checkers	1.290	1.365	Head ovenmen, mixers	1.230	1.290
Men helpers	1.190	1.250	Head machinemen	1.170	1.230
Women helpers	1.110	1.160	Automatic roll-machine operators, wrapping-machine operators, and shipping clerks	1.060	1.120
Crackers and cookies:			Panners	1.020	1.080
Agreement A:			Loaders, dumpers:		
Head mixers	1.580	1.630	1st 90 days .....	.950	1.010
Head icing-room men	1.430	1.480	2d 90 days	1.010	1.070
Head machinemen	1.450	1.500	After 6 months	1.060	1.120
Ovenmen, mixers	1.350	1.400	Mixers' helpers:		
Mixers' helpers	1.250	1.300	1st 90 days .....	.870	.930
Shipping helpers, truck loaders, receiving helpers, receiving stockmen	-	1.250	2d 90 days .....	.920	.980
Wrapping-machine operators, roller men	1.190	1.240	After 6 months .....	.980	1.040
Sandwich-machine feeders, cracker packers	1.050	1.100	Roll panners .....	.920	.980
Sweet-work wrappers and bundlers (women)	1.050	1.100	Pan rackers and ladders:		
Cooky packers	1.010	1.060	1st 90 days .....	.810	.870
Agreement B:			2d 90 days .....	.870	.930
Bake shop (sponge):			After 6 months .....	.920	.980
Machinemen, head sponge mixers	1.530	1.585	Roll helpers, bread rackers, wrapper feeders, and shipping clerks' helpers:		
Ovenmen	1.500	1.555	1st 90 days .....	.810	.870
Sponge mixers	1.460	1.535	2d 90 days .....	.840	.900
Laminator operators	1.460	1.515	After 6 months .....	.870	.930
Mixers' helpers	1.360	1.415	LITTLE ROCK, ARK.		
Dough feeders	1.300	1.355	Bread and cake - Machine shops:		
Tally clerks	1.290	1.345	Bread:		
Sack cleaners, miscellaneous floor workers	1.190	1.245	Foremen	1.580	1.630
Bake shop (sweet):			Mixers, ovenmen, and checkers	1.470	1.520
Machinemen, head mixers	1.530	1.585	Dividers	1.390	1.440
Ovenmen	1.500	1.555	Benchmen, molder-machine operators, and wrapping-machine operators	1.330	1.380
Sheeter operators	1.460	1.515	Stockroom clerks, assistant checkers	1.280	1.330
Mixers' helpers	1.360	1.415	Assistant wrapping-machine operators	1.190	1.240
Dough feeders	1.300	1.355	Helpers:		
Bar-separator operators, relief men	1.290	1.345	1st 6 months .....	.960	1.010
Miscellaneous workers	1.190	1.245	7 to 12 months	1.030	1.080
Icing department:			After 12 months	1.130	1.180
Machinemen, cooks	1.460	1.515	Cake:		
Icing mixers, trolley men	1.410	1.465	Depositor operators, cinnamon-roll dividers	1.390	1.440
Tray washers	1.190	1.245	Mixers, ovenmen	1.360	1.410
Supply girls	1.080	1.135	Icing-machine operators, cinnamon-roll-machine operators	1.330	1.380
Packing department:			Scalars, ingredientmen, and depositors	1.280	1.330
Sponge packing:					
Packers	1.130	1.185			
Caddy workers	1.110	1.165			
Sweet packing:					
Machinemen (sugar wafers)	-	1.515			
Mixers	-	1.465			
Floormen truckers	1.300	1.355			
Graham packers, heat scalars, casers ..	1.130	1.185			

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour				
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952			
LITTLE ROCK, ARK. - Continued			LOS ANGELES, CALIF. - Continued					
Bread and cake - Machine shops: - Continued			Crackers and cookies:					
Cake: - Continued			Head mixers					
Depositors and scalers helpers			\$1.170	\$1.220	\$1.650	\$1.725		
Women workers:			Ovenmen, cuttermen, reliefmen and					
Floorladies			1.140	1.190	peelers	1.600	1.670	
Pan girls, boxers, icers, checkers,			Mixers			1.553	1.618	
wrappers, and packers:			Rollermen			1.530	1.595	
1st 3 months .....			.850	.900	Flour dumpers, dough feeders, pan cleaners,		
2d 3 months .....			.910	.960	feeders and pan dumpers		
After 6 months .....			.960	1.010	1.423	1.488	
LOS ANGELES, CALIF.			Women:					
Bread - Hand shops:			Forming-machine operators, sponge packers,					
Working foremen			3/1.915	3/2.089	spreaders, sponge stackers, hand bundlers,			
Mixers, ovenmen			3/1.815	3/1.979	scalers and weighers			
Benchmen			3/1.685	3/1.838	Sweet packers			
Helpers			3/1.415	3/1.543	1.078	1.123		
Bread and cake - Machine shops:			1.035			1.123		
Agreement A:			LOUISVILLE, KY.					
Foremen, working			2.170	2.245	Bread and cake - Machine shops:			
Ovenmen and dough mixers			2.070	2.145	Agreement A:			
Benchmen			1.980	2.055	First mixers			
Agreement B:			1.470			1.500	1.550	
Foremen			2.170	2.245	Ovenmen, dumpers, feeders			
Dough mixers, ovenmen and doughnut men			2.070	2.145	Second cake mixers, wrapping-machine			
Machine and bench hands			1.980	2.055	operators, first hands, divider opera-			
Dough mixers' helpers			1.980	2.055	tors, molders, utilitymen, first slicers,			
Twisters, moldermen and oven dumpers			1.980	2.055	roll benchmen			
Oven feeders and ingredientmen			1.980	2.055	Head packers and checkers			
Machinemen, wrapping			1.810	1.885	Cake benchmen			
Machine and bench-hand helpers, flour			1.660			1.735	1.450	
dumpers, and bread rackers			1.660			1.735	1.470	
Pan washers, greasers			1.640			1.715	1.450	
Hand wrappers			1.590			1.665	1.420	
Conveyormen, tailers, bun slicers,			1.570			1.645	1.370	
packers			1.660			1.735	1.300	
Agreement C:			1.410			1.485	1.260	
Foremen			1.360			1.435	1.310	
Ovenmen, mixers and icing mixers			1.300			1.375	1.240	
Bench hands			1.170			1.245	1.210	
Machine operators, depositors			2.010			2.070	1.180	
Ingredient scalars			1.910			1.970	1.150	
Oven helpers			1.910			1.970	1.130	
Auxiliary workers			1.640			1.700	1.100	
Packers and helpers			1.640			1.700	1.080	
Pan washers, unskilled help			1.590			1.650	1.080	
Women:			1.570			1.645	1.080	
Icers			1.410			1.485	1.080	
Machine wrappers			1.360			1.435	1.080	
Experienced helpers			1.300			1.375	1.080	
Inexperienced helpers			1.170			1.245	1.080	
Pie and pastry shops:			1.640			1.700	1.080	
Foremen			1.640			1.700	1.080	
Head ovenmen			1.640			1.700	1.080	
Head cream and fruit cooks			1.640			1.700	1.080	
Dough mixers			1.640			1.700	1.080	
Head checkers			1.640			1.700	1.080	
Second ovenmen			1.640			1.700	1.080	
Topping baggers			1.640			1.700	1.080	
Second cream cooks			1.640			1.700	1.080	
Scalers			1.590			1.650	1.080	
Rollermen			1.590			1.650	1.080	
Toppers			1.480			1.540	1.080	
Foreladies			1.380			1.440	1.080	
Helpers			1.420			1.480	1.080	
Packers and wrappers			1.270			1.330	1.080	
Hebrew baking - Bread:			1.270			1.330	1.080	
First hands			4/2.249	4/2.357	Agreement C:			
Second hands			4/2.085	4/2.192	Mixers			
French baking - Machine shops:			1.500			1.540	1.500	
Foremen, ovenmen and mixers			1.840	1.990	Dividers, molders, depositors, oven			
Mixers and ovenmen under a foreman			1.690	1.840	feeders and dumpers, doughnut-machine			
Benchmen			1.590	1.740	operators, bread ingredient scalars,			
Machine operators and hand			1.420			1.480	1.450	
wrappers			1.390			1.540	1.325	
Helpers:			1.240			1.390	1.325	
First year			1.340			1.490	1.195	
Second year			1.340			1.490	1.075	
						Agreement D:		
						Head mixers		
						Mixers, ovenmen, feeders, shipping-and-		
						receiving clerks		
						Machinemen, head checkers, head wrappers		
						and slicers (machine)		
						Dumpers		
						Flour dumpers, general helpers		
						Wrapping- and slicing-machine helpers,		
						pan rackers, greasers, mixers' helpers ..		
						Bread rackers, bench and machine helpers ..		
						Agreement E:		
						Dough mixers		
						Batchmen, ingredientmen, oven operators ..		
						Utilitymen, dough mixers' helpers		
						Head packers and checkers		
						Dividers, roll-machine operators		
						Oven feeders and dumpers, bread-wrapping-		
						machine operators		
						Roll-machine helpers, panners, reliefmen		
						after 60 days, pan greasers, pan rackers,		
						molders		

3/ 44-hour workweek.
4/ 42-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
MILWAUKEE, WIS. - Continued			MINNEAPOLIS, MINN.		
Bread and cake - Machine shops: - Continued			Bread and cake - Hand shops:		
Agreement A: - Continued			Foremen		
Depositor operators, ingredient scalers, oven feeders and dumpers (bread)	\$ 1.425	\$ 1.525	Mixers, ovenmen, bench hands	1.555	1/1.620
Clerks, shipping and receiving	1.425	1.525	Wrapping-machine operators	1.445	1/1.505
Oven feeders and dumpers (cake), bench hands, wrapping-machine operators, moldermen	1.335	1.435	Helpers:	1.185	1/1.240
Bench and machine helpers	1.215	1.315	First 6 months .....	.868	1/ .905
Miscellaneous helpers:			Second 6 months .....	.941	.980
Men	1.215	1.315	Third 6 months	1.013	1/1.055
Women .....	.975	1.025	Fourth 6 months	1.075	1/1.130
Female:			Fifth 6 months	1.157	1/1.200
Make-up icing, helpers .....	.985	1.035	Sixth 6 months	1.302	1/1.355
Agreement B:			Female workers (finishing, icing, wrapping and packing):		
Working foremen	1.820	1.885	First 3 months	(6/)	.960
Mixers, shipping clerks	1.570	1.635	Second 3 months	(6/)	1.020
Dividers	1.510	1.575	After 6 months	(6/)	1.070
Ovenmen, molders	1.460	1.525	After 1 year	(6/)	1.130
Wrapping-machine operators	1.340	1.405	Bread and cake - Machine shops:		
Miscellaneous helpers, shipping-room workers	1.270	1.335	Agreement A:		
Agreement C:			Foremen	1.800	1.860
Mixers, ovenmen, wrapping-machine operators	1.420	1.535	Doughnut-machine operators	1.630	1.690
Dividers, moldermen, bench hands, stock-room workers, doughnut-machine operators, oven feeders and dumpers	1.360	1.475	Icing and better mixers	1.630	1.690
Miscellaneous helpers:			Sponge and dough mixers, oven operators and ovenmen	1.630	1.690
Men	1.160	1.275	Depositors, and/or drop-machine operators .	1.520	1.580
Women .....	.950	1.065	Dividers, molders, bench hand, bun-machine operators	1.520	1.580
Agreement D:			Cake-ingredient scalers, fruit cookers, kettle friers	1.520	1.580
Mixers, ovenmen, cake decorators	1.440	1.530	Traveling-oven feeders and dumpers, doughroom men, slicing- and wrapping-machine operators	1.520	1.580
Wrapping-machine operators	1.420	1.530	Foremen (women), twisters, dough panners, oven and bench helpers	1.310	1.370
Dividers, bench hands, doughnut-machine operators, molders, flour dumpers, ingredient scalers, depositor operators	1.380	1.470	Jell- or icing-machine operators, cake wrappers, and semiautomatic cake wrappers	1.310	1.370
Shipping-room workers	1.230	1.370	Agreement B:		
Pan greasers, bread rackers, bread panners, auxiliary workers	1.160	1.250	Foremen	(6/)	7/1.680
Miscellaneous helpers:			Mixers, ovenmen	(6/)	7/1.570
Men	1.160	1.250	Wrapping-machine operators	(6/)	7/1.280
Women .....	.960	1.040	Helpers:		
Female:			First 8 weeks	1.160	1.220
Hand icers, checkers, packers, wrappers, cutters .....	.960	1.050	After 8 weeks	1.310	1.370
Agreement E:			Women employees:		
Wrapping-machine operators	1.420	1.535	Finishers, wrappers, packers:		
Mixers, ovenmen	1.420	1.510	First 8 weeks .....	.960	1.020
Roll-machine operators, doughnut-machine operators, bench hands, moldermen, dividers	1.360	1.450	After 8 weeks	1.060	1.120
Miscellaneous helpers:			Hebrew baking:		
Men	1.160	1.250	Hand shops:		
Women .....	.950	1.060	Foremen, all-around cakemen	1/1.670	1/1.730
Bread only - Machine shops:			General cakemen, mixers, ovenmen	1/1.526	1/1.586
Foremen	1.470	1.635	Bench hands, machinemen	1/1.473	1/1.533
Ovenmen	1.420	1.635	Helpers, inexperienced	1/1.072	1/1.072
Mixers	1.420	1.535	Finishers (women)	1/1.080	1/1.140
Wrapping-machine operators	1.360	1.535	Machine shops:		
Oven feeders and dumpers, moldermen, dividers	1.360	1.475	Foremen, all-around cakemen	1.903	1.963
Stockroom workers	1.360	1.475	General cakemen, mixers, ovenmen	1.653	1.713
Miscellaneous helpers (men)	1.160	1.275	Bench hands, machinemen	1.593	1.653
Cake only - Machine shops:			Helpers:		
Foremen	1.470	1.635	First 6 months	1.147	1.207
Mixers, ovenmen	1.420	1.535	7 - 12 months	1.198	1.258
Depositor operators	1.360	1.475	1 - 1½ years	1.248	1.308
Miscellaneous helpers:			1½ - 2 years	1.298	1.358
Men	1.160	1.275	After 2 years	1.348	1.408
Women .....	.950	1.065	Crackers and cookies:		
Hebrew baking - Bread and cake:			Baking department:		
Cake bakers, bread workers	1/1.540	1/1.640	Sponge mixers	1.370	1.460
Dough mixers, benchmen	1/1.460	1/1.560	Senior sweet mixers	1.360	1.450
			Sweet mixers	1.315	1.405
			Assembly sweet mixers	1.275	1.355
			Syrup mixers	1.255	1.335
			Assistant sweet mixers	1.170	1.240

1/ 45-hour workweek.

6/ Information not available for rate and hours on July 1, 1951.

7/ 42½-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
MINNEAPOLIS, MINN. - Continued			NEWARK, N. J. - Continued		
Crackers and cookies: - Continued			Bread and cake - Machine shops: - Continued		
Sponge department:			Agreement A: - Continued		
Ovenmen	\$1.450	\$1.540	Keymen (checkers, cake), molders, benchmen, dividers, peelers, scalars, oven dumpers, mixers' helpers, scaler-feeders, icing makers	\$1.680	\$1.745
Peelers	1.430	1.520	Roll panners	1.680	1.745
Laminator operators, machinemen	1.315	1.405	Keymen (wrapping-machine operators)	1.645	1.710
Lead ovenmen	1.310	1.400	Checkers (cake)	2/1.645	1.710
Take-out men	1.260	1.340	Keymen (checkers, bread)	1.550	1.615
Laminator-sheet feeders	1.260	1.340	Icing-machine operators, scaler-feeders' helpers	1.500	1.565
Stackers	1.200	1.280	Checkers (bread)	1.480	1.545
Sweet department:			Flour dumpers, sifters, machine helpers, pan greasers, cake dumpers, auxiliary workers, packers and helpers (cake)	1.440	1.505
Oven firemen	1.375	1.465	Slicers, wrappers, packers (bread)	1.440	1.505
Ovenmen and machinemen	1.315	1.405	Cake-wrapping-machine operators (women), machine operators (women)	1.365	1.430
Ovenmen's helpers and relief	1.260	1.340	Icers (women)	1.225	1.285
Panmen, hand	1.170	1.240	Hand wrappers (women)	1.200	1.265
Inexperienced workers (men):			Agreement B:		
First 30 days	1.000	1.050	Bread department:		
Second 30 days	1.050	1.100	Dough mixers, proof-box workers, ovenmen	1.835	1.900
After 60 days	1.130	1.180	Pan dumpers, dividers, molders, roll-machine operators, benchmen, machinemen, dough mixers' helpers, ingredient scalars	1.715	1.780
Icing department:			Keymen (wrapping machine)	1.680	1.745
Mixers, machinemen	1.315	1.405	Checkers	1.515	1.580
Marshmallow men:			Pan greasers, flour dumpers, stockmen, bench and machine helpers	1.475	1.540
First 30 days .....	.990	1.040	Wrapping-machine helpers	1.475	1.540
Second 30 days	1.040	1.090	Bread rackers	1.475	1.540
Third 30 days	1.080	1.130	Hand wrappers (women)	1.235	1.300
90 days to 180 days	1.120	1.170	Cake department:		
Experienced, after 6 months	1.170	1.240	Ingredient scalars and scaling-machine operators	1.715	1.780
Floormen:			Depositor operators' helpers	1.535	1.600
First 30 days .....	.900	.950	Dumpers, grease-machine operators, auxiliary workers	1.475	1.540
Second 30 days .....	.950	1.000	Hand wrappers (women)	1.235	1.300
Third 30 days	1.000	1.050	Hebrew baking:		
90 days to 180 days	1.040	1.100	Foremen, ovenmen	1/2.200	1/2.320
Experienced, after 6 months	1.090	1.160	Second hands, mixers	1/2.067	1/2.200
Icing-sandwich operators (women)	1.070	1.130	Bread carriers, helpers	1/1.400	1/1.520
Checkers (women)	1.050	1.110	Crackers and cookies:		
Packers (chill room)	1.020	1.080	Doughnut-machine operators, mixers	1.740	1.840
Packers	1.000	1.060	Ovenmen	1.740	1.840
Enrober operators (women) .....	.965	1.025	Icing mixers	1.620	1.720
Weighers and baggers .....	.910	.970	Ingredient scalars	1.620	1.720
Tray feeders (women) .....	.910	.970	Fork-lift operators, scaling-machine operators	1.440	1.540
Miscellaneous girls .....	.880	.930	Cake dumpers	1.390	1.490
Inexperienced workers (women):			Grease-machine operators, cake-wrapping-machine operators, feeders and auxiliary workers	1.380	1.480
First 30 days .....	.770	.800	Packers and helpers	1.355	1.480
Second 30 days .....	.810	.840	Checkers, packers (women)	1.140	1.240
Third 30 days .....	.835	.870	Elevator operators	1.390	1.490
Packing department:			Porters	1.330	1.430
Wrapping-machine men	1.280	1.360			
Assistant stock clerks	1.275	1.355			
Stockroom helpers	1.225	1.305			
Helpers (men):					
First 30 days .....	.900	.950			
Second 30 days .....	.950	1.000			
After 60 days	1.000	1.050			
Inexperienced workers (women):					
First 30 days .....	.770	.800			
Second 30 days .....	.810	.840			
After 60 days .....	.835	.870			
Case sealers	1.215	1.295			
Floormen	1.090	1.160			
Sponge packers (cartons and 1 pound Krispies), checkers and relief (women)	1.050	1.110			
Sponge packers	1.030	1.090			
Graham packers	1.030	1.090			
Sweet packers	1.000	1.060			
Carton formers, caddy stitchers, senior (women) .....	.955	1.015			
Bundlers .....	.955	1.015			
NEWARK, N. J.			NEW HAVEN, CONN.		
Bread and cake - Hand shops:			Bread and cake - Hand shops:		
Foremen, oven workers, dough mixers	2/1.646	2/1.875	Agreement A:		
Bench workers, second hands	2/1.479	2/1.708	Foremen	1.480	1.570
Third hands	2/1.292	2/1.528	Assistant foremen, mixers and ovenmen	1.450	1.530
Bread and cake - Machine shops:			Benchmen	1.400	1.490
Agreement A:			Agreement B:		
Keymen (ovenmen)	1.850	1.915	Foremen	1.480	1.575
Ovenmen, mixers	1.800	1.865	Assistant foremen, mixers and ovenmen	1.450	1.545
			Benchmen	1.400	1.495
			Helpers	1.020	1.115
			Bread and cake - Machine shops:		
			Agreement A:		
			Foremen	1.745	1.800
			Dough mixers	1.595	1.650

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, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
NEW HAVEN, CONN. - Continued			NEW YORK, N. Y. - Continued		
Bread and cake - Machine shops: - Continued			Cake and pastry - Hand shops:		
Agreement A: - Continued			First hands	\$2.338	\$2.356
Dough mixers' helpers, dividers, molders, ovenmen, checkers, wrappers, head packers	\$1.420	\$1.475	Second hands	2.132	2.156
Receiving clerks, wrapping-machine helpers, bench and machine helpers, pan rackers, pan greasers	1.330	1.385	Frankfurter rolls - Hand shops:		
Krum girls	1.200	1.255	Mixers	1.990	1.990
Agreement B:			Ovenmen	1.960	1.960
Foremen	1.575	1.680	Bench hands, packers	1.620	1.620
Dough mixers	1.520	1.580	Retail - Hand shops:		
Ovenmen	1.465	1.525	First hands	2/2.125	2/2.125
Icing mixers	1.385	1.440	Second hands	2/2.000	2/2.000
Receivers, stock clerks	1.365	1.470	Third hands	2/1.625	2/1.625
Shippers (after 1 year)	1.275	1.325	Restaurants - Hand shops:		
Dumpers	1.225	1.305	First hands	2/2.475	2/2.475
Utilitymen, pan greasers	1.230	1.280	Second hands	2/2.275	2/2.275
Wrappers (women), icers (women) .....	.980	1.040	Third hands	2/1.875	2/1.970
Hebrew baking:			Cafeteria - Hand shops:		
Foremen, ovenmen	2/1.980	2.043	First hands	2/2.325	2/2.420
Second hands	2/1.854	1.918	Second hands	2/1.975	2/1.975
NEW ORLEANS, LA.			Bread and cake - Semimachine shops:		
Bread and cake - Machine shops:			Foremen	2.000	2.080
Working foremen	1.730	1.800	Ovenmen, mixers	1.820	1.900
Mixers, ovenmen, relief men, and shipping foremen	1.410	1.480	Bench hands	1.700	1.780
Bench hands, dividers, molders, wrapping-machine operators and adjusters, automatic-machine operators, and cake-depositor operators	1.300	1.370	Packers	1.340	1.420
Ingredientmen	1.250	1.320	Bread and cake - Machine shops:		
Panars, flour blenders, mixer helpers, stock clerks, shipping-and-receiving clerks, and checkers	1.180	1.250	Agreement A:		
Cake-slicing-machine operators, doughnut glazers and enrobers	1.120	1.190	Bread department:		
Wrapping-machine feeders, off bearers, and bread pan greasers	1.060	1.130	Mixers, ovenmen	1.735	1.795
Bread rackers, cake icers, cake pan greasers, crumb packers, set-off men, wrappers, and miscellaneous helpers .....	.890	.960	Dividers	1.645	1.705
1st 2 months .....	.950	1.020	Benchmen	1.635	1.695
2d 2 months	1.000	1.070	Ingredient scalars, molder operators	1.585	1.645
NEW YORK, N. Y.			Oven loaders and dumpers	1.555	1.615
Bread and cake - Hand shops:			Flour dumpers	1.535	1.595
Agreement A:			Checkers	1.528	1.588
First hands, oven workers (foremen)	1.915	1.940	Pan greasers	1.495	1.555
Second hands	1.805	1.830	Bakery helpers	1.495	1.555
Helpers	1.585	1.610	Wrapping-machine operators	1.465	1.525
Shippers and packers	1.365	1.390	Agreement B:		
Shippers and packers (women)	1.200	1.225	Mixers	1.735	1.795
Agreement B:			Dividers	1.645	1.705
First hands, oven workers, mixers	2.033	2.107	Molders	1.633	1.693
Second hands	1.920	1.995	Mixers' helpers	1.590	1.650
Helpers	1.625	1.731	Oven loaders and dumpers	1.555	1.615
Packers (men and women)	1.525	1.600	Flour dumpers	1.535	1.595
Agreement C:			Checkers	1.528	1.588
Foremen	1.894	1.987	Pan greasers	1.495	1.555
Bench and second hands	1.769	1.863	Bakery helpers	1.495	1.555
Third hands	1.665	1.758	Wrapping-machine operators	1.465	1.525
Agreement D:			Agreement C:		
First hands, oven workers, mixers	2.100	2.100	Mixers	1.765	1.825
Second hands	1.997	1.997	Dividers	1.645	1.705
Wrapping-machine operators	1.971	1.971	Flour dumpers	1.605	1.665
Oven loaders and dumpers	1.919	1.919	Mixers' helpers, molders	1.585	1.645
Helpers	1.841	1.841	Oven loaders and dumpers	1.555	1.615
Miscellaneous workers	1.789	1.789	Checkers	1.505	1.565
Agreement E:			Oven and bakery helpers, pan greasers	1.495	1.555
First hands, oven workers, mixers	2.044	2.116	Wrapping-machine operators	1.465	1.525
Second hands	1.881	1.966	Agreement D:		
Helpers	1.656	1.731	Mixers, ovenmen	1.735	1.795
			Dividers	1.635	1.660
			Benchmen	1.635	1.660
			Mixers' helpers, ingredient scalars, molder operators	1.585	1.645
			Oven loaders and dumpers	1.585	1.645
			Head wrappers and slicers	1.505	1.615
			Flour dumpers	1.535	1.595
			Checkers	1.505	1.565
			General helpers	1.465	1.525
			Packers	1.465	1.525
			Agreement E:		
			Assistant foremen	1.763	1.833
			Dough mixers and ovenmen (bread)	1.733	1.803
			Dough mixers (cake), cooks	1.725	1.795

2/ 48-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
NEW YORK, N. Y. - Continued			NEW YORK, N. Y. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement E: - Continued			Agreement K (bread and doughnuts): - Continued		
Muffin platemens	\$1.658	\$1.728	Machine cleaners	\$1.524	\$1.584
Jelly doughnut-machine operators	1.655	1.725	Checkers	1.505	1.565
Dividers	1.635	1.705	Hand wrappers and packers	1.447	1.525
Bench hands	1.625	1.695	Agreement L:		
Dough mixers' helpers and ingredient scalars (cake)	1.575	1.645	Oven tenders	1.740	1.800
Head checkers	1.528	1.598	Mixers	1.680	1.740
Flour dumpers	1.525	1.595	Dividers	1.630	1.690
Doughnut-machine helpers	1.520	1.590	Panners	1.580	1.640
Scaling-machine helpers	1.508	1.578	Oven helpers, blenders	1.576	1.638
Bread checkers, wrapping-machine operators	1.488	1.558	Checkers	1.560	1.620
Shop helpers (bread)	1.485	1.555	Flour handlers, floormen	1.530	1.590
Packers and helpers	1.438	1.508	Bread wrappers	1.510	1.570
Agreement F:			Agreement M:		
Mixers	1.670	1.770	Mixers	1.743	1.808
Tray-oven operators	1.675	1.765	Relief mixers	1.743	1.803
Oven operators	1.635	1.745	Ovenmen	1.743	1.795
Icing makers	1.600	1.705	Dividers	1.645	1.705
Dividers	1.605	1.685	Molders, mixers' helpers, ingredient scalars	1.585	1.645
Oven helpers	1.605	1.680	Oven loaders and dumpers	1.555	1.615
Depositors, blenders	1.580	1.675	Key slicers	1.465	1.608
Dough brake operators	1.590	1.675	Flour dumpers	1.535	1.595
Ring makers	1.575	1.665	Checkers	1.538	1.565
Benchmen, scalars, kitchen operators, finishers	1.565	1.660	Slicers, wrappers and packers	1.465	1.525
Mixers' helpers	1.585	1.645	Agreement N:		
Packers and checkers	1.465	1.545	Bread department:		
Pan greasers	1.460	1.540	Mixers, ovenmen	1.735	1.795
Foremen (women)	1.460	1.520	Benchmen, dividers	1.645	1.705
General helpers (women)	1.245	1.315	Molder operators, mixers' helpers	1.585	1.645
Agreement G (cakes, pies, cookies):			Oven feeders and dumpers, pan greasers ..	1.555	1.615
Ovenmen, mixers	1.585	1.585	Flour dumpers	1.555	1.595
Benchmen, icing makers, cookers	1.485	1.485	Checkers, head slicers	1.505	1.565
Checkers	1.395	1.395	Helpers	1.495	1.555
Sweet-yeast men	1.385	1.385	Wrappers (restaurant)	1.475	1.535
Packers and floormen	1.355	1.355	Packers	1.465	1.525
Bake-shop helpers	1.345	1.345	Cake department:		
Wrappers and icers (women)	1.110	1.110	Mixers, ovenmen	1.735	1.795
Agreement H:			Depositors, dough scalars	1.645	1.705
Ovenmen, doughmixers	1.735	1.795	Ingredient scalars	1.645	1.695
Dough scalars	1.585	1.705	Icing mixers	1.635	1.695
Icing makers	1.635	1.695	General helpers (male)	1.495	1.535
Ingredient scalars	1.595	1.645	Packers	1.465	1.525
Oven feeders and dumpers	1.555	1.635	Wrappers and packers (women)	1.260	1.320
Checkers	1.545	1.605	Agreement O:		
General helpers	1.495	1.555	Head ovenmen	1.785	1.845
Women workers	1.260	1.320	Mixers	1.735	1.795
Agreement I:			Dividers (bread)	1.685	1.745
Bread department:			Dividers (rolls)	1.668	1.728
Ovenmen	1.740	1.810	Molder operators (bread)	1.610	1.670
Mixers	1.690	1.760	Mixers' helpers, ingredient scalars	1.585	1.645
Dividers, molders, oven helpers, panners, benchmen, general helpers	1.590	1.660	Roundmen (rolls)	1.560	1.620
Mixers' helpers	1.440	1.510	Flour dumpers, bread wrappers	1.535	1.595
Cake department:			General helpers (male)	1.485	1.545
Mixers	1.690	1.765	Packers	1.485	1.545
Ovenmen, icing mixers, icers, decorators	1.590	1.660	Helpers (women)	1.310	1.370
Benchmen	1.485	1.555	Agreement P:		
Doughnut men, decorators' helpers, oven helpers	1.445	1.515	Foremen	2.140	2.170
Icers (women)	1.405	1.475	Ovenmen, mixers	1.940	1.970
Wrappers, fruit-room workers	1.265	1.335	Bench hands	1.840	1.870
Fan washers	1.235	1.305	Helpers	1.740	1.770
Agreement J:			Agreement Q:		
Foremen	2.180	2.230	Mixers, benchmen, ovenmen	1.725	1.800
Dough mixers, ovenmen	1.940	1.990	Second class packers, helpers	1.325	1.400
Dividers	1.885	1.935	Third class packers	1.225	1.300
Benchmen	1.830	1.880	Pie and pastry shops:		
Miscellaneous workers	1.220	1.303	Agreement A:		
Agreement K (bread and doughnuts):			Foremen	1.875	2.130
Mixers and head ovenmen	1.735	1.795	First hands	1.700	1.955
Dividers	1.645	1.705	Second hands, mixers	1.575	1.830
Mixers' helpers	1.633	1.693	Third hands	1.475	1.730
Molders	1.627	1.687	Agreement B:		
Oven feeders	1.589	1.649	Rotary-oven operators	1.475	1.475
Oven dumpers	1.570	1.630	Dough mixers, traveling-oven operators, kitchen-oven operators	1.470	1.470
General helpers, pan greasers	1.537	1.597	Kitchen helpers, dry mixers	1.375	1.375
Flour dumpers	1.535	1.595	Dough mixers helpers, machine operators, general helpers, dough breakers, traveling-oven loaders, traveling-oven unloaders	1.275	1.275
			Helpers (women)	1.100	1.100

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
NEW YORK, N. Y. - Continued			NEW YORK, N. Y. - Continued		
Pie and pastry shops: - Continued			Italian baking:		
Doughnuts only:			Day work:		
Agreement A:			First hands		
Mixers	\$ 1.615	\$ 1.803	Second hands	\$ 2/1.596	\$ 2/2.134
Cruller friers, cooks	1.615	1.795		2/1.346	2/1.884
Platemen	1.608	1.728	Scandinavian baking:		
Doughnut-machine operators	1.425	1.725	Foremen		
Dividersman	1.685	1.710	Second hands	2/1.896	2/1.896
Benchmen	1.515	1.695	Bench hands	2/1.792	2/1.792
Ingredient scalars	1.465	1.645	Helpers	2/1.708	2/1.708
Helpers	1.418	1.578	Crackers and cookies:		
Agreement B:			Agreement A:		
Foremen	1.650	1.690	Packers .....	.925	1.000
Machine operators	1.550	1.590	Packers (women) .....	.800	.850
Foremen (women)	1.430	1.470	Agreement B:		
Shippers, helpers	1.400	1.440	Beltnen		
Assistant foremen (women)	1.380	1.420	Mixers, all items	1.690	1.745
Packers (over 1 year)	1.200	1.240	Head flourmen	(6/)	1.655
Packers (less than 1 year)	1.170	1.220	Bakers	1.580	1.630
Agreement C:			Icing and sugar mixers	1.540	1.595
Foremen	2.825	2.900	Flour dumpers	1.530	1.580
Bench hands	1.725	1.800	Batter mixers	1.505	1.560
Packers, helpers	1.325	1.400	Cutters, washers, plate setters	1.495	1.550
Checkers, packers, wrappers (women)	1.225	1.300	Fig and jam mixers, marshmallow beaters	1.480	1.530
Hebrew baking - Machine shops:			Mixers' helpers, all items	1.455	1.510
Agreement A:			Grinders, cheese and crackers	(6/)	1.510
First hands	4/2.268	4/2.368	Mixers' helpers	1.430	1.485
Second hands	4/2.125	4/2.245	Icing and sugar mixers' helpers	1.455	1.465
Helpers	4/1.696	4/1.796	Flour dumpers' helpers	1.410	1.465
Agreement B:			Flourmen	1.405	1.460
First hands	1/2.125	1/2.225	Broken men	1.390	1.445
Second hands	1/1.992	1/2.092	Bake-shop utilitymen	1.370	1.420
Helpers	1/1.592	1/1.692	Bake-shop general helpers	1.345	1.400
Hebrew baking - Hand shops:			Checkers, utility	1.320	1.375
Agreement A:			Plate feeders, sugar wafers	1.185	1.240
Foremen, first hands	2/2.500	2/2.625	Packers, sugar wafers	1.150	1.215
Swingmen, jobbers	2/2.438	2/2.563	Women employees:	1.150	1.205
Second hands, third hands	2/2.375	2/2.500	Feeders and weight girls	1.125	1.180
Agreement B:			Weighers and checkers	1.125	1.180
First hands, ovenmen	1/2.286	4/2.403	Sample-room girls	(6/)	1.135
Second hands	1/2.143	4/2.250	General helpers	1.050	1.105
Third hands	1/1.643	4/1.750	Agreement C:		
Agreement C:			Assembly department:		
First hands, ovenmen	2/2.133	1/2.233	Assemblymen, head		
Second hands	2/2.000	1/2.100	Fig-jam mixers		
Agreement D:			Assemblymen, general		
Ovenmen, mixers	2/1.894	2/1.988	Meal grinders and assemblers		
Bench hands	2/1.769	2/1.863	Floormen		
Third hands	2/1.665	2/1.759	Floormen		
Agreement E:			Baking department:		
Large shops:			Machine captains (sweet and sponge)		
Foremen, first hands	2.244	2.244	Peelers	1.660	1.730
Mixers, ovenmen	2.181	2.181	Cuttermen	1.660	1.730
Second hands	2.081	2.081	Mixers	1.605	1.675
Helpers in traveling-oven shops	1.919	1.919	Bakers, mixers' helpers, roller men	1.575	1.640
Small shops:			Cracker-meal grinders	1.550	1.615
Foremen, first hand	2.168	2.243	Cracker-meal grinders	1.440	1.500
Mixers, ovenmen	2.106	2.181	Floormen	1.410	1.470
Second hands	2.006	2.081	Utilitymen	1.355	1.415
Helpers	1.781	1.856	Nabisco department:		
Bohemian baking - Hand shops:			Head fillers and batter mixers		
Dough mixers, ovenmen	1.980	1.980	Machine captains	1.575	1.640
Benchmen	1.880	1.880	Filler mixers	1.575	1.640
French baking:			Filler mixers	1.520	1.585
Bread:			Plate setters	1.495	1.560
Agreement A:			Assemblymen, batter mixers, meal grinders, and assemblers, spreaders and trimmers		
Day work:			Machine operators and packers		
First hands, mixers, ovenmen	1.820	1/1.900	General help (women)	1.465	1.525
Bench hands, 2d hands	1.700	1/1.780	Icing department:		
Agreement B:			Chocolate temperers		
Day work:			Mixers		
Foremen	1.766	2.304	Checkers and floormen	1.575	1.640
Second hands	1.719	2.257	Superintendents (women) and tally clerks	1.520	1.585
Third hands	1.671	2.209	Hand bundlers, machine operators (women) and weight girls	1.410	1.470
			Icing-machine operators, packers	1.300	1.355
			General help (women)	1.245	1.295
				1.190	1.240

1/ 45-hour workweek.

2/ 48-hour workweek.

4/ 42-hour workweek.

6/ Information not available for rate and hours on July 1, 1951.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
NEW YORK, N. Y. - Continued			OAKLAND, CALIF. - Continued		
Crackers and cookies: - Continued			Crackers and cookies: - Continued		
Agreement C: - Continued			Agreement C: - Continued		
Packing department:			Relief men, ovenmen and mixers		
Cracker meal-machine operators	\$1.440	\$1.500		(6/)	\$1.870
Checkers and floormen	1.410	1.470	Helpers:		
Utilitymen	1.355	1.415	Oven operators, after 3 months		
Inspectors (women)	1.300	1.355	(6/)		
Weight girls	1.275	1.330	(6/)		
Bundlers, hand and packers	1.245	1.295	(6/)		
General help (women)	1.190	1.240	(6/)		
NORFOLK, VA.			(6/)		
Bread and cake - Machine shops:			Oven operators, after 3 months		
Mixers, scalars	1.370	1.430	(6/)		
Checkers	1.340	1.400	(6/)		
Oven supervisors	1.270	1.330	(6/)		
Truck loaders	1.190	1.250	(6/)		
Wrapping-machine setters	1.170	1.230	(6/)		
Molder operators, divider operators, and roll-machine operators	1.120	1.180	(6/)		
Oven feed and delivery	1.110	1.170	(6/)		
Flour blenders	1.070	1.130	(6/)		
Mixers' helpers, wrapping-machine feeders ..	1.040	1.100	(6/)		
Bakery helpers, pan greasers, molder operators' helpers, and bread packers .....	.990	1.050	(6/)		
Roll baggers .....	.840	.900	(6/)		
OAKLAND, CALIF.			Women:		
Bread - Hand shops:			Foreladies		
Foremen, ovenmen	2.000	2.075	(6/)		
Bench hands	1.830	1.905	(6/)		
Pan cleaners	1.130	1.205	(6/)		
Bread and cake - Machine shops:			Apprentices, first 2 months		
Foremen, dough mixers, ovenmen	8/2.145	8/2.395	(6/)		
Dividers, molders, roll-machine operators ..	8/2.055	8/2.155	(6/)		
Crackers and cookies:			Experienced help, after second month		
Agreement A:			OKLAHOMA CITY, OKLA.		
Mixing supervisors, mixers	1.870	1.870	Bread and cake - Machine shops:		
Ovenmen	1.800	1.800	Baking department:		
Laminator men	1.710	1.710	Foremen		
Mixers' helpers, after 9 months	1.700	1.700	\$1.675		
Icing-machine hand mixers	1.630	1.630	1.740		
Wax- and cellophane-machine operators	1.620	1.620	Dough mixers, ovenmen, icing mixers		
Enrobermen	1.630	1.630	Dough mixers' assistants, bench and machinemen, cake-depositor operators, loaders and dumpers		
Icing helpers	1.580	1.580	1.425		
Women assemblers	1.430	1.430	1.400		
Flour dumpers	1.370	1.370	Scalers		
Dough feeders	1.370	1.370	1.400		
Floormen:			Helpers:		
First month	1.210	1.210	1st 6 months		
Second month	1.260	1.260	.975		
Third month	1.320	1.320	1.100		
After 3 months	1.370	1.370	1.175		
Women supervisors, working	1.240	1.240	After 1 year		
Women tally clerks	1.230	1.230	1.175		
Women machine-carton formers, package-machine operators	1.210	1.210	Wrapping department and miscellaneous:		
Sugar-wafer oven girls	1.170	1.170	Foremen		
Scalers and weighers (women)	1.140	1.140	1.375		
Filling-machine operators (women)	1.230	1.230	1.275		
Sponge packers, wrappers, bundle weighers and carton formers	1.140	1.140	1.250		
Sweet packers	1.140	1.140	1.250		
Agreement B:			Flour dumpers, clerks (store or stale room)		
Ovenmen, machinemen, mixers	1.920	1.920	1.175		
Mixers' helpers	1.730	1.730	1.240		
Cellophane- or wax-wrapping-machine operators	1.695	1.695	Inexperienced wrapping-room helpers, bread handlers, packers, pan greasers, cake, pan washers, and cake dumpers:		
Floormen	1.300	1.300	1st 6 months		
Icing women, sweet packers	1.175	1.175	.975		
Agreement C:			2d 6 months		
Cutting machinemen	(6/)	1.920	1.100		
Helpers, after 9 months	(6/)	1.700	1.175		
			1.240		
			1.300		
			1.240		
			1.075		
			.900		
			.950		
			1.015		
			1.640		
			1.600		
			1.500		
			1.430		
			1.410		
			1.400		
			1.320		
			1.100		
			1.130		
			1.200		
			1.200		
			1.200		
			1.250		
			1.090		
			.960		
			.980		
			1.010		
			1.070		
			1.100		

6/ Information not available for rate and hours on July 1, 1951.

8/ 37½-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
OMAHA, NEBR. - Continued			PHILADELPHIA, PA. - Continued		
Pie and pastry shops:			Bread and cake - Machine shops: - Continued		
Pie mixers	\$1.450	\$1.540	Agreement B:		
Working foremen (women)	1.280	1.370	Tray- and traveling-oven supervisors, oil-ovenmen, reel- and rotary-ovenmen, mixers, icing makers	\$1.545	\$1.685
Fruit cookers	1.320	1.410	Tray- and traveling-oven feeders, delivery men	1.495	1.635
Miscellaneous helpers	1.090	1.180	Bench hands, machine operators, steam-box tenders, depositor operators, ingredient scalars	1.455	1.595
Pie fillers and wrappers	1.010	1.100	Mixers' helpers	1.420	1.560
Crackers and cookies:			Flour blenders	1.395	1.535
Baking department:			Wrapping-machine operators, route packers . Reel-oven helpers, bakery helpers, bench helpers, oven helpers, depositor helpers, wrappers, pilers, handlers, roll baggers and wrappers, pan greasers	1.290	1.435
Machine captains	1.450	1.500	Floorladies	1.155	1.295
Ovenmen	1.400	1.450	Wrappers and icers (women)	1.055	1.195
Reliefmen	1.360	1.410	Agreement C:		
Peelers-in, roller men	1.340	1.390	Head benchmen	1.730	1.850
Edgers, drawmen	1.270	1.320	Traveling-oven operators, tray-oven operators	1.655	1.775
Pan loaders, take-out men, pan feeders and greasers	1.250	1.300	Mixers, head-cake decorators, inventory stockmen	1.645	1.765
Mixing department:			Steam-box tenders	1.605	1.725
Head mixers	1.390	1.440	Oven feeders, deliverymen	1.595	1.715
Dough-up men, No. 2 mixers	1.340	1.390	Divider operators, moldermen, greasing- machine operators, icing-machine operators, depositor operators, roll dividers, ingredient scalars, benchmen, doughnut friers, filling cooks	1.555	1.675
Sponge setters, assemblymen	1.305	1.355	Working supervisors (women)	1.540	1.660
Mixers' helpers, assemblers' helpers, utility mixers and helpers, flour dumpers	1.250	1.300	Mixers' helpers	1.525	1.645
Icing department:			Selectors, flour blenders, assemblers, wrapping-machine operators	1.495	1.615
Machinemen, mixers	1.350	1.400	Rack and pan washing-machine operators	1.470	1.590
Relief girls	1.070	1.120	Cake cutters	1.460	1.580
Women helpers	1.030	1.080	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, depositor helpers	1.410	1.530
Shipping department:			Hand icers, cake rackers, doughnut-tray packers (women)	1.205	1.325
Head stockmen, head-car loaders, head-load assemblymen, checkers, labelers	1.290	1.340	Pan liners, cake hand wrappers, roll packers (women)	1.165	1.285
Order fillers	1.260	1.310	Agreement D:		
Packing department:			Working foremen	1.450	1.550
Machine operators	1.290	1.340	Dough mixers, ovenmen, ingredient scalars	1.350	1.450
Machine operators' helpers	1.270	1.320	Benchmen	1.210	1.310
Paper-cutting-machine operators	1.195	1.240	Depositor operators, icing-machine operators, cutting-machine operators, wrapping-machine operators	1.210	1.310
Casers	1.140	1.190	Pan greasers' helpers	1.050	1.150
Reliefwomen	1.070	1.120	Floorladies .....	.940	1.040
Women helpers	1.030	1.080	Wrappers and icers (women) .....	.900	1.000
Receiving-and-storage department:			Pie and pastry shops:		
Head stockmen	1.330	1.380	Agreement A:		
Helpers	1.250	1.300	Working foremen	1.730	1.880
			Mixers, ovenmen, first hands	1.630	1.780
			Second hands	1.540	1.690
			Packers	1.455	1.595
			Third hands	1.375	1.525
			Agreement B:		
			Working foremen	1.600	1.700
			Head order packers, ovenmen, cooks, dough mixers, custard mixers	1.500	1.600
			Floorladies	1.350	1.450
			Order packers, ingredient scalars	1.300	1.400
			Cooks' helpers, ovenmen's helpers	1.300	1.400
			Toppers and fillers	1.200	1.300
			Pie makers, shell makers	1.200	1.300
			Dish washers, helpers, wrappers, utilitymen and cleaners	1.100	1.200
			Pie wrappers, crown makers .....	.950	1.050
PEORIA, ILL.					
Bread and cake - Hand shops:					
Foremen	2/1.490	2/1.490			
Ovenmen	2/1.365	2/1.365			
Benchmen	2/1.302	2/1.302			
Hand icers (women)	2/.955	2/.955			
Bread and cake - Machine shops:					
Foremen	1.770	1.850			
Ovenmen, spongers, oven loaders and dumpers, ingredientmen	1.640	1.720			
Benchmen, machine operators, dividermen, molders, roll-machine operators, twistors, bread panners	1.570	1.650			
Shipping clerks	4/1.370	4/1.450			
Men workers:					
Wrapping-machine set-up operators	4/1.370	4/1.450			
Bake-shop helpers	4/1.250	4/1.330			
Wrapping-machine feeders and take-off men .	4/1.200	4/1.450			
Wrappers	4/1.190	4/1.270			
Hand wrappers (women)	4/1.140	4/1.220			
PHILADELPHIA, PA.					
Bread and cake - Machine shops:					
Agreement A:					
Head ovenmen	1.670	2.025			
Cake decorators, peel-ovenmen	1.595	1.845			
Dough mixers, icing mixers	1.575	1.845			
Traveling-oven feeders and deliverymen	1.505	1.845			
Bench and machinemen, steam-box tenders, ingredient scalars	1.530	1.745			
Route packers, pastry packers, bread wrappers and packers	1.445	1.745			
Mixers' helpers, dough punchers	1.480	1.655			
Flour pilers, dumpers, baking helpers, pan greasers	1.365	1.540			
Wrappers, icers (women)	1.080	1.255			

2/ 48-hour workweek.
4/ 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
PHILADELPHIA, PA. - Continued			PHILADELPHIA, PA. - Continued		
Hebrew baking:			Crackers and cookies: - Continued		
Bread and cake:			Agreement B: - Continued		
Foremen, oven hands	2/1.940	2/1.940	Icing, wrapping, and packing department: - Continued		
Second hands, dough mixers	2/1.880	2/1.880	Miscellaneous packing-room helpers (women), icing-room helpers, magazine feeders (women), packers, bundlers, weighers, stitchers, inspectors, stitching-machine operators, sugarers, baggers and crimpers of lady fingers, machine operators, hand-carton formers	\$ 1.210	\$ 1.260
Third hands, helpers	2/1.750	2/1.750			
Fourth hands	2/1.320	2/1.320			
Cake only:			PHOENIX, ARIZ.		
Foremen, ovenmen	1.356	1.356	Bread and cake - Hand shops:		
Second hands, dough mixers	1.222	1.222	Foremen	3/1.680	3/1.730
Auxiliary workers	1.000	1.000	Mixers, ovenmen	3/1.470	3/1.620
Crackers and cookies:			Machine and bench hands	3/1.470	3/1.620
Agreement A:			Wrapping-machine operators	3/1.300	3/1.360
Sponge and sweet baking:			Pan washers and greasers	3/ .990	3/1.040
Machine captains	1.630	1.700	Hand wrappers:		
Mixers	1.600	1.670	First 6 months	3/ .870	3/ .920
Bakers, reel or travel	1.575	1.640	Next 6 months	3/ .990	3/1.040
Rollermen	1.495	1.560	Thereafter	3/1.100	3/1.150
Ovenmen, reel	1.475	1.535	Bread and cake - Machine shops:		
Mixers' helpers	1.465	1.525	Baking department:		
Ovenmen, gas	1.450	1.510	Foremen	1.890	1.945
Pan feeders (fast)	1.410	1.470	Dough mixers, ovenmen	1.780	1.830
Dough feeders	1.375	1.435	Machinemen, bench hands	1.650	1.705
Nabisco department:			Pan washers, etc.	1.130	1.185
Mixers, bakers, machine adjustors	1.515	1.580	Wrapping department:		
Grinders, mixers' helpers, spreaders and trimmers	1.410	1.470	Foremen	1.600	1.655
Floormen	1.375	1.435	Machine operators	1.490	1.545
Packing-and-icing department:			Machine helpers:		
Pin-trolley operators	1.630	1.700	First 3 months	1.070	1.125
Tally clerks	1.495	1.560	Second 3 months	1.130	1.185
Supplies	1.465	1.525	Thereafter	1.240	1.295
Cutting-machine operators	1.460	1.520	Flour dumpers	1.240	1.295
Pan dumpers (fast)	1.450	1.510			
Machine set-up men, paste makers and icing mixers' helpers			PITTSBURGH, PA.		
Stockmen	1.385	1.445	Bread and cake - Hand shops:		
Pan dumpers (slow), Ritz baking machine-operators and tallymen	1.355	1.415	Foremen	1.720	1.915
Scalers and weighers (male)	1.340	1.395	Dough mixers	1.620	1.815
Floormen	1.330	1.385	Benchmen	1.625	1.750
Women employees:			Ovenmen	1.565	1.690
Working supervisors	1.300	1.355	Helpers	1.490	1.615
General packers	1.230	1.280	Wrappers and icers	1.090	1.210
First class packers	1.200	1.250	Bread and cake - Machine shops:		
Second class packers	1.165	1.215	Working foremen	1.720	1.915
Agreement B:			Mixers, ovenmen, ingredient scalers, cookers	1.620	1.815
Mixing department:			Molders, dividers, benchmen, machine hands, bread pans	1.560	1.750
Dough mixers, mixers' assemblers	1.600	1.670	Oven feeders, dumpers	1.500	1.690
Assemblers	1.495	1.560	Mixers' helpers, bake-shop helpers	1.430	1.615
Dough mixers' helpers, assemblers' helpers	1.465	1.525	Checkers and shipping clerks, wrapping-machine operators	1.375	1.615
Mixing-room helpers	1.380	1.440	Wrapping-machine helpers	1.330	1.615
Bake house:			Helpers (women)	1.090	1.210
Machinemen	1.600	1.670	Hebrew shops:		
Ovenmen	1.545	1.610	Bread:		
Dough rollers	1.495	1.560	First hands, ovenmen	2/1.771	2/1.883
Reliefmen	1.480	1.545	Second hands, mixers	2/1.708	2/1.771
Sheeters	(6/)	1.470	Third hands, bench hands	2/1.625	2/1.688
Bake-house helpers	1.380	1.440	Wrappers	2/1.062	2/1.125
Stockroom packing materials:			Pan greasers	2/ .958	2/1.021
Supervisors	1.735	1.810	Wrappers and helpers (women)	2/ .812	2/ .875
Loaders	1.495	1.560	Cake:		
Conveyors and putting away stock	1.380	1.440	First hands	2/1.708	2/1.771
Icing, wrapping, and packing department:			Second hands, bench hands	2/1.625	2/1.688
Set-up mechanics	(6/)	1.870	Dumpers, icers, wrappers and packers (women)	2/ .792	2/ .854
Supervisors	(6/)	1.860			
Machinemen	1.600	1.670			
Conveyor set-up men	(6/)	1.630			
Icing mixers	1.520	1.585			
Wrapping-department helpers	1.450	1.515			
Supervisors (women)	1.430	1.490			
General help	(6/)	1.440			
List girls	(6/)	1.340			

2/ 48-hour workweek.

3/ 44-hour workweek.

6/ Information not available for rate and hours on July 1, 1951.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
PITTSBURGH, PA. - Continued			PORTLAND, OREG.		
Bread and cake - Retail shops:	\$	\$	Bread and cake - Hand shops:	\$	\$
Foremen	2/1.833	2/1.895	Foremen	2.040	2.110
Dough mixers	2/1.771	2/1.833	Ovenmen and mixers	1.930	2.000
Benchmen	2/1.688	2/1.750	Bench hands	1.800	1.870
Pan greasers	2/ .979	2/1.041	Head checkers	1.600	1.670
Hand icers (women)	2/ .812	2/ .875	Assistant checkers	1.430	1.500
Crackers and cookies:			Packers and hand wrappers	1.400	1.470
Agreement A:			Helpers:		
Mixing supervisors	1.675	1.745	First year	1.290	1.360
Peelers	1.590	1.660	After first year	1.450	1.520
Rollermen	1.545	1.610	Bread and cake - Machine shops:		
Ovenmen	1.490	1.555	Agreement A:		
Flour dumpers	1.455	1.515	Foremen	9/2.130	9/2.200
Cuttermen, reliefmen	1.415	1.475	Ovenmen and mixers	9/2.020	9/2.090
Dough feeders, pan cleaners and feeders, pan dumpers	1.380	1.440	Bench hands, cake	9/1.920	9/1.990
Floormen	1.325	1.380	Machinemen and depositor operators	9/1.920	9/1.990
Sealers and weighers	1.215	1.265	Wrapping-machine operators	9/1.740	9/1.810
Women workers:			Ingredient scalars, cake; flour blenders ..	9/1.650	9/1.720
Working supervisors	1.215	1.265	Scaling-machine operators and dumpers	9/1.570	9/1.640
Sponge packers	1.195	1.245	Helpers	9/1.570	9/1.640
Sweet packers	1.150	1.200	Machine operators' helpers	9/1.510	9/1.580
Carton formers, sealers and weighers	1.115	1.165	Women hand icers and cake-wrapping-machine operators	9/1.120	9/1.190
Agreement B:			Agreement B:		
Mixers and machine captains	1.660	1.730	Cake and pie workers:		
Machinemen	1.605	1.675	Foreladies-in-charge of 4 or more girls ..	1.285	1.335
Head icing mixers	1.550	1.675	Cake decorators	1.225	1.275
Rollermen	1.550	1.615	Women icers	1.120	1.170
Ovenmen, utilitymen, dough feeders, pan cleaners and feeders, cuttermen, reliefmen, oven greasers	1.495	1.560	Women with 1 year of experience	1.095	1.145
Machine set-up men	1.440	1.500	Crackers and cookies:		
Floormen	1.330	1.385	Baking department:		
Women workers:			Mixers	1.540	1.605
Sponge packers, sweet packers, machine operators, hand carton formers	1.200	1.250	Mixers' helpers	1.430	1.490
PORTLAND, MAINE			Bakers	1.650	1.720
Bread and cake - Machine shops:			Machinemen	1.540	1.605
Agreement A:			Rollermen	1.485	1.550
Mixers, ovenmen, doughnut-machine operators	1.485	1.545	Utilitymen	1.430	1.490
Benchmen, divider operators, depositor operators, roll-machine operators, receiving clerks, stockmen, ingredient scalars, reliefmen, Doco-machine operators, pie-filling cooks	1.420	1.480	Floormen	1.320	1.375
Molder operators, selectors, oven feeders and dumpers, bread wrapping-machine operators, mixer helpers, open kettle friers	1.355	1.410	Packing department (men):		
Pan greasers, rackers, shipping-line checkers, yeast-raised doughnut glazers	1.265	1.315	Machine set-up men	1.430	1.490
General bakery helpers, stock handlers	1.210	1.260	Floormen	1.320	1.375
Women employees:			Packing department (women):		
Doughnut-tray packers, panners and make-up workers, wrapping-machine operators, hot bread rackers, shipping-line packers	1.045	1.090	Working supervisors	1.155	1.205
General bakery helpers .....	.995	1.035	Packers and machine operators	1.045	1.090
Agreement B:			Miscellaneous helpers .....	.990	1.030
Dough mixers, doughnut mixers, ovenmen	1.400	1.575	Icing department (men):		
Sponge mixers	1.350	1.525	Mixers	1.485	1.550
Divider men, bread-wrapping-machine operators, material handlers	1.300	1.475	Mixers' helpers	1.320	1.375
Molders, panner operators, depannermen	1.250	1.425	Machine set-up men	1.430	1.490
General helpers	1.100	1.275	Floormen	1.320	1.375
Women employees:			Icing department (women):		
Machine operators:			Working supervisors	1.155	1.205
First 6 months	(6/)	1.000	Machine operators	1.040	1.090
After 6 months	(6/)	1.050	Miscellaneous helpers .....	.990	1.030
			Cone department:		
			Bakers	(6/)	1.720
			Mixers	1.485	1.550
			Mixers' helpers	1.320	1.375
			Packers (women)	1.045	1.090
			PROVIDENCE, R. I.		
			Bread and cake - Hand shops:		
			Working foremen, mixers, ovenmen	1.410	1.460
			General helpers	1.210	1.260
			Bread and cake - Machine shops:		
			Agreement A:		
			Mixers, head ovenmen	1.540	1.580
			Divider operators, head benchmen, roll-ovenmen	1.440	1.480
			Molder operators	1.390	1.430
			Utilitymen	1.360	1.400
			Ingredient scalars, mixers' helpers	1.340	1.380
			Benchmen, head wrappers	1.320	1.360
			Roll-oven helpers	1.310	1.350

2/ 48-hour workweek.

6/ Information not available for rate and hours on July 1, 1951.

9/ 36-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
PROVIDENCE, R. I. - Continued			READING, PA. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Agreement A: - Continued			Agreement A: - Continued		
Ovenmen's helpers, molders' helpers, checkers, flour dumpers	\$1.290	\$1.330	Dividers, molders, bench hands, batter scalars, oven deliverymen, bread-wrapping-machine operators, machinemen, roll-machine operators - bread, reliefmen, depositor operators	\$1.405	\$1.445
Wrappers, packers	1.240	1.280	Ingredient scalars, mixers' helpers, bread checkers	1.380	1.420
Agreement B:			Cake checkers, cake packers, blenders	1.305	1.345
Mixers - 2d class	1.540	1.580	Bench or machine helpers, cake dumpers, wrapped-loaf stackers, sweet-bun icers, semiautomatic wrappers, helpers, janitors	1.255	1.295
Dividers	1.440	1.480	Women employees:		
Molders	1.390	1.430	Cake decorators, pan greasers and washers, cake-wrapping-machine operators	1.255	1.295
Ingredient scalars, mixers' helpers	1.340	1.380	Icing mixers	1.255	1.275
Molders' helpers, ovenmen's helpers, checkers, flour dumpers	1.290	1.330	Cake icers	1.075	1.115
Pan greasers	1.250	1.290	Class A - cake: checkers, packers, wrappers and cutters	1.075	1.095
Packers	1.240	1.280	Class B - sweets: cake and sweet wrappers	1.035	1.055
Wrappers	1.200	1.240	Agreement B:		
Agreement C:			Foremen	1.480	1.520
Working foremen	1.855	1.895	Ingredient scalars, oven supervisors, mixers	1.455	1.495
Mixer scalars	1.505	1.545	Ovenmen, benchmen, molders, divider operators, bread panners, flour dumpers, wrapping-machine operators, checkers	1.405	1.445
Mixers	1.455	1.495	Bench or machine helpers	1.330	1.370
Ovenmen	1.405	1.445	Bread and cake helpers, pan greasers, bread rakers, oven helpers	1.255	1.295
Divider operators, first benchmen	1.330	1.370	Women employees:		
Molders	1.280	1.320	Cake decorators	1.090	1.130
Wrapping-machine operators, checkers, pan greasers	1.200	1.240	Hand icers	1.015	1.055
Oven helpers, general helpers, benchmen, shipping-room helpers	1.180	1.220	Hand wrappers, helpers .....	.995	1.035
Agreement D:			RICHMOND, VA.		
Mixers (cake)	1.540	1.580	Bread and cake - Machine shops:		
Ovenmen	1.465	1.505	Agreement A:		
Scalars, fried cake mixers, icing mixers, friers, icing-and-cutting machine operators	1.345	1.385	Bread:		
Floormen, cake and fried cake helpers (after 2 months)	1.245	1.285	Dough mixers	1.410	1.470
Stock clerks, cake and fried cake helpers (first 2 months)	1.160	1.200	Oven operators, fruit cookers, and filling mixers	1.360	1.420
Pan greasers, pan washers, pan paperers ...	1.130	1.170	Divider operators, molder operators	1.330	1.390
Women helpers:			Wrapping-machine operators, roll-machine operators	1.310	1.370
First 2 months	1.015	1.055	Mixers' helpers (advanced), pan-roll-cutter operators	1.280	1.340
After 2 months	1.075	1.115	Oven feeders and dumpers	1.260	1.320
Agreement E:			Bread box makers	1.230	1.290
Head mixers and scalars	1.640	1.680	Dough-room helpers, wrapping-machine feeders, benchmen (female), and flour blenders	1.180	1.240
Traveling ovenmen	1.460	1.500	Helpers:		
Dividers	1.440	1.480	1st 6 months .....	.980	1.040
Head wrapping-machine operators	1.410	1.450	After 6 months	1.080	1.140
Molders	1.390	1.430	Cake:		
First benchmen	1.360	1.400	Cake mixers, icing mixers	1.330	1.390
Mixers' helpers	1.340	1.380	Doughnut-machine operators	1.310	1.370
Ovenmen, roll-ovenmen, ovenmen's helpers, benchmen	1.310	1.350	Cake-oven operators	1.280	1.340
Benchmen's helpers, checkers, molders' helpers	1.290	1.330	Depositor operators, cake-wrapping-machine operators, ingredient scalars, and foreladies	1.180	1.240
Wrapping-machine operators	1.240	1.280	Pan washers, grease-machine operators ...	1.130	1.190
Packers	1.240	1.280	Icing-machine operators, cake-cutter-machine operators, and cake counters ...	1.080	1.140
Pan greasers	1.190	1.230	Icers and wrappers, female	1.030	1.090
Pie and pastry shops:			Helpers (male):		
Cooks, dough mixers	1.330	1.370	1st 6 months .....	.980	1.040
Bakers	1.280	1.320	After 6 months	1.080	1.140
Filling mixers, dough breakers, helpers	1.230	1.270	Helpers (female):		
Women employees:			1st 6 months .....	.930	.990
Beginners .....	.850	.850	After 6 months	1.030	1.090
After 3 months .....	.870	.870			
After 9 months .....	.930	.930			
After 12 months	1.000	1.030			
After 18 months	1.050	1.080			
Hebrew baking:					
Working foremen	1/1.956	1/2.002			
Second hands	1/1.844	1/1.891			
READING, PA.					
Bread and cake - Machine shops:					
Agreement A:					
Mixers	1.475	1.515			
Oven feeders - bread, ovenmen - cake and sweet, all-around bakers	1.455	1.495			

1/ 45-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
RICHMOND, VA. - Continued			ROCHESTER, N. Y. - Continued		
Bread and cake - Machine shops: - Continued			Hebrew baking:		
Agreement B:			Ovenmen, mixers, first cake bakers		
Working foremen, shipping foremen	\$1.650	\$1.715	Bench hands, second cake bakers	\$2.160	\$2.230
Dough mixers, cake mixers	1.470	1.535	Crackers and cookies:	1.971	2.041
Oven operators, icing and filling mixers, and receiving clerks	1.450	1.515	Agreement A:		
Divider operators, roll-machine operators, doughnut operators, wrapping-machine operators (bread), benchmen, molder operators, foreladies, ingredient scalars, and doughnut friers	1.390	1.455	Shop foremen, dough mixers	1.510	1.565
Packers, checkers, temporary	1.360	1.425	Batch scalars, machine operators, oven feeders, depositor operators	1.460	1.515
Selectors	1.270	1.335	Cooky dumpers, pan cleaners, carton packers and helpers	1.310	1.365
Depositor operators (female), cake wrapping-machine operators (female)	1.240	1.305	Women employees:		
Mixers' helpers, oven feeders and dumpers, and stockmen	1.330	1.395	Foreladies	1.310	1.365
Molder helpers, grease-machine operators, pan-washing-machine operators, icing- and enrobing-machine operators, blenders, rack washers and greasers, and wrappers' helpers	1.230	1.295	Wrappers and packers	1.160	1.215
General bakery helpers	1.190	1.255	Agreement B:		
Female workers:			Mixers	1.610	1.665
Hand icers, make-up panners, doughnut-tray packers, cake-slicer operators, depositor helpers, and doughnut icers ..	1.150	1.215	Dividemen	1.560	1.615
General bakery helpers	1.100	1.165	Moldermen, ovenmen, benchmen, feeders, assemblymen, batchmen, dumpers, foremen, dough mixers	1.510	1.565
Crackers and cookies:			Flour blenders, mixers' helpers, batch scalars, machine operators, feeders, dumpers, pan cleaners, carton packers and helpers	1.460	1.515
Dough mixers	1.275	1.330	Wrapping-machine operators	1.410	1.465
Checkers	1.250	1.305	Flour handlers	1.385	1.440
Machinemen, enrobers, and ovenmen	1.225	1.280	Pan greasers, bench helpers, pan rackers, checkers and packers	1.360	1.415
Wrappers and automatic-carton formers	1.200	1.255	Wrapping-and-slicing helpers	1.335	1.390
Dough rollers	1.175	1.230	Cooky dumpers, rack pullers	1.310	1.365
Stockmen	1.150	1.205	Women employees:		
Finished goods stockmen, icing-machine men, and mixers	1.125	1.180	Flour ladies	1.230	1.285
Receiving clerks, mixers, and bakers' helpers	1.100	1.155	Wrappers and helpers	1.160	1.215
Dough rollers' helpers	1.045	1.100			
Icing helpers, shippers, stockmen helpers, and packing department helpers	1.025	1.080	ROCK ISLAND (ILL.) DISTRICT 10/		
General helpers:			Bread - Hand shops:		
Under 3 months .....	.850	.905	Foremen		
3 to 6 months .....	.900	.955	First bakers		
After 6 months	1.000	1.055	Second bakers, benchmen		
			Helpers		
			Bread and cake - Machine shops:		
			Working foremen		
			Dough mixers, ovenmen		
			Bench or machinemen, wrapping-machine operators		
			Checkers, shipping clerks, pan rackers		
			Flour dumpers, stockmen, packers, wrapping-machine helpers, rackers, open kettle friers, pan greasers, icing-machine operators, helpers, women cake-wrapping-machine operators		
			Women hand wrappers and icers		
			ST. LOUIS, MO.		
			Bread and cake - Hand shops:		
			Leadmen or first hands		
			Second hands, benchmen		
			Bread and cake - Semimachine shops:		
			Leadmen, mixers, ovenmen		
			Bench or machine hands		
			Miscellaneous helpers, men		
			Sunday help and miscellaneous helpers, women		
			Bread - Machine shops:		
			Leadmen		
			Oven hands		
			Assistant spongers		
			First bench hands, scalars		
			Bench and machine hands		
			Bread counters		
			Helpers, pan greasers		
			Ingredient scalars		
			Wrapping- and slicing-machine operators		
			Beltmen:		
			First 6 months		
			Experienced		
			Cake - Machine shops:		
			Leadmen		
			Ovenmen, mixers		
			Machine hands		

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
ST. LOUIS, MO. - Continued			ST. LOUIS, MO. - Continued		
Cake - Machine shops: - Continued			Crackers and cookies: - Continued		
Cake counters	\$1.468	\$1.488	Agreement C:		
Helpers	1.440	1.560	Baking and mixing departments:		
Icing mixers, ingredient scalars	1.409	1.529	Head mixers	\$1.655	\$1.690
Car crews:			Bakers	1.600	1.635
Inexperienced	1.260	1.380	Sponge mixers	1.545	1.580
Experienced	1.335	1.455	Roller men	1.435	1.465
Miscellaneous helpers:			Assemblers	1.405	1.435
Inexperienced (first 6 months)	1.135	1.255	Mixers' helpers, stackers, general		
Experienced (after 6 months)	1.210	1.330	help	1.380	1.410
Leadladies	1.160	1.280	Packing department:		
Women helpers:			Floormen	1.270	1.300
Inexperienced (first 6 months)	1.035	1.153	Women employees:		
Experienced (after 6 months)	1.110	1.230	Working supervisors	1.270	1.300
Hebrew - Hand shops:			Packers, sponge	1.160	1.185
Leadmen, bakers, ovenmen	2/1.719	2/1.719	Tally clerks	1.140	1.165
Second hands	2/1.490	2/1.490	Machine operators	1.195	1.195
Miscellaneous helpers	2/.825	2/.825	Other helpers	1.105	1.185
Crackers and cookies:					
Agreement A:			ST. PAUL, MINN.		
Leadmen	1.675	1.745	Bread and cake - Hand shops:		
Oven operators	1.675	1.720	Foremen, supervising 6 or more workers	1/1.619	1/1.679
Cracker-dough mixers, sweet-dough mixers,			Foremen, supervising 5 or less workers,		
graham-dough mixers, dough-machine			first hands	1/1.508	1/1.568
set-up and operators, sponge mixers,			Ovenmen, mixers	1/1.441	1/1.501
enrobing-machine set-up and operators	1.650	1.720	Bench hands	1/1.396	1/1.457
Marshmallow-machine set-up and operators,			Wrapping-machine operators	1/1.196	1/1.257
icing-machine set-up and operators	1.625	1.695	Helpers:		
Head stock keepers	1.500	1.570	First 6 months	1/.996	1/1.057
Dough-break roll feeders	1.475	1.545	After 6 months	1/1.107	1/1.168
Wrapping-machine set-up men	1.360	1.430	Bread and cake - Semimachine shops:		
Agreement B:			Foremen, supervising 6 or more workers	7/1.714	7/1.778
Sponge mixing department:			Foremen, supervising 5 or less workers	7/1.596	7/1.660
Head mixers	1.430	1.495	Ovenmen, dough mixers	7/1.525	7/1.589
Sponge and dough mixers	1.320	1.375	Bench hands	7/1.478	7/1.542
Mixers' helpers	1.220	1.275	Wrapping-machine operators	7/1.267	7/1.331
Sweet mixing department:			Men helpers:		
Head mixers	1.430	1.495	First 6 months	7/1.055	7/1.119
Mixers	1.320	1.375	After 6 months	7/1.125	7/1.236
Mixers' helpers	1.220	1.275	Women hand workers:		
Baking department:			First 6 months	7/1.008	7/1.072
Machinemen	1.420	1.480	After 6 months	7/1.125	7/1.189
Peelers	1.380	1.440	Bread - Machine shops:		
Ovenmen	1.320	1.375	Foremen	1.800	1.860
Oven take-out men	1.280	1.335	Sponge and dough mixers, ovenmen	1.630	1.690
Sheeters and laminators, reliefmen			Bench hands, dividers, molders, bun-machine		
(sweet)	1.250	1.305	operators	1.520	1.580
Stackers, men	1.230	1.285	Oven feeders and dumpers, slicing- or		
General help, semiskilled	1.150	1.200	wrapping-machine operators	1.520	1.580
Sponge and sweet-packing department:			Twisters, panners, oven helpers, bench		
Supplies	1.195	1.245	helpers	1.310	1.370
General help, semiskilled, men	1.150	1.200	Helpers:		
Working supervisors, women	1.055	1.100	First 8 weeks	1.160	1.220
Checkers, women	1.015	1.060	After 8 weeks	1.310	1.370
General help, semiskilled, women .....	.855	.895	Women workers:		
Icing department:			Foremen	1.310	1.370
Mixers, machinemen	1.320	1.375	Finishers, packers, wrappers:		
Marshmallow and icing mixers	1.290	1.345	First 8 weeks .....	.960	1.020
General help, semiskilled, men	1.150	1.200	After 8 weeks	1.060	1.120
Women employees:			Pies and doughnuts:		
Machine operators	1.040	1.085	Doughnut-machine operators	1.630	1.690
Machine feeders .....	.935	.975	Fruit and kettle friers	1.520	1.580
General help, semiskilled women, trolley			Cake - Machine shops:		
girls .....	.855	.895	Foremen	1.800	1.860
Carton and caddy forming-and-wrapping			Mixers, ovenmen, doughnut-machine		
department:			operators	1.630	1.690
Machinemen (set-up and adjusters)	1.320	1.410	Depositors, drop-machine operators, fruit		
Machine operators, men	1.290	1.345	cooks	1.520	1.580
Receiving department:			Kettle friers	1.520	1.580
Working supervisors	1.300	1.355	Ingredient scalars	1.520	1.580
Receivers	1.250	1.305	Icing-machine operators, wrapping-machine		
Receivers' helpers, loaders and			operators, semiautomatic	1.310	1.370
unloaders	1.170	1.220	Helpers:		
Shipping department:			First 8 weeks	1.160	1.220
Working supervisors, men	1.300	1.355	After 8 weeks	1.310	1.370
Checkers, men	1.250	1.305			
Assemblers and loaders, men	1.170	1.220			

1/ 45-hour workweek.
2/ 48-hour workweek.
7/ 42-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
ST. PAUL, MINN. - Continued			SAN ANTONIO, TEX.		
Cake - Machine shops: - Continued			Bread - Machine shops:		
Women workers:			Foremen		
Foremen	\$1.310	\$1.370	Mixers, ovenmen, and shipping clerks	\$1.460	\$1.535
Finishers, wrappers, packers:			Assistant shipping clerks	1.235	1.310
First 8 weeks .....	.960	1.020	(6/)		1.210
After 8 weeks	1.060	1.120	Dividers, wrapping-machine operators, receiving clerks, and molders	1.110	1.185
Crackers and cookies:			Helpers, 1st 30 days .....	.935	1.060
Head sweet-dough mixers	1.520	1.620	Helpers, after 30 days .....	.985	1.110
Foremen	1.540	1.740	SAN FRANCISCO, CALIF.		
Head sponge mixers	1.440	1.540	Bread and cake - Hand shops:		
Rollermen	1.300	1.400	Dairy lunches, restaurants, cafeteria:		
Assistant sweet- and sponge-dough mixers	1.400	1.500	Foremen	1.940	2.090
Machinemen, marshmallow mixers, sweet-ovenmen, oven firemen, drawnmen	1.360	1.460	Ovenmen	1.867	2.036
Pan greasers, flour dumpers, dough scalars, sweet-oven reliefmen, cracker stackers	1.300	1.400	Bench hands	1.783	1.932
Helpers:			Retail bread and cake:		
Starting rate	1.000	1.100	Bread:		
After 3 months	1.100	1.200	Foremen	11/2.003	11/2.158
After 6 months	1.190	1.240	Dough mixers, ovenmen	11/1.927	11/2.088
After 1 year	1.250	1.350	Benchmen	11/1.840	11/1.998
Women workers:			Bench and machine helpers	11/1.563	11/1.718
Floorladies	1.110	1.230	Cake:		
Assistant floorladies	1.060	1.130	Foremen	11/2.003	11/2.158
Cracker packers	1.050	1.120	Mixers, ovenmen	11/1.927	11/2.088
Wrappers, packers, cracker-machine operators, checkers	1.030	1.100	Bench hands	11/1.840	11/1.998
Helpers:			Helpers:		
Starting rate .....	.800	.870	First 6 months	11/1.411	11/1.568
After 3 months .....	.880	.950	After first year	11/1.563	11/1.718
After 6 months .....	.950	1.020	Pan cleaners	11/1.411	11/1.568
After 1 year .....	.990	1.060	Retail cake only:		
SALT LAKE CITY, UTAH			Foremen	1.940	2.090
Bread and cake - Hand shops:			Mixers, ovenmen	1.867	2.017
Foremen	2/1.470	2/1.600	Bench hands	1.783	1.933
Ovenmen, doughmixers	2/1.320	2/1.470	Helpers:		
Bench hands	2/1.300	2/1.400	Second 6 months	1.420	1.568
Ingredient scalars	2/1.280	2/1.330	Second year	1.514	1.664
Checkers	2/1.120	2/1.170	Women hand icers	1.514	1.664
Women hand icers	2/1.090	2/1.140	Packers, wrappers, cutters	1.373	1.517
Helpers:			Pan cleaners	1.367	1.517
First year	2/ .920	2/ .980	Bread and cake - Machine shops:		
Second year	2/ 1.000	2/ 1.070	Bread department:		
Third year	2/ 1.100	2/ 1.150	Foremen	8/ 2.205	8/ 2.305
Bread and cake - Machine shops:			Dough mixers, ovenmen	8/ 2.145	8/ 2.245
Foremen	1.725	1.890	Dividers, molders, roll-machine operators, ingredientmen, benchmen, bread rackers, pan-greasing-machine operators, women bench helpers	8/ 2.055	8/ 2.155
Dough mixers and ovenmen	1.585	1.735	Flour dumpers	8/ 2.055	8/ 2.155
Ingredient scalars	1.515	1.660	Bench-machine helpers:		
Machine and benchmen	1.465	1.600	First year	8/ 1.685	8/ 1.785
Head wrappers	1.395	1.525	Second year	8/ 1.765	8/ 1.865
Checkers	1.345	1.470	Pan greasers	8/ 1.585	8/ 1.685
Bread rackers, pan greasers, and women foremen	1.235	1.350	Cake department:		
Helpers:			Foremen	8/ 2.205	8/ 2.305
First year	1.125	1.230	Mixers, icing mixers, ovenmen	8/ 2.055	8/ 2.155
Second year	1.235	1.350	Ingredient scalars, scaling-machine operators, cake dumpers, bench hands, grease-machine operators, women auxiliary workers	8/ 2.055	8/ 2.155
Women wrapping-machine operators	1.105	1.210	Helpers:		
Women wrappers, packers, labelers, sweet-roll panners, and icers	1.055	1.155	First year	8/ 1.685	8/ 1.785
Crackers and cookies:			Second year	8/ 1.765	8/ 1.865
Machine captains	1.250	1.330	Pan cleaners	8/ 1.585	8/ 1.685
Ovenmen	1.235	1.305	Women workers:		
Rollermen, assistant icing foremen	1.175	1.250	Cake-wrapping-machine operators	12/1.275	12/1.375
Out-panners	1.150	1.225	Wholesale cake:		
In-panners	1.125	1.195	Agreement A:		
Pan feeders	1.050	1.115	Foremen	8/ 2.205	8/ 2.305
Cracker edgers	1.000	1.065	Mixers, ovenmen	8/ 2.145	8/ 2.245
Sponge packers .....	.975	1.035	Bench hands	8/ 2.055	8/ 2.155
Women machine operators .....	.925	1.010	Pan greasers	8/ 1.585	8/ 1.685
Scalars and weighers .....	.910	.970	Women packers, wrappers, cutters	8/ 1.275	8/ 1.375
Sweet packers .....	.875	.930			
Cellophane-machine operators .....	.850	.905			
Filling-machine operators .....	.850	.905			

2/ 48-hour workweek.

6/ Information not available for rate and hours on July 1, 1951.

8/ 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, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
SAN FRANCISCO, CALIF. - Continued			SCRANTON, PA. - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Machine shops: - Continued		
Wholesale cake: - Continued			Agreement B: - Continued		
Agreement B:			Cake department: - Continued		
Foremen	8/ 2.205	8/ 2.305	Cake cutters	1.12	1.200
Mixers, ovenmen	8/ 2.145	8/ 2.245	Women employees:		
Bench hands, women auxiliary workers	8/ 2.055	8/ 2.155	Wrapping-machine operators, packers, box makers, icers and general helpers after 3 months	1.075	1.150
Helpers	8/ 1.765	8/ 1.865	General helpers, first 3 months	1.025	1.100
Pan cleaners	8/ 1.585	8/ 1.685	Variety department:		
Women packers, wrappers, cutters	8/ 1.275	8/ 1.375	Sponge and dough mixers, scalars	1.650	1.725
Pie and pastry shops:			Wrapping-machine operators	1.475	1.550
Foremen	2.245	2.348	Biscuit-dough rollers, assistant bench hands, machine packers, machine operators	1.425	1.500
Ovenmen, mixers	2.175	2.274	Bun packers, bun rackers, pan greasers and rackers	1.375	1.450
Journeyman pie-makers	2.055	2.159	Agreement C:		
Helpers, after first year	1.725	1.823	Reliefmen	1.630	1.705
Pan cleaners	1.635	1.739	Mixers	1.555	1.680
Wrappers, packers	1.535	1.634	Doughnut-machine operators, oven operators	1.555	1.630
French and Italian baking:			Wrapping-machine operators, scalars, divider operators, molder operators	1.505	1.580
Foremen, ovenmen, mixers	2.010	2.110	Doughnut-machine operators' helpers	1.430	1.555
Molders, dividers, bench hands	1.890	1.990	Industrial pan washers, tray ovenmen	1.455	1.530
Bench and machine helpers, after 6 months	1.640	1.740	Pan rackers	1.430	1.505
SCRANTON, PA.			Cake depositors, benchmen	1.430	1.580
Bread and cake - Hand shops:			Flour blenders, doughnut-machine helpers	1.430	1.505
Agreement A:			Depositor helpers	1.430	1.505
Ovenmen, dough mixers, second hands	3/ 1.500	3/ 1.500	Mixers' helpers, oven dumpers and feeders, oven bread rackers, cake dumpers	1.405	1.480
Bench hands	3/ 1.433	3/ 1.433	Bread packers, pan greasers	1.360	1.435
Helpers	3/ 1.033	3/ 1.033	General baking helpers	1.335	1.335
Agreement B:			Women employees:		
Mixers, ovenmen, first hands	1/ 1.388	1/ 1.455	Working foreladies	1.365	1.365
Bench hands, oven helpers	1/ 1.255	1/ 1.322	Depositor helpers, packers	1.180	1.180
Wrappers, utilitymen	1/ 1.077	1/ 1.144	Pan greasers	1.130	1.180
Helpers	1/ 1.000	1/ 1.066	Cake cutters, machine wrappers	1.130	1.180
Bread and cake - Machine shops:			Bench helpers	1.130	1.130
Agreement A:			Selectors, floor girls, icers	1.130	1.130
Bread and rolls department:			Bread only - Machine shops:		
Proof-box men	1.545	1.575	Peel-oven men, molders, divider operators		
Dividers	1.545	1.575	mixers, utilitymen	1.550	1.625
General utilitymen	1.545	1.575	Mixers' helpers	1.450	1.525
Mixers, molders	1.545	1.575	Flour blenders	1.440	1.515
Molding-machine helpers	1.435	1.465	Machine wrappers, molders' helpers, traveling-oven feeders and dumpers	1.420	1.495
Flour blenders, molders' helpers, mixers' helpers	1.435	1.465	Pan greasers	1.420	1.495
Pan setters	1.395	1.425	Bread rackers and pick-ups:		
Packers	1.395	1.425	First 3 months	1.295	1.370
Oven feeders and dumpers	1.395	1.425	After 3 months	1.420	1.495
Wrappers	1.395	1.425	Pie and pastry shops:		
Bench hands	1.395	1.425	Fruit cookers	1.650	1.700
Ovenmen	1.295	1.325	Ovenmen	1.387	1.437
General helpers	1.275	1.305	Fruit cookers' helpers, mixer-machine operators	1.200	1.275
Pan greasers	1.245	1.275	Oven helpers	1.150	1.200
Machine operators (women)	1.075	1.105	General helpers	1.100	1.175
Agreement B:			SEATTLE, WASH.		
Bread department:			Bread - Hand and machine shops:		
Mixers, scalars, reliefmen, sponge dough	1.650	1.725	Foremen	13/ 2.195	13/ 2.265
Tray-oven operators	1.650	1.725	Mixers, ovenmen, machinemen	13/ 2.070	13/ 2.140
Mixers' assistants	1.525	1.600	Bench hands	13/ 1.995	13/ 2.065
Divider operators	1.525	1.600	Control-room men	13/ 1.695	13/ 1.765
Bread rackers	1.500	1.575	Helpers:		
Molder operators	1.475	1.550	1 year's experience	13/ 1.690	13/ 1.760
Wrapping-machine operators	1.475	1.550	2 years' experience	13/ 1.810	13/ 1.880
Flour blenders	1.475	1.550	Bread and cake - Machine shops:		
Tray-oven feeders and dumpers	1.425	1.500	Man-in-charge of miscellaneous help	1.310	1.350
Molder operators' helpers	1.425	1.500	Miscellaneous help:		
Pan greasers	1.375	1.450	First 6 months	1.110	1.150
Cake department:			Second 6 months	1.160	1.200
Working foremen	1.725	1.800	After 1 year	1.250	1.290
Mixers and scalars, icing mixers	1.650	1.725			
Ovenmen	1.650	1.725			
Depositors	1.525	1.600			
Wrapping-machine operators	1.475	1.550			
Depositors' helpers, ingredientmen	1.425	1.500			
Packers, dumpers, pan greasers, pan washers	1.425	1.500			
Box sorters	1.375	1.450			

1/ 45-hour workweek.
3/ 44-hour workweek.
8/ 37 1/2-hour workweek.
13/ 35-hour workweek.

TABLE 15.--Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
SEATTLE, WASH. - Continued			SPOKANE, WASH.		
Bread and cake - Machine shops: - Continued			Bread and cake - Hand and machine shops:		
Women employees:			Foremen, mixers, ovenmen, cake ingredient scalars		
Floorladies	1.230	1.270	9/ 2.020	9/ 2.090	
Assistant floorladies	1.180	1.220	Machine hands, dividers, molders, machine cake depositors		
Machine operators, experienced	1.170	1.210	9/ 1.950	9/ 2.020	
General workers:			Bench hands, hand cake depositors		
First 6 months	.910	.950	9/ 1.890	9/ 1.960	
Second 6 months	.960	1.000	Flour dumpers, bread rackers, machine wrappers, bread and cake packers		
After 1 year	1.050	1.090	12/ 1.430	12/ 1.500	
Crackers and cookies:			Pan greasers, cleaners and helpers		
Machinemen	1.660	1.750	12/ 1.290	12/ 1.360	
Mixers	1.660	1.750	Bread packers and cutters, cake dumpers and wrappers		
Peelers	1.530	1.620	12/ 1.090	12/ 1.160	
Ovenmen	1.510	1.600	Crackers and cookies:		
Rollermen	1.430	1.520	Agreement A:		
Feeders and other helpers:			Machinemen		
First 30 days	1.050	1.150		1.485	1.580
Second 30 days	1.150	1.250	Mixers		
After 60 days	1.280	1.370		1.485	1.580
Icers' helpers			Ovenmen		
Experienced sponge packers	1.360	1.460		1.485	1.580
Plain sweet packers	1.040	1.100	Miscellaneous workers		
Hand bundlers	1.030	1.100		1.125	1.250
SOUTH BEND, IND.			Women:		
Bread and cake - Hand shops:			First 30 days		
Working foremen	4/ 1.670	1.680		.790	.800
First class bench hands	4/ 1.510	1.520		.815	.825
Checkers	4/ 1.270	1.280		.840	.850
Bench helpers	4/ 1.040	1.050		.865	.875
Bread and cake - Machine shops:			Fourth 30 days		
Agreement A:			Fifth 30 days		
Dividers, benchmen	1.440	1.450		.890	.900
Ovenmen	1.340	1.370		.940	1.020
Wrappers	1.120	1.130		1.110	1.200
Agreement B:			Assistant supervisors		
Mixers, ovenmen	1.560	1.720		1.050	1.130
Dividers, head benchmen, molder operators, receiving clerks	1.510	1.670	Agreement B:		
Benchmen	1.460	1.640		1.485	1.580
Traveling-oven dumpers, stockroom men, mixers' helpers	1.410	1.570		1.455	1.550
Checkers	1.360	1.520		1.405	1.500
Bake-shop helpers, conveyormen, packers, machine setters	1.340	1.500		1.355	1.430
Slicers, wrappers	1.260	1.420		1.300	1.380
Agreement C:				1.270	1.340
Dough mixers, dividers, ovenmen	1.550	1.630		1.215	1.290
Sponge mixers	1.430	1.530		1.195	1.270
Moldermen	1.440	1.520		1.195	1.270
Oven feeders' helpers	1.400	1.480		1.195	1.270
Wrappers	1.370	1.450		1.125	1.200
Checkers	1.370	1.450	Women:		
Slicers	1.250	1.330		.790	.800
Molders' helpers, bread panners	1.190	1.330		.815	.825
Flour dumpers	1.150	1.330		.840	.850
Bake-shop helpers	1.100	1.280		.865	.875
Loaders	1.100	1.150		.890	.900
Boxers, cartons	1.050	1.130		.940	.990
Pie and pastry shops:			SPRINGFIELD, MASS.		
Ovenmen, loaders, dough mixers, cooks, ingredientmen	1.220	1.270	Bread and cake - Hand shops:		
Pie table operators	1.190	1.240		2/ 1.602	2/ 1.770
Oven helpers	1.140	1.190		2/ 1.502	2/ 1.562
Fruit mixers, pie fillers, wrappers	1.120	1.170		2/ 1.348	2/ 1.410
Dough feeders	1.070	1.120	Bread and cake - Machine shops:		
Receivers' helpers	1.010	1.060	Agreement A:		
Women supervisors	.980	1.030		1.570	1.625
Miscellaneous women workers	.940	.995		1.510	1.565
				1.430	1.485
				1.390	1.445
				1.370	1.425
				1.350	1.405
				1.260	1.315
				1.070	1.125
				1.020	1.075
			Agreement B:		
				1.570	1.625
				1.510	1.565
				1.470	1.525
				1.430	1.485
				1.370	1.425
				1.350	1.405
				1.260	1.315
				1.070	1.125
				1.020	1.075
			Agreement B:		
				1.570	1.625
				1.510	1.565
				1.470	1.525
				1.430	1.485
				1.370	1.425
				1.350	1.405
				1.260	1.315
				1.070	1.125
				1.020	1.075

2/ 48-hour workweek.
4/ 42-hour workweek.
9/ 36-hour workweek.
12/ 38-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
SPRINGFIELD, MASS. - Continued			TOLEDO, OHIO - Continued		
Bread and cake - Machine shops: - Continued			Bread and cake - Hand shops: - Continued		
Agreement B: - Continued			Bread: - Continued		
Dough-room helpers	\$1.330	\$1.385	Bench foremen	\$1.535	\$1.595
Floorladies (cake)	1.180	1.235	Benchmen	1.485	1.565
Hand cake icers (women)	1.070	1.125	Utilitymen	1.445	1.505
Agreement C:			Hand wrappers	1.215	1.275
Foremen	1.570	1.625	Cake:		
Dough mixers	1.510	1.565	Mixers	1.595	1.655
Bench hands, ordermen (retail shops), oven dumpers	1.370	1.425	Women bench hands	1.445	1.505
Dividers, scalars, floormen, flour blenders, molders, reliefmen	1.350	1.405	Women shippers	1.325	1.385
Dough-room helpers	1.330	1.385	Women hand icers	1.265	1.325
Packers, slicers, icers, machine wrappers, helpers (men)	1.260	1.315	Women helpers	1.175	1.235
Helpers (women)	1.020	1.075	Cleaners:		
Hebrew - Hand shops:			First 3 months	1.215	1.275
Foremen	1.639	1.679	4 to 6 months	1.265	1.325
Second hands, dough mixers	1.523	1.563	After 6 months	1.335	1.395
Bench hands	1.406	1.446	Bread and cake - Machine shops:		
SYRACUSE, N. Y.			Agreement A:		
Bread and cake - Machine shops:			Major shops - Bread division:		
Agreement A:			First and second mixers, oven operators, traveling-ovenmen	1.625	1.675
Ovenmen	1.595	1.685	Head shipping clerks	1.525	1.585
Dough mixers	1.570	1.660	Mixers' helpers, dividers, molders, wrapping-machine set-up men, bread benchmen	1.475	1.530
Dividers	1.470	1.556	Flour blenders, ingredientmen	1.425	1.480
Molders	1.445	1.530	Bake-shop helpers, in packing, wrapping and shipping rooms	1.375	1.435
Flour dumpers	1.395	1.490	Women helpers	1.175	1.235
Wrapping-machine operators	1.395	1.485	Cake division:		
Oven loaders and dumpers	1.370	1.460	Ingredient scalars, dough mixers, icing mixers, ovenmen	1.550	1.600
General helpers	1.320	1.410	Dumpers, depositors' helpers, checkers ..	1.340	1.390
Bread rackers, packers	1.320	1.380	Stockroom men	1.330	1.380
Agreement B:			Loaders, miscellaneous helpers	1.300	1.350
Bread department:			Women workers:		
Foremen, ovenmen	2/ 1.655	2/ 1.740	Cake-wrapping-machine operators, wrap- pers, packers, helpers, icers (hand) ..	1.140	1.190
Benchmen, head	2/ 1.605	2/ 1.690	Agreement B:		
Flour blenders, wrapping-machine operators	2/ 1.395	2/ 1.480	Bread only:		
Oven loaders and dumpers	2/ 1.375	2/ 1.460	Dough mixers, ovenmen	1.605	1.665
Pan greasers	2/ 1.320	2/ 1.405	Shipping clerks, receiving clerks	1.505	1.565
General helpers	2/ 1.320	2/ 1.405	Wrapping-machine operators, oven loaders and dumpers, dividers, molders, roll- machine operators, bread panners	1.475	1.535
Hand wrappers and other helpers (women) ..	14/ 1.160	14/ 1.245	Pan greasers	1.425	1.485
Cake department:			Flour dumpers	1.385	1.445
Foremen	2/ 1.655	2/ 1.740	Bread rackers, checkers	1.355	1.415
Mixers	2/ 1.570	2/ 1.705	Female helpers	1.150	1.210
Ovenmen	2/ 1.595	2/ 1.680	Agreement C:		
Dividers	(6/)	2/ 1.560	Smaller shops:		
Moldermen	(6/)	2/ 1.530	Foremen	1.645	1.705
Bench hands	2/ 1.395	2/ 1.530	First mixers, cake mixers, head oven operators	1.595	1.655
Mixers' helpers	(6/)	2/ 1.505	Cake and reel-oven men, second	1.505	1.565
Ingredient scalars, scaling-machine operators	2/ 1.395	2/ 1.480	Roll bench hands, cake benchmen	1.485	1.565
Bench help (women)	(6/)	14/ 1.405	Dividers, molders, mixers' helpers, bread panners, second fill, pullers and showers, wrapping-machine operators ...	1.445	1.505
Decorators (women)	14/ 1.305	14/ 1.390	Ingredientmen, bench and machine helpers	1.395	1.455
Assistant decorators (women)	14/ 1.270	14/ 1.355	Rackers, helpers, wrapping-machine helpers, shipping-room helpers	1.345	1.405
Wrappers, packers, checkers (women)	14/ 1.160	14/ 1.245	Agreement D:		
Agreement C:			Smaller shops:		
Foremen	1.482	1.522	Bread bench foremen	1.545	1.605
Ovenmen, mixers	1.382	1.422	Shipping-and-receiving clerks, stock clerks	1.505	1.565
Benchmen	1.302	1.342	Automatic machine frymen, cake and doughnut	1.395	1.565
Helpers (male)	1.012	1.052	Yeast raised products frymen, bread bench hands	1.495	1.555
Helpers (women) .....	.942	.982	Wrapping-machine operators	1.455	1.515
Pie and pastry shops:			Cake bench helpers	1.405	1.465
Foremen	2/ 1.372	2/ 1.372	Women foremen, hand wrappers	1.335	1.395
Bakers	2/ 1.213	2/ 1.213	Pan greasers, cleaners (women), final decorators	1.275	1.335
Ovenmen	2/ 1.188	2/ 1.188	Conveyor bread women, women helpers	1.185	1.245
Machine men, mixers	2/ 1.165	2/ 1.165			
Cookers	2/ 1.151	2/ 1.151			
TOLEDO, OHIO					
Bread and cake - Hand shops:					
Bread:					
Dough mixers	1.615	1.675			
Ovenmen	1.615	1.675			

2/ 48-hour workweek.

6/ Information not available for rate and hours on July 1, 1951.

14/ 46-hour workweek.

TABLE 15.—Union scales of wages and hours in the baking industry, in selected cities, July 1, 1951, and July 1, 1952 - Continued

City and occupation	Rate per hour		City and occupation	Rate per hour	
	July 1, 1951	July 1, 1952		July 1, 1951	July 1, 1952
TOLEDO, OHIO - Continued			WORCESTER, MASS. - Continued		
Pie and pastry shops:			Bread and cake - Machine shops: - Continued		
Working foremen, shipping clerks	\$1.455	\$1.550	Agreement D:		
Pie-maker ovenmen, class A	1.405	1.550	Head benchmen	\$1.620	\$1.665
Bench hands, fillers, class B	1.315	1.510	Foremen (shipper)	1.590	1.635
Female pie trimmers on belt	1.365	1.460	Mixers	1.550	1.595
Male helpers, after 90 days	1.315	1.410	Bench hands, dividermen, receivers	1.440	1.485
Women helpers, after 90 days	1.185	1.280	Molders, oven feeders, mixers' helpers, wrapping-machine operators, shipping packers (checkers), ingredient scalars, shippers	1.390	1.435
WASHINGTON, D. C.			Bread rackers, pan greasers, general helpers (men), shipping-room helpers, flour handlers	1.310	1.355
Bread and cake - Machine shops:			Agreement E:		
Day work:			Foremen	1.660	1.705
Bakers	1.750	1.850	Cake bakers, bread bakers on bench, soft-pie men	1.390	1.435
Bakers' helpers	1.350	1.450	Dough mixers	1.310	1.435
Miscellaneous workers	1.250	1.350	Dividermen	1.390	1.435
Cake wrappers	1.150	1.300	Rotary ovenmen, tray ovenmen	1.390	1.435
Night work:			Wrapping-machine operators	1.260	1.305
Bakers	1.950	2.050	Cake decorators, packers	1.210	1.255
Bakers' helpers	1.450	1.550	Cake depositors	1.160	1.205
Miscellaneous workers	1.300	1.400	Pie girls	1.140	1.185
Cake wrappers	1.200	1.300	Bench and machine helpers, bread panners, moldermen	1.110	1.155
WICHITA, KANS.			Doughnut-machine operators	1.060	1.155
Bread and cake - Machine shops:			Pan greasers, bread rackers	1.010	1.155
Foremen	1.545	1.655	Checkers, hand icers	1.050	1.075
Dough mixers, spongers, ovenmen, head pastry men	1.405	1.515	Pie and pastry shops:		
Shipping-and-receiving clerks	1.340	1.450	Working foremen	1.695	1.750
Dividers, panners, bench hands, machinemen ..	1.290	1.400	Head shippers (night)	1.570	1.620
Checkers	1.110	1.220	Mixers, dough dividers, ovenmen, head shippers (day)	1.520	1.570
Pan greasers, bake-shop helpers, after 90 days	1.020	1.130	Filling cooks, relieftmen	1.520	1.570
Wrapping-machine operators:			Head machine washers, assistant mixers, dough dividers, helpers, machine feeders	1.400	1.450
First 3 months	1.040	1.150	Filling-room helpers	1.400	1.450
After 3 months	1.290	1.400	Checkers and receivers, rimmers	1.365	1.410
Wrapping-machine helpers, after 90 days	1.020	1.130	Mixers' helpers, fillers' helpers, checkers' helpers, apple-machine operators, homogenizers, assistant receivers	1.300	1.350
WORCESTER, MASS.			Pie machine and cake:		
Bread and cake - Machine shops:			Fillers (women)	1.170	1.205
Agreement A:			Apple-machine helpers, fruit cleaners, pie packers, boxers	1.160	1.195
Working foremen	1.710	1.755	Apple- and pie-machine operators (women), packers (women)	1.110	1.150
Dough mixers	1.550	1.595	Hebrew baking:		
Dividermen, ovenmen, relieftmen, receivers ..	1.440	1.485	Foremen	1/1.778	1/1.778
Mixers' helpers, moldermen, oven feeders, ingredient scalars, machine operators (shipping), checkers	1.390	1.435	Second hands	1/1.667	1/1.667
General helpers, flour handlers, rackers ..	1.310	1.355	First cake bakers, mixers	1/1.778	1/1.778
Agreement B:			Second cake bakers, bench hands	1/1.667	1/1.667
Working foremen	1.710	1.755	YORK, PA.		
Mixers	1.550	1.595	Pie and pastry:		
Bench hands, divider operators, ovenmen, relieftmen	1.440	1.485	Head ordermen, ingredient scalars, cooks, packers, dough mixers, custard mixers, ovenmen	1.450	1.550
Mixers' helpers, molder operators, ingredient scalars, oven feeders, dumpers, wrapping-machine operators, checkers	1.390	1.435	Cooks' helpers, washing-machine men, ovenmen's helpers, order packers	1.250	1.350
Pan greasers, molder helpers, rackers, bench helpers	1.310	1.355	Pie makers, shell makers, toppers and fillers	1.150	1.250
Doughnut department:			Utilitymen and helpers, dishwashers	1.070	1.170
Head machine operators	1.500	1.545	Pie wrappers and crown makers, women .....	.950	1.050
Mixers, machine operators	1.390	1.435	Crackers and cookies:		
Packers, boxers	1.180	1.225	Machine captains	1.440	1.500
Agreement C:			Dough mixers	1.360	1.420
Shift foremen	1.710	1.755	Cookermen, ovenmen	1.340	1.395
Mixers	1.550	1.595	Dough brakemen	1.330	1.385
Shipper foremen	1.540	1.585	Machine set-up men	1.310	1.365
Dividermen	1.440	1.485	Flour dumpers	1.300	1.355
Moldermen, oven loaders, oven dumpers, mixers' helpers, batchmen, machine wrappers	1.390	1.435	Kilnmen	1.285	1.340
Bakery helpers, bread rackers, flour blenders	1.310	1.355	Mixers' helpers	1.280	1.335
Women employees:			Dough feeders	1.270	1.325
Bench helpers, icing-machine operators ..	1.310	1.355	Supervisors, women	1.190	1.240
Icers, packers, wrappers, cleaners	1.180	1.235	Helpers, women	1.100	1.150

1/ 45-hour workweek.

