

EMPLOYER EXPENDITURES FOR SELECTED  
SUPPLEMENTARY REMUNERATION PRACTICES  
FOR PRODUCTION WORKERS IN MANUFACTURING  
INDUSTRIES, 1959

Bulletin No. 1308

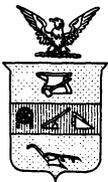
UNITED STATES DEPARTMENT OF LABOR  
Arthur J. Goldberg, Secretary  
BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner



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January 1962



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## Preface

The publication of these statistics represents the first appraisal by the Bureau of Labor Statistics of the magnitude of employer expenditures for supplementary employee remuneration practices on a national basis. A methodological study based on a limited sample was published by the Bureau in 1956 as Problems in Measurement of Expenditures on Selected Items of Supplementary Employee Remuneration, Manufacturing Establishments, 1953 (BLS Bull. 1186). The present survey marks the initiation of a broad program of studies in an area of labor statistics which has become increasingly important. The program provides for surveys in manufacturing industries every 3 years and in selected nonmanufacturing industries in the intervening 2 years. For manufacturing as a whole and for its major industry components, the data in this report supplement the long-established Bureau monthly series on average hours and earnings.

The survey provides estimates of manufacturers' expenditures for selected supplementary pay practices in 1959. It indicates the level of such expenditures and forms the base for future estimates of trends. The data, however, relate only to selected practices, and only to production and related workers. The collection of data was limited to those practices that were both widely found among manufacturing establishments and were measurable. Both conditions were necessary. For example, although rest periods appear to be common in American industry, the practice is largely informal even where formal collective bargaining contracts exist. Since provisions for these rest periods are often not a matter of record, the difficulties of measurement alone made them impractical for inclusion in this survey. Among other practices omitted were stock bonus plans, which are not only difficult to measure in terms of expenditures but also are not very common. Thus, the survey should not be assumed to include all supplementary pay expenditures. Despite the limitations imposed by this decision, the selected items are believed to represent an extremely high proportion of all such expenditures for manufacturing as a whole. Nevertheless, it must also be recognized that the items not surveyed may be important in some individual plants.

It should also be borne in mind that although the area of inquiry was confined to production and related workers, expenditures for the practices surveyed are commonly made for nonproduction workers and the exclusion of the latter from the survey is a serious restriction for many purposes.

The survey was designed to yield separate data for each practice by industry, region, and class of employee (production worker). However, as firms do not always maintain records in the detail requested, it was found necessary to accept some prorations of figures of broader scope and some estimates based on collateral data. (See "Reporting Problems" in chap. VIII for details.) Special analysis of findings in two previous surveys indicated that these estimates could be accepted with virtually no loss in accuracy.

This survey does not purport to measure or define "fringe benefits." This is a complex concept on which there is by no means complete agreement as to the criteria to be used for definitional purposes. The pay practices included in the survey were not selected for the purpose of resolving this question.

Moreover, the survey was not designed to provide a measure of labor costs. This also is a complex concept on which there is debate on the items that should properly be included. It can be argued, for example, that labor cost should include items not covered by this survey, such as expenditures for in-plant medical care, cafeterias, parking, and other facilities. Furthermore, total expenditures for particular practices do not take into account possible offsetting savings which may significantly affect real costs. The money costs of vacations, for example, may be offset, at least in part, by productivity gains during the remainder of the year, lower labor turnover, and less absenteeism. Conversely, additional costs may be incurred in connection with the hiring and training of vacation replacements who may be less efficient. The complexities of measuring labor cost are such that one cannot conclude that labor costs are higher in one place than another simply on the basis of a comparison of money wages including expenditures on supplements.

One final prefatory note concerns a part of the survey which reflects a general concern with current measures of hours of work. A few decades ago, hours paid for and hours spent at the plant were not significantly different for most purposes. The growth of paid leave hours, particularly for vacations and holidays, has introduced substantial variation between the two statistical measures and, consequently, the necessity of making a distinction. The percentage of hours paid for which are leave hours away from the plant are reported in the section on the composition of payroll hours.

This report was prepared in the Bureau's Division of Wages and Industrial Relations. The statistical and sampling techniques were developed by Samuel E. Cohen and Theodore Golonka. The analysis was prepared by Enzo A. Puglisi assisted by A. R. Pfeffer. The study was directed by Norman J. Samuels.

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# Employer Expenditures for Selected Supplementary Remuneration Practices for Production Workers in Manufacturing Industries, 1959

## Chapter I. Summary

### Introduction

In 1959, all production workers in manufacturing industries were covered by one or more legally required benefit programs to which the employer contributed, such as social security, unemployment insurance, and workmen's compensation. Ninety-six percent were employed in establishments that granted paid leave; 94 percent were in establishments that paid premiums for overtime, weekend, holiday, or late-shift work; and 92 percent worked in establishments that made contributions toward some form of private welfare plan (primarily health, insurance, or pension plans), often more than one.<sup>1</sup>

Background.—Historically, paid vacations were initiated as a privilege for higher salaried employees. They spread to lower salaried employees and then to production workers. The extension of paid vacations to plant workers was in progress prior to World War II; it accelerated during the war and has proceeded to the point where such practice is now nearly universal in manufacturing. Paid holidays for plant workers are likewise largely a product of the past two decades. Many companies adopted wage supplements during the World War II period of wage controls when, under the Little Steel Formula, general wage increases were limited to 15 percent of the January 1941 levels. Within limits, however, the National War Labor Board sanctioned indirect increases in the form of "fringe adjustments" such as paid vacations and holidays, shift differentials, employer-financed life insurance, accident insurance, hospitalization, health plans, severance pay plans, and Christmas bonuses.

Premiums for overtime, weekends, and holiday work were originally penalties, established by custom, union-management negotiations, or employer personnel action, largely to discourage the scheduling of such work. On the other hand, the primary consideration in paying shift differentials has been to compensate the employee for working less desirable hours. Premium pay for overtime after 40 hours in the workweek was widely extended by the Federal Fair Labor Standards Act of 1938. Various modifications of this legal standard—e. g., premium pay after 8 hours in the workday—are found in many collective bargaining agreements.<sup>2</sup> The payment of late-shift premiums was common in the fixed shift industries even in the late 1920's; the spread into the continuous process industries received great impetus under World War II wage stabilization policy.

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<sup>1</sup> It should be noted that these figures apply only to the proportion who worked in establishments which had expenditures for the selected supplements in 1959, not to those who were eligible for them or received them. A company may normally pay for items such as overtime, for example, but if it scheduled no overtime in 1959, its workers would not be included among those for whom expenditures were made. Conversely, it cannot be assumed that all the workers in an establishment that reported expenditures, participated in the benefit.

<sup>2</sup> See, for example, BLS Bull. 1251, Premium Pay for Night, Weekend, and Overtime Work in Major Union Contracts (1959), reporting on developments in 1956-58.

Workmen's compensation is the oldest of the legally required benefit payments. Most workers receive this protection through State laws which were passed during the first two decades of this century. Social security and unemployment compensation date back to the depression of the 1930's when there was great concern over the problem of maintaining worker income and buying power during periods of forced idleness and in old age.

Private welfare plans are not new to the industrial scene; both union and employer activities in this field go back many years. Many unions in the United States started as mutual-aid associations, providing loan and sickness and death benefits to their members. The original company-financed plans were introduced by employers on their own initiative. Although it is possible to find private welfare plans dating back many years, except for group life insurance, they became an important factor in the remuneration of production workers only within the last 20 years. The spread of these plans started during the war and continued into the postwar period under union stimulus. Health insurance, life insurance, and pension plans figured strongly in collective bargaining discussions, particularly in the basic steel and automobile industries around 1949. The growth of the private health and pension plans in particular has been an important and dramatic development of the postwar period.

The Four Types of Measures Shown.—In this report, the data are summarized in four different types of measures, each of which has relevance for particular types of analysis. For each practice the tabulations show:

- (1) Expenditures as a percent of gross payroll, calculated by:

$$\frac{\text{Expenditures for the practice}}{\text{Gross payroll}} \times 100$$

- (2) Expenditures as a percent of straight-time payroll, calculated by:

$$\frac{\text{Expenditures for the practice}}{\text{Straight-time payroll}} \times 100$$

- (3) Expenditures in terms of cents per hour paid for, calculated by:

$$\frac{\text{Expenditures for the practice}}{\text{Total hours paid for}}$$

- (4) Expenditures in terms of cents per plant man-hour, calculated by:

$$\frac{\text{Expenditures for the practice}}{\text{Total hours paid for minus leave hours paid for}}$$

For each measure, two broad types of ratios were computed: (1) The ratios for "all establishments," which are intended to show the relationship of the expenditures for the practice to the payroll (or man-hours) for all establishments in the group—both those with and without expenditures—and (2) the ratios for "those actually reporting the practice," which relate the same expenditures to the payroll (or man-hours) of only those reporting the expenditure. The former measure can be related to published data for entire industries or regions, such as the average hourly earnings shown in the BLS monthly series. The latter measure is useful for determining what is spent on the average by firms that

actually have the practice. The ratio for all establishments will generally be lower than that for only those with actual expenditures, the extent of the difference depending on the prevalence of the practice within the total group. Thus, although the data for all establishments may indicate a relatively low expenditure ratio for an industry, this may simply indicate the low prevalence of the practice and may conceal a significant level of expenditures by those establishments that actually had the practice.

### Supplemental Expenditures

In 1959, employer payments for leave constituted 6 percent of the gross payroll of production workers in manufacturing. Premium pay amounted to 4.3 percent of the gross payroll. In addition to these expenditures, which were paid directly to the workers, employers paid additional amounts to insurance companies and to government and private funds for legally required insurance and for private welfare plans. Employer expenditures for legally required insurance equaled 4.5 percent of gross payroll; for private welfare plans, 5.4 percent. In terms of cents per hour paid for, the expenditures came to 13.5 cents an hour for paid leave, 9.7 cents for premium pay, 10.1 cents for legally required payments, and 12.1 cents for private welfare plans. (See table 1.)

### Variations by Selected Characteristics

In addition to computing averages for all manufacturing, the study groups the establishments reporting to this survey so as to provide average expenditure ratios for selected characteristics, such as industry classification, geographic region, level of average hourly earnings,<sup>3</sup> establishment size (number of employees),<sup>4</sup> degree of unionization,<sup>5</sup> and type of economic and social area (i. e., metropolitan or nonmetropolitan area) in which the establishment was located.

As a percent of gross payroll, average expenditures for total leave, total premiums, and total private welfare plans were generally higher in the higher paying industries and in the classes including the higher paying establishments, the larger size establishments, those with a majority of employees covered by collective bargaining agreements, and those located in metropolitan areas. For paid leave, for example, the average expenditure ratios varied from 3.1 to 10.4 percent on an industry basis, from 5 to 6.3 percent by region, 3.4 to 6.8 percent by average hourly earnings class, 4.3 to 7 percent by establishment-size class, 4.5 to 6.5 percent by scope of collective bargaining agreement, and 5.1 to 6.3 percent by metropolitan-nonmetropolitan area location. For total legally required payments, the relationship between classes was generally reversed, exhibiting to a considerable extent the effect of statutory ceilings on the amounts that employers were required to contribute per employee for certain of these plans. In terms of cents per hour paid for, the differences between classes were more pronounced and even for legally required payments the expenditures rates were higher for the higher paying industries, higher paying establishments, large size establishments, etc.

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<sup>3</sup> The establishments were divided into three groups of equal size. When so divided, the class limits came to under \$1.60 per hour, \$1.60 but under \$2.20 per hour, and \$2.20 or more.

<sup>4</sup> Three size classes were established: Under 100 employees, 100 to 499 employees, and 500 or more employees.

<sup>5</sup> Establishments with a majority of employees covered by collective bargaining agreements compared with those with none or a minority.

In assessing the relationships between the individual characteristics and the ratios, it should be borne in mind that the expenditures result from the interplay of many factors and the relationship that appears between an individual characteristic and the expenditure ratio cannot be attributed in its entirety to any one element; the correlations that appear are not necessarily cause and effect relationships.

### Regional Differences

No distinct patterns were ascertainable in ratios of expenditures to gross production worker payroll for the broad geographic regions of the United States. For example, companies in the Northeast, which had the highest expenditure ratio for paid leave (6.3 percent), had the lowest for premium pay (4.1 percent). In contrast, manufacturers in the South, in terms of percentage of payroll, showed the lowest expenditures for paid leave (5 percent) but shared with the North Central region the highest percentage with respect to premium pay (4.5 percent). For legally required payments, expenditures of firms in the West showed the highest ratio to gross payroll (5 percent), whereas those in the North Central region showed the lowest (4 percent). The positions of these two regions, however, were completely reversed with reference to private welfare plans—expenditures were equal to 5.8 percent of gross payroll in the North Central region but to 4.4 percent in the West. (See table 1.)

In contrast, the analysis on the basis of expenditures per hour paid for reveals a fairly definite pattern. For all supplementary remuneration except legally required insurance, plants in the North Central region had the highest average expenditures per hour paid for. These came to 15.3 cents for paid leave, 11 cents for premium pay, 9.9 cents for legally required payments, and 14.3 cents for private welfare plans. Those in the South fell at the other extreme, with the lowest expenditures per hour for all practices—paid leave, 9.2 cents; premium pay, 8.2 cents; legally required insurance, 8.2 cents; and private welfare plans, 8.9 cents. Manufacturers in the West ranked second for paid leave and premium pay, with expenditures of 14.5 and 10.5 cents per hour paid for, respectively; first for legally required payments (12.6 cents per hour); and third for private welfare plans (11.1 cents per hour). The expenditures per hour paid for, of plants in the Northeast were 14 cents for paid leave, 9.2 cents for premium pay, 10.7 cents for legally required insurance, and 12.2 cents for private welfare plans. The differences in the ranking of the regions and in the magnitude of the variations among regions, when expenditures are considered in terms of cents per hour rather than as percentage of payroll, are attributable in large part to regional differences in wage levels, which represent not only geographical differences in the hourly rates paid by firms in the same industry but also differences in the industrial composition of the regions.

### Industry Variations

Expenditures as a Percent of Gross Payroll.—On an industry basis, there was an apparent relationship between expenditures as a percentage of gross payroll of production workers and the average hourly earnings of the workers in the industries. For paid leave and private welfare plans, the relationship was a direct one; that is, high expenditure ratios were associated with high average hourly earnings. For legally required insurance, there was an inverse relationship, particularly for the higher paying industry groups. A slight indication of a positive relation was found for premium pay but it was not definitive enough to warrant a conclusion. The ratio of expenditures to payroll for this item is a compound of two factors—the rate for the practice and the extent to which the industry worked overtime, on holidays, or on shift operations. An industry which paid double-time rates for overtime could have a lower ratio

than one which paid only at time-and-one-half rates, if employees in the former industry worked very little overtime compared with those in the latter. (See table 2.)

The higher benefit ratios in the better paying industries probably reflect both industry ability to pay and the financial ability or willingness of workers to accept supplements. Generally, industries with relatively low wage levels may not be able to finance much in supplements. The worker's willingness to accept supplementary benefits in partial remuneration would appear to be related to the level of his pay. Where wages are low, the worker would be more likely to choose higher wages over supplements.

The evidence of the existence of an expenditure ratio-average hourly earnings relationship at the industry level is particularly interesting since none was found on a regional basis. Industry characteristics may tend to predominate over regional ones for both supplements and wage rates. To some extent, variation among regions in average pay is a function of differences in industry composition.

The petroleum refining and related industries, which had about the highest average hourly earnings of the 19 industry groups for which separate ratios were computed, had by far the highest ratio of leave expenditures to gross payroll of production workers (10.4 percent). The relatively high paying ordnance and accessories industries, primary metal industries, and transportation equipment industries followed showing ratios of 7 to 8 percent. The lowest average leave expenditures relative to payroll (3.1 percent) were reported by the lumber and wood products industries, although this industry group did not have the lowest average hourly earnings. The average wage level for lumber and wood products was heavily affected by large wage differences between western and southern segments of the industry. The producers of apparel, textiles, and furniture—relatively lower paying groups—showed ratios ranging from 3.5 to 4.6 percent.

Four of the 5 industry groups which had the highest ratio of leave expenditures to gross pay also had the highest ratios for private welfare plans. Again, the petroleum group—with 12.2 percent—had the highest private welfare plan expenditure ratio by a considerable margin. Almost a 5-percentage-point difference separated petroleum from the instruments and related products industries, which had the second highest ratio. At the lower end of the distribution, the pattern was similar. The lumber and wood products manufacturers had the lowest expenditure ratio, 2.4 percent, and the textiles, apparel, leather, and furniture groups had ratios ranging from 3 to 3.8 percent.

Expenditures for premium pay ranged from 6.9 percent of gross payroll in the paper and allied products industries group to 1.7 percent for leather and leather products. Almost half of the industry groups averaged about 4 percent and another fourth about 5 percent.

Legally required payments were made up for the most part of social security and unemployment compensation and to a lesser extent, workmen's compensation. For social security (old-age, survivors, and disability insurance), employers were required in 1959 to contribute 2.5 percent of the first \$4,800 earned by each of their workers. For unemployment compensation, the second most important benefit in the legally required group, the rate and base for the contribution varied, but generally it was based on the first \$3,000 paid to the worker. From the nature of the contribution system, an inverse relationship would be expected between average hourly earnings and the ratio of contributions to gross pay, for in the higher paying industries the contributions are based on a smaller portion of the gross pay of the individual worker. The expenditure

ratios for social security and unemployment compensation largely conformed to the expected relationship and influenced the ratios for the sum of the legally required payments. Total contributions ranged from less than 4 percent of gross payroll for petroleum refining and related products, printing and publishing, and ordnance and accessories, to 5.1 percent for leather and leather products, 5.3 percent for apparel and other finished textile products, and 6.4 percent for lumber and wood products. Although social security and workmen's compensation expenditures were relatively high in the lumber group, the high ratio for the sum of the several items is largely attributable to the high workmen's compensation expenditures in lumbering. Whereas in the other industry groups, workmen's compensation is a small proportion of the legally required insurance total, in this group it was the principal element.

Expenditures Per Hour Paid For.—On an industry basis, the relationship between expenditures per hour paid for and average hourly earnings was similar to those for expenditures as a percent of payroll and earnings. The principal exception was for legally required payments where the relationship changed from an inverse to a direct one.

The lowest leave expenditures per hour paid for were reported by the producers of apparel, lumber, and textile products. From their 6-cent-an-hour level, the expenditures rose at a measured pace until they reached about 21 cents per hour, the level of expenditures of the producers of primary metals and of ordnance. From that level, there was a jump of 11 cents to the level of the producers of petroleum products. (See table 2.)

A similar relationship existed for private welfare plans. The petroleum refining and related industries decisively led all the others with expenditures of 37 cents per hour paid for. Between this and the next highest industry group—the primary metal industries—there was a difference of almost 18 cents. From the 19-cent level, hourly expenditures then declined gradually until they reached about 4 to 5 cents per hour. These were the lowest private welfare plan expenditures per hour worked and represented the outlays of the lumber, the textiles, and the apparel industries.

Premium pay expenditures per hour paid for ranged by industry group from 2.8 cents per hour to 15.9 cents. The former represented the disbursements of the leather and the apparel industries and the latter the printing, publishing, and allied industries. The high premium pay expenditures of the printing industries are probably attributable to both the greater prevalence of overtime work and to higher overtime rates. In some of the printing crafts, overtime is sometimes paid as double time.

Expenditures for legally required payments, in cents per hour paid for rose slowly from the levels for the lower paying industries until they reached a virtual plateau among the higher paying ones. The plateau represented the industries in which earnings during the year were high enough for the firms to pay the maximum under the social security and unemployment compensation laws. The expenditures varied from 7.7 cents per hour in the tobacco manufactures industries and 7.9 cents in the textile industries to 11.7 in the lumber industries and 12.1 cents in the primary metal industries. The high rate in the lumber group reflected to a considerable extent the much higher workmen's compensation rates in this group.

Table 1. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Manufacturing Industries by Region, <sup>1</sup> 1959

Practice	Percent of gross payroll					Percent of straight-time payroll				
	United States	Northeast	South	North Central	West	United States	Northeast	South	North Central	West
Paid leave -----	6.0	6.3	5.0	6.2	5.8	6.3	6.6	5.3	6.5	6.0
Vacations -----	3.6	3.6	3.2	3.8	3.2	3.7	3.8	3.3	4.0	3.4
Sick leave -----	.2	.2	.3	.2	.4	.2	.3	.3	.2	.4
Holidays -----	2.1	2.4	1.6	2.2	2.1	2.2	2.5	1.6	2.3	2.2
Military, jury, witness, voting, and personal leave ----	( <sup>a</sup> )	.1	.1	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	.1	.1	( <sup>a</sup> )	( <sup>a</sup> )
Premium pay -----	4.3	4.1	4.5	4.5	4.2	4.5	4.3	4.7	4.7	4.4
Daily overtime, weekly overtime, and weekend work ---	2.6	2.7	3.1	2.4	2.6	2.7	2.8	3.3	2.5	2.7
Holiday work -----	.1	.1	.2	.1	.2	.1	.1	.2	.1	.2
Shift differentials -----	.9	.8	.7	1.0	.8	.9	.8	.7	1.0	.9
Premiums not reported separately -----	.7	.6	.5	1.0	.6	.8	.6	.5	1.1	.6
Legally required payments -----	4.5	4.8	4.5	4.0	5.0	4.7	5.0	4.7	4.2	5.3
Old-age, survivors, and dis- ability insurance (social security) -----	2.2	2.2	2.2	2.1	2.2	2.3	2.3	2.3	2.2	2.3
Unemployment compensation ----	1.4	1.7	1.4	1.2	1.6	1.5	1.8	1.4	1.3	1.7
Workmen's compensation -----	.8	.8	.8	.7	1.2	.9	.9	.9	.7	1.2
Other, including temporary disability insurance -----	( <sup>a</sup> )	.1	( <sup>a</sup> )	( <sup>a</sup> )	.1	( <sup>a</sup> )	.1	( <sup>a</sup> )	( <sup>a</sup> )	.1
Private welfare plans -----	5.4	5.5	4.8	5.8	4.4	5.6	5.7	5.1	6.1	4.6
Health, accident, and life insurance -----	2.1	2.0	1.7	2.4	2.1	2.2	2.1	1.7	2.5	2.2
Pension and retirement plans ---	2.4	2.3	2.2	2.7	1.7	2.5	2.4	2.3	2.8	1.8
Vacation and holiday funds -----	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	.1	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	.1
Supplemental unemployment benefits -----	.1	.2	.1	.2	.1	.1	.2	.1	.2	.1
Severance or dismissal pay ----	( <sup>a</sup> )	( <sup>a</sup> )	.1	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	( <sup>a</sup> )	.1	( <sup>a</sup> )	( <sup>a</sup> )
Savings and thrift plans -----	.1	.1	.2	( <sup>a</sup> )	.1	.1	.1	.2	( <sup>a</sup> )	.1
Yearend and Christmas bonuses -----	.5	.6	.5	.4	.3	.5	.6	.5	.4	.4
Private welfare plans not reported separately -----	.2	.3	.1	.1	( <sup>a</sup> )	.2	.3	.1	.1	.2

See footnotes at end of table.

Table 1. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Manufacturing Industries by Region, <sup>1</sup> 1959—Continued

Practice	Cents per hour paid for					Cents per plant man-hour				
	United States	Northeast	South	North Central	West	United States	Northeast	South	North Central	West
Paid leave -----	13.5	14.0	9.2	15.3	14.5	14.3	14.9	9.7	16.3	15.4
Vacations -----	8.0	8.0	5.8	9.4	8.1	8.5	8.5	6.1	10.0	8.6
Sick leave -----	.5	.6	.5	.4	1.0	.6	.6	.5	.4	1.1
Holidays -----	4.8	5.3	2.9	5.4	5.2	5.1	5.6	3.0	5.8	5.5
Military, jury, witness, voting, and personal leave ----	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
Premium pay -----	9.7	9.2	8.2	11.0	10.5	10.3	9.8	8.6	11.7	11.1
Daily overtime, weekly overtime, and weekend work ---	5.9	5.9	5.7	5.8	6.5	6.3	6.3	6.0	6.2	6.9
Holiday work -----	.2	.2	.3	.2	.4	.3	.2	.3	.2	.4
Shift differentials -----	1.9	1.8	1.3	2.5	2.1	2.1	1.9	1.4	2.6	2.2
Premiums not reported separately -----	1.7	1.3	.8	2.6	1.5	1.8	1.4	.9	2.7	1.6
Legally required payments -----	10.1	10.7	8.2	9.9	12.6	10.7	11.4	8.5	10.6	13.3
Old-age, survivors, and dis- ability insurance (social security) -----	4.9	4.8	4.1	5.2	5.4	5.2	5.1	4.3	5.6	5.7
Unemployment compensation -----	3.2	3.7	2.5	3.0	4.1	3.4	4.0	2.6	3.2	4.3
Workmen's compensation -----	1.9	1.9	1.5	1.7	2.9	2.0	2.0	1.6	1.9	3.1
Other, including temporary disability insurance -----	.1	.2	( <sup>2</sup> )	( <sup>2</sup> )	.2	.1	.3	( <sup>2</sup> )	( <sup>2</sup> )	.2
Private welfare plans -----	12.1	12.2	8.9	14.3	11.1	12.9	13.0	9.3	15.3	11.8
Health, accident, and life insurance -----	4.7	4.4	3.0	5.8	5.3	5.0	4.7	3.2	6.2	5.6
Pension and retirement plans ---	5.4	5.2	4.1	6.6	4.4	5.7	5.6	4.3	7.1	4.6
Vacation and holiday funds -----	.1	.1	( <sup>2</sup> )	( <sup>2</sup> )	.2	.1	.1	( <sup>2</sup> )	( <sup>2</sup> )	.2
Supplemental unemployment benefits -----	.3	.3	.2	.4	.2	.3	.4	.2	.4	.2
Severance or dismissal pay -----	.1	.1	.1	( <sup>2</sup> )	.1	.1	.1	.1	( <sup>2</sup> )	.1
Savings and thrift plans -----	.1	.1	.3	.1	.2	.2	.1	.3	.1	.2
Yearend and Christmas bonuses -----	1.1	1.3	.9	1.0	.8	1.2	1.4	1.0	1.1	.9
Private welfare plans not reported separately -----	.4	.6	.3	.3	.1	.4	.6	.3	.4	.1

<sup>1</sup> The regions used in this study are: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Less than 0.05 percent or 0.05 cent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 2. Average Expenditures for Selected Supplementary Employee Remuneration Practices by Manufacturing Industry Group, 1959

Industry group	Percent of gross payroll				Percent of straight-time payroll				Cents per hour paid for				Cents per plant man-hour			
	Paid leave	Pre-mium pay	Legally required pay-ments	Private welfare plans	Paid leave	Pre-mium pay	Legally required pay-ments	Private welfare plans	Paid leave	Pre-mium pay	Legally required pay-ments	Private welfare plans	Paid leave	Pre-mium pay	Legally required pay-ments	Private welfare plans
All industries <sup>1</sup> -----	6.0	4.3	4.5	5.4	6.3	4.5	4.7	5.6	13.5	9.7	10.1	12.1	14.3	10.3	10.7	12.9
Ordnance and accessories -----	7.7	3.3	3.7	6.1	8.0	3.4	3.8	6.3	21.0	9.0	10.1	16.7	22.7	9.8	11.0	18.1
Food and kindred products -----	6.0	4.2	4.7	5.2	6.3	4.4	5.0	5.4	12.6	8.9	10.0	10.8	13.4	9.4	10.6	11.5
Tobacco manufactures -----	5.6	2.5	4.7	5.6	5.8	2.5	4.8	5.7	9.2	4.0	7.7	9.1	9.7	4.3	8.2	9.6
Textile mill products -----	3.6	4.1	4.9	3.0	3.7	4.3	5.1	3.2	5.7	6.6	7.9	4.9	5.9	6.8	8.2	5.0
Apparel and other finished textile products -----	3.5	1.8	5.3	3.2	3.5	1.8	5.4	3.3	5.5	2.8	8.4	5.1	5.7	2.9	8.7	5.3
Lumber and wood products -----	3.1	3.7	6.4	2.4	3.2	3.8	6.7	2.5	5.7	6.7	11.7	4.3	5.8	6.9	12.1	4.5
Furniture and fixtures -----	4.6	3.6	5.0	3.8	4.7	3.7	5.2	3.9	8.7	6.9	9.5	7.2	9.1	7.2	10.0	7.5
Paper and allied products -----	6.0	6.9	4.1	5.0	6.5	7.4	4.4	5.3	13.5	15.4	9.2	11.1	14.4	16.5	9.8	11.9
Printing, publishing, and allied industries -----	6.4	5.9	3.3	4.1	6.8	6.2	3.5	4.4	17.2	15.9	9.0	11.1	18.4	17.0	9.6	11.9
Petroleum refining and related industries -----	10.4	3.5	3.0	12.2	10.8	3.7	3.1	12.6	31.6	10.7	9.0	37.0	35.4	12.0	10.0	41.4
Rubber and miscellaneous plastics products -----	6.4	5.2	4.2	6.4	6.7	5.5	4.4	6.8	15.0	12.3	9.9	15.2	16.0	13.1	10.6	16.2
Leather and leather products ----	5.2	1.7	5.1	3.4	5.2	1.7	5.2	3.4	8.6	2.8	8.6	5.6	9.1	2.9	9.0	5.9
Stone, clay, and glass products -----	5.0	5.3	4.9	5.3	5.3	5.6	5.1	5.6	11.1	11.8	10.8	11.8	11.7	12.4	11.4	12.4
Primary metal industries -----	7.4	4.9	4.3	6.8	7.8	5.2	4.5	7.1	20.9	14.0	12.1	19.2	22.6	15.2	13.1	20.7
Fabricated metal products -----	5.6	4.5	4.7	5.5	5.9	4.7	4.9	5.8	13.6	10.9	11.3	13.2	14.4	11.6	12.0	14.1
Machinery, except electrical -----	6.3	4.3	4.0	5.9	6.6	4.5	4.2	6.1	16.3	11.1	10.4	15.2	17.4	11.8	11.1	16.3
Transportation equipment -----	6.9	4.5	4.3	6.0	7.2	4.7	4.5	6.3	18.2	11.8	11.4	16.0	19.5	12.7	12.3	17.2
Instruments and related products -----	6.6	4.1	3.9	7.4	6.9	4.2	4.1	7.8	15.6	9.6	9.2	17.5	16.7	10.3	9.9	18.8
Miscellaneous manufacturing industries -----	5.2	3.7	5.0	4.6	5.4	3.9	5.2	4.8	9.7	7.0	9.3	8.7	10.2	7.4	9.8	9.1

<sup>1</sup> Includes industries not shown separately.



Total Paid Leave

In 1959, vacation pay and holiday pay were practically universal, a limited proportion of the production workers were in establishments providing paid sick leave, and a somewhat larger proportion were covered by provisions for other miscellaneous types of leave. All but 4.2 percent of the production workers were in manufacturing establishments which paid for some type of leave in 1959. Those having expenditures for vacations employed 93.4 percent of the workers; holidays, 89.1 percent; sick leave, 22.6 percent; and military, jury, witness, voting, or personal leave, 44.3 percent. (See table 4.)

Expenditures for all paid leave amounted to 6 percent of the gross production worker payroll for manufacturing as a whole. The ratio remains practically unchanged if the establishments granting no paid leave are excluded, since some expenditure for leave was reported by virtually every establishment. Differences do occur, however, for some of the individual leave items and for some of the industry groups, between the expenditure ratios for all establishments and for only those that actually had expenditures. For example, for paid vacations, expenditures as a percent of gross payroll rise from 3.6 for all establishments to 3.7 percent in the actual expenditure firms; for paid holidays from 2.1 to 2.3 percent; for paid sick leave from 0.2 to 1 percent; and for other leave from less than 0.05 to 0.1 percent. (See table 3.)

Among the industry groups, the largest changes were in the ratios for the apparel and other textile products industries and the lumber and wood products industries. The ratios for these changed, respectively, from 3.5 to 4.1 percent and from 3.1 to 3.6 percent. The greater change in the expenditure ratios for these two groups, when the ratio is based on the payroll of only those reporting expenditures for paid leave as distinguished from that of all establishments in the group, reflects the lower prevalence of paid leave in these industries. Whereas in the other industry groups, establishments employing 95 to 100 percent of the workers reported some form of paid leave, the proportions were 77.2 percent in lumber and 82.9 percent in apparel.

When total pay for leave was divided by the total hours paid for by all establishments, the 1959 expenditures amounted to 13.5 cents per hour including 8 cents for vacation, 4.8 cents for holidays, 0.5 cent for sick leave, and 0.1 cent for other leave. If restricted to only those establishments reporting leave expenditures, the total amount increased to 14 cents for each hour paid for. On this basis, vacations amounted to 8.5 cents; holidays, 5.4 cents; sick leave, 2.3 cents; and other leave, 0.2 cent. (See table 3.)

For the purpose of this study, paid leave includes only payments made directly to the worker by the company; employer payments to vacation and holiday funds were treated as private welfare plans. Similarly, company payments to insurance carriers or special funds, which pay health and sickness benefits to workers, were classified as private welfare plans rather than paid sick leave. In the few States in which temporary disability insurance is required by law, company payments made directly to the worker under self-insurance provisions of the law were considered legally required payments rather than sick leave.

### Paid Vacations

Paid vacations for production workers became part of the conditions of employment in American manufacturing industries during this century. The benefits "trickled down" to production workers by way of the white-collar workers. The first to obtain vacations with pay were the higher salaried office employees, followed by the minor salaried in office and plant. Later, paid vacations were extended to production workers. To the extent that the practice existed prior to the turn of the century and up to 1910, it was concentrated primarily in a small number of establishments in the food industries group and in the chemicals-petroleum refining industries group. During the period 1910-19, more chemical and food companies instituted paid vacation plans for their production workers, in addition to some rubber and electrical machinery companies. The first major increase in the spread of paid vacations for production workers occurred between the end of World War I and the beginning of the depression of the 1930's. From 1920-29, the total number of production workers in establishments brought under paid vacation plans exceeded the number who up to that time enjoyed the benefit. During this period, more employees in the electrical machinery, the food, and the chemicals (including petroleum refining) industries became eligible for paid vacations as more establishments instituted such plans; plans became fairly numerous in the printing and the rubber-products industries; and all the other major industry groups began to introduce the practice.

The vacation movement halted during the depression years of 1930 to 1934, but spread rapidly in the second part of the decade. In just the 2 years of 1936 and 1937, paid vacations were extended to more production workers than during the entire 10-year period 1920-29. By 1937, 39.3 percent of the production workers in manufacturing were in plants providing paid vacations. The combined chemicals-petroleum industries group, which was among the first to introduce vacation benefits for production workers, led all the others with 86.4-percent coverage. What was then classified as iron and steel and their products group had a 73.5-percent coverage; the rubber group, 72.8 percent; and food, 65.5 percent. Steel companies had adopted vacations with pay for their production workers in 1936. The lumber and allied products group and the wearing apparel group trailed all the other groups, with fewer than 10 percent of the workers in establishments with paid vacations in 1937.<sup>6</sup> During World War II, the further extension of vacation pay plans was stimulated by the National War Labor Board's wage stabilization policy, which confined direct wage increases within narrow limits but was more lenient with supplements such as vacation and holiday pay. By 1952, virtually all the workers under collective bargaining agreements had become eligible for paid vacations, according to a BLS study of a sample of 758 agreements covering over 3.4 million workers in manufacturing.<sup>7</sup>

This survey found that in 1959 establishments granting paid vacations, whether through collective bargaining or personnel policy, employed 93.4 percent of the production workers in manufacturing. The proportion exceeded 90 percent in all but two industry groups; in the lumber and wood products group, the proportion was 75 percent and in the apparel industries, 65 percent. (See table 4.)

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<sup>6</sup> "Extent of Vacations with Pay in Industry," Monthly Labor Review, August 1938, pp. 269-274.

<sup>7</sup> "Paid Vacation Provisions in Collective Agreements, 1952," Monthly Labor Review, August 1952, pp. 163 and 164; and the Termination Report of The National War Labor Board: Industrial Disputes and Wage Stabilization in War-time, January 12, 1942-December 31, 1945, Vol. I (1947), pp. 306 and 338.

As a percent of the total manufacturing gross payroll vacation expenditures averaged 3.6 percent in 1959. There was little variation in the ratios by region; they averaged from 3.8 percent in the North Central region to 3.2 percent in the West and South. However, the industry group ratios ranged from 5.5 percent of the production-worker payroll for the petroleum industries and 4.9 percent for the primary metal industries to 1.9 and 1.8 percent, respectively, for the lumber and the apparel industries. As average hourly earnings rose, the industry ratios had a tendency to rise also. The lower expenditure ratios in the lumber and the apparel groups represent, in part, the low prevalence of paid vacations in the two groups. (In addition to those paying vacation benefits directly to their workers, and hence included in the ratios above, establishments employing 18 percent of the workers in apparel contributed to vacation and holiday funds which were responsible for distributing vacation and holiday pay to their workers.) When the expenditures are related to the gross payrolls of only the establishments reporting the practice, the ratios for the other industry groups remain materially unchanged, while those for apparel and lumber rise. The apparel ratio changes from 1.8 to 2.7 percent, the lumber ratio from 1.9 to 2.3 percent. (See table 3.)

Similar relationships were found when expenditures were measured in cents per hour paid for. The higher paying petroleum group reported an average rate of 16.6 cents per hour, followed by averages ranging from 13.9 to 10.3 cents per hour paid for by all establishments in the well-paying primary metals, printing and publishing, transportation equipment, and ordnance groups. Expenditures rates were as low as 4.9 cents in the leather group, 3.9 cents in textiles, 3.5 cents in lumber, and 2.8 cents in apparel. If only the total man-hours of those who reported vacation pay are considered, the rates for lumber and apparel rise to 4.5 and 4.1 cents per hour, respectively, but the averages for the remaining groups do not increase as much.

### Paid Holidays

In 1959, establishments employing 9 out of 10 production workers in manufacturing were granting paid holidays to their production workers. The practice of granting paid holidays was virtually nonexistent for production workers prior to World War II. It became prevalent during and after the war.<sup>8</sup> A 1936 National Industrial Conference Board study of 446 companies found that only 9 percent of the companies granted paid holidays to their production workers.<sup>9</sup> A similar NICB study of 240 companies indicated that the proportion had risen to about 40 percent by 1946.<sup>10</sup> The Bureau's studies of holiday provisions in collective bargaining agreements indicate the more recent expansion in the prevalence of holiday pay. Although the NICB and Bureau studies are not entirely comparable, the two give a rough indication of the trend of the paid holiday movement from prewar to recent years. A BLS study relating to 1,574 agreements in effect in manufacturing in 1950 showed that slightly more than 3 out of 4 had provisions for paid holidays.<sup>11</sup> By 1958, the ratio had risen to 99 out of 100 major agreements. Between 1950 and 1958, the proportion of contracts providing 6 holidays or less decreased, whereas those specifying 7 days, 8 days,

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<sup>8</sup> The Termination Report of the National War Labor Board, op. cit., pp. 361-365.

<sup>9</sup> Personnel Practices Governing Factory and Office Administration (New York, National Industrial Conference Board, Inc., 1937), p. 16.

<sup>10</sup> Vacation and Holiday Practices, Studies in Personnel Policy, No. 75 (New York, National Industrial Conference Board, Inc., 1946), pp. 16 and 17.

<sup>11</sup> "Holiday Provisions in Union Agreements, 1950," Monthly Labor Review, January 1951, p. 24.

or 9 days or more increased.<sup>12</sup> The present survey indicates that in 1959, 57 percent of the workers were in establishments giving 7 or more holidays.

Paid holidays were most prevalent in the North Central region in 1959; they were least prevalent in the South. Fewer than 4 percent of the workers in the North Central regions worked in establishments which provided no paid holidays; in the South, the proportion was nearly 30 percent. Although the paid holiday practice was widespread, it was not as prevalent as paid vacations in 1959. In the ordnance, petroleum, primary metals, and instruments industries all or virtually all of the workers were in establishments that reported paid holidays; in nine other industry groups, at least 90 percent of the workers were in establishments which had paid holidays; and in another three groups, at least 80 percent. The smallest proportions of workers were reported in apparel (74.5 percent), textiles (61.9 percent), and lumber (58.2 percent). (See table 4.)

Paid holiday expenditures averaged 2.1 percent of the gross production-worker payroll of all establishments in manufacturing and 2.3 percent of the payroll of only those reporting the practice. Industry for industry, there was some correlation between the industry expenditure ratio and the average hourly earnings in the industry. The higher paying petroleum, ordnance, and transportation-equipment industries reported the highest ratios—2.5 to 2.7 percent of gross payroll. At the lower end of the distribution were the textiles and the lumber industries, with ratios of 1.1 percent each, and the apparel industry with 1.6 percent. Here again, the much lower expenditure ratios for textiles and apparel, relative to the other groups, are attributable in part to the lower prevalence of the practice in these industries. When the ratios are computed using the payroll of only those reporting the practice, the ratios rise by 0.6 percent for lumber and for textiles, and 0.5 percent for apparel. The change of base had less effect on the other industries. (See table 3.)

Average expenditures for holidays were 4.8 cents per hour paid for by all establishments in manufacturing and 5.4 cents for only those establishments that reported the practice. The order of the industries, when arrayed by expenditure rates, was not much different from that based on payroll ratios. The producers of petroleum products, ordnance, primary metals, and transportation equipment were at the higher end with expenditures of 6.6 to 8.2 cents per hour. At the lower end with respective rates of 1.7, 2.1, and 2.6 cents per hour paid for by all establishments were the textile, the lumber, and the apparel establishments. In these latter industries, the rates were 2.8, 3.4, and 3.4 cents per hour, respectively, for the establishments reporting the practice.

The regional ratios of paid holiday leave expenditures to gross payroll for all establishments amounted to 1.6 percent in the South, 2.1 percent in the West, 2.2 percent in the North Central region, and 2.4 percent in the Northeast. The ratios were more similar when the variations, introduced by differences in prevalence, were eliminated and only the payroll of those reporting the practice was used in the base.

### Paid Sick Leave

Paid sick leave is a fairly old and established practice for office workers, but it has not been extended as commonly to production workers as the other

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<sup>12</sup> Paid Holiday Provisions in Major Union Contracts, 1958, BLS Bull. 1248 (1959), pp. 1-3.

types of leave. When the extension of sick benefits to production workers began in the early 1940's, it took the form primarily of health and accident insurance rather than paid sick leave.<sup>13</sup>

Establishments employing 22.6 percent of the production workers in manufacturing reported sick leave expenditures in 1959. The practice was most prevalent in the West and least prevalent in the North Central region—36.1 percent of the workers in the West compared with 18.2 percent in the North Central region were in establishments that reported the practice. The prevalence of paid sick leave varied widely by industry. In the primary metals, textiles, and rubber and plastics products industries, expenditures were reported by establishments employing fewer than 10 percent of the workers; in eight industry groups, by those employing 10-19 percent inclusive; in six groups, 20-46 percent inclusive; in the ordnance industries, 60.4 percent; and in the petroleum industries, 91.2 percent. (See table 4.)

These figures on the prevalence of the practice cover only those which had actual expenditures in 1959. They exclude those establishments that usually grant sick pay but had no absences owing to sickness in 1959. It should be noted that the expenditure ratio can vary from year to year, without any change in establishment sick leave practices, because of variations in the incidence of sickness, the level of gross pay, and the number of man-hours paid for during the year.

Expenditures for sick leave as a percent of gross production-worker payroll for all establishments in manufacturing averaged 0.2 percent. Only the petroleum and ordnance industries reported substantial sick leave payments to the workers; in these industries, expenditures averaged 2 and 1.2 percent of gross payroll, respectively. Nine groups averaged between 0.1 and 0.5 percent of gross payroll and the remaining eight below 0.05 percent. For those establishments actually reporting expenditures, the ratio was 1 percent of gross payroll for manufacturing as a whole—five times as great as when related to the payroll of all establishments, the difference reflecting the low prevalence of the practice. By industry, average expenditures for establishments with the practice ranged from 0.3 percent to 2.2 percent of gross payroll. For more than half of the industry groups the expenditure ratios, for only those reporting the practice, seemed related to the average hourly earnings of the group. As earnings rose, the ratios also had a tendency to rise.

In evaluating employer expenditures for sick benefits, private sickness and accident insurance, and legally required temporary disability insurance should be considered as well as paid sick leave. Thus, the petroleum refining and related industries, which had by far the highest ratio of expenditures for sick leave (2 percent), had the second from lowest ratio of expenditures for health, accident, and life insurance (1.1 percent). When the comparison is made on the basis of the total of the two items, the expenditures ratio of the petroleum group still is higher than that of the other industry groups except ordnance, but not by very much. The ordnance industries had among the highest expenditure ratios for health, accident, and life insurance (2.3 percent) as well as for paid sick leave (1.2 percent). The two items together gave the group the highest combined expenditure ratio of all the industry groups. An examination was made of the collective bargaining agreements under which some of the ordnance establishments in the survey sample operated. In some plants, workers earned sick pay whether they took time off or not. Accrued sick leave that was not taken was payable periodically as sick pay.

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<sup>13</sup> Paid Sick Leave Provisions in Major Union Contracts, 1959, BLS Bull. 1282 (1960), p. 1.

Sick leave expenditures amounted to 0.5 cent per hour paid for by all establishments in manufacturing. For the petroleum refining and related industries, this figure was 6.2 cents per hour and for the ordnance and accessories industries, 3.2 cents. For the remaining industries, the expenditures rates ranged from 1.2 cents down to less than 0.05 cent per hour paid for. The bulk of these industry groups reported 0.1 cent per hour. When the expenditures were divided by the hours paid for by only those reporting the practice, the rate for the petroleum industries rose to 6.8 cents per hour and that for the ordnance industries to 5.2 cents. The next lower rate was the 3.3 cents per hour paid for, reported by the transportation equipment industries; the lowest rate was the 0.5 cents per hour of the apparel and textile industries.

#### Other Paid Leave (Military, Jury, Witness, Voting, and Personal Leave)

"Other" paid leave was composed of military, jury, witness, voting, and personal leave (such as for death in the family). Leave, particularly of these miscellaneous types, often is not paid for at the regular straight-time rate. For example, many firms pay the worker the difference between his regular rate and what he receives for serving on a jury. As for all types of leave, respondents were asked to report only their actual expenditures for the practice and the man-hours equivalent to the pay given.

Establishments employing 44.3 percent of the production workers in manufacturing reported expenditures for other paid leave in 1959. The incidence of the practice was greatest in the North Central region, and least in the South. There was considerable variation in the extent to which the pay for miscellaneous types of leave was given in the various industries. The percentage of workers in establishments reporting the expenditures varied from about 8 percent in the lumber and the apparel industries to over 90 percent in the ordnance and the petroleum industries. The prevalence of the practice seemed to be related to the level of average hourly earnings for the industry group. Generally, as average hourly earnings increased, the prevalence of the practice tended also to increase.

Other paid leave expenditures amounted to less than 0.05 percent of the production worker gross payroll of all establishments in manufacturing. The expenditures ratios for the several industries were equally small. Only seven industry groups showed expenditure ratios of over 0.05 percent—these included 0.2 percent by both the ordnance and the petroleum groups and 0.1 percent by the other five groups. The ratio of expenditures to gross payroll for only the establishments reporting the practice averaged 0.1 percent for all manufacturing industries. For 13 of the 19 industry groups, the ratios were 0.1 percent of the payroll of only those reporting other leave; higher ratios—0.2 percent—were reported by only 3 groups.

Table 3. Average Expenditures for Paid Leave by All Establishments and Establishments Reporting Expenditures, Region, and Manufacturing Industry Group, 1959

Region and industry group	Percent of gross payroll										Percent of straight-time payroll									
	All establishments					Establishments reporting expenditures for—					All establishments					Establishments reporting expenditures for—				
	Total	Vaca-tions	Holi-days	Sick leave	Other <sup>1</sup>	Total <sup>2</sup>	Vaca-tions	Holi-days	Sick leave	Other <sup>1</sup>	Total	Vaca-tions	Holi-days	Sick leave	Other <sup>1</sup>	Total <sup>2</sup>	Vaca-tions	Holi-days	Sick leave	Other <sup>1</sup>
United States <sup>3</sup> -----	6.0	3.6	2.1	0.2	( <sup>4</sup> )	6.1	3.7	2.3	1.0	0.1	6.3	3.7	2.2	0.2	( <sup>4</sup> )	6.4	3.9	2.4	1.0	0.1
Northeast -----	6.3	3.6	2.4	.2	0.1	6.4	3.8	2.5	1.0	.1	6.6	3.8	2.5	.3	0.1	6.7	4.0	2.6	1.0	.1
South -----	5.0	3.2	1.6	.3	.1	5.4	3.4	2.0	1.0	.1	5.3	3.3	1.6	.3	.1	5.6	3.6	2.1	1.0	.1
North Central -----	6.2	3.8	2.2	.2	( <sup>4</sup> )	6.3	3.9	2.3	.9	.1	6.5	4.0	2.3	.2	( <sup>4</sup> )	6.6	4.1	2.4	.9	.1
West -----	5.8	3.2	2.1	.4	( <sup>4</sup> )	5.9	3.3	2.3	1.1	.1	6.0	3.4	2.2	.4	( <sup>4</sup> )	6.2	3.5	2.4	1.1	.1
Ordnance and accessories-----	7.7	3.8	2.6	1.2	.2	7.7	3.8	2.6	1.9	.2	8.0	3.9	2.6	1.2	.2	8.0	3.9	2.6	1.9	.2
Food and kindred products-----	6.0	3.6	2.1	.3	( <sup>4</sup> )	6.2	3.7	2.3	.8	.1	6.3	3.7	2.1	.4	( <sup>4</sup> )	6.4	3.9	2.4	.9	.1
Tobacco manufactures-----	5.6	3.4	2.0	.2	( <sup>4</sup> )	5.7	3.6	2.1	.4	( <sup>4</sup> )	5.8	3.5	2.1	.2	( <sup>4</sup> )	5.8	3.7	2.2	.4	( <sup>4</sup> )
Textile mill products-----	3.6	2.5	1.1	( <sup>4</sup> )	( <sup>4</sup> )	3.7	2.7	1.7	.3	.1	3.7	2.6	1.1	( <sup>4</sup> )	( <sup>4</sup> )	3.8	2.8	1.7	.3	.1
Apparel and other finished textile products-----	3.5	1.8	1.6	( <sup>4</sup> )	( <sup>4</sup> )	4.1	2.7	2.1	.4	.1	3.5	1.8	1.7	( <sup>4</sup> )	( <sup>4</sup> )	4.1	2.7	2.1	.4	.1
Lumber and wood products-----	3.1	1.9	1.1	( <sup>4</sup> )	( <sup>4</sup> )	3.6	2.3	1.7	.4	.2	3.2	2.0	1.2	( <sup>4</sup> )	( <sup>4</sup> )	3.8	2.4	1.7	.4	.2
Furniture and fixtures-----	4.6	2.8	1.7	( <sup>4</sup> )	( <sup>4</sup> )	4.6	2.9	2.1	.3	( <sup>4</sup> )	4.7	2.9	1.8	( <sup>4</sup> )	( <sup>4</sup> )	4.8	3.0	2.1	.3	( <sup>4</sup> )
Paper and allied products-----	6.0	3.8	2.1	.1	.1	6.0	3.8	2.1	.6	.1	6.5	4.0	2.2	.1	.1	6.5	4.0	2.3	.7	.1
Printing, publishing, and allied industries-----	6.4	4.0	2.1	.2	( <sup>4</sup> )	6.4	4.1	2.2	.6	.1	6.8	4.3	2.3	.2	( <sup>4</sup> )	6.8	4.4	2.4	.7	.1
Petroleum refining and related industries-----	10.4	5.5	2.7	2.0	.2	10.4	5.5	2.7	2.2	.2	10.8	5.7	2.8	2.1	.2	10.8	5.7	2.8	2.3	.2
Rubber and miscellaneous plastics products-----	6.4	4.1	2.2	( <sup>4</sup> )	.1	6.5	4.2	2.3	.4	.1	6.7	4.3	2.3	( <sup>4</sup> )	.1	6.9	4.4	2.4	.5	.1
Leather and leather products-----	5.2	2.9	2.2	( <sup>4</sup> )	( <sup>4</sup> )	5.3	3.0	2.3	.3	.1	5.2	3.0	2.2	( <sup>4</sup> )	( <sup>4</sup> )	5.4	3.1	2.4	.3	.1
Stone, clay, and glass products-----	5.0	3.1	1.8	( <sup>4</sup> )	( <sup>4</sup> )	5.2	3.2	2.0	.4	.1	5.3	3.2	1.9	( <sup>4</sup> )	( <sup>4</sup> )	5.4	3.4	2.1	.5	.1
Primary metal industries-----	7.4	4.9	2.4	( <sup>4</sup> )	( <sup>4</sup> )	7.4	4.9	2.4	.6	( <sup>4</sup> )	7.8	5.2	2.5	( <sup>4</sup> )	( <sup>4</sup> )	7.8	5.2	2.5	.6	( <sup>4</sup> )
Fabricated metal products-----	5.6	3.3	2.2	.1	( <sup>4</sup> )	5.8	3.4	2.3	.4	.1	5.9	3.5	2.3	.1	( <sup>4</sup> )	6.0	3.6	2.5	.4	.1
Machinery, except electrical-----	6.3	3.8	2.3	.1	( <sup>4</sup> )	6.3	3.9	2.3	1.0	.1	6.6	4.0	2.4	.2	( <sup>4</sup> )	6.6	4.1	2.5	1.0	.1
Transportation equipment-----	6.9	3.9	2.5	.4	.1	6.9	3.9	2.5	1.3	.1	7.2	4.1	2.6	.4	.1	7.2	4.1	2.6	1.3	.1
Instruments and related products-----	6.6	3.5	2.5	.5	.1	6.6	3.5	2.5	1.1	.1	6.9	3.7	2.6	.5	.1	6.9	3.7	2.6	1.1	.1
Miscellaneous manufacturing industries-----	5.2	2.9	2.1	.1	.1	5.3	3.0	2.2	.5	.1	5.4	3.1	2.2	.1	.1	5.5	3.1	2.3	.6	.2

See footnotes at end of table.

Table 3. Average Expenditures for Paid Leave by All Establishments and Establishments Reporting Expenditures, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Cents per hour paid for										Cents per plant man-hour									
	All establishments					Establishments reporting expenditures for—					All establishments					Establishments reporting expenditures for—				
	Total	Vaca-tions	Holi-days	Sick leave	Other <sup>1</sup>	Total <sup>2</sup>	Vaca-tions	Holi-days	Sick leave	Other <sup>1</sup>	Total	Vaca-tions	Holi-days	Sick leave	Other <sup>1</sup>	Total <sup>2</sup>	Vaca-tions	Holi-days	Sick leave	Other <sup>1</sup>
United States <sup>3</sup> -----	13.5	8.0	4.8	0.5	0.1	14.0	8.5	5.4	2.3	0.2	14.3	8.5	5.1	0.6	0.1	14.9	9.1	5.7	2.5	0.2
Northeast -----	14.0	8.0	5.3	.6	.1	14.5	8.7	5.6	2.3	.3	14.9	8.5	5.6	.6	.1	15.5	9.3	6.0	2.5	.3
South -----	9.2	5.8	2.9	.5	.1	10.2	6.5	4.0	2.1	.3	9.7	6.1	3.0	.5	.1	10.7	6.8	4.2	2.2	.3
North Central -----	15.3	9.4	5.4	.4	.1	15.4	9.5	5.6	2.1	.1	16.3	10.0	5.8	.4	.1	16.5	10.2	6.0	2.3	.2
West -----	14.5	8.1	5.2	1.0	.1	14.8	8.3	5.7	2.8	.3	15.4	8.6	5.5	1.1	.1	15.7	8.8	6.1	3.0	.3
Ordnance and accessories -----	21.0	10.3	7.0	3.2	.5	21.0	10.3	7.0	5.2	.5	22.7	11.2	7.5	3.5	.5	22.7	11.2	7.5	5.7	.6
Food and kindred products -----	12.6	7.5	4.3	.7	( <sup>4</sup> )	13.2	8.0	5.0	1.9	.1	13.4	8.0	4.6	.8	.1	14.1	8.5	5.3	2.0	.1
Tobacco manufactures -----	9.2	5.5	3.3	.3	( <sup>4</sup> )	9.3	5.8	3.5	.7	( <sup>4</sup> )	9.7	5.8	3.5	.3	( <sup>4</sup> )	9.8	6.1	3.7	.7	( <sup>4</sup> )
Textile mill products -----	5.7	3.9	1.7	( <sup>4</sup> )	( <sup>4</sup> )	5.9	4.3	2.8	.5	.1	5.9	4.1	1.8	( <sup>4</sup> )	( <sup>4</sup> )	6.2	4.5	2.9	.6	.1
Apparel and other finished textile products -----	5.5	2.8	2.6	.1	( <sup>4</sup> )	6.5	4.1	3.4	.5	.2	5.7	2.9	2.7	.1	( <sup>4</sup> )	6.7	4.3	3.5	.6	.2
Lumber and wood products -----	5.7	3.5	2.1	.1	( <sup>4</sup> )	7.1	4.5	3.4	.6	.3	5.8	3.6	2.1	.1	( <sup>4</sup> )	7.4	4.7	3.5	.7	.3
Furniture and fixtures -----	8.7	5.3	3.3	.1	( <sup>4</sup> )	8.9	5.5	4.1	.6	.1	9.1	5.6	3.5	.1	( <sup>4</sup> )	9.3	5.8	4.4	.6	.1
Paper and allied products -----	13.5	8.4	4.7	.3	.1	13.5	8.4	4.7	1.5	.2	14.4	9.0	5.0	.3	.1	14.4	9.0	5.0	1.6	.2
Printing, publishing, and allied industries -----	17.2	10.9	5.8	.4	.1	17.5	11.1	6.2	1.7	.3	18.4	11.7	6.2	.5	.1	18.7	11.9	6.6	1.9	.3
Petroleum refining and related industries -----	31.6	16.6	8.2	6.2	.6	31.6	16.7	8.2	6.8	.7	35.4	18.6	9.2	6.9	.7	35.4	18.7	9.2	7.7	.8
Rubber and miscellaneous plastics products -----	15.0	9.6	5.1	.1	.2	15.6	10.0	5.4	1.0	.3	16.0	10.3	5.4	.1	.2	16.8	10.7	5.8	1.1	.3
Leather and leather products -----	8.6	4.9	3.6	.1	( <sup>4</sup> )	8.9	5.1	4.0	.6	.1	9.1	5.1	3.9	.1	( <sup>4</sup> )	9.4	5.4	4.2	.6	.1
Stone, clay, and glass products -----	11.1	6.8	4.1	.1	.1	11.7	7.3	4.6	.9	.3	11.7	7.2	4.3	.1	.1	12.3	7.7	4.9	1.0	.3
Primary metal industries -----	20.9	13.9	6.8	.1	.1	20.9	14.0	6.9	1.5	.1	22.6	15.1	7.4	.1	.1	22.6	15.1	7.4	1.6	.1
Fabricated metal products -----	13.6	8.0	5.4	.1	.1	13.9	8.3	5.7	.9	.2	14.4	8.5	5.7	.1	.1	14.8	8.8	6.0	1.0	.2
Machinery, except electrical -----	16.3	9.9	5.9	.4	.1	16.4	10.0	6.1	2.5	.2	17.4	10.6	6.3	.4	.1	17.6	10.7	6.5	2.7	.3
Transportation equipment -----	18.2	10.3	6.6	1.1	.1	18.3	10.4	6.6	3.3	.2	19.5	11.1	7.1	1.2	.2	19.7	11.2	7.1	3.6	.2
Instruments and related products -----	15.6	8.3	5.9	1.2	.2	15.6	8.3	6.0	2.7	.4	16.7	8.9	6.4	1.2	.2	16.7	8.9	6.4	2.9	.4
Miscellaneous manufacturing industries -----	9.7	5.5	3.9	.2	.1	9.9	5.6	4.3	1.1	.3	10.2	5.8	4.1	.2	.1	10.4	6.0	4.5	1.1	.4

<sup>1</sup> Includes military, jury, witness, voting, and personal leave.<sup>2</sup> For "establishments reporting expenditures for the practice" the detail does not add to the total because a different payroll or hours base was used for each item.<sup>3</sup> Includes industries not shown separately.<sup>4</sup> Less than 0.05 percent or 0.05 cent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 4. Percent of Production and Related Workers in Establishments Reporting Expenditures for Paid Leave by Region and Manufacturing Industry Group, 1959

Region and industry group	Paid leave	Paid vacations	Paid holidays	Paid sick leave	Paid other leave <sup>1</sup>
United States <sup>2</sup> .....	95.8	93.4	89.1	22.6	44.3
Northeast .....	95.7	90.7	92.8	23.1	46.6
South .....	90.0	88.3	70.8	22.8	33.6
North Central .....	99.0	98.3	96.2	18.2	50.4
West .....	97.7	97.0	90.6	36.1	37.5
Ordnance and accessories .....	100.0	100.0	100.0	60.4	93.9
Food and kindred products .....	94.9	93.9	86.9	39.7	37.9
Tobacco manufactures .....	99.0	94.9	94.1	45.8	55.0
Textile mill products .....	95.8	90.6	61.9	7.8	16.2
Apparel and other finished textile products .....	82.9	65.2	74.5	13.0	8.1
Lumber and wood products .....	77.2	75.4	58.2	10.4	8.3
Furniture and fixtures .....	98.4	95.8	82.2	10.3	21.7
Paper and allied products .....	99.9	99.8	99.0	18.1	61.6
Printing, publishing, and allied industries .....	98.7	98.3	94.1	25.1	30.1
Petroleum refining and related industries .....	100.0	99.7	100.0	91.2	91.4
Rubber and miscellaneous plastics products .....	96.1	96.1	93.7	9.4	59.6
Leather and leather products .....	96.3	95.0	91.6	11.9	10.0
Stone, clay, and glass products .....	95.3	94.1	88.6	10.7	34.7
Primary metal industries .....	100.0	99.8	99.3	7.6	69.8
Fabricated metal products .....	97.8	97.3	94.4	13.5	39.7
Machinery, except electrical .....	99.1	98.7	96.1	14.4	50.2
Transportation equipment .....	99.0	99.0	98.6	34.5	80.0
Instruments and related products .....	99.9	99.5	99.3	43.4	56.2
Miscellaneous manufacturing industries .....	98.0	97.1	91.1	21.5	30.4

<sup>1</sup> Includes military, jury, witness, voting, and personal leave.

<sup>2</sup> Includes industries not shown separately.

Table 5. Distribution of Production and Related Workers by Leave Expenditures as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—												
		No paid leave expenditures	Paid leave expenditures as a percent of gross payroll of—											11 percent and over
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	
United States <sup>1</sup>	100.0	4.2	1.5	4.9	5.7	9.8	11.7	15.5	18.0	12.0	9.4	3.9	2.1	1.3
Northeast	100.0	4.3	1.0	4.6	5.0	6.5	11.2	16.0	18.6	12.2	11.8	5.0	2.2	1.7
South	100.0	10.0	4.2	10.0	10.1	17.7	9.6	11.0	9.9	6.8	3.7	4.1	1.7	1.3
North Central	100.0	1.0	.5	1.9	2.9	8.0	13.1	17.6	24.4	15.8	10.0	2.1	2.0	.8
West	100.0	2.3	1.0	5.8	8.3	11.6	13.1	16.3	11.3	9.5	11.3	6.0	2.4	1.1
Ordnance and accessories	100.0	-	-	-	-	4.9	7.5	21.2	6.2	16.1	8.4	21.0	7.9	6.7
Food and kindred products	100.0	5.1	2.4	7.5	5.8	8.5	9.7	13.5	17.8	13.0	9.2	5.3	2.1	.2
Tobacco manufactures	100.0	1.0	5.4	6.0	2.7	9.4	9.1	30.0	13.2	14.7	4.1	4.5	-	-
Textile mill products	100.0	4.2	4.0	16.3	15.3	28.7	11.6	12.9	3.2	3.0	.9	-	-	-
Apparel and other finished textile products	100.0	17.1	4.2	12.9	14.0	14.0	11.2	11.9	7.7	2.9	3.5	.6	-	.1
Lumber and wood products	100.0	22.8	4.6	9.7	16.9	19.3	12.3	8.1	5.0	.9	.4	-	-	-
Furniture and fixtures	100.0	1.6	3.3	14.5	7.1	19.0	15.7	18.3	10.1	3.1	3.6	2.3	1.0	.4
Paper and allied products	100.0	.1	.4	.6	2.8	5.4	13.4	25.1	31.1	15.7	2.9	2.0	.2	.3
Printing, publishing, and allied industries	100.0	1.3	.2	1.2	4.2	3.7	13.3	17.9	23.4	17.2	11.2	4.2	.5	1.7
Petroleum refining and related industries	100.0	-	.3	-	3.3	.4	-	.8	5.0	10.1	2.4	17.2	19.6	41.0
Rubber and miscellaneous plastics products	100.0	3.9	.4	2.2	4.1	6.9	8.7	13.4	18.9	22.2	16.4	2.9	-	-
Leather and leather products	100.0	3.7	1.8	3.3	4.1	13.1	20.7	24.7	13.6	11.7	2.3	.7	-	.2
Stone, clay, and glass products	100.0	4.7	2.8	5.1	5.5	11.0	21.2	25.2	13.0	7.7	2.8	.4	( <sup>2</sup> )	.5
Primary metal industries	100.0	-	-	.2	1.3	6.5	8.6	11.0	17.7	12.5	20.0	6.3	14.6	1.1
Fabricated metal products	100.0	2.2	.6	3.1	4.3	6.3	16.4	21.6	24.8	13.8	4.9	.9	.8	.2
Machinery, except electrical	100.0	.9	-	1.6	3.8	5.3	10.1	14.9	28.5	18.1	12.2	2.7	.5	1.5
Transportation equipment	100.0	1.0	-	.9	.7	7.0	2.9	14.6	28.8	12.7	23.0	6.0	1.1	1.3
Instruments and related products	100.0	.1	.9	.6	2.0	3.7	20.7	11.0	20.2	18.9	18.1	2.2	.6	1.0
Miscellaneous manufacturing industries	100.0	2.0	.8	4.7	4.0	20.8	16.7	18.9	19.6	6.7	5.5	-	-	.4

<sup>1</sup> Includes industries not shown separately.<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 6. Distribution of Production and Related Workers by Vacation Expenditures as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—									
		No paid vacation expenditures	Paid vacation expenditures as a percent of gross payroll of—								
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 percent and over
United States <sup>1</sup> .....	100.0	6.6	2.9	11.2	19.5	26.7	19.9	8.7	2.9	1.4	0.3
Northeast .....	100.0	9.3	1.8	9.3	19.7	24.7	20.8	9.3	3.6	1.4	.1
South .....	100.0	11.7	6.8	16.7	20.2	23.8	10.8	6.1	2.4	.9	.6
North Central .....	100.0	1.7	1.0	8.1	17.5	31.5	25.9	9.6	2.8	1.8	( <sup>2</sup> )
West .....	100.0	3.0	5.3	17.2	23.7	23.0	15.7	8.5	1.4	1.3	.8
Ordnance and accessories .....	100.0	-	-	4.7	28.9	23.7	33.8	4.0	5.0	-	-
Food and kindred products .....	100.0	6.1	5.9	13.1	18.4	21.7	20.9	11.3	2.5	-	-
Tobacco manufactures .....	100.0	5.1	12.5	2.7	10.8	23.3	39.2	6.5	-	-	-
Textile mill products .....	100.0	9.4	4.8	19.5	30.8	32.6	2.4	.3	.4	-	-
Apparel and other finished textile products .....	100.0	34.8	5.5	15.6	14.5	22.4	5.5	1.1	.5	-	-
Lumber and wood products .....	100.0	24.6	7.3	22.8	30.2	11.4	3.3	-	.4	-	-
Furniture and fixtures .....	100.0	4.2	6.8	24.4	25.5	27.0	6.7	1.7	2.3	1.4	-
Paper and allied products .....	100.0	.2	1.3	8.1	15.1	37.1	26.4	11.1	.4	-	.3
Printing, publishing, and allied industries .....	100.0	1.7	1.0	6.4	11.6	27.1	34.0	15.5	1.8	.4	.5
Petroleum refining and related industries .....	100.0	.3	-	3.8	.8	5.8	17.3	48.7	16.5	-	6.8
Rubber and miscellaneous plastics products .....	100.0	3.9	2.2	11.6	17.3	11.0	32.4	10.3	11.4	-	-
Leather and leather products .....	100.0	5.0	1.5	20.2	27.8	32.0	9.7	3.4	.1	( <sup>2</sup> )	.2
Stone, clay, and glass products .....	100.0	5.9	4.5	13.7	21.0	33.1	17.9	2.8	1.0	-	-
Primary metal industries .....	100.0	.2	.8	6.7	7.3	20.3	20.6	13.5	15.7	15.0	-
Fabricated metal products .....	100.0	2.7	2.0	9.1	29.5	24.4	25.2	5.6	.8	.7	-
Machinery, except electrical .....	100.0	1.3	2.2	6.6	15.0	30.4	28.8	10.5	3.6	1.5	.2
Transportation equipment .....	100.0	1.0	.2	6.5	11.1	33.8	33.7	11.5	1.3	-	.8
Instruments and related products .....	100.0	.5	1.4	7.1	28.5	32.7	20.8	7.2	.9	.9	-
Miscellaneous manufacturing industries .....	100.0	2.9	.4	19.7	36.9	27.0	8.6	3.7	.7	-	-

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 7. Distribution of Production and Related Workers by Holiday Expenditures as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—						
		No paid holiday expenditures	Paid holiday expenditures as a percent of gross payroll of—					5 percent and over
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	
United States <sup>1</sup> .....	100.0	10.9	5.4	22.4	50.7	9.7	0.7	0.2
Northeast .....	100.0	7.2	3.4	18.8	51.5	17.5	1.2	.3
South .....	100.0	29.2	12.4	25.5	28.8	3.9	.2	( <sup>2</sup> )
North Central .....	100.0	3.8	2.7	24.4	63.1	5.5	.4	( <sup>2</sup> )
West .....	100.0	9.4	6.9	22.0	52.2	7.9	.8	.8
Ordnance and accessories .....	100.0	-	4.6	5.6	70.7	17.3	1.8	-
Food and kindred products .....	100.0	13.1	10.9	22.4	41.8	9.7	2.0	.1
Tobacco manufactures .....	100.0	5.9	14.3	26.9	51.8	1.2	-	-
Textile mill products .....	100.0	38.1	18.0	23.3	16.6	4.1	-	-
Apparel and other finished textile products .....	100.0	25.5	7.6	26.8	31.7	8.3	.1	-
Lumber and wood products .....	100.0	41.8	11.1	30.4	15.4	1.3	-	-
Furniture and fixtures .....	100.0	17.8	8.7	25.6	41.0	5.7	1.2	-
Paper and allied products .....	100.0	1.0	2.7	37.8	55.8	2.8	-	-
Printing, publishing, and allied industries .....	100.0	5.9	6.5	28.7	44.6	12.0	1.2	1.2
Petroleum refining and related industries .....	100.0	-	7.5	12.9	48.1	27.8	3.7	-
Rubber and miscellaneous plastics products .....	100.0	6.3	1.6	14.8	74.8	2.1	.5	-
Leather and leather products .....	100.0	8.4	4.2	17.9	57.0	11.8	.9	-
Stone, clay, and glass products .....	100.0	11.4	6.1	42.6	37.0	2.1	.8	-
Primary metal industries .....	100.0	.7	1.4	18.5	72.1	7.4	-	-
Fabricated metal products .....	100.0	5.6	3.1	23.5	53.6	14.1	.2	( <sup>2</sup> )
Machinery, except electrical .....	100.0	3.9	1.1	21.9	63.3	8.9	.9	-
Transportation equipment .....	100.0	1.4	.8	10.6	77.4	8.9	-	.8
Instruments and related products .....	100.0	.7	1.9	17.4	67.1	9.5	2.7	.9
Miscellaneous manufacturing industries .....	100.0	8.9	5.7	26.4	45.3	12.0	1.7	-

<sup>1</sup> Includes industries not shown separately.<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 8. Distribution of Production and Related Workers by Leave Expenditures in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—													
		No paid leave expenditures	Paid leave expenditures per hour paid for of—												
			Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents
United States <sup>1</sup> -----	100.0	4.2	1.0	2.1	2.8	2.9	4.6	3.6	3.3	4.4	4.6	4.5	4.5	5.0	2.9
Northeast -----	100.0	4.3	.9	.9	2.5	2.3	4.3	3.1	3.5	4.7	5.1	4.9	4.1	5.6	2.6
South -----	100.0	10.0	2.5	6.5	6.4	6.8	10.5	7.6	3.3	5.1	3.9	2.2	2.2	3.8	1.4
North Central -----	100.0	1.0	.3	.8	1.0	1.2	1.7	1.8	3.0	3.5	4.4	4.7	6.1	5.2	3.6
West -----	100.0	2.3	.3	1.5	2.4	2.4	2.6	2.9	3.9	5.0	5.2	4.7	4.9	5.0	4.3
Ordnance and accessories -----	100.0	-	-	-	-	-	-	-	-	.3	-	4.6	-	9.3	-
Food and kindred products -----	100.0	5.1	.8	5.1	4.5	2.5	3.1	2.7	6.1	4.1	5.1	3.6	1.8	5.2	3.4
Tobacco manufactures -----	100.0	1.0	4.9	5.7	.8	2.7	6.4	.6	2.9	12.2	7.4	18.9	4.7	12.0	1.3
Textile mill products -----	100.0	4.2	2.2	6.0	8.3	7.2	22.8	16.7	5.1	6.9	3.6	3.8	1.3	6.6	.6
Apparel and other finished textile products -----	100.0	17.1	4.0	6.0	7.1	8.1	13.9	4.4	3.2	6.6	8.8	5.7	3.8	2.0	2.6
Lumber and wood products -----	100.0	22.8	4.3	2.2	8.7	7.5	3.0	6.6	9.9	6.5	6.1	4.7	4.4	3.5	1.0
Furniture and fixtures -----	100.0	1.6	.9	10.4	6.6	4.4	8.4	4.8	6.9	6.4	5.5	2.5	9.0	6.3	4.0
Paper and allied products -----	100.0	.1	.4	.3	.4	.5	1.9	2.3	2.6	3.1	5.3	5.5	5.5	4.4	4.7
Printing, publishing, and allied industries -----	100.0	1.3	.2	-	1.5	.4	1.6	1.8	1.9	5.5	3.7	1.4	2.9	3.7	2.0
Petroleum refining and related industries -----	100.0	-	-	.3	-	2.2	-	-	1.6	-	-	-	-	.1	-
Rubber and miscellaneous plastics products -----	100.0	3.9	.3	.1	1.6	2.2	4.7	1.8	2.3	3.9	4.6	1.9	5.6	3.5	2.4
Leather and leather products -----	100.0	3.7	1.1	1.7	1.4	4.1	6.0	5.9	10.7	11.7	7.0	13.8	8.6	8.8	2.7
Stone, clay, and glass products -----	100.0	4.7	1.5	1.7	2.9	5.0	1.9	2.7	2.7	7.0	6.7	7.1	7.5	5.0	2.9
Primary metal industries -----	100.0	-	-	.2	.5	-	-	1.3	.1	3.0	3.8	3.5	.9	3.4	1.5
Fabricated metal products -----	100.0	2.2	.3	.9	1.4	2.0	1.1	2.5	2.5	4.4	3.0	5.7	5.7	9.9	3.2
Machinery, except electrical -----	100.0	.9	-	-	-	1.0	1.8	1.1	1.4	1.3	4.0	3.4	5.2	2.8	4.0
Transportation equipment -----	100.0	1.0	-	( <sup>2</sup> )	.1	.3	.8	.5	.5	.8	.3	1.1	4.5	1.6	3.3
Instruments and related products -----	100.0	.1	-	1.3	1.2	.7	.4	1.2	3.3	2.0	3.7	3.4	3.5	11.1	4.2
Miscellaneous manufacturing industries -----	100.0	2.0	.8	1.1	2.1	7.0	6.5	10.5	4.1	7.1	4.9	9.4	8.6	7.0	2.9

See footnotes at end of table.

Table 8. Distribution of Production and Related Workers by Leave Expenditures in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of workers in establishments with—														
	Paid leave expenditures per hour paid for of—														
	13 and under 14 cents	14 and under 15 cents	15 and under 16 cents	16 and under 17 cents	17 and under 18 cents	18 and under 19 cents	19 and under 20 cents	20 and under 21 cents	21 and under 22 cents	22 and under 23 cents	23 and under 24 cents	24 and under 25 cents	25 and under 26 cents	26 and under 27 cents	27 cents and over
United States <sup>1</sup> .....	4.2	4.3	4.3	4.8	5.7	3.9	2.8	2.2	3.1	1.9	2.1	1.9	1.0	1.2	6.3
Northeast .....	4.9	5.0	4.4	4.6	4.9	4.2	2.8	2.1	1.7	2.5	1.6	2.4	1.3	1.7	6.9
South .....	2.0	3.4	3.0	2.0	2.7	1.4	2.0	.9	1.7	.2	1.3	.8	.2	1.7	4.4
North Central .....	4.6	4.7	5.5	7.1	8.4	5.1	3.5	3.5	4.6	2.3	2.8	1.3	1.1	.6	6.8
West .....	4.9	2.8	3.0	3.9	5.9	4.6	2.3	1.0	5.7	2.3	2.9	4.4	1.6	.5	6.8
Ordnance and accessories .....	10.4	6.3	8.8	-	-	9.4	.7	9.8	2.1	-	17.8	5.9	-	-	14.6
Food and kindred products .....	5.8	3.5	3.9	5.3	4.9	2.7	.7	1.7	4.6	1.6	1.0	2.2	1.0	2.2	5.8
Tobacco manufactures .....	11.3	-	-	2.8	-	4.5	-	-	-	-	-	-	-	-	-
Textile mill products .....	1.4	.5	1.0	.3	1.1	-	.2	-	-	-	-	-	-	-	-
Apparel and other finished textile products .....	2.5	1.2	2.4	-	-	.1	-	.4	-	-	-	-	-	-	-
Lumber and wood products .....	2.6	1.5	1.4	1.2	.2	1.3	.3	-	-	.4	-	-	-	-	-
Furniture and fixtures .....	5.1	3.7	2.4	.2	2.6	1.2	.9	-	.9	.8	.8	.4	.4	.6	2.3
Paper and allied products .....	15.0	11.6	8.1	9.2	8.5	2.0	1.8	1.7	3.8	.6	-	-	.3	-	.3
Printing, publishing, and allied industries .....	2.0	3.2	7.6	5.7	7.6	7.5	3.5	7.2	4.7	2.6	4.0	.8	2.2	1.4	12.1
Petroleum refining and related industries .....	1.3	1.4	-	1.3	1.4	-	2.2	3.0	-	.8	1.1	.6	8.0	-	74.8
Rubber and miscellaneous plastics products .....	1.8	2.5	9.4	4.5	3.9	4.4	2.7	.4	15.4	.8	3.5	-	6.0	4.3	1.7
Leather and leather products .....	1.7	5.6	1.6	.9	1.0	1.3	-	.7	-	-	-	-	-	-	.2
Stone, clay, and glass products .....	5.5	4.9	7.0	5.8	7.4	2.4	1.9	.8	.3	.3	2.0	-	.8	-	1.5
Primary metal industries .....	2.8	4.5	2.6	3.5	7.7	7.4	1.9	1.5	2.2	5.7	1.4	2.1	2.1	2.2	34.1
Fabricated metal products .....	4.3	8.7	6.1	7.5	4.4	6.3	4.1	2.3	1.8	3.3	3.8	.6	.2	1.2	.7
Machinery, except electrical .....	8.4	4.1	6.5	9.4	9.1	7.7	2.9	1.8	4.9	1.4	6.0	3.6	1.3	1.8	4.5
Transportation equipment .....	1.4	6.2	4.2	12.6	14.1	6.2	6.2	6.3	7.5	3.3	2.2	8.3	2.1	-	4.8
Instruments and related products .....	2.6	11.2	5.9	7.7	9.1	4.0	5.1	3.9	-	1.7	1.0	.3	.3	1.4	9.7
Miscellaneous manufacturing industries .....	4.1	6.6	7.0	3.2	-	.5	1.5	.3	1.3	-	.4	.3	-	-	.6

<sup>1</sup> Includes industries not shown separately.<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 9. Distribution of Production and Related Workers by Vacation Expenditures in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—										
		No paid vacation expenditures	Paid vacation expenditures per hour paid for—									
			Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents
United States <sup>1</sup> .....	100.0	6.6	1.7	3.4	6.3	6.3	8.6	8.2	5.8	6.9	6.3	7.2
Northeast .....	100.0	9.3	1.0	2.3	6.2	6.0	9.1	7.4	7.1	6.3	7.2	6.6
South .....	100.0	11.7	4.9	8.7	11.3	8.9	11.1	7.9	3.2	5.2	4.2	4.6
North Central .....	100.0	1.7	.2	1.8	2.8	5.0	6.7	8.7	5.6	8.1	6.7	9.4
West .....	100.0	3.0	2.7	1.6	7.6	5.6	7.9	9.6	7.4	9.1	6.2	7.6
Ordnance and accessories .....	100.0	-	-	-	-	.3	2.6	8.0	.5	18.4	17.0	3.8
Food and kindred products .....	100.0	6.1	4.3	6.1	5.7	8.6	6.9	6.1	4.9	8.8	7.5	5.2
Tobacco manufactures .....	100.0	5.1	12.0	1.4	7.6	1.3	9.4	18.3	15.5	2.2	18.0	4.8
Textile mill products .....	100.0	9.4	1.9	8.9	15.0	11.2	24.9	17.9	3.7	3.3	1.3	1.1
Apparel and other finished												
textile products .....	100.0	34.8	5.1	5.4	14.7	6.5	9.5	10.6	5.0	4.3	2.2	1.4
Lumber and wood products .....	100.0	24.6	5.7	4.8	14.5	8.1	12.9	11.6	4.2	5.8	2.6	1.4
Furniture and fixtures .....	100.0	4.2	1.9	11.4	14.6	11.5	9.9	5.8	8.7	11.2	6.8	4.5
Paper and allied products .....	100.0	.2	1.0	1.1	2.4	6.7	5.8	7.2	5.7	17.6	11.0	9.2
Printing, publishing, and												
allied industries .....	100.0	1.7	1.0		4.1	4.2	6.2	3.0	3.5	5.1	3.3	4.8
Petroleum refining and												
related industries .....	100.0	.3	-	-	2.2	1.6	-	.1	-	1.3	.8	2.0
Rubber and miscellaneous												
plastics products .....	100.0	3.9	.3	4.6	4.9	6.9	5.8	3.0	6.1	5.3	2.8	11.9
Leather and leather products .....	100.0	5.0	.4	4.8	13.5	14.3	17.4	13.1	12.9	9.5	5.2	.8
Stone, clay, and glass												
products .....	100.0	5.9	2.5	3.6	5.2	8.2	6.5	11.5	10.2	6.3	3.9	10.0
Primary metal industries .....	100.0	.2	.8	( <sup>2</sup> )	1.1	4.4	3.8	3.4	2.7	4.8	3.6	4.5
Fabricated metal products .....	100.0	2.7	.7	2.6	2.4	7.2	7.5	10.3	9.1	7.1	11.5	8.6
Machinery, except electrical .....	100.0	1.3	( <sup>2</sup> )	1.2	2.2	3.9	4.7	5.7	3.4	8.5	10.9	12.7
Transportation equipment .....	100.0	1.0	-	.6	1.1	.5	4.0	4.5	4.1	3.7	9.2	13.9
Instruments and related												
products .....	100.0	.5	-	2.8	4.3	3.4	3.5	6.0	17.1	17.7	9.7	6.8
Miscellaneous manufacturing												
industries .....	100.0	2.9	.4	7.5	12.6	13.1	14.3	13.2	11.3	3.8	4.8	6.3

See footnotes at end of table.

Table 9. Distribution of Production and Related Workers by Vacation Expenditures in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of workers in establishments with—										
	Paid vacation expenditures per hour paid for of—										
	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents	13 and under 14 cents	14 and under 15 cents	15 and under 16 cents	16 and under 17 cents	17 and under 18 cents	18 and under 19 cents	19 and under 20 cents	20 cents and over
United States <sup>1</sup> .....	6.1	6.0	4.0	3.8	3.5	1.8	1.6	1.1	1.2	1.1	2.6
Northeast .....	5.7	5.3	4.6	3.2	3.0	1.5	1.6	1.2	1.3	.6	3.5
South .....	2.3	3.1	2.0	2.8	2.0	1.2	.9	.5	1.1	.9	1.4
North Central .....	9.6	7.9	4.5	5.4	5.0	2.4	1.6	1.1	.9	2.1	2.8
West .....	3.6	8.0	4.2	2.3	2.8	1.8	3.8	2.1	2.0	-	1.1
Ordnance and accessories .....	6.7	12.3	11.5	1.6	5.7	5.0	-	4.3	2.4	-	-
Food and kindred products .....	5.1	5.2	3.3	2.7	3.8	2.3	3.0	1.9	.6	-	1.9
Tobacco manufactures .....	-	4.5	-	-	-	-	-	-	-	-	-
Textile mill products .....	.9	-	.4	-	.2	-	-	-	-	-	-
Apparel and other finished textile products .....	.1	-	-	-	-	-	-	-	-	-	-
Lumber and wood products .....	1.9	1.5	-	-	-	-	.4	-	-	-	-
Furniture and fixtures .....	1.9	2.0	-	1.3	.5	.3	.6	-	.6	1.2	1.0
Paper and allied products .....	10.7	8.1	8.5	.1	2.2	1.8	.4	-	-	-	.3
Printing, publishing, and allied industries .....	8.4	6.8	7.4	12.3	7.8	4.4	4.4	2.2	3.1	2.3	3.9
Petroleum refining and related industries .....	2.4	-	3.8	8.9	3.5	12.6	6.5	20.5	13.7	6.0	13.9
Rubber and miscellaneous plastics products .....	4.8	2.7	4.6	1.6	13.9	1.7	.4	6.3	4.7	2.4	1.7
Leather and leather products .....	1.3	1.5	( <sup>2</sup> )	-	-	-	-	-	-	-	.2
Stone, clay, and glass products .....	15.8	4.5	.8	2.3	-	.1	.8	.9	-	.9	.1
Primary metal industries .....	5.8	6.4	5.1	6.1	4.9	.7	1.5	.8	7.3	8.4	23.9
Fabricated metal products .....	4.3	8.3	7.1	2.2	4.6	1.3	1.3	.8	.2	-	.3
Machinery, except electrical .....	7.8	9.2	2.7	8.5	3.4	7.4	2.2	.7	1.1	1.5	1.2
Transportation equipment .....	14.4	15.0	7.8	7.9	3.8	1.3	5.4	1.3	-	.3	.1
Instruments and related products .....	10.5	1.6	4.0	.6	10.6	-	-	-	-	.9	-
Miscellaneous manufacturing industries .....	5.0	.9	.8	.8	2.3	-	-	-	-	-	-

<sup>1</sup> Includes industries not shown separately.<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 10. Distribution of Production and Related Workers by Holiday Expenditures in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—														
		No paid holiday expenditures	Paid holiday expenditures per hour paid for of—													
			Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents	13 cents and over
United States <sup>1</sup> .....	100.0	10.9	3.2	3.5	8.0	11.2	13.9	13.1	15.7	9.2	4.9	3.6	1.0	0.8	0.3	0.4
Northeast .....	100.0	7.2	1.8	2.5	8.2	11.4	16.0	13.9	16.4	9.1	4.7	4.8	.9	1.7	.4	.9
South .....	100.0	29.2	9.2	7.1	12.8	10.1	8.0	8.3	6.4	4.4	1.9	1.2	.9	-	.5	( <sup>2</sup> )
North Central .....	100.0	3.8	1.3	2.3	5.6	12.8	14.9	15.2	21.2	11.0	6.1	4.0	1.0	.5	.1	.2
West .....	100.0	9.4	2.0	3.9	5.8	7.7	15.3	13.9	14.5	13.8	7.9	3.4	1.5	.2	.2	.4
Ordnance and accessories .....	100.0	-	4.6	-	-	.3	1.8	14.1	41.1	22.0	1.8	-	1.8	8.1	-	4.3
Food and kindred products .....	100.0	13.1	8.0	3.4	11.8	7.2	13.7	13.1	12.3	8.6	4.2	1.1	1.3	.2	-	1.9
Tobacco manufactures .....	100.0	5.9	10.5	9.1	5.0	43.2	6.4	19.9	-	-	-	-	-	-	-	-
Textile mill products .....	100.0	38.1	12.8	9.8	10.9	13.5	7.4	4.7	2.1	.8	-	-	-	-	-	-
Apparel and other finished textile products .....	100.0	25.5	4.8	10.1	19.5	14.5	13.7	5.5	2.6	1.6	.1	2.1	-	-	-	-
Lumber and wood products .....	100.0	41.8	6.7	6.9	13.0	6.9	13.0	6.0	4.1	1.3	-	.3	-	-	-	-
Furniture and fixtures .....	100.0	17.8	5.2	7.9	15.4	10.7	15.6	13.2	5.5	1.6	4.9	1.8	-	.3	-	-
Paper and allied products .....	100.0	1.0	1.6	1.0	4.6	12.8	35.4	33.7	7.0	2.7	-	-	.1	-	-	-
Printing, publishing, and allied industries .....	100.0	5.9	1.8	1.8	5.9	11.5	17.3	14.4	12.5	7.6	8.5	2.2	2.2	5.0	.9	2.5
Petroleum refining and related industries .....	100.0	-	-	7.5	-	2.9	5.8	7.5	12.2	7.7	16.6	13.2	5.3	5.0	14.2	2.2
Rubber and miscellaneous plastics products .....	100.0	6.3	.5	2.1	5.4	6.9	17.7	20.6	32.3	5.1	1.7	.5	.4	.5	-	-
Leather and leather products .....	100.0	8.4	1.8	3.7	17.3	29.2	20.6	8.4	7.8	1.2	1.5	-	-	-	-	-
Stone, clay, and glass products .....	100.0	11.4	3.0	4.1	7.7	22.2	20.4	10.5	9.1	6.4	2.6	1.9	-	-	.5	.2
Primary metal industries .....	100.0	.7	.2	.2	3.0	9.0	10.6	11.8	16.2	10.6	10.3	24.4	2.4	.6	-	( <sup>2</sup> )
Fabricated metal products .....	100.0	5.6	1.5	1.9	5.5	11.0	14.5	15.0	19.8	16.2	7.1	1.9	-	-	-	.3
Machinery, except electrical .....	100.0	3.9	.2	1.4	3.1	10.5	14.6	17.2	17.2	12.7	13.7	2.7	.8	1.4	.5	( <sup>2</sup> )
Transportation equipment .....	100.0	1.4	.3	.4	1.5	3.0	1.5	14.3	49.5	18.4	3.7	1.3	2.3	2.3	-	-
Instruments and related products .....	100.0	.7	.9	1.3	3.5	9.8	15.8	25.7	10.5	22.3	2.6	3.7	.9	-	1.4	.9
Miscellaneous manufacturing industries .....	100.0	8.9	3.4	4.4	17.9	15.4	21.5	14.0	8.0	3.7	1.1	1.2	.3	-	-	-

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.



### Total Premiums

In 1959, firms employing 93.5 percent of the production workers paid some premium pay. Establishments employing 92.9 percent of the workers reported overtime premium payments to this survey, those employing 42.6 percent reported the payment of holiday premiums, and those employing 60.7 percent reported shift-differential pay. (See table 13.) It should not be assumed that all workers in these establishments received premium pay. Similarly, it cannot be assumed that establishments with no expenditures did not make provision for premium pay.

Premium pay as a percentage of the gross pay of production workers of all firms in manufacturing averaged 4.3 percent in 1959. The figure included 2.6 percent for premium pay for daily overtime, weekly overtime, and weekend work; 0.1 percent for premium pay for holiday work; 0.9 percent for shift differentials; and an additional 0.7 percent for premiums that were not reported separately, principally for overtime and holiday work. The ratios for the individual practices are understated to the extent of the expenditures not reported separately. (See table 12.)

Throughout this report, expenditures for premium pay cover only the extra pay for the practice. They do not include the regular pay. For example, if an establishment paid time and one-half for overtime, only the additional half time was reported as premium pay for this survey; the straight-time component was the regular pay for the work performed. Similarly, where double time and one-half was paid for work on a paid holiday, only the half time was reported as the holiday premium; that is, the payment included the regular straight-time pay for the work performed, the holiday pay that would have been paid if there had been no work, and the extra half-time holiday premium. If the worker had received only double time for work on a paid holiday, no holiday premium would have been reported, but if the double time was on an unpaid holiday, one-half the payment would be premium pay.

Total premium pay expenditures as a percentage of the payroll of only the establishments that reported the practice averaged 4.5 percent. The small difference between this ratio and the ratio to payroll for all establishments occurs because establishments employing only 6.5 percent of the workers failed to report pay for at least one type of premium. For the individual premium pay practices, however, the ratios based on the payrolls for only those establishments reporting such expenditures are considerably different from those based on the payrolls for all establishments. For overtime, the respective ratios are 3.4 and 2.6 percent; for holiday work, 0.3 and 0.1 percent; for shift differentials, 1.3 and 0.9 percent. The lower ratios for "all establishments" are attributable to the absence of expenditures by some establishments and to the understatement of the premium pay expenditures reported separately. In using the all-establishment ratios, the figures in the "premiums not reported separately" column cannot be ignored. (See tables 11 and 12.) This limitation does not extend to the ratios for "only establishments reporting the practice" where the expenditures and payrolls are for identical establishments. If all establishments had been able to report the practice separately, the ratios for establishments with actual expenditures would probably have been very similar to those shown.

Table 11. Average Expenditures and Percent of Workers in Establishments Which Did Not Report Separate Expenditures for Premium Pay, by Region and Manufacturing Industry Group, 1959

Region and industry group	Average expenditures for premium pay not reported separately		Percent of workers in establishments that did not report expenditures separately for—		
	Percent of gross payroll of all establishments	Cents per hour paid for by all establishments	Overtime and weekend work	Holiday work	Shift differentials
United States <sup>1</sup> -----	0.7	1.7	15.8	15.7	1.7
Northeast -----	.6	1.3	12.4	12.6	1.6
South -----	.5	.8	9.8	9.8	2.3
North Central -----	1.0	2.6	23.6	23.2	1.3
West -----	.6	1.5	14.3	14.0	1.8
Ordnance and accessories -----	.9	2.4	52.1	51.8	.3
Food and kindred products -----	.7	1.5	14.0	14.0	3.1
Tobacco manufactures -----	.1	.2	10.0	10.0	3.7
Textile mill products -----	.3	.5	7.5	7.2	2.4
Apparel and other finished textile products -----	( <sup>2</sup> )	.1	1.4	1.4	-
Lumber and wood products -----	( <sup>2</sup> )	.1	1.0	1.0	-
Furniture and fixtures -----	.2	.4	6.2	5.5	1.0
Paper and allied products -----	1.1	2.5	17.7	16.8	4.5
Printing, publishing, and allied industries -----	.6	1.6	5.6	4.5	1.5
Petroleum refining and related industries -----	.5	1.5	14.9	14.9	5.0
Rubber and miscellaneous plastics products -----	.4	1.0	8.4	8.7	1.6
Leather and leather products -----	.1	.2	7.4	7.4	.5
Stone, clay, and glass products -----	.9	2.0	14.5	14.3	1.8
Primary metal industries -----	.6	1.8	11.9	11.9	.4
Fabricated metal products -----	.8	2.0	13.5	13.5	.8
Machinery, except electrical -----	.7	1.9	18.5	18.5	.4
Transportation equipment -----	1.7	4.4	51.1	51.1	.3
Instruments and related products -----	.8	1.9	22.3	23.2	.9
Miscellaneous manufacturing industries -----	.4	.8	7.6	7.6	-

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent or 0.05 cent.

By industry, average expenditures for all premiums by those who reported actual expenditures ranged from 7 percent of the gross payroll of establishments in the paper industries down to 1.9 percent of the payroll of those in the leather industries. Almost half of the industry groups averaged from 4 to 5 percent.

Individual establishment expenditures for total premiums varied from just over zero percent to more than 11 percent of the gross payroll of the establishment. Expenditures of 2 but under 4 percent, however, were reported by establishments employing about one-third of the production workers and the 1 to under 5 percent range included well over half. (See table 14.)

In terms of cents per hour paid for, premium pay averaged 9.7 cents for all establishments and 10.3 cents per hour for those establishments actually reporting premium pay expenditures. For the individual practices, average expenditures per hour paid for by all establishments amounted to 5.9 cents for overtime, 0.2 cent for holiday work, 1.9 cents for shift differentials, and 1.7 cents for premiums that could not be reported separately. If only the hours of the establishments which actually paid the specific premiums are considered, the averages for overtime, holiday work, and shift work rise to 7.6 cents, 0.9 cent, and 3.2 cents, respectively.

By industry, the averages for the sum of the premiums by establishments actually reporting expenditures, varied from 3.2 cents per hour paid for in the leather industries to 16.8 cents per hour paid for in the printing industries. (See table 12.) Expenditures for individual establishments varied from just over zero cents to over 21 cents per hour paid for. (See table 17.)

#### Premium Pay for Daily Overtime, Weekly Overtime, and Weekend Work

Premium pay for overtime and weekend work originated as penalties to discourage these practices. This seems indicated by the size of the premiums incorporated in the Fair Labor Standards Act or otherwise provided. Pay for overtime is generally time and one-half the regular hourly rate. Among the tradesmen excepted are some of the printing craftsmen who are paid at double-time rates. Overtime premium may be paid if the employee is required to work more than a predetermined number of hours on any one day, e.g., 8 hours a day. Payment may also be made for work during hours other than those that are established as the standard workday, e.g., 8 a.m. to 4 p.m. Under these circumstances, the premium is referred to as daily overtime. Weekly overtime provides for payments for work beyond a specified number of hours in any one week. Freedom on the weekend, particularly on Sunday, has for years been considered especially desirable by Americans. If a worker is required to give up his freedom during the weekend, he may be paid premium pay for such weekend work.<sup>14</sup>

The penalties for overtime tend to insure that the worker will not be required to work outside his normal schedule unless there is compelling reason. On the other hand, the employer is not precluded from scheduling work outside normal hours when it is necessary or desirable for him to do so. The premiums may result in the utilization of the labor force to better economic and social advantage. In periods of unemployment, the additional costs of overtime may stimulate the employment of additional help, rather than an extension of

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<sup>14</sup> Premium Pay Practices in Private Industry, U.S. Department of Labor, Bureau of Labor Statistics and Wage and Hour and Public Contracts Divisions, January 10, 1951. Mimeographed. See pp. 22, 23, 24, and 48.

hours, as production expands. In periods of general labor shortages, such as in wartime, overtime premiums may be effective in drawing workers from less active industries to those that have to make substantial overtime payments to meet vital production commitments. The lure of substantial overtime payments induces workers to move to expanding industries and to new areas.<sup>15</sup>

Until the passage of the Fair Labor Standards Act in 1938, only a minute proportion of the labor force had overtime premiums guaranteed to them through legislation. The practices that existed were based on custom, private arrangements between employer and employee, and collective bargaining agreements. Early legislation applied to workers employed on Federal public contracts and in industries involving the public safety. As early as 1892, work performed by laborers and mechanics, for the Government or for contractors on public works, was limited, by the Federal Eight-Hour Law, to 8 hours a day except in emergencies. However, it was not until 1913 that this law was amended to provide for overtime premiums after 8 hours. The Adamson Act of 1916 extended time and one-half after 8 hours to men engaged in operating trains. Through the Walsh-Healey Public Contracts Act of 1936, workers in manufacturing employed on Federal Government contracts were brought under Federal overtime legislation, which provided for time and one-half after either 8 hours in 1 day or 40 hours in 1 week. Payment of premiums at the rate of time and one-half for work in excess of 40 hours was made an almost universal practice in manufacturing by the Fair Labor Standards Act of 1938. Unlike the Walsh-Healey Act, the Fair Labor Standards Act makes no provision for daily overtime payments. As late as about 1950, daily overtime premiums were still not as prevalent as those for weekly overtime. For example, a Bureau study of eight manufacturing industries disclosed that the almost universal prevalence of daily overtime premiums provided for in collective bargaining agreements in 1948-49 was not characteristic of all these industries. At that time, although well over 90 percent of the workers in machinery and West Coast lumber were getting premiums of time and one-half after 8 hours daily, the proportion fell to under 30 percent in southern cotton textile mills, less than 25 percent in wood furniture plants, and to 4 percent in southern sawmills.<sup>16</sup>

In 1959, establishments reporting expenditures for overtime premiums to this survey employed 92.9 percent of the production workers in manufacturing. They accounted for as much as 100 percent of the workers in the ordnance industries, 99.2 percent in the transportation industries, and for as low as 76.5 percent in the apparel industries.

Overtime expenditures were 3.4 percent of the production worker gross payroll for manufacturing establishments reporting such expenditures separately. For the paper and allied products industries, premium pay for overtime averaged 5.6 percent of gross payroll, the highest ratio reported. Printing, publishing, and allied industries also reported a relatively high ratio (4.8 percent), as did the stone, clay, and glass industries (4.5 percent), and the rubber and miscellaneous plastics products industries (4.4 percent). The lowest ratio (1.9 percent) was reported by the tobacco and the leather manufacturing industries. Overall, five industry groups reported about 2 percent; six reported 3 percent; five reported 4 percent; two, 5 percent; and one, 6 percent. (See table 12.)

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<sup>15</sup> Ibid., pp. 6 and 40.

<sup>16</sup> Ibid., pp. 1, 6, 7, 13, 20, 22, 23, and 24.

Average expenditures for the printing, publishing, and allied industries were higher than those for the paper and allied products industries on the basis of expenditures per hour paid for by establishments reporting overtime payments. The printing establishments averaged 13.1 cents per hour paid for; paper manufacturers' expenditures averaged 12.4 cents. The difference in the position of the two industries in the cents-per-hour series, as distinguished from the ratio to gross payroll series, is attributable to the higher average hourly earnings in the printing industries. On both the percentage of payroll and the cents-per-hour basis, the tobacco manufacturers had the lowest expenditure; on the latter basis, it was 3.1 cents per hour paid for. The average for all industries was 7.6 cents per hour. Average overtime premiums per hour paid for can vary among industries because of both the rate at which overtime is paid and the extent to which overtime is worked. The amount of overtime that is scheduled from year to year in given establishments and the total number of man-hours worked will also vary and can cause changes in the average industry rate without changes occurring in the premium rate at the establishment level.

### Premium Pay for Holiday Work

Premium pay for holiday work implies that work on a holiday involves a sacrifice on the part of the worker and should be discouraged; that if circumstances should require such work, extra compensation should be forthcoming. Studies of collective bargaining agreements, made by the Bureau as early as 1930, indicated the existence of clauses providing for double-time rates for work on paid holidays and time and one-half for work on unpaid holidays. (Under the definition of holiday premiums used for this survey, the extra half-time pay for work on an unpaid holiday would be considered a holiday premium; the double-time payment on the paid holiday would not be considered to include premium pay, but to consist of pay for the work performed and the holiday pay the worker would have received if he had not worked.) A later Bureau study of collective bargaining agreements, in 1942, found that 20 percent of the agreements providing pay for holidays not worked stipulated double time and one-half or triple-time rates for work on such a holiday. Of the agreements that did not provide for pay on unworked holidays, 50 percent specified double-time payments for work on such holidays and most of the remainder, time and one-half.<sup>17</sup> Since these ratios applied only to collectively bargained contracts, they did not necessarily represent the practices at these periods in industry generally.

In 1959, according to this study, 42.6 percent of the production workers in manufacturing were in establishments which actually employed workers on holidays and paid holiday premiums for this work. The percent of workers in such establishments varied from 5.2 percent in the apparel industries to 87.1 percent in the petroleum industries.

Premium pay for work on holidays averaged 0.1 percent of the production worker gross payroll for all establishments and 0.3 percent for those with actual expenditures. The lower ratio for "all establishments" is explained by the absence of expenditures in establishments employing almost six-tenths of the production workers and the inability to report separate figures by establishments employing about one-sixth of the production workers. The highest industry group ratio, relative to the payroll for all establishments in the group, was reported by the petroleum industries (0.5 percent), followed by 0.2 percent for the food,

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<sup>17</sup> Ibid., p. 40.

paper, printing, primary metals, and stone, clay, and glass industries. (See table 12.) The proportion of premiums not reported separately varies by industry group and affects such interindustry comparisons. Differences among industries reflect not only the rate of compensation but also the prevalence of the practice within the group. The nature of the operations in certain industries, such as the continuous-process industries, would tend to make work on holidays more prevalent and produce higher ratios even where there are not material differences in the rate of pay.

### Differentials for Shift Work

Shift differentials are of much lesser magnitude than overtime and holiday work premiums and appear designed primarily to provide compensation for working during less desirable hours, rather than to curtail the practice. Although unions were effective in extending the practice, shift differentials antedate the emergence of strong unions in many industries. Many employers initiated the premiums to attract labor to the less desirable shifts. In continuous-process industries—such as steel, chemicals, and glass—shift work arises out of the nature of the industry. In other industries, it may be introduced to allow more intensive utilization of expensive equipment or to meet seasonal peaks.<sup>18</sup>

For many years, the continuous-process industries rotated their workers from shift to shift but paid no differentials. A 1927 study of 219 plants, by the National Industrial Conference Board (Night Work in Industry), indicated that plants operating regular rotating shifts (approximately equivalent to the continuous-process industries) seldom paid differentials. Differentials were paid by almost two-thirds of those operating regular fixed shifts and by over half of those operating temporary fixed shifts. Shift premiums in continuous-process industries were generally introduced during World War II.<sup>19</sup> A BLS study of 464 collective bargaining agreements in 1948–49, showed that about 90 percent of the employees under these agreements were covered by provisions for shift differentials.<sup>20</sup>

In 1959, establishments employing 60.7 percent of the production workers in all manufacturing industries reported to this survey that they paid shift differentials during the year. There was no indication of how many workers were in plants that operated shifts but paid no differentials, or how many were in plants which had provisions for differentials but operated no late shifts during the year. The proportion of workers employed by establishments reporting expenditures for shift premiums ranged from 93.1 percent in the transportation equipment group to 2.4 percent in the apparel group.

Shift premiums may be in the form of wage differentials, time differentials, or a combination of the two. Where wage differentials are paid, they may be in terms of cents per hour, cents per shift, or as a percentage of the base rate. Time differentials may be in the form of shorter hours at the same pay as the day shift, paid meal periods not given to the day shift, etc. Premiums paid for third-shift work were generally greater than those paid for the second shift.

<sup>18</sup> Ibid., p. 30.

<sup>19</sup> The Termination Report of the National War Labor Board, op. cit., pp. 306 and 351-360.

<sup>20</sup> Premium Pay Practices in Private Industry, op. cit., pp. 30, 31, and 34.

In 1959, shift differentials for all industries in manufacturing averaged 1.3 percent of gross payroll for production workers in the establishments reporting the practice. Eight of the 13 industry groups for which data met publication criteria reported ratios equal to or below the average, with five groups clustering at 1 percent. Among the five industry groups above the average were some of the higher paying industries, such as transportation equipment (1.6 percent), printing and publishing (1.5 percent), and ordnance (1.4 percent). (See table 12.) Since the ratios are a product of the extent to which nightwork is practiced and the extra amounts paid for it, it is difficult to say whether the higher ratios for the higher paying industries represent higher shift differentials or greater amounts of shift work.

The printing, publishing, and allied industries had expenditures of 4.3 cents per hour paid for in those plants actually paying differentials, the transportation equipment manufacturers 4.2 cents, and primary metals industries 4.1 cents. For all industry groups, the average came to 3.2 cents. These average rates were obtained by dividing expenditures for shift-work premiums by the total man-hours paid for (not just the shift hours), by the establishments reporting shift premium expenditures. The rates, therefore, do not represent the rate of shift differential per hour.

Table 12. Average Expenditures for Premium Pay by All Establishments and Establishments Reporting Expenditures, Region, and Manufacturing Industry Group, 1959

Region and industry group	Percent of gross payroll								Percent of straight-time payroll							
	All establishments					Establishments reporting expenditures <sup>1</sup> for—			All establishments					Establishments reporting expenditures <sup>1</sup> for—		
	Total	Over-time and weekend work	Holi-day work	Shift differ-entials	Pre-miums not reported sepa-rately	Total <sup>2</sup>	Over-time and weekend work	Shift differ-entials	Total	Over-time and weekend work	Holi-day work	Shift differ-entials	Pre-miums not reported sepa-rately	Total <sup>2</sup>	Over-time and weekend work	Shift differ-entials
United States <sup>3</sup> .....	4.3	2.6	0.1	0.9	0.7	4.5	3.4	1.3	4.5	2.7	0.1	0.9	0.8	4.7	3.6	1.4
Northeast .....	4.1	2.7	.1	.8	.6	4.4	3.4	1.3	4.3	2.8	.1	.8	.6	4.6	3.6	1.4
South .....	4.5	3.1	.2	.7	.5	4.7	3.8	1.2	4.7	3.3	.2	.7	.5	4.9	3.9	1.3
North Central .....	4.5	2.4	.1	1.0	1.0	4.6	3.3	1.3	4.7	2.5	.1	1.0	1.1	4.8	3.5	1.4
West .....	4.2	2.6	.2	.8	.6	4.4	3.3	1.2	4.4	2.7	.2	.9	.6	4.6	3.4	1.3
Ordnance and accessories .....	3.3	1.1	( <sup>4</sup> )	1.3	.9	3.3	2.2	1.4	3.4	1.1	( <sup>4</sup> )	1.4	.9	3.4	2.3	1.5
Food and kindred products .....	4.2	2.7	.2	.6	.7	4.5	3.7	1.0	4.4	2.8	.2	.7	.7	4.8	3.9	1.1
Tobacco manufactures .....	2.5	1.7	( <sup>4</sup> )	.6	.1	2.5	1.9	( <sup>5</sup> )	2.5	1.8	( <sup>4</sup> )	.6	.1	2.5	1.9	( <sup>5</sup> )
Textile mill products .....	4.1	3.1	.1	.6	.3	4.2	3.4	1.0	4.3	3.2	.1	.7	.4	4.4	3.6	1.1
Apparel and other finished textile products .....	1.8	1.7	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	2.3	2.3	( <sup>5</sup> )	1.8	1.7	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	2.4	2.3	( <sup>5</sup> )
Lumber and wood products .....	3.7	3.3	( <sup>4</sup> )	.3	( <sup>4</sup> )	4.2	3.9	( <sup>5</sup> )	3.8	3.5	( <sup>4</sup> )	.3	( <sup>4</sup> )	4.3	4.1	( <sup>5</sup> )
Furniture and fixtures .....	3.6	3.2	.1	.2	.2	3.8	3.6	( <sup>5</sup> )	3.7	3.3	.1	.2	.2	4.0	3.8	( <sup>5</sup> )
Paper and allied products .....	6.9	4.5	.2	1.1	1.1	7.0	5.6	1.3	7.4	4.8	.2	1.2	1.2	7.5	6.0	1.5
Printing, publishing, and allied industries .....	5.9	4.3	.2	.8	.6	6.1	4.8	1.5	6.2	4.6	.2	.8	.6	6.5	5.2	1.6
Petroleum refining and related industries .....	3.5	1.7	.5	.8	.5	3.6	2.0	1.0	3.7	1.8	.5	.9	.5	3.7	2.1	1.0
Rubber and miscellaneous plastics products .....	5.2	3.9	.1	.8	.4	5.3	4.4	1.0	5.5	4.1	.1	.9	.4	5.6	4.6	1.0
Leather and leather products .....	1.7	1.5	( <sup>4</sup> )	( <sup>4</sup> )	.1	1.9	1.9	( <sup>5</sup> )	1.7	1.5	( <sup>4</sup> )	( <sup>4</sup> )	.1	1.9	1.9	( <sup>5</sup> )
Stone, clay, and glass products .....	5.3	3.5	.2	.7	.9	5.6	4.5	1.0	5.6	3.7	.3	.7	1.0	5.9	4.7	1.1
Primary metal industries .....	4.9	2.8	.2	1.3	.6	5.0	3.2	1.4	5.2	2.9	.2	1.4	.7	5.3	3.4	1.5
Fabricated metal products .....	4.5	2.7	( <sup>4</sup> )	.9	.8	4.6	3.3	1.4	4.7	2.9	( <sup>4</sup> )	1.0	.9	4.9	3.5	1.5
Machinery, except electrical .....	4.3	2.6	( <sup>4</sup> )	1.0	.7	4.3	3.3	1.3	4.5	2.7	( <sup>4</sup> )	1.0	.8	4.5	3.5	1.4
Transportation equipment .....	4.5	1.3	( <sup>4</sup> )	1.5	1.7	4.5	2.8	1.6	4.7	1.4	( <sup>4</sup> )	1.5	1.8	4.7	2.9	1.6
Instruments and related products .....	4.1	2.4	( <sup>4</sup> )	.9	.8	4.2	3.4	1.1	4.2	2.5	( <sup>4</sup> )	.9	.8	4.4	3.5	1.2
Miscellaneous manufacturing industries .....	3.7	2.9	( <sup>4</sup> )	.4	.4	4.3	3.8	( <sup>5</sup> )	3.9	3.0	( <sup>4</sup> )	.4	.5	4.5	3.9	( <sup>5</sup> )

See footnotes at end of table.

Table 12. Average Expenditures for Premium Pay by All Establishments and Establishments Reporting Expenditures, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Cents per hour paid for								Cents per plant man-hour							
	All establishments					Establishments reporting expenditures <sup>1</sup> for—			All establishments					Establishments reporting expenditures <sup>1</sup> for—		
	Total	Over-time and weekend work	Holiday work	Shift differentials	Premiums not reported separately	Total <sup>2</sup>	Over-time and weekend work	Shift differentials	Total	Over-time and weekend work	Holiday work	Shift differentials	Premiums not reported separately	Total <sup>2</sup>	Over-time and weekend work	Shift differentials
United States <sup>3</sup> .....	9.7	5.9	0.2	1.9	1.7	10.3	7.6	3.2	10.3	6.3	0.3	2.1	1.8	11.0	8.1	3.5
Northeast .....	9.2	5.9	.2	1.8	1.3	9.9	7.5	3.2	9.8	6.3	.2	1.9	1.4	10.6	8.1	3.5
South .....	8.2	5.7	.3	1.3	.8	8.8	6.9	2.7	8.6	6.0	.3	1.4	.9	9.3	7.2	2.9
North Central .....	11.0	5.8	.2	2.5	2.6	11.3	8.0	3.5	11.7	6.2	.2	2.6	2.7	12.1	8.5	3.7
West .....	10.5	6.5	.4	2.1	1.5	11.0	8.2	3.2	11.1	6.9	.4	2.2	1.6	11.7	8.7	3.5
Ordnance and accessories .....	9.0	2.9	.1	3.6	2.4	9.0	6.1	3.9	9.8	3.1	.1	3.9	2.7	9.8	6.7	4.2
Food and kindred products .....	8.9	5.7	.4	1.3	1.5	9.9	7.8	2.5	9.4	6.0	.4	1.4	1.6	10.5	8.3	2.7
Tobacco manufactures .....	4.0	2.8	.1	1.0	.2	4.1	3.1	( <sup>5</sup> )	4.3	3.0	.1	1.1	.2	4.3	3.3	( <sup>5</sup> )
Textile mill products .....	6.6	4.9	.1	1.0	.5	6.7	5.5	1.7	6.8	5.1	.1	1.0	.6	7.0	5.7	1.8
Apparel and other finished textile products .....	2.8	2.6	.1	( <sup>4</sup> )	.1	3.6	3.5	( <sup>5</sup> )	2.9	2.7	.1	( <sup>4</sup> )	.1	3.7	3.6	( <sup>5</sup> )
Lumber and wood products .....	6.7	6.1	( <sup>4</sup> )	.5	.1	8.0	7.5	( <sup>5</sup> )	6.9	6.3	( <sup>4</sup> )	.5	.1	8.3	7.8	( <sup>5</sup> )
Furniture and fixtures .....	6.9	6.1	.1	.3	.4	7.3	6.9	( <sup>5</sup> )	7.2	6.4	.1	.3	.4	7.7	7.2	( <sup>5</sup> )
Paper and allied products .....	15.4	10.1	.4	2.5	2.5	15.7	12.4	3.1	16.5	10.7	.4	2.6	2.7	16.7	13.3	3.3
Printing, publishing, and allied industries .....	15.9	11.6	.5	2.1	1.6	16.8	13.1	4.3	17.0	12.4	.6	2.3	1.7	17.9	14.0	4.6
Petroleum refining and related industries .....	10.7	5.1	1.6	2.5	1.5	10.8	6.0	3.1	12.0	5.7	1.7	2.9	1.7	12.1	6.8	3.5
Rubber and miscellaneous plastics products .....	12.3	9.2	.2	1.9	1.0	12.5	10.4	2.4	13.1	9.9	.2	2.1	1.0	13.4	11.1	2.6
Leather and leather products .....	2.8	2.5	( <sup>4</sup> )	.1	.2	3.2	3.2	( <sup>5</sup> )	2.9	2.7	( <sup>4</sup> )	.1	.2	3.3	3.3	( <sup>5</sup> )
Stone, clay, and glass products .....	11.8	7.7	.5	1.5	2.0	12.5	9.8	2.4	12.4	8.1	.6	1.6	2.1	13.2	10.3	2.6
Primary metal industries .....	14.0	7.9	.6	3.7	1.8	14.2	9.2	4.1	15.2	8.6	.6	4.0	2.0	15.4	10.0	4.4
Fabricated metal products .....	10.9	6.6	.1	2.3	2.0	11.3	7.9	3.6	11.6	7.0	.1	2.4	2.1	12.0	8.4	3.8
Machinery, except electrical .....	11.1	6.7	( <sup>4</sup> )	2.5	1.9	11.3	8.4	3.5	11.8	7.1	( <sup>4</sup> )	2.7	2.0	12.1	9.0	3.8
Transportation equipment .....	11.8	3.4	.1	3.9	4.4	11.9	7.2	4.2	12.7	3.7	.1	4.2	4.8	12.8	7.7	4.5
Instruments and related products .....	9.6	5.6	( <sup>4</sup> )	2.0	1.9	9.9	7.6	2.8	10.3	6.1	( <sup>4</sup> )	2.2	2.0	10.7	8.1	3.0
Miscellaneous manufacturing industries .....	7.0	5.4	.1	.7	.8	8.0	6.9	( <sup>5</sup> )	7.4	5.7	.1	.7	.9	8.5	7.2	( <sup>5</sup> )

<sup>1</sup> Generally, the averages for "establishments reporting expenditures" for holiday work premiums did not meet publication criteria. For all establishments in the United States, the averages were: 0.3 percent of gross payroll, 0.4 percent of straight-time payroll, 0.9 cents per hour paid for, and 0.9 cents per plant man-hour.

<sup>2</sup> For "establishments reporting expenditures for the practice" the detail does not add to the total because a different payroll or hours base was used for each item, and because items which did not meet publication criteria are not shown separately.

<sup>3</sup> Includes industries not shown separately.

<sup>4</sup> Less than 0.05 percent or 0.05 cent.

<sup>5</sup> Data do not meet publication criteria.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 13. Percent of Production and Related Workers in Establishments Reporting Expenditures for Premium Pay, by Region and Manufacturing Industry Group, 1959

Region and industry group	Premium pay	Overtime premiums		Holiday work premiums		Shift differentials	
		In combination	Separately	In combination	Separately	In combination	Separately
United States <sup>1</sup> _____	93.5	15.8	77.1	15.7	26.9	1.7	59.0
Northeast _____	91.4	12.4	78.3	12.6	24.3	1.6	54.0
South _____	91.2	9.8	81.5	9.8	28.6	2.3	46.9
North Central _____	96.9	23.6	72.7	23.2	26.3	1.3	70.8
West _____	94.2	14.3	78.3	14.0	33.9	1.8	63.1
Ordnance and accessories _____	100.0	52.1	47.8	51.8	22.4	.3	91.9
Food and kindred products _____	88.7	14.0	71.3	14.0	30.7	3.1	52.5
Tobacco manufactures _____	99.5	10.0	89.0	10.0	29.7	3.7	45.9
Textile mill products _____	97.8	7.5	89.5	7.2	16.1	2.4	57.5
Apparel and other finished							
textile products _____	76.6	1.4	75.1	1.4	3.8	-	2.4
Lumber and wood products _____	81.5	1.0	79.2	1.0	14.4	-	28.3
Furniture and fixtures _____	93.7	6.2	87.5	5.5	17.0	1.0	27.1
Paper and allied products _____	98.5	17.7	80.8	16.8	46.2	4.5	78.5
Printing, publishing, and							
allied industries _____	94.7	5.6	88.9	4.5	26.0	1.5	50.7
Petroleum refining and							
related industries _____	99.2	14.9	84.3	14.9	72.2	5.0	83.1
Rubber and miscellaneous							
plastics products _____	97.9	8.4	89.5	8.7	36.8	1.6	81.0
Leather and leather products _____	87.2	7.4	79.5	7.4	4.7	.5	8.3
Stone, clay, and glass							
products _____	93.3	14.5	77.8	14.3	40.5	1.8	63.1
Primary metal industries _____	98.5	11.9	86.6	11.9	62.6	.4	90.8
Fabricated metal products _____	96.9	13.5	83.4	13.5	20.1	.8	63.0
Machinery, except electrical _____	97.7	18.5	78.6	18.5	13.7	.4	71.6
Transportation equipment _____	99.2	51.1	48.1	51.1	27.1	.3	92.8
Instruments and related							
products _____	96.1	22.3	73.6	23.2	20.2	.9	72.5
Miscellaneous manufacturing							
industries _____	86.5	7.6	78.9	7.6	16.8	-	30.0

<sup>1</sup> Includes industries not shown separately.

Table 14. Distribution of Production and Related Workers by Premium Pay Expenditures as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—												
		No pre-mium pay expenditures	Premium pay expenditures as a percent of gross payroll of—											
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	11 percent and over
United States <sup>1</sup> .....	100.0	6.5	6.5	12.5	14.7	15.8	11.7	11.1	8.3	5.2	3.0	1.7	1.1	1.8
Northeast .....	100.0	8.6	7.4	13.5	17.0	14.0	10.6	9.6	7.3	4.8	2.6	1.6	.8	2.3
South .....	100.0	8.8	7.1	13.7	11.4	15.4	10.1	10.7	8.4	5.0	4.0	1.9	1.4	2.2
North Central .....	100.0	3.1	5.8	11.5	14.0	17.5	13.4	11.9	9.3	5.7	3.2	2.2	1.1	1.4
West .....	100.0	5.8	4.6	10.6	16.4	16.9	13.4	15.0	8.5	5.2	1.6	.2	1.3	.5
Ordnance and accessories .....	100.0	-	8.1	8.7	18.7	32.8	11.3	11.4	6.1	2.7	-	-	-	-
Food and kindred products .....	100.0	11.3	4.4	7.2	14.6	15.6	14.2	12.5	6.8	4.2	4.6	1.6	1.2	1.8
Tobacco manufactures .....	100.0	.5	28.9	23.7	10.6	13.4	8.7	14.0	-	-	-	-	-	-
Textile mill products .....	100.0	2.2	8.1	19.4	10.7	14.1	15.9	9.7	10.7	4.2	3.7	-	.2	1.2
Apparel and other finished textile products .....	100.0	23.4	16.4	23.7	17.9	9.0	4.4	2.5	1.7	-	.5	.3	-	-
Lumber and wood products .....	100.0	18.5	7.1	6.7	13.1	14.5	15.6	10.2	5.0	3.3	1.3	3.8	.6	.3
Furniture and fixtures .....	100.0	6.3	6.9	14.5	19.0	12.4	13.1	11.0	4.7	7.5	1.0	.3	-	3.3
Paper and allied products .....	100.0	1.5	1.3	2.6	5.9	9.0	8.8	9.9	17.5	10.7	10.9	9.6	5.6	6.5
Printing, publishing, and allied industries .....	100.0	5.3	7.6	5.4	13.0	8.0	13.6	10.7	8.4	9.7	3.4	2.5	4.8	7.7
Petroleum refining and related industries .....	100.0	.8	7.0	12.0	15.5	32.1	6.4	4.5	19.2	.8	-	1.4	.3	-
Rubber and miscellaneous plastics products .....	100.0	2.1	1.1	4.9	12.4	12.3	16.3	17.8	17.5	8.0	1.8	3.5	1.9	.3
Leather and leather products .....	100.0	12.8	22.0	34.3	16.0	9.0	2.7	2.1	.2	.9	-	-	-	-
Stone, clay, and glass products .....	100.0	6.7	4.9	10.1	9.2	8.1	7.4	15.0	10.5	14.9	8.0	1.0	1.8	2.3
Primary metal industries .....	100.0	1.5	1.5	7.2	8.9	21.7	18.2	11.9	17.5	4.2	1.8	1.6	1.3	2.7
Fabricated metal products .....	100.0	3.1	7.6	14.1	12.1	17.0	13.7	8.2	8.0	7.4	3.0	.7	1.7	3.4
Machinery, except electrical .....	100.0	2.3	4.1	15.6	17.7	23.3	8.4	12.7	4.1	2.8	4.0	2.0	1.1	2.0
Transportation equipment .....	100.0	.8	1.1	11.0	17.1	21.9	10.9	15.0	9.4	6.6	1.7	3.0	.6	.9
Instruments and related products .....	100.0	3.9	6.6	12.2	15.0	15.8	21.2	4.5	9.9	5.5	1.5	2.7	-	1.1
Miscellaneous manufacturing industries .....	100.0	13.5	12.6	12.9	16.1	10.8	10.0	9.0	6.1	2.7	2.8	.4	-	3.1

<sup>1</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 15. Distribution of Production and Related Workers by Expenditures for Overtime and Weekend Work Premiums as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—													
		Premi-ums not reported sepa-rately	No overtime premium expendi-tures	Overtime and weekend work premium expenditures as a percent of gross payroll of—											
				Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	11 percent and over
United States <sup>1</sup> -----	100.0	15.8	7.1	10.2	15.1	16.7	11.5	8.7	6.0	3.2	1.7	1.9	0.8	0.6	0.7
Northeast -----	100.0	12.4	9.3	9.9	17.2	18.4	11.3	7.8	5.1	2.1	2.1	2.4	.7	.6	.8
South -----	100.0	9.8	8.7	11.3	14.0	15.4	11.1	9.9	7.2	4.5	2.0	2.6	1.2	.7	1.6
North Central -----	100.0	23.6	3.7	10.5	13.9	15.0	11.3	8.2	5.9	3.7	1.4	1.0	.9	.6	.3
West -----	100.0	14.3	7.4	7.5	13.7	19.4	13.9	11.3	7.2	2.9	.9	1.5	.1	-	( <sup>2</sup> )
Ordnance and accessories -----	100.0	52.1	-	7.8	19.8	3.9	3.5	10.9	1.8	.2	-	-	-	-	-
Food and kindred products -----	100.0	14.0	14.7	5.9	12.1	11.6	13.7	11.3	5.9	3.7	1.1	2.7	.7	1.0	1.6
Tobacco manufactures -----	100.0	10.0	1.0	25.9	24.2	15.2	16.6	1.8	5.3	-	-	-	-	-	-
Textile mill products -----	100.0	7.5	3.0	12.1	18.1	16.4	12.7	14.4	6.8	4.6	1.6	1.8	.2	.2	.6
Apparel and other finished textile products -----	100.0	1.4	23.5	16.3	23.1	18.4	9.1	4.4	1.6	1.3	-	.5	.3	-	-
Lumber and wood products -----	100.0	1.0	19.8	6.0	7.8	17.2	12.3	15.4	9.0	5.2	.4	2.6	2.5	.6	.3
Furniture and fixtures -----	100.0	6.2	6.3	10.4	12.9	17.1	13.6	8.6	11.8	2.0	7.5	-	.3	2.1	1.2
Paper and allied products -----	100.0	17.7	1.5	3.3	4.1	12.0	9.9	10.5	7.6	9.4	7.3	8.9	3.0	3.8	.8
Printing, publishing, and allied industries -----	100.0	5.6	5.5	8.3	12.2	16.1	10.5	11.0	10.4	6.4	4.6	5.8	.9	.4	2.4
Petroleum refining and related industries -----	100.0	14.9	.8	26.4	32.6	5.4	8.0	7.2	3.0	-	-	-	1.4	.3	-
Rubber and miscellaneous plastics products -----	100.0	8.4	2.1	4.4	11.3	9.4	15.9	13.4	23.9	3.7	3.8	2.1	1.0	.2	.3
Leather and leather products -----	100.0	7.4	13.1	20.3	32.4	13.3	8.1	2.5	2.0	.2	.6	-	-	-	-
Stone, clay, and glass products -----	100.0	14.5	7.7	8.8	9.9	9.3	9.6	9.5	14.7	6.2	4.8	1.6	.5	1.7	1.3
Primary metal industries -----	100.0	11.9	1.5	6.7	10.6	29.4	17.1	12.1	5.0	2.2	.5	1.4	.2	.1	1.3
Fabricated metal products -----	100.0	13.5	3.1	11.3	14.3	17.2	14.6	8.4	7.9	3.4	3.2	1.8	.5	.5	.2
Machinery, except electrical -----	100.0	18.5	2.9	10.3	21.3	19.7	10.9	4.2	3.0	1.6	1.3	2.7	1.7	.5	1.5
Transportation equipment -----	100.0	51.1	.8	11.6	11.4	7.0	7.7	4.5	1.1	2.2	.8	.3	1.1	.3	-
Instruments and related products -----	100.0	22.3	4.1	6.5	19.4	12.9	9.8	9.3	4.4	8.2	.1	.1	1.8	1.1	-
Miscellaneous manufacturing industries -----	100.0	7.6	13.5	14.5	11.9	18.7	7.3	11.1	5.2	5.1	.9	1.6	-	.9	1.7

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 16. Distribution of Production and Related Workers by Expenditures for Shift Differentials as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—							
		Differentials not reported separately	No shift differential expenditures	Shift differential expenditures as a percent of gross payroll of—					
				Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 percent and over
United States <sup>1</sup> .....	100.0	1.7	39.3	24.9	24.0	8.5	1.2	0.4	( <sup>a</sup> )
Northeast .....	100.0	1.6	44.4	21.3	24.0	6.6	1.4	.7	( <sup>a</sup> )
South .....	100.0	2.3	50.8	23.0	17.4	5.6	.6	.2	0.1
North Central .....	100.0	1.3	27.9	28.4	29.1	11.8	1.2	.3	-
West .....	100.0	1.8	35.1	29.9	21.2	9.6	2.0	.3	-
Ordnance and accessories .....	100.0	.3	7.8	28.8	36.9	26.2	-	-	-
Food and kindred products .....	100.0	3.1	44.4	29.4	17.6	5.3	.2	-	-
Tobacco manufactures .....	100.0	3.7	50.4	31.0	6.2	8.7	-	-	-
Textile mill products .....	100.0	2.4	40.1	36.1	16.1	3.5	1.8	-	-
Apparel and other finished textile products .....	100.0	-	97.6	1.9	.6	-	-	-	-
Lumber and wood products .....	100.0	-	71.7	22.4	3.6	1.8	.5	-	-
Furniture and fixtures .....	100.0	1.0	71.9	22.1	4.6	.4	-	-	-
Paper and allied products .....	100.0	4.5	17.0	18.5	50.7	8.5	.6	.1	-
Printing, publishing, and allied industries .....	100.0	1.5	47.8	20.8	14.5	8.2	2.8	4.4	-
Petroleum refining and related industries .....	100.0	5.0	11.9	26.4	51.4	5.3	-	-	-
Rubber and miscellaneous plastics products .....	100.0	1.6	17.4	52.7	21.4	4.2	2.6	-	-
Leather and leather products .....	100.0	.5	91.2	7.2	1.1	-	-	-	-
Stone, clay, and glass products .....	100.0	1.8	35.1	31.8	29.3	1.8	.2	-	-
Primary metal industries .....	100.0	.4	8.8	15.5	67.7	6.2	1.1	.2	-
Fabricated metal products .....	100.0	.8	36.2	30.8	18.0	9.2	4.8	.2	.1
Machinery, except electrical .....	100.0	.4	28.0	28.4	31.5	10.7	.7	.3	-
Transportation equipment .....	100.0	.3	6.9	28.8	34.6	26.5	2.3	.6	-
Instruments and related products .....	100.0	.9	26.6	32.3	28.7	11.3	.1	-	-
Miscellaneous manufacturing industries .....	100.0	-	70.0	21.3	4.6	2.6	1.0	-	.5

<sup>1</sup> Includes industries not shown separately.<sup>a</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 17. Distribution of Production and Related Workers by Expenditures for Premium Pay in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—										
		No premium pay expenditures	Premium pay expenditures per hour paid for of—									
			Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents
United States <sup>1</sup> .....	100.0	6.5	3.2	4.8	5.4	6.3	5.5	6.1	5.8	5.5	5.9	5.2
Northeast .....	100.0	8.6	3.5	4.5	7.1	7.5	6.1	6.2	5.8	3.8	6.0	4.5
South .....	100.0	8.8	4.1	7.6	7.5	6.4	6.6	6.1	6.3	6.2	5.7	5.0
North Central .....	100.0	3.1	3.0	3.7	3.4	5.2	4.3	6.3	4.7	6.4	5.3	6.3
West .....	100.0	5.8	1.1	3.2	1.3	5.1	5.3	5.4	8.6	6.9	8.5	4.7
Ordnance and accessories .....	100.0	-	-	7.8	2.4	4.4	.2	3.5	17.3	-	28.5	-
Food and kindred products .....	100.0	11.3	2.2	2.8	4.4	3.4	5.8	5.9	5.2	6.8	7.8	6.3
Tobacco manufactures .....	100.0	.5	17.3	17.4	9.9	11.6	9.3	8.7	9.7	6.9	-	-
Textile mill products .....	100.0	2.2	2.9	6.4	14.3	9.3	10.6	11.7	5.0	6.9	4.1	4.9
Apparel and other finished textile products .....	100.0	23.4	10.5	16.6	12.1	14.6	6.4	5.6	3.4	1.2	1.5	1.7
Lumber and wood products .....	100.0	18.5	4.5	3.7	3.4	8.2	3.1	5.0	10.7	5.8	8.7	5.6
Furniture and fixtures .....	100.0	6.3	3.4	4.2	4.4	6.7	7.7	14.4	10.6	9.5	6.6	6.2
Paper and allied products .....	100.0	1.5	1.2	.2	1.9	.7	4.3	3.7	2.9	2.9	4.6	2.1
Printing, publishing, and allied industries .....	100.0	5.3	4.4	3.8	1.6	3.1	2.2	2.6	3.5	4.1	1.9	4.5
Petroleum refining and related industries .....	100.0	.8	.1	6.9	-	2.7	.3	4.5	4.6	5.4	8.6	23.9
Rubber and miscellaneous plastics products .....	100.0	2.1	.9	1.7	.8	2.6	4.9	4.2	6.9	7.1	6.1	4.8
Leather and leather products .....	100.0	12.8	9.5	19.6	25.7	10.8	6.5	8.3	1.4	1.7	1.8	1.0
Stone, clay, and glass products .....	100.0	6.7	2.3	2.6	5.4	4.0	3.8	4.5	3.6	6.0	4.8	3.3
Primary metal industries .....	100.0	1.5	1.0	2.0	-	2.7	2.8	2.9	4.2	3.3	3.1	2.4
Fabricated metal products .....	100.0	3.1	3.5	3.1	5.3	4.4	7.2	6.4	6.7	5.9	8.2	6.6
Machinery, except electrical .....	100.0	2.3	1.2	2.8	2.6	4.1	7.8	9.3	6.5	4.9	7.4	7.5
Transportation equipment .....	100.0	.8	-	.8	.6	8.5	1.5	1.8	8.3	6.9	9.1	8.8
Instruments and related products .....	100.0	3.9	3.4	2.9	2.8	7.8	6.1	6.9	8.5	9.3	4.1	2.7
Miscellaneous manufacturing industries .....	100.0	13.5	7.4	6.3	11.2	7.4	7.3	7.1	2.3	4.3	3.0	3.6

See footnotes at end of table.

Table 17. Distribution of Production and Related Workers by Expenditures for Premium Pay in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of workers in establishments with—											
	Premium pay expenditures per hour paid for of—											
	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents	13 and under 14 cents	14 and under 15 cents	15 and under 16 cents	16 and under 17 cents	17 and under 18 cents	18 and under 19 cents	19 and under 20 cents	20 and under 21 cents	21 cents and over
United States <sup>1</sup> .....	4.3	4.8	4.6	4.0	3.0	3.1	2.4	1.7	2.1	1.4	1.8	6.6
Northeast .....	3.4	4.7	5.2	3.7	2.7	3.2	1.7	1.7	1.6	1.0	1.1	6.4
South .....	3.2	4.4	3.7	2.0	3.3	2.6	1.6	.8	2.2	.7	1.4	4.1
North Central .....	5.4	5.7	4.3	5.6	3.0	2.8	3.7	2.1	2.4	2.2	2.6	8.7
West .....	6.8	2.8	5.0	3.8	4.0	4.7	2.5	1.9	2.4	1.8	2.5	5.8
Ordnance and accessories .....	.2	4.8	5.8	11.0	6.6	6.3	-	1.2	-	-	-	-
Food and kindred products .....	4.0	7.3	3.3	5.2	4.1	3.9	1.7	2.4	1.1	.7	.1	4.4
Tobacco manufactures .....	-	8.7	-	-	-	-	-	-	-	-	-	-
Textile mill products .....	5.9	6.1	2.6	1.0	2.3	.5	1.1	.2	1.0	.5	.4	.1
Apparel and other finished textile products .....	-	2.1	-	.1	.1	-	.3	-	-	-	-	.2
Lumber and wood products .....	3.6	4.2	3.8	1.5	2.5	1.8	1.1	-	2.1	.3	.4	1.4
Furniture and fixtures .....	1.0	4.6	4.0	3.6	3.0	.4	2.9	-	.2	.4	-	-
Paper and allied products .....	4.0	5.8	2.4	6.6	3.0	7.0	4.6	1.7	9.6	2.9	4.8	21.8
Printing, publishing, and allied industries .....	5.0	2.4	5.0	3.0	6.8	1.6	1.5	2.7	4.4	2.5	4.3	23.8
Petroleum refining and related industries .....	11.3	2.8	3.8	3.0	-	.3	3.9	-	1.1	.8	11.2	4.1
Rubber and miscellaneous plastics products .....	1.8	7.2	7.0	5.1	7.7	-	3.9	4.3	4.3	.7	10.6	5.5
Leather and leather products .....	.3	.4	.1	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products .....	2.5	4.7	5.0	1.7	5.4	5.1	3.5	6.9	3.7	1.2	5.1	8.4
Primary metal industries .....	4.0	4.0	20.2	2.7	2.5	4.6	4.3	2.7	3.9	6.4	2.3	16.5
Fabricated metal products .....	4.8	3.7	4.2	4.5	2.7	2.2	2.4	1.0	.8	.7	2.9	9.8
Machinery, except electrical .....	5.1	10.9	2.0	3.8	1.5	1.3	4.8	1.5	3.0	.7	2.3	7.0
Transportation equipment .....	10.6	.9	4.8	8.0	3.8	4.0	3.4	2.0	2.0	3.3	1.7	8.2
Instruments and related products .....	2.2	6.9	2.6	.2	3.1	9.6	.9	7.8	1.8	-	-	6.5
Miscellaneous manufacturing industries .....	5.2	6.0	2.9	1.4	.3	1.2	.5	.9	4.3	-	-	4.0

<sup>1</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 18. Distribution of Production and Related Workers by Expenditures for Overtime and Weekend Work Premiums in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—									
		Premi-ums not reported sepa-rately	No overtime premium expendi-tures	Overtime and weekend work premium expenditures per hour paid for of—							
				Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents
United States <sup>1</sup> .....	100.0	15.8	7.1	3.9	6.7	6.9	7.2	6.7	6.2	7.3	5.5
Northeast .....	100.0	12.4	9.3	3.8	6.6	9.3	8.1	6.6	6.7	7.4	4.5
South .....	100.0	9.8	8.7	5.3	8.3	8.2	8.5	8.4	5.8	6.5	6.4
North Central .....	100.0	23.6	3.7	3.7	6.3	4.6	6.0	5.7	6.1	6.8	5.7
West .....	100.0	14.3	7.4	1.8	5.1	3.3	5.0	7.5	5.7	10.0	6.9
Ordnance and accessories .....	100.0	52.1	-	2.1	5.7	2.1	1.4	11.0	6.8	-	2.4
Food and kindred products .....	100.0	14.0	14.7	4.2	2.9	3.8	5.4	5.1	6.5	4.0	7.9
Tobacco manufactures .....	100.0	10.0	1.0	16.8	12.7	18.5	7.2	10.8	14.3	8.7	-
Textile mill products .....	100.0	7.5	3.0	4.0	11.4	11.4	13.8	9.9	6.1	8.2	6.7
Apparel and other finished textile products .....	100.0	1.4	23.5	10.5	16.1	12.9	14.8	5.9	5.0	3.4	1.8
Lumber and wood products .....	100.0	1.0	19.8	4.9	2.0	4.0	9.0	3.0	6.6	11.4	6.0
Furniture and fixtures .....	100.0	6.2	6.3	3.4	5.4	6.7	7.7	7.0	13.8	6.9	10.4
Paper and allied products .....	100.0	17.7	1.5	2.3	.5	3.1	1.8	3.9	6.1	5.9	4.1
Printing, publishing, and allied industries .....	100.0	5.6	5.5	4.3	4.7	1.6	4.0	3.2	4.3	8.8	5.4
Petroleum refining and related industries .....	100.0	14.9	.8	2.9	3.0	20.7	10.7	4.0	7.7	11.6	4.3
Rubber and miscellaneous plastics products .....	100.0	8.4	2.1	1.2	4.7	2.0	4.5	8.1	6.0	3.0	6.0
Leather and leather products .....	100.0	7.4	13.1	7.0	18.7	25.2	8.5	6.5	7.0	2.1	1.6
Stone, clay, and glass products .....	100.0	14.5	7.7	1.9	6.6	3.5	3.8	5.6	6.0	3.9	6.0
Primary metal industries .....	100.0	11.9	1.5	1.9	4.9	1.1	3.6	6.5	3.0	19.2	2.9
Fabricated metal products .....	100.0	13.5	3.1	4.9	5.3	6.6	4.2	7.5	8.5	6.6	6.2
Machinery, except electrical .....	100.0	18.5	2.9	2.6	5.1	6.6	6.1	11.6	5.2	13.4	4.8
Transportation equipment .....	100.0	51.1	.8	-	8.3	5.3	4.3	6.7	( <sup>2</sup> )	3.1	5.0
Instruments and related products .....	100.0	22.3	4.1	4.2	2.5	6.1	10.8	5.1	7.1	6.5	4.3
Miscellaneous manufacturing industries .....	100.0	7.6	13.5	7.4	9.4	9.7	8.8	7.7	5.6	2.7	4.6

See footnotes at end of table.

Table 18. Distribution of Production and Related Workers by Expenditures for Overtime and Weekend Work Premiums in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of workers in establishments with—									
	Overtime and weekend work premium expenditures per hour paid for of—									
	8 and under 9 cents	9 and under 10 cents	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents	13 and under 14 cents	14 and under 15 cents	15 and under 16 cents	16 and under 17 cents	17 cents and over
United States <sup>1</sup> -----	4.1	4.0	2.9	2.5	2.5	1.7	2.0	1.3	0.7	5.0
Northeast -----	4.2	3.8	2.9	2.2	2.3	1.6	1.3	1.3	.8	4.9
South -----	4.8	3.5	3.2	2.2	1.8	1.1	1.8	1.0	.7	3.8
North Central -----	3.2	4.5	2.9	2.4	2.3	2.2	2.6	1.2	.7	5.9
West -----	5.5	4.4	2.6	4.3	5.4	1.5	2.4	1.8	.7	4.5
Ordnance and accessories -----	2.6	9.3	-	.2	4.3	-	-	-	-	-
Food and kindred products -----	5.8	8.4	2.0	5.6	3.5	.9	1.5	.3	.3	3.1
Tobacco manufactures -----	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	5.4	3.6	2.7	1.0	.6	1.4	1.3	1.1	.4	.6
Apparel and other finished										
textile products -----	1.5	1.4	-	1.1	-	.1	.1	-	.3	.2
Lumber and wood products -----	9.0	4.8	2.5	2.7	5.8	1.8	.7	1.8	.6	2.4
Furniture and fixtures -----	4.6	4.3	2.2	2.8	3.0	2.9	4.8	.7	.4	.6
Paper and allied products -----	4.4	2.9	3.7	2.3	.5	6.1	4.3	6.1	2.9	19.8
Printing, publishing, and										
allied industries -----	3.6	2.1	7.1	4.0	3.1	1.6	5.2	1.3	1.5	22.8
Petroleum refining and										
related industries -----	3.6	1.2	3.6	.6	2.4	-	-	5.5	-	2.6
Rubber and miscellaneous										
plastics products -----	3.7	4.7	8.3	5.9	5.7	3.1	3.5	3.6	-	15.5
Leather and leather products -----	1.6	.7	.1	.4	.1	-	-	-	-	-
Stone, clay, and glass										
products -----	1.9	3.0	6.0	2.9	7.2	6.2	4.9	1.4	1.2	5.9
Primary metal industries -----	6.3	6.0	5.1	2.4	3.0	3.3	7.8	2.1	.2	7.3
Fabricated metal products -----	7.3	6.5	2.2	1.4	4.4	2.3	.8	2.4	1.7	4.5
Machinery, except electrical -----	1.3	3.6	4.6	1.3	1.2	1.6	.4	.8	1.2	7.2
Transportation equipment -----	1.5	2.8	2.0	1.5	2.4	.8	.5	-	-	3.8
Instruments and related										
products -----	3.0	2.1	.8	3.1	2.6	1.2	5.8	5.4	1.1	1.8
Miscellaneous manufacturing										
industries -----	1.3	3.0	5.4	5.0	.6	.7	-	-	-	6.8

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 19. Distribution of Production and Related Workers by Expenditures for Shift Differentials in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—												
		Differentials not reported separately	No shift differential expenditures	Shift differential expenditures per hour paid for of—										
				Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents	10 cents and over
United States <sup>1</sup> -----	100.0	1.7	39.3	9.4	11.4	10.2	8.7	8.2	4.3	3.1	1.7	1.1	0.3	0.7
Northeast -----	100.0	1.6	44.4	9.2	9.2	9.8	9.1	8.0	3.1	2.3	1.5	.4	.3	1.1
South -----	100.0	2.3	50.8	9.1	11.1	8.4	5.9	5.9	3.6	1.8	.5	.3	.2	.1
North Central -----	100.0	1.3	27.9	10.0	12.9	11.9	9.5	10.0	6.2	4.5	2.2	2.4	.3	.7
West -----	100.0	1.8	35.1	8.8	15.1	9.3	10.0	7.8	3.3	3.8	3.3	.6	.5	.8
Ordnance and accessories -----	100.0	0.3	7.8	7.4	16.6	14.8	5.2	14.1	15.4	2.4	16.0	-	-	-
Food and kindred products -----	100.0	3.1	44.4	7.6	19.0	8.8	8.4	.8	6.0	.9	.7	.4	-	-
Tobacco manufactures -----	100.0	3.7	50.4	11.9	15.0	10.3	-	8.7	-	-	-	-	-	-
Textile mill products -----	100.0	2.4	40.1	15.2	28.2	5.9	3.2	3.3	1.0	.2	-	.2	-	.2
Apparel and other finished textile products -----	100.0	-	97.6	1.9	-	-	-	.6	-	-	-	-	-	-
Lumber and wood products -----	100.0	-	71.7	9.6	11.7	3.8	.8	-	.3	2.0	-	-	-	-
Furniture and fixtures -----	100.0	1.0	71.9	11.4	10.1	5.2	.2	.3	-	-	-	-	-	-
Paper and allied products -----	100.0	4.5	17.0	6.1	8.5	25.5	19.4	13.0	4.1	.9	.6	-	.3	.1
Printing, publishing, and allied industries -----	100.0	1.5	47.8	11.7	4.7	7.3	3.2	5.4	4.0	4.2	1.6	.9	1.3	6.4
Petroleum refining and related industries -----	100.0	5.0	11.9	19.0	-	7.1	32.1	20.6	.4	2.1	-	1.8	-	-
Rubber and miscellaneous plastics products -----	100.0	1.6	17.4	7.1	22.5	37.2	8.7	.5	2.1	1.3	-	1.6	-	-
Leather and leather products -----	100.0	.5	91.2	5.8	1.3	1.2	-	-	-	-	-	-	-	-
Stone, clay, and glass products -----	100.0	1.8	35.1	14.4	10.5	10.0	19.9	6.8	.5	.7	-	-	-	.2
Primary metal industries -----	100.0	.4	8.8	6.8	5.7	8.4	11.4	37.8	14.4	2.2	1.5	1.4	.2	1.1
Fabricated metal products -----	100.0	.8	36.2	15.0	10.7	9.5	7.2	3.5	5.5	2.7	.1	3.4	2.5	2.9
Machinery, except electrical -----	100.0	.4	28.0	6.6	14.1	16.5	9.7	10.6	2.5	1.8	4.6	4.9	-	.3
Transportation equipment -----	100.0	.3	6.9	4.8	15.7	10.1	18.8	12.4	8.8	11.4	8.8	1.5	-	.6
Instruments and related products -----	100.0	.9	26.6	22.2	9.0	14.6	4.5	3.3	8.9	9.8	-	-	.1	-
Miscellaneous manufacturing industries -----	100.0	-	70.0	10.0	7.6	5.6	2.8	2.0	1.1	.5	-	-	-	.5

<sup>1</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Total Legally Required Payments

From the depression of the 1930's the United States learned that, even in a rich and prosperous country there are periods when large segments of the population may suffer loss of income through no fault of their own. The Social Security Act was a formal recognition that the United States had passed from a rural to an urban industrialized society in which individuals were subject to risks which they could not meet alone. It established the basic concept of social responsibility for providing means for sharing the risks. All the legally required insurance programs are in fact social insurance through which the workers pool the risks they share in common but against which they cannot protect themselves alone. While the individual works, both he and his employer make contributions, and he thus earns his protection as he earns his living. When he suffers a loss of income through unemployment, retirement, or disability, or his family loses its breadwinner upon his death, payments are made as a matter of right. There is no means tests.<sup>21</sup>

Workmen's compensation was the first legally required insurance program to become law in the United States. The Federal Government passed the first workmen's compensation law over 50 years ago and in little over a decade almost all the States and all the territories had workmen's compensation laws protecting workers. The laws were designed to recompense the worker for injuries sustained on the job.<sup>22</sup> Old-age insurance and unemployment compensation were both part of the basic Social Security Act of 1935. They were designed to insure the worker against a loss of a portion of his income when he retired or lost his job. In 1939, old-age insurance became old-age and survivor insurance (to provide for dependents), and in 1956, disability provisions were added. The temporary disability insurance laws, which apply to workers in four States and in the railroad industry, were passed in the 1940's. They are intended to partially maintain the worker's income when he is incapacitated by nonwork-incurred disability.<sup>23</sup>

When the Social Security Act was passed in 1935, about 28 other countries already had social security systems of fairly broad scope. They included 22 European countries and Australia, Chile, Japan, New Zealand, the Union of South Africa, and Uruguay. Germany in the 1880's was the first country to introduce a government social insurance program. The German system of social security through social insurance was soon adopted in Central and Eastern Europe

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<sup>21</sup> "Twenty Years of Unemployment Insurance in the U.S.A., 1935-1955," Employment Security Review, August 1955 (U.S. Department of Labor, Bureau of Employment Security), pp. 1 and 2. William L. Mitchell, "Past and Future Perspectives in Social Security," Social Security Bulletin, August 1960 (U.S. Department of Health, Education, and Welfare, Social Security Administration), pp. 1 and 2; and Victor Christgau, "Old-Age, Survivors, and Disability Insurance After Twenty-Five Years," p. 20 of same issue.

<sup>22</sup> State Workmen's Compensation Laws, Bull. 161 (Revised May 1960). (U.S. Department of Labor, Bureau of Labor Standards, 1960), pp. 1 and 2.

<sup>23</sup> Employment Security Review, August 1955, op. cit., pp. 1 and 9; Mitchell, Social Security Bulletin, August 1960, op. cit., p. 2; Christgau, Social Security Bulletin, August 1960, op. cit., pp. 20, 21, and 26; and Margaret Dahm, Experience and Problems Under Temporary Disability Insurance Laws (U.S. Department of Labor, Bureau of Employment Security, October 1955), p. 1.

and later in Western Europe. New Zealand, Australia, Iceland, and the Union of South Africa, however, based their social security systems on the social assistance principle pioneered by Denmark in 1891. (Under the social assistance principle, some means test is usually applied to determine eligibility for benefits.) Most of these early social security programs outside the United States provided pensions in case of old-age, invalidity, and death; cash and medical benefits in the event of sickness; work accident benefits; and often unemployment benefits.<sup>24</sup>

In 1959, employer expenditures in the United States for legally required insurance equaled 4.5 percent of the gross payroll of production workers in all manufacturing industries. (See table 20.) The payments generally went to insurance funds and were in addition to the worker's gross pay. Social security, i. e., old-age, survivors, and disability insurance (OASDI) comprised almost half of the outlay—2.2 percent of the payroll. The remainder was distributed among unemployment compensation, 1.4 percent; workmen's compensation, 0.8 percent; and temporary disability insurance, less than 0.05 percent. These same expenditures, when expressed as cents per hour paid for, averaged 4.9 cents for social security, 3.2 cents for unemployment compensation, 1.9 cents for workmen's compensation, and 0.1 cent for temporary disability insurance. The total was 10.1 cents per hour paid for by all establishments in manufacturing.

#### Social Security (Old-Age, Survivors, and Disability Insurance)

From its inception, the old-age, survivors, and disability insurance program has covered all workers in industry and commerce employed by companies with one or more employees. (Later amendments extended coverage to those employed on farms, in private households, in government, and in private nonprofit organizations, and to the self-employed.) The program is supported by joint worker-employer contributions. When the act became effective on January 1, 1937, the employer's contribution was 1 percent of the first \$3,000 earned by each employee. Both the rate and the base of the tax have gradually been raised until in 1959, the year of this study, it was 2.5 percent of the first \$4,800 earned by each employee.<sup>25</sup>

Company expenditures in 1959 for OASDI averaged 2.2 percent of gross payroll for production workers in all industries in manufacturing. The ratios by industry group ranged from 2.4 down to 1.9 percent, with the industry ratios arraying themselves roughly in inverse relation to industry average hourly earnings. The highest expenditure ratios—2.4 percent—were reported by the lower paying textiles, tobacco, and leather industries groups; the lowest ratios by the ordnance and the printing and publishing industries (2 percent) and the petroleum products industries (1.9 percent). In terms of cents per hour paid for, the reverse arrangement existed. Lower expenditures per hour were associated with the lower paying industries and higher with the higher paying ones. The 3.7 cents per hour, reported by the apparel and other finished textiles group, was the lowest expenditure and the 6 cents, reported by the primary metals group, was the highest. The relationships are accounted for by the nature of the method of contribution. Contributions were 2.5 percent of the worker's gross earnings and the greater the hourly earnings the greater the contribution per hour that could be expected. Since there was a cutoff at \$4,800, however, the maximum that

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<sup>24</sup> Daniel S. Gerig, "A Quarter Century of Social Security Abroad," Social Security Bulletin, August 1960 (U.S. Department of Health, Education, and Welfare, Social Security Administration), pp. 59-61.

<sup>25</sup> Christgau, Social Security Bulletin, August 1960, op. cit., pp. 20, 21, 23, and 27.

could be contributed per worker was \$120 for the year, and this maximum was a smaller proportion of the earnings of a high paid worker than of those of a low paid worker. (See table 20.)

### Unemployment Compensation

Unemployment compensation is insurance against a portion of wage loss when the worker loses his job. For the individual, it provides a means for meeting his bills during temporary unemployment. For the community, when there is a wave of layoffs, it helps to maintain purchasing power in the area and lessens the impact of layoff.<sup>26</sup> Wisconsin approved the first unemployment compensation law in the United States on January 28, 1932, when 8 million Americans—16 percent of the labor force—were unemployed. This action was the culmination of 10 years of legislative discussion in the State. For years, there had been interest in the United States in the subject, but it took the devastating depression of the 1930's and the Social Security Act of 1935 to make the present State unemployment insurance systems a reality. The unemployment compensation program, unlike the old-age, survivors, and disability insurance program, is not an exclusive Federal Government system. The Social Security Act did not set up a Federal system; it provided a tax incentive for the establishment of joint Federal-State systems. The act levied a 1-percent tax on the 1936 payrolls (2 percent on the 1937 payrolls, and 3 percent thereafter) of employers of eight or more workers in commerce and industry, but provided an offset against the Federal tax if a State passed an approved unemployment insurance law. Employers could take credit up to 90 percent of the Federal tax for payments made to an approved State system. In the months of April through August 1935, California, Massachusetts, New Hampshire, New York, Utah, and Washington passed unemployment compensation laws in anticipation of the passage of the Social Security Act. By June 30, 1937, when Illinois enacted its law, all 48 States, the then territories of Alaska and Hawaii, and the District of Columbia were counted under the Federal-State system.<sup>27</sup>

The tax offset provisions of the Federal act resulted in the States adopting taxes of at least 2.7 percent of gross payroll and the Federal Government's collecting 0.3 percent. In 1959, the standard rate was 2.7 percent in all States except North Dakota, but some States had provisions for maximum rates above 2.7 percent to take care of revenue needs. In addition, experience-rating systems were in effect in all States except Alaska. Under these, the individual employer's contribution rate can be reduced below the standard rate on the basis of his unemployment experience. In 1939, the base for the tax, under the Federal law, was changed from total gross pay to the first \$3,000 earned by each worker. In 1959, the base for the State tax was \$3,000 in all except six States. The program is almost entirely employer financed. Only 10 States have ever collected contributions from workers; in 1959 only 3 States did so. Since the original enactments, the minimum size of firm covered has been reduced under the Federal as well as under all the State laws.<sup>28</sup>

<sup>26</sup> Employment Security Review, August 1955, op. cit., pp. 1, 3, and 4.

<sup>27</sup> Ibid., pp. 1, 6, 9, and 10; "Unemployment Insurance in the USA, 1956-60," Employment Security Review, August 1960 (U.S. Department of Labor, Bureau of Employment Security), p. 1; and Christgau, Social Security Bulletin, August 1960, op. cit., p. 50.

<sup>28</sup> Employment Security Review, August 1960, op. cit., pp. 2, 6, and 7; Christgau, Social Security Bulletin, August 1960, op. cit., pp. 52 and 56; and Comparison of State Unemployment Insurance Laws as of January 1, 1960, BES No. U-141 (U.S. Department of Labor, Bureau of Employment Security, 1960), pp. 17, 18, and 20.

For the most part, there was an inverse relationship in 1959 between the industry-expenditures ratios for unemployment compensation and industry average hourly earnings; as earnings increased, the ratios generally declined. The highest ratio—2.4 percent—was reported by the apparel and other finished textile products industries; the lowest—0.6 percent—by the petroleum refining and related industries. The ratio reported by the transportation equipment group of industries was somewhat high relative to average hourly earnings, possibly reflecting both the adverse effect, on experience ratings, of irregular employment in the automobile industry, and the somewhat higher contribution rates in the principal States where automobiles are produced. Although employer contributions are a fixed proportion of the worker's pay, the amount of individual earnings subject to tax is limited. As a result, after the point of maximum contribution is reached, a decline in the expenditure ratio can be expected as average earnings rise. However, the ratio for an industry group is also influenced by the rate of contribution under experience-rating provisions, which varies from State to State and from establishment to establishment.

When expenditures, in terms of cents per hour paid for, were related to average hourly earnings, no definitive pattern emerged. Both the highest and the lowest rates were reported by two of the higher paying industry groups—transportation equipment, 4.2 cents and petroleum, 1.7 cents—probably reflecting differences in stability of employment.

#### Workmen's Compensation

The Federal Government led the way in granting to workers the protection of workmen's compensation insurance. In 1908, it passed a law to cover its own civil employees. Three years later, workmen's compensation protection became law in 10 States and by 1920, 42 States and the territories could be counted among those having such laws. It was not until 1948, however, that workmen's compensation became universal throughout the United States.<sup>29</sup>

Prior to the passage of the workmen's compensation laws, an injured worker had to turn to the courts for redress. He had to file suit against his employer and prove that the injury was due to the employer's negligence. In jurisdictions where there were no employers' liability laws, even if the employer was proven negligent he could escape damage payments if he proved that the injury was due to the ordinary risks of the work, that it was caused by the negligence of a fellow worker, or that the employee's own negligence had contributed to the injury. Where the common law had been replaced by employer's liability acts, the employer's responsibility had been broadened. Even in these cases, however, it often meant that the injured worker had to resort to costly and time consuming negligence suits, with the outcome always in doubt.<sup>30</sup>

About half of the workmen's compensation laws in the United States are compulsory and the remainder are elective for most of the employments covered. Under compulsory laws, the employer is required to provide his employees the protections of the law and an injured worker receives benefits without having to initiate court action. The benefits generally include medical services, maintenance, rehabilitation services, payments for disfigurement, and death benefits. Under elective laws, the employer has the option of rejecting the act, and under such circumstances the worker would have to sue. Few employers, however,

<sup>29</sup> State Workmen's Compensation Laws, op. cit., p. 1.

<sup>30</sup> Ibid., pp. 1 and 2.

reject coverage because in so doing they lose the customary common law defenses. The method of insurance varies from State to State. It may include insurance through a State fund, through private carrier, or through self-insurance.<sup>31</sup> The net expenditures of companies qualifying as self-insurers are included in this survey.

Expenditures for workmen's compensation averaged 0.8 percent of gross payroll for all manufacturing industries in 1959. The industry group expenditure ratios, when arrayed in ascending order, increased by a tenth of a percent from 0.4 percent through 1.2 percent and then jumped to 2.4 percent. The 0.4 percent was reported by the tobacco, the ordnance, and the printing industries; the 1.2 percent represented the expenditures of the furniture and fixtures industries; and the 2.4 percent the lumber and wood products industries. The magnitude of the industry ratios appeared to be associated more with the nature of the operations than with any other factor. On the basis of cents per hour paid for, the variations between industries in average hourly earnings caused a slight rearrangement of the order of the groups, but the basic pattern did not change. The tobacco industries still had the lowest expenditures—0.6 cent per hour paid for—and the lumber industries the highest—4.3 cents.

#### Other Legally Required Insurance

Other legally required benefits consisted almost entirely of temporary disability insurance. (The only other program reported to this survey involved small employer contributions to the Ohio Disabled Workmen's Relief Fund.) Temporary disability insurance is the most recent legally required program of income maintenance for the worker. It provides cash benefits to the worker who is unable to work because of nonwork-connected illness or accident. Temporary disability laws exist only in California, New Jersey, New York, and Rhode Island. (In addition, railroad workers enjoy these benefits through Federal legislation.) The Rhode Island law was enacted in May 1942, the California program in May 1946, New Jersey's in June 1948, and New York's in April 1949. As in the case of the other supplementary benefits selected for study, only employer contributions are covered in this survey. The employer must contribute to the temporary disability program in New Jersey and may, under certain circumstances, contribute in New York and California. In Rhode Island, the program is employee financed.<sup>32</sup>

Because of their very limited areas of application, the "other" legally required payments were not statistically significant on a national or industry basis. These payments averaged less than 0.05 percent of gross payroll for all manufacturing industries. The only industry groups in which they equaled even 0.1 percent of gross payroll were apparel, petroleum, instruments, and miscellaneous manufacturing industries.

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<sup>31</sup> Ibid., pp. 2 and 3.

<sup>32</sup> Digest of One Hundred Selected Health and Insurance Plans Under Collective Bargaining, Early 1958, BLS Bull. 1236 (1958), appendix A, pp. 245-247; and Dahm, Experience and Problems Under Temporary Disability Insurance Laws, op. cit., pp. 1, 14, and 15.

Table 20. Average Expenditures for Legally Required Payments by All Establishments, Region, and Manufacturing Industry Group, 1959

Region and industry group	Percent of gross payroll					Percent of straight-time payroll					Cents per hour paid for					Cents per plant man-hour				
	Total	Social security (OASDI)	Unemployment compensation	Workmen's compensation	Other <sup>1</sup>	Total	Social security (OASDI)	Unemployment compensation	Workmen's compensation	Other <sup>1</sup>	Total	Social security (OASDI)	Unemployment compensation	Workmen's compensation	Other <sup>1</sup>	Total	Social security (OASDI)	Unemployment compensation	Workmen's compensation	Other <sup>1</sup>
United States <sup>2</sup> _____	4.5	2.2	1.4	0.8	( <sup>3</sup> )	4.7	2.3	1.5	0.9	( <sup>3</sup> )	10.1	4.9	3.2	1.9	0.1	10.7	5.2	3.4	2.0	0.1
Northeast _____	4.8	2.2	1.7	.8	0.1	5.0	2.3	1.8	.9	0.1	10.7	4.8	3.7	1.9	.2	11.4	5.1	4.0	2.0	.3
South _____	4.5	2.2	1.4	.8	-	4.7	2.3	1.4	.9	-	8.2	4.1	2.5	1.5	-	8.5	4.3	2.6	1.6	-
North Central _____	4.0	2.1	1.2	.7	( <sup>3</sup> )	4.2	2.2	1.3	.7	( <sup>3</sup> )	9.9	5.2	3.0	1.7	( <sup>3</sup> )	10.6	5.6	3.2	1.9	( <sup>3</sup> )
West _____	5.0	2.2	1.6	1.2	.1	5.3	2.3	1.7	1.2	.1	12.6	5.4	4.1	2.9	.2	13.3	5.7	4.3	3.1	.2
Ordnance and accessories _____	3.7	2.0	1.3	.4	( <sup>3</sup> )	3.8	2.1	1.3	.4	( <sup>3</sup> )	10.1	5.4	3.5	1.2	( <sup>3</sup> )	11.0	5.9	3.8	1.3	( <sup>3</sup> )
Food and kindred products _____	4.7	2.2	1.4	1.1	( <sup>3</sup> )	5.0	2.3	1.5	1.2	( <sup>3</sup> )	10.0	4.6	2.9	2.3	.1	10.6	4.9	3.1	2.5	.1
Tobacco manufactures _____	4.7	2.4	1.9	.4	( <sup>3</sup> )	4.8	2.4	2.0	.4	( <sup>3</sup> )	7.7	3.9	3.2	.6	( <sup>3</sup> )	8.2	4.1	3.4	.7	( <sup>3</sup> )
Textile mill products _____	4.9	2.4	1.8	.7	( <sup>3</sup> )	5.1	2.5	1.9	.7	( <sup>3</sup> )	7.9	3.8	2.9	1.1	.1	8.2	4.0	3.0	1.1	.1
Apparel and other finished textile products _____	5.3	2.3	2.4	.5	.1	5.4	2.4	2.4	.5	.1	8.4	3.7	3.8	.8	.2	8.7	3.8	3.9	.9	.2
Lumber and wood products _____	6.4	2.3	1.8	2.4	( <sup>3</sup> )	6.7	2.4	1.8	2.5	( <sup>3</sup> )	11.7	4.2	3.2	4.3	( <sup>3</sup> )	12.1	4.3	3.3	4.4	( <sup>3</sup> )
Furniture and fixtures _____	5.0	2.3	1.5	1.2	( <sup>3</sup> )	5.2	2.4	1.6	1.2	( <sup>3</sup> )	9.5	4.4	2.9	2.2	( <sup>3</sup> )	10.0	4.6	3.0	2.3	( <sup>3</sup> )
Paper and allied products _____	4.1	2.1	1.0	.9	( <sup>3</sup> )	4.4	2.3	1.1	.9	( <sup>3</sup> )	9.2	4.8	2.3	2.0	.1	9.8	5.1	2.4	2.1	.1
Printing, publishing, and allied industries _____	3.3	2.0	.9	.4	( <sup>3</sup> )	3.5	2.1	.9	.5	.1	9.0	5.3	2.4	1.2	( <sup>3</sup> )	9.6	5.6	2.6	1.3	.1
Petroleum refining and related industries _____	3.0	1.9	.6	.5	.1	3.1	1.9	.6	.5	.1	9.0	5.7	1.7	1.4	.2	10.0	6.3	1.9	1.6	.2
Rubber and miscellaneous plastics products _____	4.2	2.2	1.3	.8	( <sup>3</sup> )	4.4	2.3	1.3	.8	( <sup>3</sup> )	9.9	5.1	2.9	1.8	.1	10.6	5.5	3.1	1.9	.1
Leather and leather products _____	5.1	2.4	2.0	.7	( <sup>3</sup> )	5.2	2.4	2.0	.8	( <sup>3</sup> )	8.6	4.0	3.3	1.2	( <sup>3</sup> )	9.0	4.2	3.5	1.3	.1
Stone, clay, and glass products _____	4.9	2.2	1.5	1.1	( <sup>3</sup> )	5.1	2.3	1.6	1.2	( <sup>3</sup> )	10.8	4.9	3.3	2.5	.1	11.4	5.2	3.5	2.6	.1
Primary metal industries _____	4.3	2.1	1.4	.8	( <sup>3</sup> )	4.5	2.2	1.4	.8	( <sup>3</sup> )	12.1	6.0	3.9	2.2	( <sup>3</sup> )	13.1	6.5	4.2	2.4	( <sup>3</sup> )
Fabricated metal products _____	4.7	2.2	1.4	1.0	( <sup>3</sup> )	4.9	2.3	1.5	1.1	( <sup>3</sup> )	11.3	5.2	3.5	2.5	.1	12.0	5.6	3.7	2.7	.1
Machinery, except electrical _____	4.0	2.1	1.1	.7	( <sup>3</sup> )	4.2	2.2	1.2	.8	( <sup>3</sup> )	10.4	5.5	2.9	1.9	.1	11.1	5.8	3.1	2.0	.1
Transportation equipment _____	4.3	2.1	1.6	.6	( <sup>3</sup> )	4.5	2.2	1.6	.6	( <sup>3</sup> )	11.4	5.6	4.2	1.6	.1	12.3	6.0	4.5	1.7	.1
Instruments and related products _____	3.9	2.1	1.2	.5	.1	4.1	2.2	1.2	.5	.1	9.2	5.0	2.8	1.2	.2	9.9	5.4	3.0	1.3	.2
Miscellaneous manufacturing industries _____	5.0	2.3	1.7	.9	.1	5.2	2.4	1.8	1.0	.1	9.3	4.2	3.2	1.7	.1	9.8	4.5	3.4	1.8	.1

<sup>1</sup> Other consists almost entirely of temporary disability insurance.<sup>2</sup> Includes industries not shown separately.<sup>3</sup> Less than 0.05 percent or 0.05 cent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 21. Distribution of Production and Related Workers by Expenditures for Legally Required Payments as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—										
		Legally required payments as a percent of gross payroll of—										
		1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8- and under 9 percent	9 and under 10 percent	10 and under 11 percent	11 percent and over
United States <sup>1</sup> _____	100.0	0.3	7.9	26.7	27.9	21.1	9.7	3.7	1.7	0.3	0.4	0.3
Northeast _____	100.0	.2	3.3	17.9	29.6	28.4	13.6	5.2	1.1	.1	.3	.2
South _____	100.0	.3	7.4	27.3	28.2	21.2	8.1	2.6	3.9	.4	.3	.5
North Central _____	100.0	.5	13.7	38.0	26.5	12.7	5.5	1.5	.9	.2	.1	.4
West _____	100.0	.3	5.1	18.0	26.1	24.1	13.1	8.5	1.3	1.5	1.9	-
Ordnance and accessories _____	100.0	4.6	12.4	47.2	22.9	12.8	-	-	-	-	-	-
Food and kindred products _____	100.0	.4	5.8	23.0	25.4	18.7	12.7	10.1	3.6	.3	-	-
Tobacco manufactures _____	100.0	-	-	31.2	26.2	24.8	2.6	11.8	3.2	-	.2	-
Textile mill products _____	100.0	-	.6	22.6	31.3	29.3	11.9	4.4	-	-	-	-
Apparel and other finished textile products _____	100.0	-	.2	12.3	16.7	43.7	20.2	4.4	2.5	-	-	-
Lumber and wood products _____	100.0	1.2	1.0	6.8	16.1	21.7	19.6	8.5	9.9	3.2	6.6	5.4
Furniture and fixtures _____	100.0	-	1.1	18.8	29.8	29.6	13.1	6.3	1.1	-	-	.2
Paper and allied products _____	100.0	-	9.3	41.9	26.6	16.2	3.6	2.4	-	.1	-	-
Printing, publishing, and allied industries _____	100.0	3.4	32.0	39.6	15.9	8.5	.1	.1	-	.4	-	-
Petroleum refining and related industries _____	100.0	4.0	59.5	21.5	7.8	5.7	1.5	-	-	-	-	-
Rubber and miscellaneous plastics products _____	100.0	-	8.3	37.0	24.0	17.9	9.4	2.8	.7	-	-	-
Leather and leather products _____	100.0	-	1.1	14.1	27.4	38.2	14.7	3.3	.9	-	-	.3
Stone, clay, and glass products _____	100.0	-	2.4	21.7	33.0	25.9	7.7	4.4	3.3	.5	.7	.3
Primary metal industries _____	100.0	-	7.4	39.9	28.3	12.7	6.9	1.8	3.1	-	-	-
Fabricated metal products _____	100.0	-	1.8	27.6	36.2	18.9	9.3	4.5	.9	.4	.4	-
Machinery, except electrical _____	100.0	-	15.3	33.2	35.7	10.5	2.5	2.4	.3	-	-	-
Transportation equipment _____	100.0	-	9.0	31.4	32.7	19.9	4.5	.9	.5	.8	.4	-
Instruments and related products _____	100.0	-	21.6	26.8	36.8	12.0	2.8	( <sup>2</sup> )	-	-	-	-
Miscellaneous manufacturing industries _____	100.0	-	1.0	16.7	29.6	23.6	19.7	8.5	.9	-	-	-

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 22. Distribution of Production and Related Workers by Expenditures for Legally Required Payments in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—							
		Legally required payments per hour paid for of—							
		3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents	10 and under 11 cents
United States <sup>1</sup> .....	100.0	0.4	1.6	4.2	9.4	11.3	13.8	12.7	12.2
Northeast .....	100.0	.1	.4	1.4	4.6	9.6	13.8	13.9	16.7
South .....	100.0	1.2	4.1	12.0	21.6	17.3	14.4	7.7	6.0
North Central .....	100.0	.3	1.5	3.4	9.2	12.2	15.1	14.4	11.6
West .....	100.0	.1	1.0	.4	1.7	1.6	8.3	14.0	11.5
Ordnance and accessories .....	100.0	-	-	-	4.6	8.9	18.4	17.5	17.1
Food and kindred products .....	100.0	.1	1.0	7.3	7.6	8.1	15.8	13.7	14.8
Tobacco manufactures .....	100.0	.5	.5	2.3	29.2	27.5	27.4	7.4	5.2
Textile mill products .....	100.0	-	5.0	13.9	25.8	19.3	7.5	9.8	7.0
Apparel and other finished textile products .....	100.0	2.8	3.1	7.9	20.4	15.9	11.2	12.4	12.8
Lumber and wood products .....	100.0	1.6	3.0	8.3	12.5	6.3	8.0	4.8	6.5
Furniture and fixtures .....	100.0	-	3.9	7.8	9.1	11.6	13.2	7.3	18.6
Paper and allied products .....	100.0	-	.6	4.0	10.7	17.7	20.1	14.4	10.9
Printing, publishing, and allied industries .....	100.0	.5	2.6	6.8	11.8	12.9	18.1	17.9	13.6
Petroleum refining and related industries .....	100.0	-	-	-	23.7	20.9	22.5	10.8	-
Rubber and miscellaneous plastics products .....	100.0	-	1.4	1.6	7.6	8.8	12.9	27.9	9.8
Leather and leather products .....	100.0	1.9	1.5	7.1	16.6	16.5	23.8	7.3	9.1
Stone, clay, and glass products .....	100.0	.1	1.3	2.0	4.9	6.3	8.1	10.1	23.0
Primary metal industries .....	100.0	-	.2	-	.7	1.7	8.9	9.9	10.6
Fabricated metal products .....	100.0	-	-	1.4	5.0	9.2	10.8	11.4	11.1
Machinery, except electrical .....	100.0	-	.4	.9	3.9	13.1	13.3	17.7	11.9
Transportation equipment .....	100.0	-	.8	-	2.6	7.3	12.7	8.1	13.0
Instruments and related products .....	100.0	-	1.1	2.6	11.8	17.3	24.1	10.9	12.7
Miscellaneous manufacturing industries .....	100.0	.7	2.3	5.5	7.6	19.0	16.1	11.3	18.7

See footnote at end of table.

Table 22. Distribution of Production and Related Workers by Expenditures for Legally Required Payments in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of workers in establishments with—									
	Legally required payments per hour paid for of—									
	11 and under 12 cents	12 and under 13 cents	13 and under 14 cents	14 and under 15 cents	15 and under 16 cents	16 and under 17 cents	17 and under 18 cents	18 and under 19 cents	19 and under 20 cents	20 cents and over
United States <sup>1</sup> .....	10.3	7.8	5.6	3.7	2.4	1.5	0.7	0.6	0.4	1.1
Northeast .....	12.4	8.3	6.2	4.6	3.9	1.7	.3	1.0	.6	.5
South .....	6.4	4.1	2.8	1.0	.4	.3	.1	.3	-	.2
North Central .....	10.2	8.5	5.0	3.3	1.7	1.7	.7	.4	.2	.6
West .....	11.3	11.9	11.9	8.3	3.4	2.5	3.5	1.2	1.0	6.3
Ordnance and accessories .....	19.5	1.8	3.5	8.7	-	-	-	-	-	-
Food and kindred products .....	7.1	7.2	9.8	3.7	.8	1.8	.4	.1	.7	.2
Tobacco manufactures .....	-	-	-	-	-	-	-	-	-	-
Textile mill products .....	6.9	1.4	-	1.8	1.3	.2	-	-	-	-
Apparel and other finished textile products .....	2.7	2.0	.8	3.2	1.6	-	.3	2.0	.8	-
Lumber and wood products .....	6.8	5.9	8.1	6.4	1.5	2.3	3.4	3.1	1.5	10.2
Furniture and fixtures .....	6.9	4.4	7.2	5.2	2.3	.1	.6	.7	-	1.2
Paper and allied products .....	9.4	5.5	1.9	4.4	.2	-	-	-	-	.1
Printing, publishing, and allied industries .....	5.0	3.7	3.8	.7	.8	.3	.3	.9	-	.4
Petroleum refining and related industries .....	13.8	.4	.8	-	1.2	5.9	-	-	-	-
Rubber and miscellaneous plastics products .....	12.8	9.7	3.1	2.0	.7	.8	.2	.2	-	.4
Leather and leather products .....	8.6	4.7	.9	.7	.4	.2	.3	.2	-	.3
Stone, clay, and glass products .....	16.7	11.3	6.8	4.2	.3	.5	1.6	.7	.6	1.5
Primary metal industries .....	13.2	26.3	7.5	8.5	5.8	3.7	.4	1.0	.7	1.1
Fabricated metal products .....	13.4	10.2	10.1	6.0	4.6	1.8	.9	1.3	.4	2.5
Machinery, except electrical .....	18.9	5.6	4.1	2.5	3.6	1.0	1.7	-	.5	.7
Transportation equipment .....	13.1	13.1	12.2	6.2	4.3	4.3	.8	.3	-	1.2
Instruments and related products .....	7.6	2.5	1.9	.3	5.7	-	-	-	1.5	-
Miscellaneous manufacturing industries .....	7.7	6.5	-	.2	.5	1.2	.9	.4	.9	.5

<sup>1</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.



Total Private Welfare Plans

In the present study covering the year 1959, establishments employing 92 percent of the production workers in manufacturing reported making contributions towards one or more private welfare plans for their production workers. The proportion of workers in such establishments was highest in the North Central region (95.6 percent), and lowest in the South (89.3 percent). Among most of the industries the proportions covered were equally high. In 13 of the 19 industry groups for which data were tabulated separately, contributions were reported by establishments employing over 90 percent of the workers in the group and in 4 other groups contributing establishments included between 80 and 90 percent of the workers. The lumber and the apparel industries reported rates of about 73 percent each. The highest coverage rates were in the ordnance industries (100 percent), petroleum industries (99.1 percent), and primary metal industries (99.1 percent). For the selected private welfare plans included in this survey, expenditures were reported in 1959 by establishments employing the following proportions of workers in all manufacturing: Health, accident and life insurance, 87.5 percent; pensions and retirement plans, 60.4 percent; yearend and Christmas bonuses, 27.2 percent; supplemental unemployment benefits and severance pay, 14.1 percent each; savings and thrift plans, 2.7 percent; and vacation and holiday funds, 2.4 percent. (See table 27.)

The combined expenditures for all of the selected private welfare plans studied equaled 5.4 percent of the gross production worker payroll of all establishments in manufacturing. Of the total, 2.1 percent of payroll was for health, accident, and life insurance; 2.4 percent for pension and retirement plans; 0.5 percent for yearend and Christmas bonuses; 0.1 percent each for SUB,<sup>33</sup> and for savings and thrift plans; less than 0.05 percent each for vacation and holiday funds, and for severance or dismissal pay; and 0.2 percent for private welfare plans that could not be reported separately. (See table 24.)

Since establishments in most industries usually reported at least one plan, the average expenditure for all selected items in those establishments actually making such expenditures (5.7 percent) was only slightly higher than the percent of gross payroll for all establishments. For health, accident, and life insurance, which was reported separately by establishments employing 85.7 percent of the workers, the expenditure ratio changed only 0.2 percentage points. For the items available to fewer production workers, however, the shift to only those establishments reporting the practice separately had some effect: The expenditure ratio for pension and retirement plans rose to 3.6 percent of gross payroll; for vacation and holiday funds to 2.1 percent; for SUB to 1.1 percent; for severance or dismissal pay to 0.3 percent; for savings and thrift plans, 2 percent; and yearend and Christmas bonuses, 1.9 percent. The effect was similar among the industry groups with lower prevalence rates. For apparel, the expenditure ratio for all selected plans changed from 3.2 to 4.4 percent; for lumber from 2.4 to 3 percent, and for miscellaneous manufacturing industries from 4.6 to 5.5 percent of gross payroll.

In using the averages for individual items, it should be noted that some establishments did not report separate data for each plan. For all items except

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<sup>33</sup> These were reported as combined figures with severance pay in some major industry groups, notably transportation equipment.

Table 23. Average Expenditures and Percent of Workers in Establishments Which Did Not Report Separate Expenditures for Selected Private Welfare Plans, by Region and Manufacturing Industry Group, 1959

Region and industry group	Average expenditures for plans not reported separately		Percent of workers in establishments that did not report expenditures separately for—					
	Percent of gross payroll of all establishments	Cents per hour paid for by all establishments	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance and dismissal pay	Savings and thrift plans
United States <sup>1</sup> .....	0.2	0.4	1.8	1.6	0.9	4.7	4.9	0.1
Northeast .....	.3	.6	4.1	3.4	2.5	1.5	1.9	.2
South .....	.1	.3	.8	.8	-	.9	.9	.2
North Central .....	.1	.3	.3	.5	-	11.3	11.6	-
West .....	( <sup>2</sup> )	.1	.4	.5	.4	1.0	1.0	-
Ordnance and accessories .....	.2	.4	-	-	-	11.1	11.1	-
Food and kindred products .....	( <sup>2</sup> )	.1	.2	.7	-	-	.5	-
Tobacco manufactures .....	-	-	-	-	-	-	-	-
Textile mill products .....	.1	.1	2.0	1.5	1.1	.2	.2	-
Apparel and other finished textile products .....	1.0	1.6	13.7	11.3	9.3	1.0	2.6	-
Lumber and wood products .....	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Furniture and fixtures .....	.1	.2	.8	1.3	.5	.5	.5	-
Paper and allied products .....	( <sup>1</sup> )	.1	.5	.5	-	-	-	-
Printing, publishing, and allied industries .....	.1	.2	2.2	2.2	-	-	-	-
Petroleum refining and related industries .....	2.2	6.5	9.5	9.5	-	-	-	9.5
Rubber and miscellaneous plastics products .....	.1	.2	.3	1.2	-	1.6	2.6	-
Leather and leather products .....	( <sup>2</sup> )	( <sup>2</sup> )	.9	.6	-	.3	-	-
Stone, clay, and glass products .....	( <sup>2</sup> )	( <sup>2</sup> )	.2	.2	-	.5	.5	-
Primary metal industries .....	( <sup>2</sup> )	.1	-	-	-	2.6	2.6	-
Fabricated metal products .....	.1	.3	.6	.6	-	8.2	8.2	-
Machinery, except electrical .....	( <sup>2</sup> )	.1	.1	.1	-	5.6	5.6	-
Transportation equipment .....	.3	.9	-	-	-	29.2	29.2	-
Instruments and related products .....	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries .....	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent or less than 0.05 cent.

yearend and Christmas bonuses, the United States totals and some of the regional and industry group averages for all establishments are understated to the extent of the ratio shown in the "private plans not reported separately" column. (For only those establishments reporting the practice, the ratios might have been higher or lower if expenditures for those unable to report separately had been included.) In many cases, the proportion reported as a combination is an insignificant figure. In other instances, it is large enough to affect the proper evaluation of some item or some industry expenditure ratio. This may be illustrated by table 24. For the ordnance and accessories industries, the table shows no expenditures for SUB and less than 0.05 percent for severance or dismissal pay. However, the 0.2 percent reported in the "private plans not reported separately" column covers SUB and severance pay in establishments employing 11.1 percent of the workers in the ordnance group. In the apparel and other finished products industries, almost one-third of the expenditures for private welfare plans were reported in combination. The 1 percent combined figure includes expenditures for health, accident, and life insurance by establishments employing 13.7 percent of the workers in the industry group; expenditures for pension plans by establishments employing 11.3 percent of the workers; for vacation and holiday funds by establishments employing 9.3 percent; for SUB by establishments employing 1 percent; and for severance pay by establishments employing 2.6 percent. In petroleum refining and related industries, about one-sixth of the expenditures reported for private welfare plans were in combination. The combined figure of 2.2 percent of gross payroll includes health, accident, and life insurance; pension plans; and savings plan reported in combination by establishments employing 9.5 percent of the workers in the group. In the transportation equipment group, the expenditure ratios for SUB and severance pay are understated because 0.3 percent of gross payroll, which went into these two items, could not be reported separately by establishments employing 29.2 percent of the workers in the group.

When total expenditures for private welfare plans are divided by the hours paid for by all establishments in manufacturing, an average of 12.1 cents per hour is obtained. If limited to those establishments reporting expenditures, the average for all selected plans rose to 13.1 cents, with the averages for most of the individual items increasing by a substantially greater amount. The averages rose from 4.7 to 5.4 cents for health, accident, and life insurance; from 5.4 to 9 cents for pensions; from 0.1 to 4.7 cents for vacation and holiday funds; from 0.3 to 3.2 cents for SUB; 0.1 to 0.7 cent for severance pay; 0.1 to 5.5 cents for savings plans; and 1.1 to 4 cents for Christmas bonuses.

### Health, Accident, and Life Insurance

Health, accident, and life insurance in this report includes a variety of benefit programs for nonwork-incurred disabilities. (Since work-incurred disabilities are covered by workmen's compensation, these plans are, for the most part, limited to disabilities from nonoccupational causes.) These insurance programs may be financed entirely by the employer, jointly by employer and employee, or by the employee alone, but only employer contributions are included in this report. The scope of the programs varies with the individual employer and may include one or more of the following benefits:

Medical and Surgical Benefits.—These plans make available to the employee medical care and/or specified surgical procedures. Generally, a group insurance policy is purchased from a commercial carrier, which pays cash benefits to reimburse the worker for the physician's charges up to stipulated maximums, or from a nonprofit organization such as Blue Shield, which assumes all or part of the costs. Instead of purchasing group insurance, the employer may contribute to a group practice prepayment plan, such as the Health Insurance Plan of Greater New York or the Kaiser Foundation Health

Plan, or to union funds, such as the (ILGWU) Dress Joint Board—New York employer's association fund which provides medical benefits through its Union Health Center.

Hospitalization.—Hospital benefit plans either make cash payments to reimburse the worker for hospital charges up to a certain amount, or assume the costs for certain specified hospital charges such as room and board, services, drugs, and supplies.

Sickness and Accident Insurance.—These plans provide cash payments, generally for a specified number of weeks, to compensate workers partially for loss of wages during absences caused by accident or illness. Generally they cover nonwork-incurred disabilities, but some plans supplement benefits paid under workmen's compensation. For the purpose of this study, sickness and accident insurance excludes payments by the employer directly to the worker under paid sick leave programs and employer expenditures for legally required temporary disability insurance.

Accidental Death and Dismemberment Insurance.—Provides cash benefits for the loss of one or more members of the body (e. g., an eye, a hand, etc.) or for accidental death.

Life Insurance.—Provides cash benefits upon the worker's death.

Generally, for all of the above, a group insurance policy is purchased through a commercial carrier or through a nonprofit organization such as Blue Shield for medical and surgical benefits and Blue Cross for prepaid hospitalization. The employer can also make payments from a special fund maintained through self-insurance or contribute to a union fund which disburses benefits. These plans may be administered by an insurance company to which the employer pays premiums, by the employer entirely, by the union entirely, or jointly by the employer and union.<sup>34</sup>

In recent years, many of the medical, surgical, and hospitalization plans have been extended to cover dependents of active workers and to a lesser extent retired workers. Sickness and accident insurance is generally provided only to the active workers.<sup>35</sup>

Health, accident, and life insurance plans for which the employer paid all or part of the premiums on behalf of his production workers grew during World War II, when they were substituted for direct wage increases which were

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<sup>34</sup> Health and Insurance Plans Under Collective Bargaining: Surgical and Medical Benefits, Late Summer 1959, BLS Bull. 1280 (1960), p. 1; Health and Insurance Plans Under Collective Bargaining: Hospital Benefits, Early 1959, BLS Bull. 1274 (1960), p. 1; Health and Insurance Plans Under Collective Bargaining: Accident and Sickness Benefits, Fall 1958, BLS Bull. 1250 (1959), p. 1; Analysis of Health and Insurance Plans Under Collective Bargaining, Late 1955, BLS Bull. 1221 (1957), p. 3; Digest of One Hundred Selected Health and Insurance Plans Under Collective Bargaining, Early 1958, BLS Bull. 1236 (1958), p. 2; and Union Health and Welfare Plans, BLS Bull. 900 (1947), pp. 2 and 17.

<sup>35</sup> BLS Bull. 1280, op. cit., pp. 4 and 5; BLS Bull. 1274, op. cit., pp. 1 and 3; and BLS Bull. 1250, op. cit., p. 1.

prohibited under wartime wage stabilization regulations.<sup>36</sup> The continuation of the movement after the war reflected both collective bargaining and employer personnel policy. Some insight into the pace at which these insurance programs grew can be obtained from the Bureau's studies of collective bargaining agreements in manufacturing and nonmanufacturing industries except railroads and government. In 1945, the Bureau found that about half a million workers had such insurance coverage under collective bargaining agreements; by mid-1950, the number had risen to 7.1 million workers; and in early 1954, to 11.1 million.<sup>37</sup>

In 1959, establishments employing 87.5 percent of the production workers in manufacturing reported making contributions for health, accident, and life insurance. The highest coverage was in the North Central region (93.5 percent) and the lowest in the South (83.1 percent). Almost all industries reported high proportions of workers employed in factories which contributed, either in whole or in part, to the costs of such plans. In 10 industry groups the proportion of workers exceeded 90 percent, in 6 additional industries, it exceeded 80 percent. In only three industry groups did the establishments with such plans employ a smaller proportion of workers: Miscellaneous manufacturing industries, 76.2 percent; the lumber and wood products industries, 60.7 percent; and the apparel and other finished textile products industries, 55.3 percent.

Employer expenditures for health, accident, and life insurance equaled 2.1 percent of the gross payroll for production workers in all establishments in manufacturing. There were some differences in the expenditure ratios by region, ranging from 1.7 percent in the South to 2.4 percent in the North Central region. The expenditure ratio for the Northeast (2 percent) is slightly understated because expenditures for these insurance plans were reported in combination with other plans by establishments employing 4.1 percent of the workers in the region. Expenditure ratios by industry ranged from 2.9 percent for the rubber group and 2.5 percent for the fabricated metal products group, down to 1.1 percent for the petroleum industries and 0.7 percent for the apparel industries. A downward

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<sup>36</sup> Health-Benefit Programs Established Through Collective Bargaining, 1945, BLS Bull. 841 (1945), p. 1; BLS Bull. 900, op. cit., p. 13; Digest of Selected Health, Insurance, Welfare, and Retirement Plans Under Collective Bargaining, August 1951, BLS Special Series No. 6 (1951), p. 1; and The Termination Report of the National War Labor Board, op. cit., pp. 380-384. The Board indicated that "Premiums paid by an employer on policies of group life insurance without case [sic cash] surrender value covering the lives of his employees, or on policies of group health, hospitalization, or accident insurance covering his employees, the beneficiaries of which are designated by such employee do not constitute wages and salary . . ." In disputes over the introduction or liberalization of a group insurance plan, the Board judged each individual case on its merits. As a general rule, it did not order an employer to institute or liberalize a plan, but approved any reasonable plan that was voluntarily instituted or bargained collectively.

<sup>37</sup> Digest of Selected Health, Insurance, Welfare, and Retirement Plans Under Collective Bargaining, BLS Special Series No. 6, op. cit., BLS Bull. 900, op. cit., p. 13; Health, Insurance, and Pension Plans in Union Contracts, BLS Bull. 1187 (1955), pp. 1 and 3; BLS Bull. 1221, op. cit., p. iii.

Written collective bargaining agreements do not generally exist for government workers. Railroad workers are provided temporary disability insurance and retirements benefits by law. In Bull. 1187, the BLS reported that the health program negotiated in August 1954 between the nonoperating railroad unions and the carriers was excluded from the survey covering 1954. Although the major airline unions were included in this 1954 study, none indicated the existence of employer-financed health, insurance, or pension benefits.

bias, probably a very small one, exists in the expenditure ratios for the textiles, apparel, printing, and petroleum industries, because some establishments were unable to report separate figures for this practice. The low ratio for the apparel industries also reflects, in part, the lower prevalence of health and insurance plans in this group. When the apparel industries' expenditures are considered as a percent of the gross payroll of only those reporting the practice, the expenditures ratio rises to 1.6 percent. Similarly, above average increases in the ratios also occur in the lumber, furniture, and miscellaneous manufacturing industries.

In general, employer expenditures for health, accident, and life insurance were a greater proportion of gross payroll in the noncontributory plans than in contributory plans. This held true for all manufacturing in the United States, for each region, and all but three industry groups. For plans to which both the employer and employee made contributions, employer expenditures averaged 2.1 percent of the production-worker payroll of all establishments that had such contributory plans. Employer expenditures for noncontributory plans averaged 2.6 percent. Among regions, the North Central region reported the highest employer expenditure ratio for both the noncontributory and the contributory plans—2.8 percent and 2.4 percent, respectively. The smallest variation between noncontributory and contributory plans (2.4 as against 2.2 percent) was reported by the West. Its 2.4 percent was also the lowest of the regional ratios for noncontributory plans. The lowest ratio for contributory plans was in the South where there was also the greatest difference between contributory and noncontributory plans (1.6 versus 2.6 percent). Among the industries, the petroleum group had the lowest expenditures ratio for both noncontributory (1 percent) and contributory plans (1.1 percent). It was also one of the three groups that had lower relative expenditures for noncontributory than for contributory plans. The other two industries were apparel (1.1 and 1.6 percent) and transportation equipment (2.1 and 2.6 percent). The transportation equipment group's expenditure ratio represented the highest of the industry ratios for contributory plans. For noncontributory plans, the highest (3.4 percent) was reported by the rubber group. (See table 25.)

With a few exceptions, expenditures per hour paid for by all establishments were found to be directly related to hourly earnings. As earnings increased, so did the rate of expenditures per hour. The highest contributions per hour paid for were the 6.9 cents reported by the rubber group and the 6.7 cents by the primary metals group. The lowest were 2.5 cents for textiles, 2.3 cents for lumber, and 1 cent for apparel. When the variations introduced by differences in prevalence were eliminated, and the rates were expressed as cents per hour for only those reporting the practice, the rates for lumber and apparel rose to 3.7 and 2.4 cents, respectively.

Expenditures per hour paid for by all establishments in manufacturing reporting noncontributory insurance were 6.1 cents compared with 5 cents for those reporting contributory plans. In all four regions, and in all industries except apparel, petroleum, and transportation, the expenditure rate was higher for the noncontributory plans. The highest rates reported by industry were: For noncontributory insurance, 8.6 cents per hour by the rubber group; for contributory insurance, 6.9 cents per hour paid for by the transportation equipment group. Establishments in the rubber industries averaged 4.6 cents per hour for contributory plans and those in the transportation equipment industries 5.6 cents for noncontributory plans. The lowest expenditure rate for contributory insurance was the 2 cents per hour paid for by the textile group; for noncontributory plans, it was the 1.7 cents of the apparel group.

## Pension and Retirement Plans

One of the earliest pension plans sponsored by a company for its workers was established in 1874.<sup>38</sup> Seven decades passed before private pensions for production workers became broadly established in manufacturing industries. Pensions were among the important postwar collective bargaining demands of many unions. The Bureau's analyses of collective bargaining agreements show that in mid-1950, after the intensive 1949 union drive, 5.1 million workers had pension coverage under collective bargaining agreements. By 1954, the number had increased to 7.1 million.<sup>39</sup>

Establishments employing 60.4 percent of the production labor in manufacturing, reported expenditures for pension plans for production workers in 1959. The proportion of workers employed in establishments with pension plan expenditures varied widely among the regions as follows: North Central, 70.5 percent; Northeast, 59.7 percent; West, 55.7 percent; and South, 47.3 percent. Among the industry groups, the proportion of workers in establishments with pension plan provisions was generally greater among those industries with the highest average hourly earnings. For example, establishments with such plans in the petroleum industries employed 96.4 percent of the industries' workers, while establishments with plans in the lumber industries employed 15.6 percent of the production workers.

By industry, employer expenditures for pensions ranged from 0.6 to 5.7 percent of gross payroll of all establishments in the group. Average expenditure ratios were higher among the higher paying petroleum, ordnance, and primary metal industries and lower among the lower paying apparel, textiles, and lumber industries. However, when the expenditures were related to the payrolls of only those reporting the practice separately, the spread narrowed between the expenditure ratios of the lower and higher paying industries, the industry averages ranging from 2.5 to 6.5 percent.

For all of manufacturing in the United States, employer expenditure ratios for contributory pension plans, where such expenditures were reported, were about equal to those for noncontributory plans. Establishments with contributory pension plans spent an amount equal to 3.6 percent of their gross payroll for these plans, exceeding the expenditure ratio for those with noncontributory plans by just 0.1 percent. The industry groups were about evenly divided between those that spent more for contributory plans and those that spent more for noncontributory plans. The highest ratio of expenditure for contributory plans was 6.3 percent reported by the petroleum group. Those in the petroleum group that maintained noncontributory pension plans contributed an amount equal to 3.7 percent of their gross payroll. For noncontributory pensions the tobacco manufacturers group had the highest expenditure ratio—4.3 percent. Tobacco establishments with contributory plans averaged an amount equal to 3.2 percent of gross payroll of those with such plans. The apparel group, which had the lowest expenditure ratio for contributory pensions (0.5 percent), also had the lowest ratio for the noncontributory (2 percent). (See table 26.)

Pension expenditures per hour paid for by all establishments in manufacturing averaged 5.4 cents in 1959. The highest average—17.3 cents per hour—was reported by the petroleum industries. It was almost double the 9.9 cents reported by the next highest group, the primary metal industries. The lowest

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<sup>38</sup> Digest of Selected Health, Insurance, Welfare, and Retirement Plans Under Collective Bargaining, BLS Special Series No. 6, op. cit., p. i.

<sup>39</sup> BLS Bull. 1187, op. cit., pp. 1 and 3.

average expenditures were in the apparel industries, 1.5 cents; the textile industries, 1.3 cents; and the lumber industries, 1 cent. These expenditures substantially understate the cents-per-hour expenditures for those establishments actually contributing to pension plans. For example, the average expenditure for all manufacturing was 9 cents per hour in establishments reporting expenditures, compared with 5.4 cents for all establishments. The change for the petroleum industries was from 17.3 to 20 cents; and for the primary metal industries from 9.9 to 12 cents. Among the lower paying industries, where the smallest proportion of workers were covered by pension plans, increases were larger; in apparel, average expenditures rose from 1.5 cents for all establishments to 5.7 cents for apparel factories actually reporting pension expenditures; textiles from 1.3 to 4.3 cents; and lumber 1 to 6.5 cents.

There was little difference, relative to hours paid for, between expenditures by all industries for contributory pension plans as compared with the noncontributory plans. Expenditures for contributory plans were 8.8 cents per hour paid for by all the establishments in manufacturing that had such plans; and the expenditure rate of those with noncontributory plans was 8.7 cents. Six industry groups showed higher expenditure rates for contributory pension plans; and 13 groups for the noncontributory. The highest rate for contributory plans was the 19.4 cents per hour paid for reported by the petroleum group; and the lowest was the 0.6 cent of the apparel group. For noncontributory plans the lowest rate was also reported by the apparel group (3.5 cents); and the highest by the primary metals group (11.9 cents).

#### Vacation and Holiday Funds

Under vacation and holiday funds, the employer contributes to a fund from which vacation and holiday pay are distributed to the workers. An example of such a fund is that established following negotiations in May 6, 1944, between the Dress Joint Board of the International Ladies' Garment Workers' Union and employers' associations in the New York dress industry. In that year, the employers agreed to make a 3.5-percent payroll contribution to maintain a health and welfare program. By the agreement, the fund was to be administered by the Joint Board which would determine what proportion of the fund should be for health benefits and what proportion for vacation benefits, and the rules under which the members could obtain benefits.<sup>40</sup>

In 1959, establishments employing 2.4 percent of the production workers in manufacturing reported contributions to vacation and holiday funds. Regionally, these funds were most prevalent in the Northeast and West, where establishments contributing to funds employed 5.2 and 4.4 percent of the workers, respectively. Establishments in less than half of the industry groups reported contributions to such funds, and in all cases, these were minor segments of the individual industry group. Even in the apparel industries, where vacation and holiday funds are concentrated, establishments employing only 18 percent of the workers reported such contributions. These funds were also reported to some extent in the textile and the petroleum industries.

Contributions by employers to vacation and holiday funds were so infrequently reported that, as a percent of the gross payroll of production workers in all establishments, they were statistically significant only in the apparel and the textile industries, equaling 0.3 and 0.1 percent, respectively. In the apparel industries, establishments employing 9.3 percent of the workers in the group

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<sup>40</sup> BLS Bull. 900, op. cit., p. 16.

were unable to report the practice separately. When the contributions are related to the payroll of only those establishments that reported vacation and holiday funds separately, the ratio in apparel equaled 3.8 percent of gross payroll. (See table 24.)

The contributions to vacation and holiday funds were also too small, except in a few industry groups, to produce significant rates in terms of cents per hour paid for by all establishments. Significant figures were obtainable only for four industries and some of the geographic area totals. The rate for all manufacturing industries was 0.1 cent per hour paid for by all establishments. For apparel it was 0.4 cent per hour; and for fabricated metals, textiles, and printing, 0.1 cent each. For those who reported funds separately, the rate for apparel averaged 6 cents per hour.

### Supplemental Unemployment Benefits

Supplemental unemployment benefits probably should be traced to the 1943 effort of the United Steel Workers of America to negotiate a guaranteed annual wage plan as part of its overall collective bargaining agreement with the steel companies. The National War Labor Board rejected the request of the union, but recommended that a special commission be appointed to study the merits of guaranteed annual wage plans as an aid in the stabilization of employment and the regularization of production. The special board's findings were contained in the Latimer report of January 31, 1947.<sup>41</sup>

The Steelworkers renewed their drive after the war and were joined by the automobile and electrical unions. The United Automobile Workers, troubled by employment fluctuations due to model changeovers and other factors in the automobile industry, and hoping to stimulate management effort to stabilize employment, gave the guaranteed annual wage top priority in its 1955 collective bargaining negotiations. From the proposals of the union and the counterproposals of the Ford Motor Co.—including those that payments should supplement State unemployment compensation, that entitlement be governed by State regulations, and that the company's liability be limited—emerged the Ford SUB agreement of June 1955. This was followed by somewhat similar agreements between UAW and the other major automobile producers, between the United Steelworkers and the principal steel and can companies, and the United Rubber Workers and the major rubber companies, and by a variation on the Ford agreement, negotiated between the United Glass and Ceramic Workers and the Pittsburgh Plate Glass and the Libbey-Owens-Ford Glass Cos.<sup>42</sup>

In 1959, establishments employing 62.8 percent of the workers in the primary metal, 43.8 percent in the rubber, and 38.1 percent in the transportation equipment industry groups reported contributions for SUB. Establishments in 13 other industry groups also reported contributions, but the proportion of workers employed in these establishments ranged from only 0.3 to 19.8 percent of the industry group employment. For manufacturing as a whole, 14.1 percent of the workers were in establishments providing SUB. (See table 27.)

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<sup>41</sup> Guaranteed Wages—Report to the President by the Advisory Board, Office of War Mobilization and Reconversion, Murry W. Latimer, Research Director, January 31, 1947.

<sup>42</sup> Sumner H. Slichter, James J. Healy, and E. Robert Livernash, The Impact of Collective Bargaining on Management (Washington, D. C. ; The Brookings Institution, 1960), pp. 452-453; and Supplemental Unemployment Benefit Plans and Unemployment Insurance, BES No. U-172 (U.S. Department of Labor, Bureau of Employment Security, 1957), pp. 3-8 and 22-23.

The distinguishing feature of SUB plans is that they generally supplement the amount the worker gets under legally required unemployment compensation. Under most plans, the worker is entitled to the difference between his State unemployment compensation plus any other earnings and a fixed percentage of his weekly after-tax straight-time earnings. For example, in the contracts between the unions and the automobile, steel, and rubber companies, this supplemental benefit figure in 1959 was 65 percent of the after-tax straight-time weekly wage. The supplement, however, may be a fixed amount, as under the agreement between the Steelworkers' union and the American and the Continental Can Cos. Eligibility to receive SUB is usually tied to eligibility to receive State unemployment compensation, although in some instances, as under the steel contract, payments may extend beyond the period of entitlement for State unemployment compensation. The principal plans provide that the companies are not required to make SUB payments to workers in States where SUB are considered wages and cannot be collected concurrently with State unemployment insurance. In 1959, Virginia and North Carolina had such provisions. Supplemental unemployment benefits can be distinguished from severance pay in that SUB payments generally cover a temporary layoff, whereas severance pay usually is for a final separation. Also, SUB is paid in weekly installments, whereas severance pay is usually a lump-sum payment. Supplemental unemployment benefits plans can be of the funded type, as under the original Ford plan, or of the individual trust account type as under the plate glass company variation of the Ford plan. Under the funded plans, the company pays into a master fund, usually until the fund reaches a specified amount. The worker has no vested right in the fund and is eligible for benefits only if he is laid off by the company. Under the individual trust account arrangement, an individual account is set up for each worker. The worker has a vested right in his account and, if he resigns, may draw any balance in his account. The Pittsburgh Plate Glass Co. plan is not tied in with State unemployment compensation payments, and the worker has some choice in the amount he may draw from his individual fund. He may draw during periods of illness, as well as lay off, and after his account reaches \$600 the company's contribution is used to increase his vacation pay.<sup>43</sup>

Supplemental unemployment benefits in 1959 equaled 0.1 percent of the gross payroll of production workers in all manufacturing industries in the United States. The expenditure ratios were 0.2 percent each in the Northeast and North Central regions, and 0.1 percent each in the West and South. Among the industry groups for which data were tabulated separately, only 3 of the 13 that had the practice had expenditures that exceeded 0.1 percent of gross payroll: The stone, clay, and glass group reported 0.3 percent; the rubber group, 0.5 percent; and the primary metals group, 0.7. The expenditure ratio for the transportation equipment group came to only 0.1 percent, but is seriously understated because establishments employing 29.2 percent of the workers were unable to report the practice separately;<sup>44</sup> those that reported SUB separately employed only 8.9 percent of the workers. Minor understatements also are to be found in some of the other groups. Because of the low prevalence of this practice, expenditures as a percentage of payroll of only those reporting the practice separately were considerably higher. For all manufacturing, the ratio rose from 0.1 to 1.1 percent of gross payroll. At the industry level, the percent of gross payroll of those establishments reporting SUB expenditures separately was 1.7 percent for

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<sup>43</sup> Slichter and others, op. cit., pp. 453-454 and 478; and Supplemental Unemployment Benefit Plans and Unemployment Insurance, BES No. U-172, op. cit., pp. 3-8 and 22-23.

<sup>44</sup> Expenditures for supplemental unemployment benefits in these establishments were combined with severance pay in the reports. The combined expenditure for the industry group equaled 0.3 percent of gross payroll.

instruments; 1.6 percent for stone, clay, and glass; 1.5 percent for furniture; 1.1 percent each for transportation equipment and miscellaneous manufacturing; and 1 percent or less for the remaining 7 groups of the 13 reporting expenditures.

Company contributions per hour paid for by all establishments in manufacturing averaged 0.3 cent. The three highest industry group averages were 1.9 cents reported by the primary metal industries, 1.1 cents reported by the rubber and plastics products industries, and 0.7 cent per hour for the stone, clay, and glass industries. The rate for the transportation equipment industries came to only 0.3 cent, reflecting the small amount that was reported separately. Supplementary unemployment benefits for all manufacturing plants reporting the practice separately, came to 3.2 cents per hour paid for, 2.9 cents higher than the average for all establishments. Among the industry groups with significant proportions of workers in establishments with SUB plans, expenditures for those establishments reporting them separately amounted to 3.2 cents per hour paid for in primary metals, 2.7 cents in rubber and plastics products, and 3.3 cents in transportation equipment.

### Severance or Dismissal Pay

Severance or dismissal pay covers private plans designed to provide payments to workers typically in case of permanent loss of employment. Unlike SUB, the worker does not have to qualify for State unemployment compensation to receive payments and the payments are not related to the amount received under State unemployment insurance. Usually, the payment is in a lump sum. The plans are directed largely towards unemployment occasioned by the elimination of jobs because of plant shutdown, movement of the establishment, merger of two establishments or departments, or technological change. Payments generally vary with length of service and the amount of earnings of the employee.<sup>45</sup> Most of the plans that were instituted between 1920 and 1940 are attributable to growing employer interest in good personnel practices. Many of the earlier plans, however, were little more than layoff-notice payments. During World War II, the unions became increasingly interested in severance pay plans. This interest was prompted, in part, by a desire to obtain supplementary benefits in lieu of direct wage increases which were restricted and, in some industries, by the fear of severe employment dislocation after the war.<sup>46</sup> New severance pay plans required War Labor Board approval before they could be instituted, but the Board generally approved plans (in particular those directed at the regular working force of an industry as distinguished from temporary war service employees) which were reasonable and were not obvious attempts at circumventing the wage stabilization program.<sup>47</sup>

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<sup>45</sup> Dismissal Pay Provisions in Union Agreements, December 1944, BLS Bull. 808 (1945), p. 1; Slichter and others, op. cit., p. 478; Collective Bargaining Clauses: Dismissal Pay, BLS Bull. 1216 (1957), p. 1.

<sup>46</sup> Slichter and others, op. cit., pp. 463 and 466.

<sup>47</sup> The Termination Report of the National War Labor Board, op. cit., pp. 391-394. In the Carnegie Illinois Steel Corporation, et al., case, for example, the Board found that more efficient facilities had been built in the steel industry during the war and that when the demand of war production fell off, the companies might close the less efficient facilities. It directed the company and union to negotiate the terms of a severance pay agreement, giving particular attention to the regular working force rather than to employees that entered the industry for temporary war service. However, in the Consolidated Vultee Aircraft Corp. case, the majority of the Board denied the union's request because ". . . it was known from the start that postwar aircraft production would amount to only a small percentage of wartime production levels; most of the jobs were known to be comparatively temporary in nature."

After the war the number of plans under bargaining agreements increased, but severance pay has not become a widespread practice over the whole of manufacturing. A 1944 study by the Bureau of a sample of 2,137 agreements, including 1,584 in manufacturing industries, indicated that only about 1 agreement in 20 contained a severance pay clause.<sup>48</sup> In 1955 and early 1956, when the Bureau examined virtually all agreements covering 1,000 or more workers in all industries except railroads and airlines, it found provisions for severance pay in slightly less than 16 percent of the agreements, covering less than one-fourth of the workers involved.<sup>49</sup>

Some of the production workers in each of the industry groups in 1959 were in establishments providing severance or dismissal pay. In only four of the industry groups shown, however, did the number of workers so protected represent a substantial proportion of the work force: Petroleum (42.7 percent), rubber (41.5 percent), transportation equipment (35.8 percent), and ordnance (29.7 percent). In the instruments group, the proportion was 17.5 percent and in primary metals 17.2 percent. The proportion of workers for all manufacturing industries in the United States was 14.1 percent. It was 20 percent in the North Central region, 13.1 percent in the Northeast, and about 9 percent in both the West and South. (See table 27.)

Expenditures for severance or dismissal pay were small as a percentage of gross payroll of production workers in all establishments. Regionally, the highest percentage was in the Northeast (0.1 percent), and industrially the highest percentages were in the petroleum industries (0.4 percent), the paper industries (0.1 percent), and the printing industries (0.1 percent). The ratios for some of the industry groups are understated because some establishments were unable to report their expenditures for severance pay separately; in particular, this was so in the fabricated metal products, the transportation equipment, and the ordnance groups. When the ratios were computed as a percentage of the payroll of only those reporting the practice separately, the expenditure ratio for manufacturing as a whole became 0.3 percent. The South had the highest of the regional expenditure ratios—0.5 percent—probably due to the concentration of expenditures in the petroleum industries; the West and the North Central regions had the lowest—0.2 percent each. Establishments with actual expenditures for severance or dismissal pay had the highest average expenditure ratios in petroleum (0.9 percent), fabricated metal products and textiles (0.7 percent each), and paper (0.6 percent).

In cents per hour, the severance pay expenditures in all industries came to 0.1 cent on the basis of hours paid for by all establishments, and 0.7 cent on the basis of the hours of only those establishments reporting the practice. Among the industry groups, these expenditures per hour paid for amounted, respectively, to 1.2 cents and 2.8 cents per hour for petroleum, less than 0.05 and 1.8 for fabricated metal, 0.1 and 1.1 for textiles, and 0.1 and 1.4 for paper. Again, it should be borne in mind that the "all establishment" rates for some industry groups are understated because their expenditures for severance pay were included under private welfare plans not reported separately.

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<sup>48</sup> Labor-Management Contract Provisions, 1949-50, BLS Bull. 1022 (1951), p. 12.

<sup>49</sup> BLS Bull. 1216, op. cit., pp. 1 and 2.

### Savings and Thrift Plans

Savings and thrift plans are arrangements under which worker savings are supplemented by company contributions. In 1959, establishments employing 76.3 percent of the production workers in the petroleum refining and related industries made contributions to savings plans for their production workers. Fewer than 5 percent of the workers were employed in establishments contributing to such plans in each of the 14 other industry groups in which they were reported. For manufacturing as a whole, 2.7 percent of the workers were in establishments contributing to savings and thrift plans. (See table 27.)

Company contributions for savings and thrift plans equaled 0.1 percent of the gross payroll of all establishments in manufacturing. The expenditure rates in the Northeast and West matched the United States average, while the rate in the South was 0.2 percent and that in the North Central region was less than 0.05 percent. Among the 19 industry groups studied separately only 2 had expenditures exceeding 0.05 percent: Petroleum (2.7 percent) and paper (0.1 percent). When contributions were related to the payroll of only those establishments reporting the practice, the expenditure ratio for all manufacturing in the United States rose to 2 percent. The expenditure ratios in the South and West were 2.6 and 2.8 percent, respectively, about twice that in the North Central region. Among the industry groups, expenditures in tobacco plants equaled 4.6 percent of gross payroll; petroleum 3.9 percent; and apparel 2.3 percent.

In terms of cents per hour paid for by all establishments, contributions to savings and thrift plans over the whole of manufacturing averaged 0.1 cent per hour. Regionally, they averaged 0.3 cent in the South, 0.2 cent in the West, and 0.1 cent in the Northeast and the North Central regions. The petroleum industries contributed 8.3 cents an hour, by far the highest rate for any industry group. Among the other industry groups, 0.2 cent was reported by the paper industries; 0.1 cent by the tobacco, the printing, and the primary metal industries. The contributions of the remaining industries for which data could be compared, were less than 0.05 cent per hour. For only those reporting the practice, the average for all industries rose to 5.5 cents per hour. In the petroleum industries, those reporting expenditures contributed 12.4 cents per hour paid for. Establishments in the tobacco industries contributed 8.8 cents per hour, and in the primary metal industries, 4.8 cents.

### Yearend and Christmas Bonuses

Special cash bonus payments at the end of the year or during the Christmas season, excluding regularly paid production bonuses, were reported by establishments employing 27.2 percent of the production workers in manufacturing. Among the regions, establishments paying such bonuses employed from 20 percent of the workers in the West to 31.9 percent in the South. Each of the industry groups had establishments that paid bonuses, but the proportion of workers employed in these establishments ranged from the 3.3 percent in the ordnance group and 10.2 percent in the petroleum group to 49.1 percent and 49.6 percent, in the instruments and the miscellaneous manufactures groups, respectively. (See table 27.)

Manufacturers' yearend bonus payments equaled 0.5 percent of the gross production worker payroll of all establishments. Unlike most of the other private welfare plans, yearend and Christmas bonuses tended to be an attribute of the

lower paying, smaller size, nonunion establishments. (See Ch. VI.) The expenditure ratios in the regions ranged from 0.3 percent in the West to 0.6 percent in the Northeast, and by industry, from less than 0.05 percent to 2.4 percent. Only the instruments and the miscellaneous manufacturers groups reported expenditure ratios greater than 1 percent of gross payroll. When the expenditures are related to the gross payroll of only those reporting the practice, the ratio for all manufacturing industries rises from 0.5 to 1.9 percent.

Per hour paid for by all establishments, bonus expenditures came to 1.1 cents for all manufacturing industries. The industry rates ranged from 0.1 in ordnance to 5.5 cents per hour in instruments. On the basis of the hours of those establishments actually reporting the practice, bonus payments amounted to 4 cents for all manufacturing.

Table 24. Average Expenditures for Private Welfare Plans by All Establishments and Establishments Reporting Expenditures, Region, and Manufacturing Industry Group, 1959

Region and industry group	Percent of gross payroll														
	All establishments									Establishments reporting expenditures <sup>1</sup> for—					
	Total	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Yearend and Christmas bonuses	Private plans not reported separately	Total <sup>2</sup>	Health, accident, and life insurance	Pension and retirement plans	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans
United States <sup>3</sup> .....	5.4	2.1	2.4	( <sup>4</sup> )	0.1	( <sup>4</sup> )	0.1	0.5	0.2	5.7	2.3	3.6	1.1	0.3	2.0
Northeast .....	5.5	2.0	2.3	( <sup>4</sup> )	.2	( <sup>4</sup> )	.1	.6	.3	5.9	2.3	3.7	1.1	.3	1.9
South .....	4.8	1.7	2.2	( <sup>4</sup> )	.1	0.1	.2	.5	.1	5.2	1.9	3.8	1.0	.5	2.6
North Central .....	5.8	2.4	2.7	( <sup>4</sup> )	.2	( <sup>4</sup> )	( <sup>4</sup> )	.4	.1	6.0	2.5	3.6	1.1	.2	1.4
West .....	4.4	2.1	1.7	0.1	.1	( <sup>4</sup> )	.1	.3	( <sup>4</sup> )	4.7	2.3	3.0	.9	.2	2.8
Ordnance and accessories .....	6.1	2.3	3.6	-	-	( <sup>4</sup> )	-	( <sup>4</sup> )	.2	6.1	2.3	4.1	-	.1	-
Food and kindred products .....	5.2	2.3	2.3	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	.5	( <sup>4</sup> )	5.4	2.5	3.3	-	.2	.1
Tobacco manufactures .....	5.6	1.8	3.4	-	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.3	-	6.1	2.0	4.2	.1	.2	4.6
Textile mill products .....	3.0	1.5	.8	.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.5	.1	3.1	1.7	2.5	.9	.7	.1
Apparel and other finished textile products .....	3.2	.7	.9	.3	-	( <sup>4</sup> )	( <sup>4</sup> )	.3	1.0	4.4	1.6	3.2	-	.5	2.3
Lumber and wood products .....	2.4	1.3	.6	-	-	( <sup>4</sup> )	( <sup>4</sup> )	.5	( <sup>4</sup> )	3.0	1.9	3.0	-	.3	1.2
Furniture and fixtures .....	3.8	1.9	1.0	( <sup>4</sup> )	.1	( <sup>4</sup> )	-	.7	.1	4.2	2.3	2.6	1.5	.1	-
Paper and allied products .....	5.0	2.1	2.2	-	( <sup>4</sup> )	.1	.1	.5	( <sup>4</sup> )	5.0	2.1	2.8	( <sup>4</sup> )	.6	1.5
Printing, publishing, and allied industries .....	4.1	1.8	1.5	( <sup>4</sup> )	( <sup>4</sup> )	.1	( <sup>4</sup> )	.7	.1	4.4	2.0	2.9	.5	.5	1.4
Petroleum refining and related industries .....	12.2	1.1	5.7	( <sup>4</sup> )	-	.4	2.7	.1	2.2	12.3	1.2	6.5	-	.9	3.9
Rubber and miscellaneous plastics products .....	6.4	2.9	2.5	-	.5	( <sup>4</sup> )	( <sup>4</sup> )	.4	.1	6.5	3.1	3.5	1.0	( <sup>4</sup> )	.4
Leather and leather products .....	3.4	1.6	1.3	-	-	( <sup>4</sup> )	-	.5	( <sup>4</sup> )	3.7	1.8	3.1	-	.2	-
Stone, clay, and glass products .....	5.3	2.1	2.4	-	.3	( <sup>4</sup> )	( <sup>4</sup> )	.5	( <sup>4</sup> )	5.6	2.2	3.7	1.6	.3	1.2
Primary metal industries .....	6.8	2.4	3.5	-	.7	( <sup>4</sup> )	( <sup>4</sup> )	.2	( <sup>4</sup> )	6.8	2.4	4.0	1.0	( <sup>4</sup> )	1.6
Fabricated metal products .....	5.5	2.5	2.2	( <sup>4</sup> )	.1	( <sup>4</sup> )	( <sup>4</sup> )	.5	.1	5.8	2.7	3.3	1.0	.7	.8
Machinery, except electrical .....	5.9	2.4	2.7	-	.1	( <sup>4</sup> )	( <sup>4</sup> )	.6	( <sup>4</sup> )	6.1	2.6	3.7	1.0	.1	.6
Transportation equipment .....	6.0	2.4	2.8	-	.1	( <sup>4</sup> )	-	.3	.3	6.1	2.5	3.3	1.1	.1	-
Instruments and related products .....	7.4	2.1	2.9	-	.1	( <sup>4</sup> )	( <sup>4</sup> )	2.4	-	7.6	2.1	4.0	1.7	.1	.6
Miscellaneous manufacturing industries .....	4.6	1.9	1.6	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	1.1	( <sup>4</sup> )	5.5	2.3	3.3	1.1	.2	1.7

See footnotes at end of table.

Table 24. Average Expenditures for Private Welfare Plans by All Establishments and Establishments Reporting Expenditures, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of straight-time payroll														
	All establishments									Establishments reporting expenditures <sup>1</sup> for—					
	Total	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Yearend and Christmas bonuses	Private plans not reported separately	Total <sup>2</sup>	Health, accident, and life insurance	Pension and retirement plans	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans
United States <sup>3</sup> .....	5.6	2.2	2.5	( <sup>4</sup> )	0.1	( <sup>4</sup> )	0.1	0.5	0.2	6.0	2.4	3.8	1.1	0.3	2.1
Northeast .....	5.7	2.1	2.4	( <sup>4</sup> )	.2	( <sup>4</sup> )	.1	.6	.3	6.2	2.4	3.8	1.2	.3	2.0
South .....	5.1	1.7	2.3	( <sup>4</sup> )	.1	0.1	.2	.5	.1	5.5	2.0	4.0	1.1	.5	2.7
North Central .....	6.1	2.5	2.8	( <sup>4</sup> )	.2	( <sup>4</sup> )	( <sup>4</sup> )	.4	.1	6.3	2.6	3.8	1.1	.2	1.4
West .....	4.6	2.2	1.8	0.1	.1	( <sup>4</sup> )	.1	.4	( <sup>4</sup> )	4.9	2.4	3.2	.9	.2	2.9
Ordnance and accessories .....	6.3	2.4	3.7	-	-	( <sup>4</sup> )	-	( <sup>4</sup> )	.2	6.3	2.4	4.2	-	.1	-
Food and kindred products .....	5.4	2.4	2.4	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	.5	( <sup>4</sup> )	5.7	2.6	3.4	-	.2	.1
Tobacco manufactures .....	5.7	1.9	3.4	-	( <sup>4</sup> )	( <sup>4</sup> )	.1	.3	-	6.3	2.1	4.3	.1	.2	4.7
Textile mill products .....	3.2	1.6	.8	.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	.5	.1	3.3	1.7	2.6	.9	.7	.1
Apparel and other finished textile products .....	3.3	.7	.9	.3	-	( <sup>4</sup> )	( <sup>4</sup> )	.3	1.0	4.5	1.6	3.2	-	.5	2.3
Lumber and wood products .....	2.5	1.3	.6	-	-	( <sup>4</sup> )	( <sup>4</sup> )	.5	( <sup>4</sup> )	3.1	2.0	3.1	-	.3	1.2
Furniture and fixtures .....	3.9	2.0	1.1	( <sup>4</sup> )	.1	( <sup>4</sup> )	-	.7	.1	4.3	2.4	2.6	1.6	.1	-
Paper and allied products .....	5.3	2.2	2.4	-	( <sup>4</sup> )	.1	.1	.5	( <sup>4</sup> )	5.4	2.3	3.0	( <sup>4</sup> )	.6	1.6
Printing, publishing, and allied industries .....	4.4	1.9	1.6	( <sup>4</sup> )	( <sup>4</sup> )	.1	( <sup>4</sup> )	.7	.1	4.6	2.1	3.1	.5	.5	1.5
Petroleum refining and related industries .....	12.6	1.1	5.9	( <sup>4</sup> )	-	.4	2.8	.2	2.2	12.7	1.3	6.8	-	.9	4.0
Rubber and miscellaneous plastics products .....	6.8	3.1	2.7	-	.5	( <sup>4</sup> )	( <sup>4</sup> )	.4	.1	6.9	3.2	3.7	1.0	( <sup>4</sup> )	.4
Leather and leather products .....	3.4	1.6	1.3	-	-	( <sup>4</sup> )	-	.5	( <sup>4</sup> )	3.8	1.8	3.1	-	.2	-
Stone, clay, and glass products .....	5.6	2.2	2.5	-	.3	( <sup>4</sup> )	( <sup>4</sup> )	.5	( <sup>4</sup> )	5.9	2.4	3.9	1.7	.3	1.2
Primary metal industries .....	7.1	2.5	3.7	-	.7	( <sup>4</sup> )	( <sup>4</sup> )	.2	( <sup>4</sup> )	7.2	2.5	4.2	1.1	( <sup>4</sup> )	1.7
Fabricated metal products .....	5.8	2.6	2.3	( <sup>4</sup> )	.2	( <sup>4</sup> )	( <sup>4</sup> )	.6	.1	6.0	2.8	3.5	1.1	.7	.9
Machinery, except electrical .....	6.1	2.5	2.8	-	.1	( <sup>4</sup> )	( <sup>4</sup> )	.6	( <sup>4</sup> )	6.4	2.7	3.9	1.1	.1	.6
Transportation equipment .....	6.3	2.5	2.9	-	.1	( <sup>4</sup> )	-	.3	.4	6.4	2.6	3.5	1.2	.1	-
Instruments and related products .....	7.8	2.1	3.0	-	.1	( <sup>4</sup> )	( <sup>4</sup> )	2.5	-	8.0	2.2	4.2	1.8	.2	.6
Miscellaneous manufacturing industries .....	4.8	1.9	1.7	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	1.2	( <sup>4</sup> )	5.7	2.4	3.5	1.1	.3	1.7

See footnotes at end of table.

Table 24. Average Expenditures for Private Welfare Plans by All Establishments and Establishments Reporting Expenditures, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Cents per hour paid for														
	All establishments								Establishments reporting expenditures <sup>1</sup> for—						
	Total	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Yearend and Christmas bonuses	Private plans not reported separately	Total <sup>2</sup>	Health, accident, and life insurance	Pension and retirement plans	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans
United States <sup>3</sup> _____	12.1	4.7	5.4	0.1	0.3	0.1	0.1	1.1	0.4	13.1	5.4	9.0	3.2	0.7	5.5
Northeast _____	12.2	4.4	5.2	.1	.3	.1	.1	1.3	.6	13.4	5.4	9.1	3.4	.7	5.3
South _____	8.9	3.0	4.1	( <sup>4</sup> )	.2	.1	.3	.9	.3	9.9	3.6	8.5	2.9	1.2	6.8
North Central _____	14.3	5.8	6.6	( <sup>4</sup> )	.4	( <sup>4</sup> )	.1	1.0	.3	15.0	6.2	9.4	3.2	.4	3.6
West _____	11.1	5.3	4.4	.2	.2	.1	.2	.8	.1	11.9	5.9	7.9	2.6	.7	8.7
Ordnance and accessories _____	16.7	6.3	9.8	-	-	.1	-	.1	.4	16.7	6.3	11.1	-	.3	-
Food and kindred products _____	10.8	4.8	4.9	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	1.0	.1	11.8	5.6	7.7	-	.5	.3
Tobacco manufactures _____	9.1	3.0	5.5	-	( <sup>4</sup> )	( <sup>4</sup> )	.1	.5	-	10.4	3.5	7.4	.1	.3	8.8
Textile mill products _____	4.9	2.5	1.3	.1	( <sup>4</sup> )	.1	( <sup>4</sup> )	.7	.1	5.1	2.7	4.3	1.6	1.1	.1
Apparel and other finished textile products _____	5.1	1.0	1.5	.4	-	( <sup>4</sup> )	( <sup>4</sup> )	.5	1.6	7.0	2.4	5.7	-	.8	2.9
Lumber and wood products _____	4.3	2.3	1.0	-	-	( <sup>4</sup> )	( <sup>4</sup> )	.9	( <sup>4</sup> )	5.7	3.7	6.5	-	.4	3.4
Furniture and fixtures _____	7.2	3.7	1.9	( <sup>4</sup> )	.1	( <sup>4</sup> )	-	1.2	.2	8.2	4.4	5.7	4.2	.4	-
Paper and allied products _____	11.1	4.7	4.9	-	( <sup>4</sup> )	.1	.2	1.1	.1	11.3	4.8	6.5	( <sup>4</sup> )	1.4	3.4
Printing, publishing, and allied industries _____	11.1	4.8	4.0	.1	( <sup>4</sup> )	.2	.1	1.8	.2	12.0	5.6	8.1	2.0	1.5	3.7
Petroleum refining and related industries _____	37.0	3.2	17.3	( <sup>4</sup> )	-	1.2	8.3	.4	6.5	37.3	3.8	20.0	-	2.8	12.4
Rubber and miscellaneous plastics products _____	15.2	6.9	6.0	-	1.1	( <sup>4</sup> )	( <sup>4</sup> )	.9	.2	15.4	7.3	9.0	2.7	.1	1.0
Leather and leather products _____	5.6	2.6	2.1	-	-	( <sup>4</sup> )	-	.8	( <sup>4</sup> )	6.3	3.1	5.4	-	.5	-
Stone, clay, and glass products _____	11.8	4.6	5.3	-	.7	( <sup>4</sup> )	( <sup>4</sup> )	1.1	( <sup>4</sup> )	12.7	5.1	9.0	4.8	.8	2.7
Primary metal industries _____	19.2	6.7	9.9	-	1.9	( <sup>4</sup> )	( <sup>4</sup> )	.4	.1	19.4	6.8	12.0	3.2	.1	4.8
Fabricated metal products _____	13.2	5.9	5.2	.1	.3	( <sup>4</sup> )	( <sup>4</sup> )	1.3	.3	14.2	6.6	8.8	2.9	1.8	2.2
Machinery, except electrical _____	15.2	6.2	7.1	-	.3	( <sup>4</sup> )	( <sup>4</sup> )	1.4	.1	16.0	6.7	9.8	3.0	.3	1.5
Transportation equipment _____	16.0	6.4	7.4	-	.3	( <sup>4</sup> )	-	.9	.9	16.2	6.6	9.0	3.3	.2	-
Instruments and related products _____	17.5	4.8	6.8	-	.3	.1	( <sup>4</sup> )	5.5	-	18.1	5.1	10.0	5.0	.4	1.4
Miscellaneous manufacturing industries _____	8.7	3.5	3.0	( <sup>4</sup> )	.1	( <sup>4</sup> )	( <sup>4</sup> )	2.1	( <sup>4</sup> )	10.6	4.5	7.2	2.6	.5	1.8

See footnotes at end of table.

Table 24. Average Expenditures for Private Welfare Plans by All Establishments and Establishments Reporting Expenditures, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Cents per plant man-hour														
	All establishments									Establishments reporting expenditures <sup>1</sup> for—					
	Total	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Yearend and Christmas bonuses	Private plans not reported separately	Total <sup>2</sup>	Health, accident, and life insurance	Pension and retirement plans	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans
United States <sup>3</sup>	12.9	5.0	5.7	0.1	0.3	0.1	0.2	1.2	0.4	14.0	5.8	9.7	3.5	0.8	6.0
Northeast	13.0	4.7	5.6	.1	.4	.1	.1	1.4	.6	14.4	5.8	9.8	3.7	.8	5.8
South	9.3	3.2	4.3	( <sup>4</sup> )	.2	.1	.3	1.0	.3	10.4	3.8	9.1	3.1	1.4	7.4
North Central	15.3	6.2	7.1	( <sup>4</sup> )	.4	( <sup>4</sup> )	.1	1.1	.4	16.0	6.7	10.2	3.5	.5	3.9
West	11.8	5.6	4.6	.2	.2	.1	.2	.9	.1	12.6	6.2	8.5	2.9	.7	9.5
Ordnance and accessories	18.1	6.8	10.6	-	-	.1	-	.1	.5	18.1	6.8	12.0	-	.4	-
Food and kindred products	11.5	5.1	5.2	( <sup>4</sup> )	-	.1	( <sup>4</sup> )	1.0	.1	12.6	5.9	8.3	-	.5	.4
Tobacco manufactures	9.6	3.2	5.8	-	( <sup>4</sup> )	( <sup>4</sup> )	.1	.5	-	11.1	3.7	7.9	.1	.3	9.4
Textile mill products	5.0	2.6	1.3	.1	( <sup>4</sup> )	.1	( <sup>4</sup> )	.8	.1	5.3	2.8	4.5	1.7	1.2	.1
Apparel and other finished textile products	5.3	1.1	1.5	.5	-	( <sup>4</sup> )	( <sup>4</sup> )	.5	1.7	7.3	2.5	6.0	-	.8	3.0
Lumber and wood products	4.5	2.4	1.1	-	-	( <sup>4</sup> )	( <sup>4</sup> )	.9	( <sup>4</sup> )	5.9	3.8	6.8	-	.4	3.5
Furniture and fixtures	7.5	3.9	2.0	( <sup>4</sup> )	.1	( <sup>4</sup> )	-	1.3	.2	8.6	4.6	6.1	4.6	.4	-
Paper and allied products	11.9	5.0	5.3	-	( <sup>4</sup> )	.1	.2	1.2	.1	12.1	5.2	7.0	( <sup>4</sup> )	1.5	3.7
Printing, publishing, and allied industries	11.9	5.1	4.2	.1	( <sup>4</sup> )	.2	.1	2.0	.2	12.9	6.0	8.7	2.2	1.6	3.9
Petroleum refining and related industries	41.4	3.6	19.4	( <sup>4</sup> )	-	1.3	9.3	.5	7.3	41.8	4.2	22.4	-	3.2	14.0
Rubber and miscellaneous plastics products	16.2	7.4	6.4	-	1.2	.1	( <sup>4</sup> )	1.0	.2	16.5	7.8	9.7	2.9	.1	1.0
Leather and leather products	5.9	2.8	2.2	-	-	( <sup>4</sup> )	-	.9	( <sup>4</sup> )	6.6	3.3	5.8	-	.5	-
Stone, clay, and glass products	12.4	4.8	5.6	-	.7	( <sup>4</sup> )	.1	1.2	( <sup>4</sup> )	13.4	5.4	9.6	5.1	.9	3.0
Primary metal industries	20.7	7.2	10.7	-	2.0	( <sup>4</sup> )	.1	.5	.1	20.9	7.4	13.0	3.5	.1	5.2
Fabricated metal products	14.1	6.3	5.6	.1	.4	( <sup>4</sup> )	( <sup>4</sup> )	1.4	.3	15.1	7.0	9.4	3.2	1.9	2.3
Machinery, except electrical	16.3	6.6	7.6	-	.4	( <sup>4</sup> )	( <sup>4</sup> )	1.5	.1	17.2	7.2	10.6	3.3	.4	1.6
Transportation equipment	17.2	6.9	8.0	-	.3	( <sup>4</sup> )	-	.9	1.0	17.4	7.1	9.7	3.5	.2	-
Instruments and related products	18.8	5.2	7.2	-	.3	.1	( <sup>4</sup> )	5.9	-	19.5	5.5	10.8	5.2	.4	1.5
Miscellaneous manufacturing industries	9.1	3.7	3.1	.1	.1	( <sup>4</sup> )	( <sup>4</sup> )	2.2	( <sup>4</sup> )	11.2	4.8	7.7	2.8	.5	1.9

<sup>1</sup> Generally, the averages for "establishments reporting expenditures" for vacation and holiday funds and yearend and Christmas bonuses did not meet publication criteria. For all establishments in the United States, the averages were: Vacation and holiday funds—2.1 percent of gross payroll, 2.2 percent of straight-time payroll, 4.7 cents per hour paid for, and 4.8 cents per plant man-hour; yearend and Christmas bonuses—1.9 percent of gross payroll, 2 percent of straight-time payroll, 4 cents per hour paid for, and 4.2 cents per plant man-hour. Average expenditures for vacation and holiday funds, by the apparel group were: 3.8 percent of gross payroll, 3.8 percent of straight-time payroll, 6 cents per hour paid for, and 6.1 cents per plant man-hour.

<sup>2</sup> For "establishments reporting expenditures for the practice" the detail does not add to the total because a different payroll or hours base was used for each item, and because items which did not meet publication criteria are not shown separately.

<sup>3</sup> Includes industries not shown separately.

<sup>4</sup> Less than 0.05 percent or 0.05 cent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 25. Average Expenditures for Health, Accident, and Life Insurance in Establishments Reporting Expenditures by Contributory and Noncontributory Type, Region, and Manufacturing Industry Group, 1959

Region and industry group	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant man-hour	
	Contributory	Noncontributory	Contributory	Noncontributory	Contributory	Noncontributory	Contributory	Noncontributory
United States <sup>1</sup> .....	2.1	2.6	2.2	2.8	5.0	6.1	5.4	6.5
Northeast .....	2.1	2.6	2.2	2.7	5.1	5.9	5.5	6.3
South .....	1.6	2.6	1.7	2.7	3.2	4.8	3.4	5.1
North Central .....	2.4	2.8	2.5	2.9	6.0	6.9	6.4	7.3
West .....	2.2	2.4	2.3	2.5	5.6	6.2	6.0	6.6
Ordnance and accessories .....	2.2	2.6	2.3	2.6	5.9	7.3	6.3	8.1
Food and kindred products .....	2.2	2.8	2.3	2.9	4.6	6.7	4.9	7.2
Tobacco manufactures .....	1.9	2.1	1.9	2.2	3.0	3.8	3.2	4.0
Textile mill products .....	1.3	2.2	1.4	2.3	2.0	3.8	2.1	4.0
Apparel and other finished textile products .....	1.6	1.1	1.7	1.1	2.4	1.7	2.5	1.7
Lumber and wood products .....	1.7	2.2	1.8	2.3	3.3	4.3	3.4	4.4
Furniture and fixtures .....	2.1	2.6	2.2	2.6	3.8	5.3	4.0	5.6
Paper and allied products .....	1.9	2.9	2.0	3.1	4.3	6.4	4.5	6.9
Printing, publishing, and allied industries .....	1.9	2.1	2.1	2.2	5.3	5.9	5.7	6.4
Petroleum refining and related industries .....	1.1	1.0	1.1	1.1	3.4	2.3	3.9	2.4
Rubber and miscellaneous plastics products .....	2.2	3.4	2.3	3.6	4.6	8.6	4.9	9.3
Leather and leather products .....	1.6	2.2	1.7	2.2	2.7	3.9	2.9	4.1
Stone, clay, and glass products .....	2.2	2.3	2.3	2.5	4.9	5.4	5.2	5.7
Primary metal industries .....	2.3	3.0	2.4	3.1	6.6	7.7	7.2	8.3
Fabricated metal products .....	2.2	3.3	2.3	3.4	5.4	8.3	5.7	8.8
Machinery, except electrical .....	2.3	3.1	2.5	3.2	6.0	8.4	6.5	9.0
Transportation equipment .....	2.6	2.1	2.7	2.2	6.9	5.6	7.4	6.0
Instruments and related products .....	1.9	2.8	2.0	2.9	4.8	6.0	5.1	6.4
Miscellaneous manufacturing industries .....	2.2	2.4	2.3	2.5	4.3	5.0	4.6	5.3

<sup>1</sup> Includes industries not shown separately.

Table 26. Average Expenditures for Pension and Retirement Plans in Establishments Reporting Expenditures by Contributory and Noncontributory Type, Region, and Manufacturing Industry Group, 1959

Region and industry group	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant man-hour	
	Contributory	Noncontributory	Contributory	Noncontributory	Contributory	Noncontributory	Contributory	Noncontributory
United States <sup>1</sup> .....	3.6	3.5	3.8	3.6	8.8	8.7	9.5	9.3
Northeast .....	3.4	3.4	3.6	3.6	8.5	8.4	9.2	9.0
South .....	3.9	3.7	4.1	3.9	8.9	8.1	9.6	8.7
North Central .....	3.5	3.6	3.7	3.7	8.7	9.4	9.4	10.1
West .....	3.9	2.7	4.1	2.8	9.9	6.9	10.6	7.5
Ordnance and accessories .....	3.5	4.2	3.6	4.3	8.6	11.8	9.2	12.8
Food and kindred products .....	2.9	3.2	3.1	3.3	6.8	7.5	7.3	8.1
Tobacco manufactures .....	3.2	4.3	3.3	4.4	5.6	7.5	6.1	8.0
Textile mill products .....	1.0	2.4	1.1	2.5	1.7	4.1	1.8	4.3
Apparel and other finished textile products .....	.5	2.0	.5	2.1	.6	3.5	.7	3.6
Lumber and wood products .....	3.5	2.8	3.8	2.9	6.3	6.2	6.6	6.6
Furniture and fixtures .....	2.2	2.2	2.3	2.2	4.6	4.9	4.8	5.2
Paper and allied products .....	3.0	2.7	3.2	2.9	7.0	6.2	7.5	6.7
Printing, publishing, and allied industries .....	2.6	2.8	2.8	3.0	7.0	8.1	7.5	8.7
Petroleum refining and related industries .....	6.3	3.7	6.5	3.8	19.4	10.3	21.8	11.4
Rubber and miscellaneous plastics products .....	3.7	3.4	3.8	3.6	8.2	9.0	8.8	9.7
Leather and leather products .....	2.5	3.0	2.5	3.1	4.6	5.3	4.9	5.7
Stone, clay, and glass products .....	3.7	3.5	3.9	3.7	8.6	8.8	9.1	9.3
Primary metal industries .....	4.3	4.0	4.5	4.2	12.1	11.9	13.2	12.9
Fabricated metal products .....	3.8	3.2	4.1	3.4	10.1	8.4	10.7	9.0
Machinery, except electrical .....	3.4	3.7	3.6	3.9	8.8	9.8	9.5	10.6
Transportation equipment .....	2.7	3.4	2.8	3.6	7.4	9.0	8.0	9.7
Instruments and related products .....	3.9	3.9	4.0	4.1	9.5	9.9	10.2	10.6
Miscellaneous manufacturing industries .....	3.7	3.4	3.9	3.6	8.7	7.2	9.4	7.6

<sup>1</sup> Includes industries not shown separately.

Table 27. Percent of Production and Related Workers in Establishments Reporting Expenditures for Private Welfare Plans by Region and Manufacturing Industry Group, 1959

Region and industry group	Private welfare plans	Health, accident, and life insurance		Pension and retirement plans		Vacation and holiday funds		Supplemental unemployment benefits		Severance or dismissal pay		Savings and thrift plans		Yearend and Christmas bonuses
		In combination	Separately	In combination	Separately	In combination	Separately	In combination	Separately	In combination	Separately	In combination	Separately	
United States <sup>1</sup> .....	92.0	1.8	85.7	1.6	58.8	0.9	1.5	4.7	9.4	4.9	9.2	0.1	2.6	27.2
Northeast .....	89.9	4.1	79.7	3.4	56.3	2.5	2.7	1.5	9.7	1.9	11.2	.2	2.2	29.0
South .....	89.3	.8	82.3	.8	46.5	-	.4	.9	6.2	.9	7.9	.2	4.0	31.9
North Central .....	95.6	.3	93.2	.5	70.0	-	.2	11.3	12.1	11.6	8.4	-	2.3	24.5
West .....	93.3	.4	89.8	.5	55.2	.4	4.0	1.0	6.5	1.0	8.2	-	1.9	20.0
Ordnance and accessories .....	100.0	-	100.0	-	88.0	-	-	11.1	-	11.1	18.6	-	-	3.3
Food and kindred products .....	91.6	.2	84.9	.7	63.0	-	2.0	-	-	.5	10.6	-	1.4	27.5
Tobacco manufactures .....	86.5	-	85.3	-	72.9	-	-	-	.8	-	9.2	-	.9	26.8
Textile mill products .....	95.4	2.0	91.6	1.5	29.6	1.1	4.3	.2	1.2	.2	6.4	-	.2	38.9
Apparel and other finished textile products .....	72.8	13.7	41.6	11.3	25.5	9.3	8.7	1.0	-	2.6	1.0	-	.6	27.7
Lumber and wood products .....	73.1	-	60.7	-	15.6	-	-	-	-	-	2.9	-	.3	31.7
Furniture and fixtures .....	88.1	.8	84.3	1.3	34.8	.5	.4	.5	3.3	.5	1.2	-	-	32.7
Paper and allied products .....	98.1	.5	96.9	.5	74.8	-	-	-	1.9	-	8.3	-	4.1	33.3
Printing, publishing, and allied industries .....	92.8	2.2	85.5	2.2	50.8	-	1.3	-	1.4	-	11.9	-	2.9	34.8
Petroleum refining and related industries .....	99.1	9.5	84.6	9.5	86.9	-	5.0	-	-	-	42.7	9.5	66.8	10.2
Rubber and miscellaneous plastics products .....	98.3	.3	94.2	1.2	66.5	-	-	1.6	42.2	2.6	38.9	-	.5	30.0
Leather and leather products .....	88.8	.9	84.2	.6	38.7	-	-	.3	-	-	1.5	-	-	25.0
Stone, clay, and glass products .....	92.1	.2	88.5	.2	58.8	-	-	.5	14.2	.5	3.3	-	1.9	24.9
Primary metal industries .....	99.1	-	98.3	-	83.3	-	-	2.6	60.2	2.6	14.6	-	2.7	12.9
Fabricated metal products .....	93.3	.6	90.4	.6	59.0	-	1.3	8.2	11.6	8.2	2.2	-	.5	31.3
Machinery, except electrical .....	94.6	.1	92.4	.1	72.1	-	-	5.6	11.2	5.6	6.8	-	2.4	26.5
Transportation equipment .....	98.6	-	98.1	-	83.1	-	-	29.2	8.9	29.2	6.6	-	-	11.2
Instruments and related products .....	96.8	-	94.0	-	67.5	-	-	-	6.3	-	17.5	-	.9	49.1
Miscellaneous manufacturing industries .....	81.8	-	76.2	-	40.1	-	.4	-	2.2	-	2.4	-	.2	49.6

<sup>1</sup> Includes industries not shown separately.

Table 28. Distribution of Production and Related Workers by Expenditures for Private Welfare Plans as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—												
		No private welfare plan expenditures	Private welfare plan expenditures as a percent of gross payroll of—											11 percent and over
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	
United States <sup>1</sup> .....	100.0	8.0	6.8	9.8	10.3	10.2	9.5	10.1	9.1	10.0	4.7	3.8	2.3	5.5
Northeast .....	100.0	10.1	5.6	8.5	10.2	8.5	10.6	11.0	9.2	9.4	5.6	3.6	2.6	5.2
South .....	100.0	10.7	12.7	15.4	11.7	9.2	7.6	7.4	4.7	6.1	3.9	3.9	.9	5.8
North Central .....	100.0	4.4	4.1	7.4	9.1	10.5	8.8	10.5	12.1	14.8	5.1	4.3	3.2	5.6
West .....	100.0	6.7	8.2	10.3	11.5	17.9	12.5	11.1	8.0	3.5	1.4	2.1	1.4	5.4
Ordnance and accessories .....	100.0	-	2.6	11.8	.9	21.3	1.3	12.8	15.3	7.9	8.0	6.8	4.6	6.8
Food and kindred products .....	100.0	8.4	8.8	9.0	10.7	10.6	5.9	10.4	10.2	14.0	2.9	1.8	1.8	5.4
Tobacco manufactures .....	100.0	13.5	6.7	8.4	4.4	8.4	19.4	10.2	4.3	-	2.0	-	4.6	18.1
Textile mill products .....	100.0	4.6	15.6	21.7	19.2	15.2	5.8	5.5	5.8	1.4	2.9	1.4	.2	.8
Apparel and other finished textile products .....	100.0	27.2	13.8	8.5	9.3	5.7	6.4	12.0	9.3	.9	3.4	.8	1.3	1.2
Lumber and wood products .....	100.0	26.9	15.6	14.6	12.4	12.0	6.1	1.8	5.1	2.6	.7	.4	.3	1.5
Furniture and fixtures .....	100.0	11.9	2.6	15.4	19.2	9.5	18.9	6.9	6.7	3.7	2.9	.4	1.1	.8
Paper and allied products .....	100.0	1.9	3.4	9.0	10.2	19.2	17.3	12.6	8.4	5.7	4.6	1.0	.9	5.8
Printing, publishing, and allied industries .....	100.0	7.2	7.6	12.5	15.3	15.3	11.3	9.6	2.6	8.4	1.1	4.2	1.7	3.1
Petroleum refining and related industries .....	100.0	.9	.4	4.0	2.7	1.0	4.3	5.1	-	12.8	6.7	3.8	7.1	51.2
Rubber and miscellaneous plastics products .....	100.0	1.7	3.5	7.0	7.5	8.2	9.2	6.4	22.1	13.3	6.0	4.4	2.6	8.2
Leather and leather products .....	100.0	11.2	15.7	17.3	10.5	7.3	12.9	16.3	.3	2.5	.9	1.4	-	3.6
Stone, clay, and glass products .....	100.0	7.9	5.8	9.7	12.7	7.3	12.3	9.7	8.8	7.1	6.2	3.3	3.0	6.1
Primary metal industries .....	100.0	.9	.9	6.3	7.6	4.7	5.6	18.6	8.8	18.1	8.0	4.8	12.3	3.4
Fabricated metal products .....	100.0	6.7	6.5	7.5	9.4	9.2	11.4	7.0	12.3	9.7	6.7	5.5	2.6	5.3
Machinery, except electrical .....	100.0	5.4	1.2	3.4	8.0	12.7	12.2	9.2	11.8	15.9	6.9	6.0	1.2	6.2
Transportation equipment .....	100.0	1.4	2.6	9.3	6.8	14.6	7.3	11.0	7.5	17.9	7.3	7.4	1.6	5.5
Instruments and related products .....	100.0	3.2	5.3	9.3	11.2	5.6	8.8	8.7	11.2	18.6	1.1	2.6	1.1	13.5
Miscellaneous manufacturing industries .....	100.0	18.2	5.8	8.7	13.2	4.7	8.6	9.7	8.4	10.4	3.2	3.7	2.2	3.0

<sup>1</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 29. Distribution of Production and Related Workers by Expenditures for Health, Accident, and Life Insurance as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—											
		Insurance not reported separately	No insurance expenditures	Health, accident, and life insurance expenditures as a percent of gross payroll of—									8 percent and over
				Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent		
United States <sup>1</sup> .....	100.0	1.8	12.5	13.5	25.5	25.0	14.7	4.6	1.6	0.4	0.2	0.1	
Northeast .....	100.0	4.1	16.2	11.1	23.9	24.3	13.9	4.2	1.6	.3	.2	.1	
South .....	100.0	.8	16.9	23.6	30.0	14.9	10.2	2.2	.7	.2	.3	.3	
North Central .....	100.0	.3	6.5	10.1	23.7	30.1	19.7	6.6	2.0	.8	.2	( <sup>2</sup> )	
West .....	100.0	.4	9.8	12.0	28.2	32.1	9.9	4.4	2.5	( <sup>2</sup> )	.4	.4	
Ordnance and accessories .....	100.0	-	-	2.6	25.5	62.3	9.4	-	.2	-	-	-	
Food and kindred products .....	100.0	.2	14.9	12.5	20.6	24.0	20.9	3.8	-	2.5	.3	.2	
Tobacco manufactures .....	100.0	-	14.7	11.5	38.4	25.3	9.6	.5	-	-	-	-	
Textile mill products .....	100.0	2.0	6.4	34.9	30.4	14.0	6.3	4.7	.7	.2	.4	-	
Apparel and other finished textile products .....	100.0	13.7	44.7	15.3	12.4	9.2	3.9	.1	.6	-	( <sup>2</sup> )	-	
Lumber and wood products .....	100.0	-	39.3	16.5	19.6	11.8	10.8	1.3	-	-	.2	.5	
Furniture and fixtures .....	100.0	.8	14.9	12.1	27.8	29.1	8.9	5.5	.3	.3	.3	-	
Paper and allied products .....	100.0	.5	2.6	10.9	38.0	25.2	17.0	4.5	.9	.2	.2	.1	
Printing, publishing, and allied industries .....	100.0	2.2	12.3	19.1	23.6	26.1	13.2	2.6	.6	.3	-	-	
Petroleum refining and related industries .....	100.0	9.5	5.9	39.1	31.1	12.6	1.9	-	-	-	-	-	
Rubber and miscellaneous plastics products .....	100.0	.3	5.5	4.7	17.5	34.1	17.8	15.0	3.9	1.2	-	-	
Leather and leather products .....	100.0	.9	14.9	20.8	32.3	21.8	6.3	1.8	1.2	-	-	-	
Stone, clay, and glass products .....	100.0	.2	11.3	9.1	27.5	35.3	14.0	1.8	.4	-	-	.2	
Primary metal industries .....	100.0	-	1.7	5.8	36.9	29.0	15.9	7.2	2.7	.5	.3	-	
Fabricated metal products .....	100.0	.6	9.0	10.5	21.3	25.5	18.9	9.1	4.3	-	.4	.5	
Machinery, except electrical .....	100.0	.1	7.5	5.8	25.4	30.4	19.7	8.0	1.8	.7	.5	-	
Transportation equipment .....	100.0	-	1.9	8.0	26.0	37.0	21.3	3.8	1.9	-	-	-	
Instruments and related products .....	100.0	-	6.0	16.4	39.4	15.7	12.7	6.6	1.5	.9	-	.9	
Miscellaneous manufacturing industries .....	100.0	-	23.8	13.0	23.7	17.8	12.8	3.7	2.6	.3	1.7	.6	

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 30. Distribution of Production and Related Workers by Expenditures for Pension and Retirement Plans as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—													
		Plans not reported separately	No pension plan expenditures	Pension and retirement plan expenditures as a percent of gross payroll of—											11 percent and over
				Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	
United States <sup>1</sup>	100.0	1.6	39.6	6.5	9.2	9.8	14.3	8.0	3.9	2.1	2.2	0.6	1.0	0.4	0.6
Northeast	100.0	3.4	40.3	5.9	8.6	8.4	13.6	9.0	4.1	2.2	2.5	.8	1.4	.3	.4
South	100.0	.8	52.7	7.8	5.4	9.1	7.9	4.9	3.8	3.1	1.2	.5	1.9	.4	.6
North Central	100.0	.5	29.5	6.2	10.5	11.3	20.1	10.6	4.4	1.4	2.7	.6	1.0	.6	.6
West	100.0	.5	44.3	7.5	15.6	11.9	10.2	2.4	2.1	1.9	1.7	( <sup>2</sup> )	.8	.2	1.0
Ordnance and accessories	100.0	-	12.0	9.8	14.6	1.6	26.5	17.3	4.4	2.4	4.6	-	-	6.8	-
Food and kindred products	100.0	.7	36.3	9.0	8.8	12.3	15.2	8.3	3.3	1.0	1.3	.3	1.8	.7	1.1
Tobacco manufactures	100.0	-	27.1	8.9	19.6	8.5	7.8	5.9	5.2	-	6.0	-	8.7	-	2.4
Textile mill products	100.0	1.5	68.9	8.4	7.3	2.9	6.4	.9	1.6	1.6	.4	-	-	-	-
Apparel and other finished textile products	100.0	11.3	63.2	5.3	5.4	2.3	4.9	1.5	2.2	3.1	.6	-	.4	-	-
Lumber and wood products	100.0	-	84.4	3.0	2.8	.8	5.8	1.6	.3	.4	-	.5	-	.3	-
Furniture and fixtures	100.0	1.3	63.9	4.5	15.3	4.0	4.8	4.0	.8	.9	.2	-	-	-	.2
Paper and allied products	100.0	.5	24.7	16.5	14.7	13.9	10.1	9.9	5.2	1.4	.4	.7	1.3	.5	.2
Printing, publishing, and allied industries	100.0	2.2	47.0	11.2	8.3	12.8	6.9	6.0	1.0	1.8	1.3	.3	-	-	1.1
Petroleum refining and related industries	100.0	9.5	3.6	3.3	4.5	4.2	9.3	6.3	15.6	12.8	7.6	5.6	1.5	6.8	9.5
Rubber and miscellaneous plastics products	100.0	1.2	32.3	4.8	8.3	10.9	21.5	12.0	4.1	.2	4.1	-	-	-	.4
Leather and leather products	100.0	.6	60.7	.6	6.8	16.3	10.7	2.6	-	-	1.8	-	-	-	-
Stone, clay, and glass products	100.0	.2	41.0	4.1	10.8	8.1	15.9	6.9	7.5	2.8	.4	.9	.2	1.0	.2
Primary metal industries	100.0	-	16.7	5.8	5.8	20.5	14.7	14.4	5.9	2.2	12.7	.3	.9	-	-
Fabricated metal products	100.0	.6	40.4	6.2	11.6	6.9	16.7	6.1	6.8	1.3	1.0	1.0	-	1.1	.2
Machinery, except electrical	100.0	.1	27.8	2.4	11.9	13.5	17.4	15.5	3.8	1.3	1.5	2.5	2.1	.3	-
Transportation equipment	100.0	-	16.9	8.3	14.1	6.4	32.6	13.8	2.7	2.3	.3	.7	1.9	-	-
Instruments and related products	100.0	-	32.5	5.7	11.0	17.8	6.9	8.6	2.3	3.0	9.8	.1	2.1	-	.2
Miscellaneous manufacturing industries	100.0	-	59.9	8.9	6.6	4.7	8.9	5.2	2.6	-	2.2	-	-	-	1.1

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 31. Distribution of Production and Related Workers by Expenditures for Yearend and Christmas Bonuses as a Percent of Gross Payroll, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—												
		No bonus expenditures	Yearend and Christmas bonus expenditures as a percent of gross payroll of—											11 percent and over
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	
United States <sup>1</sup>	100.0	72.8	13.3	5.6	3.3	1.8	1.4	0.5	0.2	0.4	0.3	( <sup>2</sup> )	( <sup>2</sup> )	0.3
Northeast	100.0	71.0	13.9	6.3	3.2	2.3	1.3	.5	( <sup>2</sup> )	.7	.3	( <sup>2</sup> )	( <sup>2</sup> )	.5
South	100.0	68.1	15.4	7.6	3.5	1.8	2.0	.4	.3	.1	.6	( <sup>2</sup> )	( <sup>2</sup> )	.2
North Central	100.0	75.5	12.5	3.8	3.6	1.7	1.2	.6	.3	.2	.4	0.1	-	.3
West	100.0	80.0	9.3	4.7	2.5	.5	1.6	.6	.6	.2	-	-	-	( <sup>2</sup> )
Food and kindred products	100.0	72.5	14.3	4.3	3.4	1.6	2.9	-	.7	.3	-	-	-	.2
Tobacco manufactures	100.0	73.2	20.7	.9	-	.6	3.8	-	-	-	-	-	0.9	-
Textile mill products	100.0	61.1	26.5	6.6	3.0	.6	1.1	1.0	.2	-	-	-	-	-
Apparel and other finished textile products	100.0	72.3	18.6	3.9	2.3	1.7	.4	.7	-	.2	-	-	-	-
Lumber and wood products	100.0	68.3	11.3	10.8	5.8	1.1	.8	-	.3	.9	-	-	-	.6
Furniture and fixtures	100.0	67.3	11.4	9.2	5.6	1.8	3.1	.5	-	.3	1.0	-	.1	-
Paper and allied products	100.0	66.7	20.5	4.9	2.9	1.6	.5	2.1	.5	.2	-	-	.2	-
Printing, publishing, and allied industries	100.0	65.2	15.1	5.8	7.3	2.9	1.7	.6	-	-	1.2	.1	-	.2
Rubber and miscellaneous plastics products	100.0	70.0	13.7	10.0	1.1	3.5	1.2	-	-	.3	.2	-	-	-
Leather and leather products	100.0	75.0	12.8	5.5	2.7	.6	1.3	-	-	.6	1.2	-	.3	-
Stone, clay, and glass products	100.0	75.1	9.9	6.7	3.3	1.0	2.4	.5	( <sup>2</sup> )	( <sup>2</sup> )	.1	( <sup>2</sup> )	-	.8
Fabricated metal products	100.0	68.7	16.3	4.6	4.4	2.0	2.7	.2	.5	.2	.2	-	-	.1
Machinery, except electrical	100.0	73.5	13.6	4.6	1.5	3.2	1.1	.4	-	-	1.8	.1	-	.2
Instruments and related products	100.0	50.9	11.3	10.8	8.7	8.4	.4	.1	.2	.2	-	-	-	8.9
Miscellaneous manufacturing industries	100.0	50.4	11.1	11.1	12.7	10.7	3.4	.5	-	-	.2	-	-	-

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 32. Distribution of Production and Related Workers by Expenditures for Private Welfare Plans in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—													
		No private welfare plan expenditures	Private welfare plan expenditures per hour paid for of—												
			Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents
United States <sup>1</sup> -----	100.0	8.0	3.9	4.3	5.4	4.9	3.9	4.3	4.0	3.8	4.2	4.3	3.6	2.8	3.2
Northeast -----	100.0	10.1	2.4	3.8	5.9	4.4	3.6	3.9	4.4	3.6	4.3	4.0	4.0	3.6	2.6
South -----	100.0	10.7	9.6	8.4	9.0	9.3	4.1	5.1	2.6	3.0	3.0	2.9	3.6	1.2	2.2
North Central -----	100.0	4.4	2.4	2.3	2.8	3.4	3.6	4.1	4.0	4.2	4.2	4.1	2.8	2.8	3.6
West -----	100.0	6.7	2.7	4.3	4.8	2.5	5.6	4.3	5.6	4.5	6.3	9.6	4.6	3.0	5.7
Ordnance and accessories -----	100.0	-	-	2.6	5.4	5.0	-	1.3	1.2	.4	-	6.3	15.7	-	-
Food and kindred products -----	100.0	8.4	6.8	2.9	4.8	6.3	3.8	4.8	3.6	3.1	5.6	4.1	1.3	1.5	3.6
Tobacco manufactures -----	100.0	13.5	3.2	5.1	6.8	2.2	3.3	13.4	10.1	-	.5	4.5	9.3	2.2	1.3
Textile mill products -----	100.0	4.6	10.7	13.2	12.9	14.1	11.8	2.5	6.5	3.4	1.7	4.2	4.5	.7	.9
Apparel and other finished textile products -----	100.0	27.2	10.0	6.5	10.8	3.6	2.3	3.9	4.4	3.7	4.3	4.9	3.8	4.4	1.2
Lumber and wood products -----	100.0	26.9	7.1	10.3	9.2	6.2	6.3	8.3	6.0	4.0	1.8	3.0	.4	-	1.9
Furniture and fixtures -----	100.0	11.9	.8	5.7	9.7	11.7	3.9	6.1	7.9	2.9	5.0	6.2	7.2	3.8	2.4
Paper and allied products -----	100.0	1.9	2.0	3.1	5.7	2.6	4.2	4.0	6.2	5.3	8.7	6.0	7.7	3.9	5.2
Printing, publishing, and allied industries -----	100.0	7.2	2.1	3.1	2.0	6.9	6.4	1.3	6.2	5.4	6.4	7.4	6.2	1.6	5.4
Petroleum refining and related industries -----	100.0	.9	-	-	1.8	.3	3.7	.4	-	-	.8	-	1.6	3.1	-
Rubber and miscellaneous plastics products -----	100.0	1.7	2.2	1.3	4.7	5.4	2.7	1.7	5.5	5.7	4.5	1.1	1.0	1.9	4.3
Leather and leather products -----	100.0	11.2	8.1	12.6	9.9	5.7	7.5	3.9	3.9	10.7	9.0	5.2	1.9	1.0	1.1
Stone, clay, and glass products -----	100.0	7.9	2.5	4.9	6.3	4.6	3.8	3.8	4.4	1.9	4.8	3.2	4.5	2.3	2.8
Primary metal industries -----	100.0	.9	.1	.8	3.3	2.8	1.9	3.7	1.8	1.0	.9	2.5	.6	3.1	1.1
Fabricated metal products -----	100.0	6.7	3.0	3.8	2.9	3.2	2.4	6.4	3.0	2.5	4.9	5.6	3.6	2.5	2.9
Machinery, except electrical -----	100.0	5.4	-	.7	2.2	1.3	2.0	2.1	1.9	6.1	5.8	4.0	3.2	5.5	1.1
Transportation equipment -----	100.0	1.4	2.2	.5	.4	3.1	2.4	5.8	2.4	4.4	4.1	7.1	3.4	2.6	4.2
Instruments and related products -----	100.0	3.2	.5	5.0	4.4	4.1	1.3	6.3	3.3	3.8	2.2	2.3	3.6	8.4	1.6
Miscellaneous manufacturing industries -----	100.0	18.2	4.3	3.9	3.2	8.1	4.5	6.6	4.4	1.9	6.3	2.7	1.3	1.5	5.2

See footnote at end of table.

Table 32. Distribution of Production and Related Workers by Expenditures for Private Welfare Plans in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of workers in establishments with—														
	Private welfare plan expenditures per hour paid for of—														
	13 and under 14 cents	14 and under 15 cents	15 and under 16 cents	16 and under 17 cents	17 and under 18 cents	18 and under 19 cents	19 and under 20 cents	20 and under 21 cents	21 and under 22 cents	22 and under 23 cents	23 and under 24 cents	24 and under 25 cents	25 and under 26 cents	26 and under 27 cents	27 cents and over
United States <sup>1</sup> -----	2.6	3.6	2.9	3.3	1.9	2.5	2.1	3.0	2.2	2.5	1.5	1.5	0.9	1.3	7.5
Northeast -----	2.9	4.5	3.6	3.6	1.7	2.1	1.4	2.7	2.0	1.9	1.3	1.7	.9	.8	8.3
South -----	1.7	2.6	2.1	2.7	1.0	1.2	1.1	1.9	1.4	.6	1.2	1.6	.2	1.2	4.6
North Central -----	2.8	3.2	3.0	4.2	2.4	3.9	3.7	4.1	3.6	4.6	2.1	1.4	1.5	2.2	8.8
West -----	2.8	4.2	1.9	.7	3.3	1.6	1.7	2.0	.1	1.9	1.0	.9	.4	.6	6.7
Ordnance and accessories -----	7.2	5.9	7.8	-	3.6	3.1	2.4	-	4.7	-	-	9.3	4.4	-	13.5
Food and kindred products -----	1.6	6.0	3.8	5.4	2.8	2.3	1.3	3.4	3.0	1.4	2.7	.9	.6	1.0	3.3
Tobacco manufactures -----	-	4.7	2.7	-	-	-	-	1.1	-	2.0	-	8.7	5.0	-	.4
Textile mill products -----	4.5	-	2.0	1.0	-	-	.4	-	-	-	-	.2	.2	-	-
Apparel and other finished															
textile products -----	-	2.0	.6	.5	.9	-	.6	.7	.1	.2	.3	-	-	-	2.8
Lumber and wood products -----	.5	2.3	.9	1.2	2.1	-	.8	-	-	-	.3	.4	-	-	-
Furniture and fixtures -----	2.1	2.9	1.0	.4	.8	.6	-	.6	.8	1.2	.8	2.2	-	-	1.2
Paper and allied products -----	5.1	3.2	6.2	2.9	5.5	1.6	.5	.3	-	.9	.8	.2	.9	.3	4.9
Printing, publishing, and															
allied industries -----	3.3	5.5	2.3	2.5	-	1.4	2.0	1.3	2.8	-	1.3	.4	-	2.2	7.2
Petroleum refining and															
related industries -----	-	2.2	.8	5.5	-	.8	.1	4.7	3.9	3.0	1.1	1.1	1.5	3.1	59.8
Rubber and miscellaneous															
plastics products -----	2.5	2.3	5.1	1.2	2.3	2.3	1.8	17.7	1.9	2.8	1.5	3.4	-	2.6	9.0
Leather and leather products -----	.7	1.2	.2	1.5	.5	.7	.3	-	1.0	1.9	-	-	-	-	-
Stone, clay, and glass															
products -----	8.5	4.4	3.4	4.8	1.5	.5	2.1	1.2	.9	.7	.3	1.8	.9	.7	10.5
Primary metal industries -----	3.6	1.7	7.7	.9	3.0	7.0	3.5	3.6	5.7	2.3	5.2	1.2	.9	9.0	20.3
Fabricated metal products -----	3.2	2.9	2.2	1.5	.9	2.5	3.1	5.4	5.6	6.6	2.9	1.4	1.2	.5	6.6
Machinery, except electrical -----	3.5	1.6	3.1	7.8	4.7	4.2	3.3	4.6	1.7	9.4	1.5	2.7	2.2	.7	7.8
Transportation equipment -----	.8	8.1	.7	.9	.8	4.0	6.0	6.2	5.3	4.9	2.2	3.0	2.5	1.9	8.8
Instruments and related															
products -----	5.8	5.8	5.5	1.7	2.4	.8	5.2	.6	.7	.1	5.9	-	-	-	15.6
Miscellaneous manufacturing															
industries -----	2.1	9.5	1.8	1.8	3.3	3.2	-	.7	.5	-	.3	-	2.8	-	1.5

<sup>1</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 33. Distribution of Production and Related Workers by Expenditures for Health, Accident, and Life Insurance in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—															
		Insurance not reported separately	No insurance expenditures	Health, accident, and life insurance expenditures per hour paid for of—													
				Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents	13 cents and over
United States <sup>1</sup> .....	100.0	1.8	12.5	5.5	8.7	9.9	8.9	8.7	10.4	8.3	7.1	6.3	4.4	2.8	1.6	1.5	1.8
Northeast .....	100.0	4.1	16.2	3.3	7.6	10.7	7.3	9.1	10.4	7.8	7.8	5.5	4.1	2.6	1.1	.8	1.5
South .....	100.0	.8	16.9	13.1	17.5	13.8	8.0	6.6	6.8	5.1	3.3	2.4	2.0	1.4	1.3	.6	.4
North Central .....	100.0	.3	6.5	3.5	5.4	6.9	11.5	8.6	11.6	10.0	8.8	8.8	6.4	4.1	2.3	2.7	2.6
West .....	100.0	.4	9.8	4.2	5.2	8.7	7.6	12.2	13.9	10.8	6.4	9.3	3.8	1.7	1.1	1.8	2.9
Ordnance and accessories .....	100.0	-	-	2.6	-	5.4	7.3	16.4	9.6	15.4	17.7	9.7	11.1	.4	4.3	-	-
Food and kindred products .....	100.0	.2	14.9	7.4	7.2	9.7	9.6	6.2	10.8	6.5	5.9	5.8	5.5	2.8	1.4	4.6	1.5
Tobacco manufactures .....	100.0	-	14.7	8.5	16.2	21.7	7.2	4.0	20.4	3.1	-	4.1	-	-	-	-	-
Textile mill products .....	100.0	2.0	6.4	20.0	25.2	14.6	12.4	5.6	4.1	2.9	2.6	2.0	1.5	.4	-	-	.2
Apparel and other finished textile products .....	100.0	13.7	44.7	9.0	12.6	6.7	5.3	5.1	.2	.3	.7	.8	.6	-	.3	-	-
Lumber and wood products .....	100.0	-	39.3	7.8	12.4	11.0	5.0	6.6	3.6	7.4	2.2	3.6	1.0	-	-	-	.2
Furniture and fixtures .....	100.0	.8	14.9	5.8	12.6	11.2	17.5	3.7	6.4	13.2	4.8	3.4	1.7	1.5	.7	.7	1.0
Paper and allied products .....	100.0	.5	2.6	3.6	7.3	16.8	14.4	15.8	12.1	6.4	9.7	3.9	1.4	2.3	2.1	.5	.7
Printing, publishing, and allied industries .....	100.0	2.2	12.3	3.0	6.5	10.2	10.0	10.2	9.9	10.0	9.4	6.2	3.3	4.0	.8	-	2.0
Petroleum refining and related industries .....	100.0	9.5	5.9	-	22.8	16.3	9.5	9.6	8.5	7.1	2.1	8.7	-	-	-	-	-
Rubber and miscellaneous plastics products .....	100.0	.3	5.5	-	4.2	12.4	8.7	4.7	4.1	5.6	5.2	20.3	6.7	3.9	8.0	3.6	6.9
Leather and leather products .....	100.0	.9	14.9	10.5	16.0	21.7	18.6	6.5	3.5	3.3	1.3	.3	1.4	.5	.3	.2	.2
Stone, clay, and glass products .....	100.0	.2	11.3	2.8	7.0	10.5	8.3	16.3	11.5	11.1	10.7	4.7	3.7	.5	.7	.2	.4
Primary metal industries .....	100.0	-	1.7	.9	3.7	5.6	3.3	7.2	26.3	16.2	6.5	6.6	3.9	5.7	4.7	4.9	2.9
Fabricated metal products .....	100.0	.6	9.0	4.3	6.2	6.1	8.0	8.0	12.6	7.2	11.0	6.2	6.5	2.5	4.0	1.3	6.7
Machinery, except electrical .....	100.0	.1	7.5	2.4	2.2	5.5	9.4	8.6	15.1	5.1	12.8	11.1	5.9	6.8	2.7	.8	3.9
Transportation equipment .....	100.0	-	1.9	2.8	1.6	5.9	8.5	11.3	11.3	16.8	7.6	13.4	11.9	3.5	.2	1.7	1.7
Instruments and related products .....	100.0	-	6.0	2.7	9.5	10.8	12.4	17.9	12.7	4.7	5.9	8.7	1.7	3.3	1.8	.6	1.4
Miscellaneous manufacturing industries .....	100.0	-	23.8	4.1	12.9	15.0	9.2	10.8	4.4	3.4	5.0	2.1	4.4	1.2	.9	2.1	.7

<sup>1</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 34. Distribution of Production and Related Workers by Expenditures for Pension and Retirement Plans in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—											
		Plans not reported separately	No pension plan expenditures	Pension and retirement plan expenditures per hour paid for of—									
				Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	
United States <sup>1</sup> _____	100.0	1.6	39.6	2.5	3.0	3.1	3.7	4.0	3.9	4.4	3.7	5.5	
Northeast _____	100.0	3.4	40.3	2.1	3.4	2.7	4.0	2.6	3.5	5.5	4.2	5.2	
South _____	100.0	.8	52.7	4.2	3.9	2.4	2.3	2.9	3.0	3.9	3.0	4.1	
North Central _____	100.0	.5	29.5	2.1	2.0	3.1	4.4	4.8	4.5	3.8	3.9	7.1	
West _____	100.0	.5	44.3	2.2	2.8	5.4	3.4	8.7	5.7	4.0	2.3	4.4	
Ordnance and accessories _____	100.0	-	12.0	.7	3.9	5.2	.3	10.0	4.6	1.3	-	8.4	
Food and kindred products _____	100.0	.7	36.3	4.9	2.6	3.6	3.8	4.6	5.1	6.5	3.5	5.4	
Tobacco manufactures _____	100.0	-	27.1	7.4	3.7	10.1	7.3	5.6	8.5	.5	6.4	5.1	
Textile mill products _____	100.0	1.5	68.9	4.0	5.1	3.0	5.0	3.2	1.4	1.9	1.1	2.8	
Apparel and other finished textile products _____	100.0	11.3	63.2	3.7	1.6	2.5	4.5	1.2	1.5	1.5	-	2.7	
Lumber and wood products _____	100.0	-	84.4	1.2	1.7	1.7	1.2	-	1.1	-	1.1	3.3	
Furniture and fixtures _____	100.0	1.3	63.9	1.5	4.2	2.1	5.9	6.6	1.3	2.4	.6	2.9	
Paper and allied products _____	100.0	.5	24.7	8.0	5.4	5.5	5.6	9.0	8.3	5.9	4.0	4.2	
Printing, publishing, and allied industries _____	100.0	2.2	47.0	3.2	5.1	2.5	2.8	3.1	3.3	3.2	9.5	1.3	
Petroleum refining and related industries _____	100.0	9.5	3.6	1.4	1.3	1.7	2.2	4.8	-	.1	.3	.6	
Rubber and miscellaneous plastics products _____	100.0	1.2	32.3	1.6	2.9	2.9	3.3	3.5	2.8	4.9	2.6	7.2	
Leather and leather products _____	100.0	.6	60.7	-	1.6	1.6	8.5	10.1	4.3	6.8	2.5	1.1	
Stone, clay, and glass products _____	100.0	.2	41.0	1.7	2.8	2.1	5.2	2.2	3.3	3.6	5.6	9.7	
Primary metal industries _____	100.0	-	16.7	.6	1.7	4.2	2.5	1.6	1.9	12.0	4.0	5.4	
Fabricated metal products _____	100.0	.6	40.4	.6	3.7	2.8	4.6	4.0	3.3	5.5	1.4	3.0	
Machinery, except electrical _____	100.0	.1	27.8	2.1	1.7	1.2	3.6	3.4	7.6	2.3	4.3	10.5	
Transportation equipment _____	100.0	-	16.9	1.5	3.7	3.4	3.9	8.1	3.9	1.5	4.3	11.3	
Instruments and related products _____	100.0	-	32.5	3.3	1.0	5.8	4.9	5.4	4.2	3.7	10.0	2.3	
Miscellaneous manufacturing industries _____	100.0	-	59.9	4.9	3.5	1.7	5.1	1.5	2.3	4.3	5.3	3.0	

See footnote at end of table.

Table 34. Distribution of Production and Related Workers by Expenditures for Pension and Retirement Plans in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of workers in establishments with—											
	Pension and retirement plan expenditures per hour paid for of—											
	9 and under 10 cents	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents	13 and under 14 cents	14 and under 15 cents	15 and under 16 cents	16 and under 17 cents	17 and under 18 cents	18 and under 19 cents	19 and under 20 cents	20 cents and over
United States <sup>1</sup> .....	4.5	3.6	3.3	2.3	2.1	1.6	1.4	0.7	0.5	0.9	0.4	3.7
Northeast .....	2.7	3.7	2.3	2.2	2.3	2.0	1.4	1.1	.5	.5	.4	3.8
South .....	2.8	1.9	1.9	1.2	1.8	1.4	.6	.4	.1	1.8	.4	2.4
North Central .....	7.5	5.1	5.3	3.3	2.6	1.4	2.2	.5	.7	.8	.3	4.5
West .....	3.7	1.9	2.5	1.1	.4	.9	.5	.3	.3	.4	.6	3.7
Ordnance and accessories .....	18.1	-	1.4	7.9	2.2	10.5	-	-	-	-	2.4	11.1
Food and kindred products .....	6.6	4.4	3.7	1.2	3.3	.4	.8	.6	-	.1	.2	1.8
Tobacco manufactures .....	1.3	-	.8	-	1.1	-	-	4.1	-	10.7	-	.4
Textile mill products .....	.2	.4	1.3	-	.2	-	-	-	-	-	-	-
Apparel and other finished textile products .....	1.0	1.4	.4	-	3.2	-	-	.4	-	-	.1	-
Lumber and wood products .....	3.1	-	-	.5	-	-	-	-	.4	.3	-	-
Furniture and fixtures .....	-	2.7	1.5	.8	1.0	-	.8	.2	-	-	.2	-
Paper and allied products .....	2.4	5.3	4.4	1.0	2.0	-	.7	.3	.5	-	.2	2.1
Printing, publishing, and allied industries .....	3.2	3.0	-	1.5	-	2.5	.2	.2	2.7	.3	-	3.0
Petroleum refining and related industries .....	1.3	3.6	5.5	-	1.1	6.9	5.2	2.5	.8	9.4	-	38.5
Rubber and miscellaneous plastics products .....	16.0	.8	3.3	5.6	-	1.1	3.0	.5	1.7	-	-	2.8
Leather and leather products .....	.2	-	-	.2	-	-	1.0	.8	-	-	-	-
Stone, clay, and glass products .....	1.3	5.1	1.5	2.9	1.3	2.0	2.3	1.0	1.7	.7	1.0	1.9
Primary metal industries .....	3.5	4.6	8.0	2.1	1.3	2.9	7.3	2.5	1.7	.1	1.7	13.8
Fabricated metal products .....	6.0	5.2	5.6	3.3	3.3	2.3	1.2	.7	-	.2	.3	1.9
Machinery, except electrical .....	3.4	4.6	6.1	6.0	4.5	1.7	1.6	.3	.9	.8	.5	4.9
Transportation equipment .....	10.5	8.2	6.1	6.0	3.7	1.3	.8	-	.1	.7	.1	3.9
Instruments and related products .....	2.6	1.5	.9	.2	7.7	1.3	-	.1	-	.7	.1	11.7
Miscellaneous manufacturing industries .....	.3	3.4	-	.3	.6	2.2	.7	-	-	-	.5	.6

<sup>1</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 35. Distribution of Production and Related Workers by Expenditures for Yearend and Christmas Bonuses in Cents Per Hour Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—														
		No bonus expenditures	Yearend and Christmas bonus expenditures per hour paid for of—													
			Under 1 cent	1 and under 2 cents	2 and under 3 cents	3 and under 4 cents	4 and under 5 cents	5 and under 6 cents	6 and under 7 cents	7 and under 8 cents	8 and under 9 cents	9 and under 10 cents	10 and under 11 cents	11 and under 12 cents	12 and under 13 cents	13 cents and over
United States <sup>1</sup> .....	100.0	72.8	6.9	6.3	3.4	2.5	1.6	1.3	1.1	0.7	0.7	0.5	0.4	0.3	0.2	1.2
Northeast .....	100.0	71.0	7.6	6.3	2.9	3.5	1.8	.8	1.3	1.0	.7	.4	.4	.6	.1	1.6
South .....	100.0	68.1	10.2	8.8	4.1	2.4	1.5	.8	1.6	.4	.4	.6	( <sup>2</sup> )	( <sup>2</sup> )	-	.9
North Central .....	100.0	75.5	5.1	5.7	3.2	1.7	1.3	2.2	.9	.8	.5	.5	.8	.3	.4	1.0
West .....	100.0	80.0	3.7	3.2	4.2	2.0	1.5	1.2	.4	-	1.9	.4	.2	.3	( <sup>2</sup> )	.9
Food and kindred products .....	100.0	72.5	10.7	3.8	2.7	1.6	1.2	1.1	2.9	.8	1.0	.3	.5	-	.2	.7
Tobacco manufactures .....	100.0	73.2	17.5	3.1	-	.9	.6	3.8	-	-	-	-	-	-	.9	-
Textile mill products .....	100.0	61.1	16.5	13.0	3.0	3.5	.3	.1	.7	.7	.2	1.0	-	-	-	-
Apparel and other finished textile products .....	100.0	72.3	14.5	5.3	3.3	.2	2.7	.2	.2	.7	.4	-	-	-	-	.2
Lumber and wood products .....	100.0	68.3	5.5	9.2	7.9	4.4	1.4	-	1.2	.2	-	.6	-	.3	-	1.0
Furniture and fixtures .....	100.0	67.3	4.9	9.6	6.3	1.8	.8	2.9	1.5	2.9	.7	-	-	-	-	1.3
Paper and allied products .....	100.0	66.7	7.1	13.5	2.4	2.3	1.4	1.6	1.4	-	-	.4	.2	2.1	-	.9
Printing, publishing, and allied industries .....	100.0	65.2	3.1	9.0	7.1	2.8	2.0	2.4	1.5	1.8	-	1.1	-	.8	-	3.3
Rubber and miscellaneous plastics products .....	100.0	70.0	6.4	7.4	4.4	4.7	.8	2.3	1.3	1.3	-	-	.9	-	.6	-
Leather and leather products .....	100.0	75.0	6.1	7.8	4.0	1.8	1.1	.6	.7	.2	-	.8	.4	-	1.2	.3
Stone, clay, and glass products .....	100.0	75.1	5.0	6.6	3.2	2.0	2.3	.7	.5	1.1	.2	1.0	.3	.5	.2	1.1
Fabricated metal products .....	100.0	68.7	5.4	8.9	3.3	1.5	3.0	2.1	1.5	.9	1.4	.5	1.5	.7	.1	.6
Machinery, except electrical .....	100.0	73.5	4.2	3.1	6.8	.9	1.9	1.7	.9	1.0	2.3	.2	-	.9	-	2.5
Instruments and related products .....	100.0	50.9	5.1	6.7	3.1	3.9	3.7	6.2	2.9	.8	6.4	1.0	-	-	.2	9.1
Miscellaneous manufacturing industries .....	100.0	50.4	8.2	6.5	3.5	9.3	1.6	6.2	9.0	2.4	1.1	1.2	-	.4	-	.2

<sup>1</sup> Includes industries not shown separately.

<sup>2</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.



## Introduction

To determine what relationships existed between expenditures and certain selected establishment characteristics, such as average hourly earnings and establishment size, the establishments were grouped on the basis of the selected characteristics and separate expenditure ratios were computed. The ratios represent the relationship between expenditures for each supplement by establishments with the given characteristic and the payroll of all establishments with the given characteristic (whether or not they had expenditures).

For most supplements,<sup>50</sup> average expenditure ratios were higher for the classes of establishments exhibiting these characteristics: (1) Higher average hourly earnings; (2) larger size in terms of employment; (3) a majority of employees covered by collective bargaining agreements; and (4) metropolitan area location. However, it is difficult to ascertain the relative contribution of the individual characteristic to the level of expenditures, not only because establishment remuneration policies were influenced by a number of other factors, but also because these characteristics are generally interrelated. Moreover, the ordering of establishments into particular groupings may result in a concentration of particular industries in some groups, and it may not be possible to abstract the industry influence from the group level.

## Variations by Average Hourly Earnings

Frequent reference has been made in this report to the relationship between the levels of expenditure and industry average hourly earnings. Generally, it was found that interindustry variations in expenditures (whether measured in cents per hour or percent of payroll) were highly correlated with variations in average hourly earnings. To clarify the relationship, each establishment in the survey was classified according to its production worker average hourly earnings into a low, medium, or high earnings group. The average hourly earnings groups, each containing approximately one-third of the establishments, were: Under \$1.60 an hour, \$1.60 and under \$2.20 an hour, and \$2.20 or more. Although data so broadly grouped have many limitations for detailed analysis of relationships (for example, some industries have none or few establishments in one or the other groups), they do provide a general framework from which some conclusions may be drawn.

All major supplementary expenditures—except those legally required—represented increasing proportions of payroll in each succeeding higher earnings group. Paid leave amounted to 3.4 percent of gross payroll in the low earnings group, 5.1 in the middle group, and 6.8 percent in the high earnings group. The percentage increased equally between each group and was twice as much in the high as in the low group. Thus, the low earnings group of establishments paid for just under 2 weeks of leave and the high earnings group well over 3 weeks. Premium pay likewise increased in a similar progression, rising from 3.2 percent

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<sup>50</sup> Except legally required payments when considered in terms of percent of gross payroll of all establishments in the class.

in the low earnings group to 4.7 percent of gross payroll in the high earnings group. Unlike the other practices, employer contributions for the major legally required programs reach a ceiling of individual employee earnings beyond which such contributions cease. Consequently, the percent of gross payroll declined from 5.5 percent in the low earnings group to 4.1 percent in the high earnings group. The selected private welfare contribution equaled 2.7 percent of gross payroll in the low wage group, 4.3 percent in the middle, and 6.3 percent in the high wage group. The progression was most pronounced for pension and retirement plans, for which employers' contributions amounted to 0.6 percent in the low earnings group, rising to 3 percent in the high earnings group. (See table 36.)

The relationship observed between level of expenditures and earnings groups measured in percentage terms was more markedly apparent when measured in cents-per-hour terms. For each hour paid for, paid leave expenditures were four times as great in the high earnings group as in the low, rising from 4.6 cents to 18.7 cents an hour. Premium pay increased from 4.3 cents to 12.8 cents an hour; legally required payments, from 7.4 to 11.4 cents an hour; and the selected private welfare plans from 3.6 to 17.3 cents.

#### Variations by Size of Establishment

To determine whether there were relative variations in expenditures for supplementary remuneration practices by size of establishment, three size classes were used—under 100 employees, 100 to 499 employees, and 500 employees or more.

With few exceptions, expenditure ratios varied directly with size class of establishment. Expenditures for paid leave by establishments in the small size class equaled 4.3 percent of gross production worker payroll of all establishments in the size class; in the medium size class, it was 5.3 percent, and in the large size, 7 percent. (See table 37.)

As size of establishment increased, total premium pay expenditures rose from 3.7 percent to 4.1 percent and then to 4.7 percent. The rising ratios for total premiums are attributable entirely to expenditures for shift differentials. The lower ratios for overtime premiums that appear in the large size classes are explainable by the inability of some of the large establishments to report their premium payments by type. If premiums not reported separately were added to the overtime expenditures, the expenditure ratios in the three establishment size classes would probably become nearly identical. For premiums in particular, the expenditure ratios are highly related to the nature of the industry's operations. To the extent that continuous-process industries, for example, are concentrated in a particular size class, they would increase the expenditure ratio for the class.

The expenditure ratios for the sum of the private welfare plans were also directly related to establishment size, rising from 3.4 to 4.6 to 6.6 percent, but the relationship for yearend and Christmas bonuses ran counter to that for the other plans. To a great extent, the payment of yearend bonuses appears to be a characteristic of the small establishment size class.

In contrast to the totals for the other categories of supplements, total expenditures for legally required payments declined from 5.2 percent for the under 100 employee group to 4.1 percent for the 500 employee or more group. Although all the legally required items had a tendency to decline with increases in the size class, most of the decline in the total expenditure was attributable to workmen's compensation which for the large size class was less than half that in the small size class.

In terms of cents per hour paid for by all establishments in the size class, the pattern of relationship was similar, but the increases between size classes were much more pronounced. For paid leave, expenditures averaged 8.6 cents per hour for establishments with under 100 employees and just over twice as much for those with 500 employees or more. Premium pay expenditures varied from 7.4 to 11.8 cents per hour and those for private welfare plans showed the greatest difference—6.7 cents compared to 16.5 cents. Employer contributions for legally required payments declined insignificantly (from 10.3 cents to 10.2 cents), with rising social security contributions equalizing the effect of declining workmen's compensation costs.

#### Variations on Basis of Collective Bargaining Agreements

To determine whether there were differences in expenditures for supplementary benefits between relatively organized and unorganized establishments, respondents were asked to report whether a majority of their employees were covered by collective bargaining agreement or whether none or a minority were under such agreements.

Except for legally required payments, average expenditures were relatively higher for the class of establishments with a majority of employees under collective bargaining agreements. The expenditure ratios for the totals varied from 6.5 to 4.5 percent of gross production worker payroll for paid leave, from 4.4 to 4.1 percent for premium pay, and 5.8 to 4.3 percent for private welfare plans. For total premiums, the slightly higher ratio for establishments with a majority covered by agreements results entirely from the relatively higher expenditure for shift differentials. Among the private welfare plans, only yearend and Christmas bonuses were a higher expenditure ratio in the nonunionized establishment group. Expenditures for legally required insurance were 4.4 percent of the gross payroll of all establishments with a majority of workers covered by collective bargaining agreements and a slightly higher proportion (4.8 percent) of payroll of those with none or just a minority covered. (See table 38.)

In cents per hour paid for, the differences between the two establishment classifications were even more marked. The class with establishments with a majority of employees covered by agreements had higher relative expenditures for the totals for each of the supplement groups. The greatest variations were for total paid leave (15.9 and 8.4 cents per hour, respectively), and for the sum of the private welfare plans (14.1 and 8.1 cents). Smaller differences appeared for premium pay (10.7 compared to 7.7 cents per hour) and for legally required payments (10.6 compared with 8.9 cents per hour).

#### Variations on Basis of Location in Metropolitan and Nonmetropolitan Areas

The establishments reporting to the survey were classified as to location according to the Standard Metropolitan Statistical Areas defined by the Office of Statistical Standards, Bureau of the Budget.<sup>51</sup>

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<sup>51</sup> For further information, see Ch. VIII, Survey Methods and Definitions.

The differences between establishments in metropolitan and nonmetropolitan areas were less than they were when the establishments were grouped on the basis of the three selected characteristics already considered. For paid leave, the ratio was 6.3 percent of the gross payroll of all the establishments in metropolitan areas compared to 5.1 percent for those in nonmetropolitan areas; for private welfare plans the respective ratios were 5.8 and 4.6 percent. Premium pay expenditure ratios were almost identical in both areas—4.3 percent in metropolitan compared to 4.4 percent in nonmetropolitan—while for legally required payments the nonmetropolitan areas were slightly higher—4.7 percent as against 4.4 percent. (See table 39.)

In terms of cents per hour paid for, the differences were more pronounced than when expressed as percentage of payroll, and the rates were higher in the metropolitan areas for all main categories of expenditures. The average expenditures were: Paid leave—metropolitan areas 14.9 cents, nonmetropolitan areas 9.9 cents; premium pay—metropolitan 10.2 cents, nonmetropolitan 8.6 cents; legally required payments—10.4 cents and 9.2 cents; and private welfare plans—13.4 cents and 8.9 cents.

Table 36. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Manufacturing Industries by Average Hourly Earnings Group,<sup>1</sup> 1959

Practice	Percent of gross payroll			Percent of straight-time payroll			Cents per hour paid for			Cents per plant man-hour		
	Hourly earnings group—									Low	Middle	High
	Low	Middle	High	Low	Middle	High	Low	Middle	High			
Paid leave _____	3.4	5.1	6.8	3.5	5.4	7.1	4.6	9.8	18.7	4.7	10.4	20.1
Vacations _____	2.0	3.0	4.1	2.1	3.1	4.3	2.7	5.7	11.2	2.8	6.0	12.1
Sick leave _____	.1	.1	.3	.1	.1	.3	.1	.3	.8	.1	.3	.9
Holidays _____	1.3	2.0	2.3	1.3	2.1	2.5	1.7	3.9	6.5	1.8	4.1	7.0
Military, jury, witness, voting, and personal leave _____	( <sup>2</sup> )	( <sup>2</sup> )	.1	( <sup>2</sup> )	( <sup>2</sup> )	.1	( <sup>2</sup> )	4.1	.2	( <sup>2</sup> )	.1	.2
Premium pay _____	3.2	4.0	4.7	3.3	4.1	4.9	4.3	7.6	12.8	4.5	8.0	13.8
Daily overtime, weekly overtime, and weekend work _____	2.8	3.1	2.4	2.9	3.2	2.6	3.8	5.9	6.7	3.9	6.2	7.3
Holiday work _____	( <sup>1</sup> )	.1	.1	( <sup>2</sup> )	.1	.1	.1	.1	.4	.1	.1	.4
Shift differentials _____	.2	.5	1.1	.2	.6	1.1	.3	1.1	3.0	.3	1.1	3.2
Premium pay not reported separately _____	.1	.3	1.0	.2	.3	1.0	.2	.6	2.7	.2	.6	2.9
Legally required payments _____	5.5	5.0	4.1	5.7	5.2	4.3	7.4	9.5	11.4	7.7	10.1	12.2
Old-age, survivors, and dis- ability insurance (social security) _____	2.4	2.3	2.1	2.4	2.4	2.2	3.2	4.4	5.7	3.3	4.7	6.2
Unemployment compensation _____	2.1	1.6	1.2	2.2	1.7	1.3	2.9	3.1	3.4	3.0	3.3	3.7
Workmen's compensation _____	1.0	1.0	.7	1.0	1.0	.8	1.2	1.9	2.0	1.4	2.0	2.2
Other, including temporary disability insurance _____	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.1	( <sup>2</sup> )	.1	.1	( <sup>2</sup> )	.1	.1
Private welfare plans _____	2.7	4.3	6.3	2.8	4.5	6.6	3.6	8.3	17.3	3.7	8.7	18.6
Health, accident, and life insurance _____	1.2	1.8	2.3	1.3	1.9	2.4	1.7	3.5	6.4	1.7	3.7	6.9
Pension and retirement plans _____	.6	1.6	3.0	.6	1.7	3.1	.8	3.1	8.2	.9	3.3	8.9
Vacation and holiday funds _____	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.1	.1	.1	.1	.1	.1
Supplemental unemployment benefits _____	( <sup>2</sup> )	( <sup>2</sup> )	.2	( <sup>2</sup> )	( <sup>2</sup> )	.2	( <sup>2</sup> )	( <sup>2</sup> )	.6	( <sup>2</sup> )	( <sup>2</sup> )	.6
Severance or dismissal pay _____	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.1	( <sup>2</sup> )	( <sup>2</sup> )	.1
Savings and thrift plans _____	( <sup>2</sup> )	( <sup>2</sup> )	.1	( <sup>2</sup> )	( <sup>2</sup> )	.1	( <sup>2</sup> )	( <sup>2</sup> )	.3	( <sup>2</sup> )	( <sup>2</sup> )	.3
Yearend and Christmas bonuses _____	.6	.7	.4	.6	.7	.4	.8	1.3	1.1	.9	1.3	1.2
Private welfare plans not reported separately _____	.1	.2	.2	.1	.2	.2	.2	.3	.5	.2	.3	.6

<sup>1</sup> The establishments reporting to the survey were divided into 3 groups, each containing approximately one-third of the establishments. The lower average hourly earnings group included establishments reporting under \$1.60 per hour; the middle third, \$1.60 and under \$2.20; the higher earnings establishments, \$2.20 or more.  
<sup>2</sup> Less than 0.05 percent or 0.05 cent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 37. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Manufacturing Industries by Establishment Size Group, 1959

Practice	Percent of gross payroll			Percent of straight-time payroll			Cents per hour paid for			Cents per plant man-hour		
	Establishments with—											
	Under 100 employees	100-499 employees	500 or more employees	Under 100 employees	100-499 employees	500 or more employees	Under 100 employees	100-499 employees	500 or more employees	Under 100 employees	100-499 employees	500 or more employees
Paid leave -----	4.3	5.3	7.0	4.5	5.5	7.3	8.6	10.6	17.6	9.0	11.2	18.9
Vacations -----	2.4	3.2	4.2	2.5	3.3	4.4	4.9	6.3	10.6	5.1	6.7	11.4
Sick leave -----	.1	.1	.3	.2	.1	.3	.3	.3	.8	.3	.3	.9
Holidays -----	1.7	2.0	2.4	1.8	2.1	2.5	3.4	4.0	6.0	3.6	4.3	6.4
Military, jury, witness, voting, and personal leave ----	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	( <sup>1</sup> )	.2	( <sup>1</sup> )	( <sup>1</sup> )	.2
Premium pay -----	3.7	4.1	4.7	3.9	4.2	4.9	7.4	8.1	11.8	7.8	8.6	12.7
Daily overtime, weekly overtime, and weekend work ----	3.3	2.9	2.2	3.5	3.1	2.3	6.6	5.9	5.5	6.9	6.2	6.0
Holiday work -----	.1	.1	.1	.1	.1	.1	.1	.2	.3	.1	.2	.3
Shift differentials -----	.2	.6	1.3	.2	.6	1.3	.4	1.2	3.2	.4	1.3	3.4
Premium pay not reported separately -----	.2	.4	1.1	.2	.4	1.2	.3	.8	2.8	.4	.9	3.0
Legally required payments -----	5.2	4.8	4.1	5.4	5.0	4.3	10.3	9.6	10.2	10.7	10.2	11.0
Old-age, survivors, and dis- ability insurance (social security) -----	2.2	2.2	2.1	2.3	2.3	2.2	4.4	4.5	5.3	4.6	4.7	5.7
Unemployment compensation ----	1.6	1.6	1.3	1.7	1.6	1.4	3.3	3.1	3.3	3.4	3.3	3.5
Workmen's compensation -----	1.3	1.0	.6	1.3	1.0	.6	2.5	1.9	1.5	2.6	2.1	1.6
Other, including temporary disability insurance -----	.1	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	( <sup>1</sup> )	.1	.1	.1	.1	.1	.1
Private welfare plans -----	3.4	4.6	6.6	3.5	4.8	6.9	6.7	9.2	16.5	7.0	9.7	17.8
Health, accident, and life insurance -----	1.4	2.0	2.4	1.5	2.1	2.5	2.8	4.0	6.0	3.0	4.2	6.4
Pension and retirement plans ----	.9	1.8	3.3	.9	1.9	3.4	1.7	3.6	8.2	1.8	3.8	8.8
Vacation and holiday funds -----	.1	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	( <sup>1</sup> )	.2	( <sup>1</sup> )	( <sup>1</sup> )	.2	( <sup>1</sup> )	( <sup>1</sup> )
Supplemental unemployment benefits -----	( <sup>1</sup> )	.1	.2	( <sup>1</sup> )	.1	.2	( <sup>1</sup> )	.1	.6	( <sup>1</sup> )	.1	.6
Severance or dismissal pay -----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	.1	.1	( <sup>1</sup> )	.1
Savings and thrift plans -----	.1	( <sup>1</sup> )	.1	.1	( <sup>1</sup> )	.1	.1	.1	.2	.1	.1	.2
Yearend and Christmas bonuses -----	.7	.5	.4	.7	.6	.4	1.4	1.1	1.0	1.4	1.2	1.1
Private welfare plans not reported separately -----	.2	.1	.2	.2	.1	.2	.4	.2	.5	.5	.2	.5

<sup>1</sup> Less than 0.05 percent or 0.05 cent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 38. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Manufacturing Industries by Collective Bargaining Agreement Coverage, 1959

Practice	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant man-hour	
	Establishments with—							
	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered
Paid leave _____	6.5	4.5	6.9	4.7	15.9	8.4	17.1	8.8
Vacations _____	3.9	2.6	4.1	2.7	9.6	4.8	10.3	5.0
Sick leave _____	.2	.3	.2	.3	.5	.5	.6	.5
Holidays _____	2.3	1.6	2.4	1.7	5.7	3.0	6.1	3.2
Military, jury, witness, voting, and personal leave _____	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.1	.1	.1	.1
Premium pay _____	4.4	4.1	4.6	4.3	10.7	7.7	11.5	8.0
Daily overtime, weekly overtime, and weekend work _____	2.4	3.3	2.5	3.4	5.8	6.1	6.2	6.4
Holiday work _____	.1	.1	.1	.1	.3	.1	.3	.1
Shift differentials _____	1.0	.4	1.1	.4	2.5	.8	2.7	.8
Premiums not reported separately _____	.9	.4	.9	.4	2.1	.7	2.3	.7
Legally required payments _____	4.4	4.8	4.6	5.0	10.6	8.9	11.4	9.3
Old-age, survivors, and disability insurance (social security) _____	2.1	2.2	2.2	2.3	5.2	4.2	5.6	4.3
Unemployment compensation _____	1.4	1.6	1.5	1.6	3.4	2.9	3.7	3.0
Workmen's compensation _____	.8	1.0	.8	1.0	1.9	1.8	2.0	1.9
Other, including temporary disability insurance _____	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.1	.1	.1	.1
Private welfare plans _____	5.8	4.3	6.1	4.5	14.1	8.1	15.1	8.4
Health, accident, and life insurance _____	2.3	1.5	2.4	1.6	5.6	2.8	6.0	3.0
Pension and retirement plans _____	2.7	1.6	2.8	1.7	6.5	3.0	7.0	3.1
Vacation and holiday funds _____	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	.1	( <sup>1</sup> )
Supplemental unemployment benefits _____	.2	( <sup>1</sup> )	.2	( <sup>1</sup> )	.4	( <sup>1</sup> )	.5	( <sup>1</sup> )
Severance or dismissal pay _____	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	.1	( <sup>1</sup> )
Savings and thrift plans _____	.1	( <sup>1</sup> )	.1	( <sup>1</sup> )	.2	.1	.2	.1
Yearend and Christmas bonuses _____	.2	1.1	.3	1.2	.6	2.1	.6	2.2
Private welfare plans not reported separately _____	.2	( <sup>1</sup> )	.2	( <sup>1</sup> )	.6	( <sup>1</sup> )	.6	( <sup>1</sup> )

<sup>1</sup> Less than 0.05 percent or 0.05 cent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 39. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Manufacturing Industries by Metropolitan and Nonmetropolitan Area Location, 1959

Practice	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant man-hour	
	Metropolitan	Nonmetropolitan	Metropolitan	Nonmetropolitan	Metropolitan	Nonmetropolitan	Metropolitan	Nonmetropolitan
Paid leave -----	6.3	5.1	6.6	5.3	14.9	9.9	15.9	10.3
Vacations -----	3.7	3.1	3.9	3.2	8.8	6.0	9.4	6.3
Sick leave -----	.3	.2	.3	.2	.6	.3	.6	.3
Holidays -----	2.3	1.8	2.4	1.8	5.4	3.4	5.7	3.6
Military, jury, witness, voting, and personal leave ----	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	.1	.1	.1	.1
Premium pay -----	4.3	4.4	4.5	4.6	10.2	8.6	10.8	9.1
Daily overtime, weekly overtime, and weekend work ---	2.5	3.1	2.6	3.2	5.8	6.0	6.2	6.3
Holiday work -----	.1	.1	.1	.1	.3	.2	.3	.2
Shift differentials -----	.9	.7	.9	.8	2.2	1.4	2.3	1.5
Premiums not reported separately -----	.8	.5	.8	.6	1.9	1.0	2.0	1.1
Legally required payments -----	4.4	4.7	4.6	4.9	10.4	9.2	11.1	9.7
Old-age, survivors, and disability insurance (social security) -----	2.1	2.2	2.2	2.3	5.1	4.4	5.4	4.6
Unemployment compensation ---	1.4	1.5	1.5	1.6	3.4	2.9	3.6	3.1
Workmen's compensation -----	.8	.9	.8	1.0	1.9	1.8	2.0	1.9
Other, including tempo- rary disability insurance ----	.1	( <sup>1</sup> )	.1	( <sup>1</sup> )	.1	( <sup>1</sup> )	.1	( <sup>1</sup> )
Private welfare plans -----	5.8	4.6	5.9	4.8	13.4	8.9	14.3	9.4
Health, accident, and life insurance -----	2.2	1.9	2.2	2.0	5.1	3.7	5.4	3.8
Pension and retirement plans ---	2.5	2.0	2.6	2.1	6.0	3.9	6.4	4.1
Vacation and holiday funds ----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	.1	( <sup>1</sup> )
Supplemental unemployment benefits -----	.1	.1	.2	.1	.4	.2	.4	.2
Severance or dismissal pay ----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	.1	( <sup>1</sup> )	.1	( <sup>1</sup> )
Savings and thrift plans -----	.1	.1	.1	.1	.2	.1	.2	.1
Yearend and Christmas bonuses -----	.5	.5	.5	.5	1.2	1.0	1.2	1.0
Private welfare plans not reported separately -----	.2	( <sup>1</sup> )	.2	( <sup>1</sup> )	.5	.1	.6	.1

<sup>1</sup> Less than 0.05 percent or 0.05 cent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Previous sections of this report have indicated the widespread observance of paid leave practices for production workers and the proportion of payroll dollars such practices represent. Equally significant is the proportion of payroll hours they represent. As the magnitude of paid leave hours grew, total payroll hours became less accurate as a measure of the labor input factor of production. In 1959, plant hours (i. e., total hours paid for minus leave hours paid for) averaged 94.1 percent of the total hours for which production workers were paid in manufacturing. Except for the South (in which plant hours averaged 95.5 percent), the plant hour ratios in each of the broad economic regions studied were about the same as the ratio for the United States as a whole. Important differences existed, however, among the major industry groups. Ratios of plant hours to total hours paid for ranged from a high of 97.1 percent in the lumber and wood products group to a low of 89.3 percent in the petroleum industries group. (See table 40.)

The term plant hours, as used in this survey, covers all the hours spent at the plant, including such nonwork time as paid rest periods, paid lunch periods, and standby or reporting time. Paid leave hours are defined as the number of hours for which pay was received rather than the time absent from the plant. If a worker did not receive full pay for an absence, paid leave hours represented the man-hours equivalent to the pay received.

For all manufacturing establishments in 1959, therefore, hours at the plant accounted for 94.1 percent, and paid leave hours 5.9 percent of total payroll hours. Of the 5.9 percent for paid leave hours, 3.4 percent were for vacation, 0.2 percent for sick leave, 2.2 percent for holidays, and the remainder for military, jury, witness, voting, and personal leave. Paid vacation hours accounted for more than half of all the paid leave hours in each of the industry groups except ordnance (49 percent) and as much as 69 percent in textiles.

The Bureau made an identical survey of the composition of payroll hours in manufacturing in 1958. Before attempting industry group comparisons between 1958 and 1959, it should be noted that the industry groups are not entirely comparable, as the industry classification for the 1958 study was based on the 1945 edition of the Standard Industrial Classification Manual, whereas in the 1959 study, it was based on the 1957 edition. (See Ch. VIII, Survey Methods and Definitions, for further details on classification changes.) At the all-manufacturing level, where comparisons are more feasible, considerable stability was found between years in the ratios, with plant hours in 1958 averaging 94 percent of total hours paid for and paid leave hours including 3.6 percent for vacations, 2.2 percent for holidays, 0.2 percent for sick leave, and less than 0.05 percent for other leave.<sup>52</sup>

As a percentage of total payroll hours in 1959, vacations ranged from 1.8 percent in the lumber group to 5.5 percent in the petroleum group. Although some paid sick leave hours were reported in each of the industry groups, they exceeded 1 percent of the payroll hours only in ordnance (1.1 percent) and petroleum (2.2 percent). Paid holidays were the second most important paid leave practice, ranging from 2.8 percent of payroll hours in petroleum down to 1 percent in the textiles and lumber industries. (See table 40.)

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<sup>52</sup> Composition of Payroll Hours in Manufacturing, 1958, BLS Bull. 1283 (1960).

Although paid leave practices were widespread, they were not universal. Manufacturing establishments providing no paid leave employed 4.2 percent of the production workers. This does not imply that 95.8 percent of the workers actually were paid for leave, but only that they were in establishments that had such practices. Most vacation plans have some length-of-service eligibility requirements which, in any single year, exclude some short-term workers from vacation. In the South, establishments with no paid leave employed 10 percent of the workers, whereas in the North Central region, such plants had only 1 percent of the workers. Some establishments in all but three of the major industry groups (ordnance, petroleum, and primary metals) had no paid leave in 1959; in only two industries were substantial proportions of the workers employed in these establishments: 17.1 percent in apparel and 22.8 percent in lumber. (See table 41.)

The distribution of production workers according to establishment-paid leave ratios ranged from under 1 percent to more than 11 percent. A majority of workers in all manufacturing were employed in establishments in which the ratios were between 4 and 8 percent. In most industry groups, the distributions were equally wide, although some industries had large concentrations of workers within very narrow limits, others had less concentration, and still others had concentrations in widely separated intervals. For example, nearly a third of the workers in the paper industries were employed in plants with a paid leave ratio of 6 to 7 percent. In the furniture and fixtures industries, about one-seventh of the workers were found in each of the four intervals between 3 and 7 percent. In ordnance, however, about one-fourth of the workers were found in the 5- to 6-percent interval and in the 9- to 10-percent interval. Although some of this variation in distribution reflects the relative prevalence of the individual leave practices, vacations were the most important contributing factor. Also underlying some of the differences among the major industry groups is the relative homogeneity of the wage and benefit practices in the industries comprising the group. For example, in the food group are found the relatively concentrated meatpacking industries and the widely divergent seasonal canning operations. Such differences are highlighted in the lumber group where, for example, one-fourth of the workers were in establishments providing no vacations. Most of these, however, were probably employed in the lumbering operations of the South; virtually all the western operations have vacation practices.<sup>53</sup>

Without exception, paid leave hours constituted a larger proportion of payroll hours in establishments in the large-size class than in the small. Large establishments were defined as those with 500 or more workers and small establishments as those with fewer than 100 employees. Overall, 7.1 percent of payroll hours were paid leave hours in the large establishment class and 4.1 percent in the small. Some of this difference is attributable to the industry mix between the size classes. Nevertheless, differences were found in each of the industry groups, in some groups, quite substantial differences. For example, in apparel, lumber, and rubber, the proportion of payroll hours represented by total paid leave hours in the large plants class was more than twice as high as in the small plants class. On the other hand, the differences were small in such industry groups as textiles, furniture, and petroleum. Separately, vacation hours and holiday hours generally constituted a larger proportion of payroll hours in the large-size class than in the small, but some exceptions were found. In petroleum, both the vacation hours ratio and the holiday hours ratio were higher in the small establishment class than in the large establishment class. In textiles, the average vacation

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<sup>53</sup> See Wage Structure: West Coast Sawmilling, July 1959, BLS Report 156 (1960), p. 34; and Wage Structure: Southern Sawmills, April 1957, BLS Report 130 (1958), p. 32.

leave hour ratio was higher in the larger establishments class (1.7 v. 2.8 percent), but the holiday leave ratio was higher in the smaller establishments class (1.4 v. 0.9 percent). Although the vacation hour ratios were higher in the larger size class, the holiday ratios were the same in both size classes in the furniture, paper, and printing industry groups. (See table 45.)

Differences were also found in leave hour ratios between establishments in which a majority of the workers were covered by collective bargaining agreements and those in which none or a minority were covered by such agreements. Overall, the paid leave hours accounted for 6.7 percent of payroll hours in union plants and varied slightly among the regions—from 6.3 percent in the West to 6.8 percent in the North Central. The average for the nonunion plants was 4.2 percent but varied considerably among the regions—from 2.8 percent in the South to 5.3 percent in the Northeast. In each industry group, paid leave hours represented a higher proportion of payroll hours in the establishments in which a majority of workers were covered by collective bargaining agreements. Among the industries tabulated separately, leave hour ratios in the union plants ranged from 3.9 percent in apparel to 11.3 percent in petroleum. The range among the nonunion plants was 1.8 percent in lumber to 7.7 percent in ordnance. The ranges do not indicate the very wide differences that prevailed in some industry groups. In the lumber group, for example, the ratio for the union plants was 4.5 percent compared with 1.8 percent in the nonunion plants. In stone, clay, and glass products the ratios were 6 percent and 3 percent. The same relationships held for vacation and holiday leave hour ratios, except in tobacco where both types of establishments had the same ratio (2 percent) for paid holiday hours. (See table 46.)

The ratios of vacation and holiday hours provide a general guide to the average length of vacation and number of holidays. However, these vary for individual workers. The survey data permitted tabulation of the distribution of workers by the length of vacation actually paid for in 1959, and by the number of paid holidays actually observed in that year. In all of manufacturing, of the production workers receiving vacation pay, 5.1 percent received less than 1 week's pay, 26.6 percent received 1 but less than 2 weeks, 45.5 percent received 2 but less than 3 weeks, 20.4 percent received 3 but less than 4 weeks, and 2.4 percent received 4 weeks or more. At least one-third of the workers received 3 or more weeks of vacation pay in the printing, petroleum, rubber, and primary metals industry group. Two-fifths or more of the workers received less than 2 weeks of vacation pay in the textile, apparel, lumber, furniture, leather, and miscellaneous manufacturing industry groups. (See table 47.) Although the number of paid holidays observed in 1959 ranged from  $\frac{1}{2}$  day to 11 or more days, nearly two-fifths of the workers were in plants which had 7 days. Nearly one-fifth were in plants which had 6 days. (See table 48.)

Table 40. Plant Hours and Paid Leave Hours as a Percent of Total Hours Paid For by Region and Manufacturing Industry Group, 1959

Region and industry group	Total hours paid for	Plant hours	Paid leave hours <sup>1</sup>				
			Total	Vacations	Holidays	Sick leave	Other <sup>2</sup>
United States <sup>3</sup> .....	100.0	94.1	5.9	3.4	2.2	0.2	( <sup>4</sup> )
Northeast .....	100.0	93.8	6.2	3.5	2.4	.2	( <sup>4</sup> )
South .....	100.0	95.5	4.5	2.8	1.4	.2	( <sup>4</sup> )
North Central .....	100.0	93.6	6.4	3.8	2.3	.2	( <sup>4</sup> )
West .....	100.0	94.3	5.7	3.2	2.1	.4	( <sup>4</sup> )
Ordnance and accessories .....	100.0	92.2	7.8	3.8	2.7	1.1	0.1
Food and kindred products .....	100.0	94.2	5.8	3.4	2.0	.4	( <sup>4</sup> )
Tobacco manufactures .....	100.0	94.5	5.5	3.3	2.0	.2	( <sup>4</sup> )
Textile mill products .....	100.0	96.4	3.6	2.5	1.0	( <sup>4</sup> )	( <sup>4</sup> )
Apparel and other finished							
textile products .....	100.0	96.4	3.6	1.9	1.7	( <sup>4</sup> )	( <sup>4</sup> )
Lumber and wood products .....	100.0	97.1	2.9	1.8	1.0	( <sup>4</sup> )	( <sup>4</sup> )
Furniture and fixtures .....	100.0	95.4	4.6	2.7	1.8	( <sup>4</sup> )	( <sup>4</sup> )
Paper and allied products .....	100.0	93.7	6.3	3.9	2.3	.1	.1
Printing, publishing, and							
allied industries .....	100.0	93.7	6.3	4.0	2.2	.2	( <sup>4</sup> )
Petroleum refining and							
related industries .....	100.0	89.3	10.7	5.5	2.8	2.2	.2
Rubber and miscellaneous							
plastics products .....	100.0	93.6	6.4	4.0	2.3	.1	.1
Leather and leather products .....	100.0	94.8	5.2	2.9	2.2	( <sup>4</sup> )	( <sup>4</sup> )
Stone, clay, and glass							
products .....	100.0	94.9	5.1	3.1	1.9	.1	( <sup>4</sup> )
Primary metal industries .....	100.0	92.5	7.5	4.8	2.6	.1	( <sup>4</sup> )
Fabricated metal products .....	100.0	94.2	5.8	3.4	2.3	.1	( <sup>4</sup> )
Machinery, except electrical .....	100.0	93.4	6.6	4.0	2.4	.1	( <sup>4</sup> )
Transportation equipment .....	100.0	93.0	7.0	4.0	2.6	.4	( <sup>4</sup> )
Instruments and related							
products .....	100.0	93.2	6.8	3.6	2.6	.5	.1
Miscellaneous manufacturing							
industries .....	100.0	94.8	5.2	2.9	2.2	.1	.1

<sup>1</sup> Includes only leave for which the employer made payment direct to the worker. Employer contributions to funds that distribute benefits to workers are excluded.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave.

<sup>3</sup> Includes industries not shown separately.

<sup>4</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 41. Distribution of Production and Related Workers by Paid Leave Hours<sup>1</sup> as a Percent of Total Hours Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—												
		No paid leave	Paid leave hours as a percent of total hours paid for of—											11 percent and over
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	
United States <sup>2</sup>	100.0	4.2	1.8	4.4	4.9	8.3	11.2	13.0	18.2	14.4	8.3	7.1	2.4	1.9
Northeast	100.0	4.3	1.3	3.2	4.9	6.0	11.0	12.4	16.5	15.8	11.9	6.7	3.9	2.1
South	100.0	10.0	4.8	9.7	7.9	15.8	10.8	9.9	12.4	7.2	3.1	4.9	1.7	1.9
North Central	100.0	1.0	.6	1.9	2.5	5.0	11.2	16.3	23.9	18.5	8.5	7.2	1.7	1.7
West	100.0	2.3	1.2	6.0	7.4	11.6	12.2	10.7	16.6	10.6	6.0	12.9	.9	1.6
Ordnance and accessories	100.0	-	-	-	-	.3	9.0	24.7	5.2	17.9	5.5	22.8	7.9	6.7
Food and kindred products	100.0	5.1	3.0	8.0	4.4	8.2	8.4	9.2	16.9	14.6	8.1	6.5	4.1	3.5
Tobacco manufactures	100.0	1.0	5.3	6.9	1.8	11.8	5.6	14.1	30.7	13.3	4.9	4.5	-	-
Textile mill products	100.0	4.2	4.1	12.9	16.1	25.9	15.4	11.9	5.2	2.9	1.1	-	-	.2
Apparel and other finished textile products	100.0	17.1	5.1	11.1	10.4	13.1	13.4	8.8	12.4	5.0	2.1	1.5	-	-
Lumber and wood products	100.0	22.8	5.1	9.6	13.9	19.3	13.8	7.4	5.6	1.3	1.2	-	-	-
Furniture and fixtures	100.0	1.6	3.5	12.1	8.1	16.2	12.8	15.0	16.0	6.6	3.2	2.0	.9	2.1
Paper and allied products	100.0	.1	1.1	.5	3.4	3.5	10.1	15.9	30.6	26.3	6.0	.5	1.7	.3
Printing, publishing, and allied industries	100.0	1.3	.2	1.6	2.7	4.0	10.2	19.4	23.9	15.7	12.4	5.7	2.1	.8
Petroleum refining and related industries	100.0	-	.3	-	2.2	1.2	.4	.8	2.7	2.4	7.7	18.0	14.0	50.3
Rubber and miscellaneous plastics products	100.0	3.9	.4	3.0	2.7	7.4	6.6	6.0	19.0	17.5	21.3	11.4	.5	.3
Leather and leather products	100.0	3.7	1.8	1.8	5.4	7.6	23.8	20.6	16.6	10.7	6.8	1.1	-	.2
Stone, clay, and glass products	100.0	4.7	2.8	4.5	4.7	9.0	17.3	14.7	20.5	13.1	7.5	-	.6	.5
Primary metal industries	100.0	-	-	.2	.8	3.8	8.6	9.5	17.2	12.8	9.5	27.8	8.1	1.7
Fabricated metal products	100.0	2.2	.6	2.9	3.4	6.3	12.0	21.4	21.6	19.9	6.8	1.6	.9	.2
Machinery, except electrical	100.0	.9	-	1.1	2.8	5.7	6.8	13.3	27.2	20.0	8.3	10.9	1.4	1.8
Transportation equipment	100.0	1.0	-	.9	.6	3.2	6.4	10.3	28.2	18.6	17.9	9.0	3.0	1.0
Instruments and related products	100.0	.1	.9	.5	2.0	3.7	18.5	12.2	12.5	23.6	9.3	4.7	10.8	1.3
Miscellaneous manufacturing industries	100.0	2.0	1.8	3.5	6.1	11.1	18.4	23.3	10.7	14.5	6.5	1.7	-	.4

<sup>1</sup> Includes only leave for which the employer made payment direct to the worker. Employer contributions to funds that distribute benefits to workers are excluded.

<sup>2</sup> Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 42. Distribution of Production and Related Workers by Paid Vacation Hours<sup>1</sup> as a Percent of Total Hours Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—													
		No paid vacations	Paid vacation hours as a percent of total hours paid for of—											11 percent and over	
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent		
United States <sup>2</sup> .....	100.0	6.6	3.2	10.4	16.4	24.1	23.1	10.0	4.9	1.2	0.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Northeast .....	100.0	9.3	2.2	9.0	15.4	21.5	24.8	10.8	5.3	1.7	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
South .....	100.0	11.7	6.7	15.9	16.9	24.2	13.2	7.1	2.9	1.1	.2	-	-	-	( <sup>3</sup> )
North Central .....	100.0	1.7	1.2	6.6	16.3	26.3	29.8	11.8	5.0	.9	.2	.0	.1	-	( <sup>3</sup> )
West .....	100.0	3.0	5.8	16.7	19.0	25.1	15.4	7.3	7.6	.2	-	-	-	-	-
Ordnance and accessories .....	100.0	-	-	.3	36.9	18.1	34.0	3.4	7.4	-	-	-	-	-	-
Food and kindred products .....	100.0	6.1	6.6	12.3	14.4	21.4	22.7	8.3	7.0	1.2	-	-	-	-	-
Tobacco manufactures .....	100.0	5.1	12.0	3.2	9.7	23.6	41.0	5.3	-	-	-	-	-	-	-
Textile mill products .....	100.0	9.4	4.7	19.2	25.7	33.0	6.4	1.0	.4	-	.2	-	-	-	-
Apparel and other finished textile products .....	100.0	34.8	6.1	15.7	10.8	20.2	11.0	.8	.6	-	-	-	-	-	-
Lumber and wood products .....	100.0	24.6	10.4	18.1	28.2	14.4	3.9	-	.4	-	-	-	-	-	-
Furniture and fixtures .....	100.0	4.2	5.0	26.3	21.4	26.2	10.9	2.2	2.3	-	1.4	-	-	-	0.3
Paper and allied products .....	100.0	.2	2.6	5.6	15.4	23.9	36.9	13.1	1.9	-	.2	-	-	-	-
Printing, publishing, and allied industries .....	100.0	1.7	1.0	6.5	12.3	22.5	31.5	21.5	1.8	1.0	-	-	-	-	-
Petroleum refining and related industries .....	100.0	.3	-	3.8	.8	4.1	14.6	43.6	25.1	7.7	-	-	-	-	-
Rubber and miscellaneous plastics products .....	100.0	3.9	1.9	11.2	11.5	16.4	20.7	19.9	14.2	-	-	-	-	0.3	-
Leather and leather products .....	100.0	5.0	2.1	15.7	29.7	26.2	16.8	3.7	.6	-	-	-	-	.2	-
Stone, clay, and glass products .....	100.0	5.9	4.1	12.0	20.6	26.1	20.0	10.2	.7	.5	-	-	-	-	-
Primary metal industries .....	100.0	.2	.8	5.4	7.5	17.3	17.5	18.7	23.5	9.1	-	-	-	-	-
Fabricated metal products .....	100.0	2.7	2.5	8.6	23.4	27.1	27.5	5.0	3.1	.2	-	-	-	-	-
Machinery, except electrical .....	100.0	1.3	1.2	6.8	11.4	25.3	31.9	16.3	3.8	1.2	.5	.3	-	-	-
Transportation equipment .....	100.0	1.0	.2	5.4	7.8	29.4	40.1	10.4	5.3	.4	-	-	-	-	-
Instruments and related products .....	100.0	.5	1.1	6.6	23.8	32.3	16.8	17.3	1.6	-	-	-	-	-	-
Miscellaneous manufacturing industries .....	100.0	2.9	3.7	19.8	30.2	24.8	14.1	4.2	.2	-	-	-	-	-	-

<sup>1</sup> Includes only vacation hours for which the employer made payment direct to the worker. Employer contributions to funds which distribute vacation benefits to workers are excluded.

<sup>2</sup> Includes industries not shown separately.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 43. Distribution of Production and Related Workers by Paid Holiday Hours<sup>1</sup> as a Percent of Total Hours Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—						
		No paid holidays	Paid holiday hours as a percent of total hours paid for of—					5 percent and over
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	
United States <sup>2</sup> .....	100.0	10.9	5.1	16.3	50.0	16.2	1.5	0.1
Northeast .....	100.0	7.2	3.2	13.6	48.8	23.7	3.3	.1
South .....	100.0	29.2	11.5	20.5	32.7	5.5	.6	.1
North Central .....	100.0	3.8	2.9	16.5	61.4	15.0	.5	( <sup>3</sup> )
West .....	100.0	9.4	5.3	16.6	51.9	16.1	.7	-
Ordnance and accessories .....	100.0	-	-	2.1	78.8	14.9	4.2	-
Food and kindred products .....	100.0	13.1	10.0	17.0	42.3	14.3	3.3	.1
Tobacco manufactures .....	100.0	5.9	11.2	15.7	66.0	1.2	-	-
Textile mill products .....	100.0	38.1	19.0	17.9	20.1	3.9	1.0	-
Apparel and other finished textile products .....	100.0	25.5	8.0	20.3	33.2	12.4	.5	.1
Lumber and wood products .....	100.0	41.8	9.4	24.4	22.1	2.3	-	-
Furniture and fixtures .....	100.0	17.8	3.9	19.7	46.8	10.8	1.0	-
Paper and allied products .....	100.0	1.0	2.7	16.6	73.0	6.7	-	-
Printing, publishing, and allied industries .....	100.0	5.9	6.6	22.3	49.5	12.7	3.1	-
Petroleum refining and related industries .....	100.0	-	7.5	8.6	43.8	34.6	5.5	-
Rubber and miscellaneous plastics products .....	100.0	6.3	1.6	10.8	74.6	6.0	.3	.5
Leather and leather products .....	100.0	8.4	3.5	15.7	53.2	17.9	1.3	-
Stone, clay, and glass products .....	100.0	11.4	5.3	26.9	49.9	5.6	.9	-
Primary metal industries .....	100.0	.7	.6	15.0	47.4	35.7	.6	( <sup>3</sup> )
Fabricated metal products .....	100.0	5.6	2.6	16.9	55.7	19.0	.2	-
Machinery, except electrical .....	100.0	3.9	1.0	15.6	57.5	20.6	1.5	( <sup>3</sup> )
Transportation equipment .....	100.0	1.4	.6	7.6	70.9	17.2	2.3	-
Instruments and related products .....	100.0	.7	2.2	12.1	65.6	15.9	2.6	.9
Miscellaneous manufacturing industries .....	100.0	8.9	6.5	16.7	48.1	14.9	4.9	-

<sup>1</sup> Includes only holiday leave for which the employer made payment direct to the worker. Employer contributions to funds which distribute holiday benefits to workers are excluded.

<sup>2</sup> Includes industries not shown separately.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not total 100.

Table 44. Distribution of Production and Related Workers by Paid Sick Leave Hours<sup>1</sup> as a Percent of Total Hours Paid For, Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments with—					
		No paid sick leave expenditures	Paid sick leave hours as a percent of total hours paid for of—				
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 percent and over
United States <sup>2</sup> .....	100.0	77.4	13.4	6.2	2.2	0.7	0.1
Northeast .....	100.0	76.9	14.1	4.7	3.0	1.1	.2
South .....	100.0	77.2	15.0	4.5	2.8	.4	-
North Central .....	100.0	81.8	10.8	6.0	.8	.6	-
West .....	100.0	63.9	16.8	15.9	2.7	.7	-
Ordnance and accessories .....	100.0	39.6	16.1	22.5	15.2	-	6.7
Food and kindred products .....	100.0	60.3	25.0	11.4	1.9	1.5	-
Tobacco manufactures .....	100.0	54.2	40.8	5.0	-	-	-
Textile mill products .....	100.0	92.2	7.4	.3	( <sup>3</sup> )	-	-
Apparel and other finished textile products .....	100.0	87.0	11.8	.8	.3	-	-
Lumber and wood products .....	100.0	89.6	9.7	.7	-	-	-
Furniture and fixtures .....	100.0	89.7	9.1	.5	.7	-	-
Paper and allied products .....	100.0	81.9	12.6	4.9	.2	.3	-
Printing, publishing, and allied industries .....	100.0	74.9	19.1	5.3	.7	-	-
Petroleum refining and related industries .....	100.0	8.8	5.7	26.4	24.6	34.5	-
Rubber and miscellaneous plastics products .....	100.0	90.6	7.7	1.7	-	-	-
Leather and leather products .....	100.0	88.1	10.8	1.1	-	-	-
Stone, clay, and glass products .....	100.0	89.3	8.6	2.0	-	.1	-
Primary metal industries .....	100.0	92.4	5.2	2.4	-	-	-
Fabricated metal products .....	100.0	86.5	11.5	1.8	.2	-	-
Machinery, except electrical .....	100.0	85.6	10.5	.9	2.5	.6	-
Transportation equipment .....	100.0	65.5	14.8	10.0	9.6	-	-
Instruments and related products .....	100.0	56.6	15.5	26.4	1.4	.1	-
Miscellaneous manufacturing industries .....	100.0	78.5	16.2	4.7	.6	-	-

<sup>1</sup> Includes only sick leave for which the employer made payment direct to the worker.

<sup>2</sup> Includes industries not shown separately.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 45. Plant Hours and Paid Leave Hours as a Percent of Total Hours Paid For by Establishment Size, Region, and Manufacturing Industry Group, 1959

Region and industry group	Plant hours			Paid leave hours <sup>1</sup>								
				Total <sup>2</sup>			Vacations			Holidays		
	Establishments with—											
	Under 100 employees	100-499 employees	500 or more employees	Under 100 employees	100-499 employees	500 or more employees	Under 100 employees	100-499 employees	500 or more employees	Under 100 employees	100-499 employees	500 or more employees
United States <sup>3</sup> .....	95.9	94.7	92.9	4.1	5.3	7.1	2.2	3.1	4.3	1.7	2.0	2.5
Northeast .....	95.7	94.1	92.4	4.3	5.9	7.6	2.2	3.3	4.4	1.9	2.4	2.7
South .....	97.3	96.1	94.1	2.7	3.9	5.9	1.6	2.5	3.8	.9	1.3	1.8
North Central .....	95.3	94.1	92.8	4.7	5.9	7.2	2.8	3.5	4.4	1.8	2.3	2.6
West .....	96.0	94.7	92.7	4.0	5.3	7.3	2.1	3.0	4.1	1.7	2.1	2.4
Ordnance and accessories .....	94.1	94.7	92.0	5.9	5.3	8.0	3.3	2.5	3.9	2.5	2.5	2.7
Food and kindred products .....	95.9	94.7	92.0	4.1	5.3	8.0	2.3	3.2	4.6	1.5	1.9	2.7
Tobacco manufactures .....	94.9	95.7	93.9	5.1	4.3	6.1	2.9	2.7	3.6	1.6	1.5	2.3
Textile mill products .....	96.9	96.5	96.3	3.1	3.5	3.7	1.7	2.5	2.8	1.4	1.0	.9
Apparel and other finished textile products .....	97.4	95.9	94.4	2.6	4.1	5.6	1.1	2.4	3.2	1.4	1.7	2.4
Lumber and wood products .....	98.0	96.4	95.7	2.0	3.6	4.3	1.2	2.3	2.7	.8	1.2	1.6
Furniture and fixtures .....	95.7	95.6	94.6	4.3	4.4	5.4	2.4	2.5	3.6	1.8	1.9	1.8
Paper and allied products .....	94.7	94.1	93.1	5.3	5.9	6.9	2.9	3.5	4.4	2.2	2.3	2.2
Printing, publishing, and allied industries .....	94.3	93.3	93.1	5.7	6.7	6.9	3.5	4.1	4.7	2.1	2.3	2.1
Petroleum refining and related industries .....	89.0	91.8	88.8	11.0	8.2	11.2	6.0	4.4	5.6	3.1	2.2	2.8
Rubber and miscellaneous plastics products .....	96.6	94.5	92.3	3.4	5.5	7.7	1.7	3.1	5.1	1.6	2.3	2.5
Leather and leather products .....	95.3	94.9	94.2	4.7	5.1	5.8	2.6	2.9	3.4	2.0	2.2	2.4
Stone, clay, and glass products .....	96.5	94.8	93.3	3.5	5.2	6.7	2.0	3.1	4.2	1.4	2.0	2.3
Primary metal industries .....	94.6	93.7	91.9	5.4	6.3	8.1	2.9	3.8	5.4	2.4	2.5	2.7
Fabricated metal products .....	95.7	94.1	93.2	4.3	5.9	6.8	2.4	3.4	4.1	1.8	2.4	2.7
Machinery, except electrical .....	95.2	93.4	92.6	4.8	6.6	7.4	2.7	3.9	4.6	1.9	2.6	2.6
Transportation equipment .....	95.9	94.1	92.7	4.1	5.9	7.3	2.3	3.4	4.2	1.6	2.4	2.6
Instruments and related products .....	94.8	93.9	92.6	5.2	6.1	7.4	2.8	3.3	3.9	2.1	2.5	2.7
Miscellaneous manufacturing industries .....	95.6	94.5	93.1	4.4	5.5	6.9	2.4	2.7	4.1	1.9	2.4	2.7

<sup>1</sup> Includes only leave for which the employer made payment direct to the worker. Employer contributions to funds that distribute benefits to workers are excluded.

<sup>2</sup> Includes vacations, sick leave, holidays, and military, jury, witness, voting, and personal leave.

<sup>3</sup> Includes industries not shown separately.

Table 46. Plant Hours and Paid Leave Hours as a Percent of Total Hours Paid For by Collective Bargaining Agreement Coverage, Region, and Manufacturing Industry Group, 1959

Region and industry group	Plant hours		Paid leave hours <sup>1</sup>					
			Total <sup>2</sup>		Vacations		Holidays	
	Establishments with—							
	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered
United States <sup>3</sup> .....	93.3	95.8	6.7	4.2	3.9	2.4	2.5	1.5
Northeast .....	93.4	94.7	6.6	5.3	3.8	2.8	2.6	2.1
South .....	93.4	97.2	6.6	2.8	4.0	1.9	2.2	.8
North Central .....	93.2	95.3	6.8	4.7	4.1	2.7	2.5	1.8
West .....	93.7	95.3	6.3	4.7	3.6	2.4	2.2	1.9
Ordnance and accessories .....	92.1	92.3	7.9	7.7	3.9	3.6	2.7	2.7
Food and kindred products .....	93.2	96.7	6.8	3.3	4.0	2.0	2.4	1.1
Tobacco manufactures .....	94.3	94.9	5.7	5.1	3.4	3.1	2.0	2.0
Textile mill products .....	95.3	97.0	4.7	3.0	2.8	2.4	1.9	.6
Apparel and other finished								
textile products .....	96.1	96.8	3.9	3.2	1.9	1.8	1.9	1.2
Lumber and wood products .....	95.5	98.2	4.5	1.8	2.7	1.2	1.8	.6
Furniture and fixtures .....	94.0	97.2	6.0	2.8	3.5	1.7	2.5	1.1
Paper and allied products .....	93.5	94.4	6.5	5.6	4.0	3.2	2.3	2.1
Printing, publishing, and								
allied industries .....	93.0	94.6	7.0	5.4	4.5	3.3	2.3	1.9
Petroleum refining and								
related industries .....	88.7	93.1	11.3	6.9	5.8	3.7	2.9	1.9
Rubber and miscellaneous								
plastics products .....	92.6	96.1	7.4	3.9	4.7	2.1	2.5	1.7
Leather and leather products .....	94.1	95.9	5.9	4.1	3.3	2.4	2.6	1.7
Stone, clay, and glass								
products .....	94.0	97.0	6.0	3.0	3.7	1.8	2.2	1.1
Primary metal industries .....	92.2	94.9	7.8	5.1	5.1	2.9	2.7	2.1
Fabricated metal products .....	93.7	95.2	6.3	4.8	3.8	2.6	2.5	2.0
Machinery, except electrical .....	92.9	94.6	7.1	5.4	4.4	3.0	2.6	2.0
Transportation equipment .....	92.8	93.4	7.2	6.6	4.2	3.0	2.6	2.5
Instruments and related								
products .....	92.9	93.4	7.1	6.6	3.7	3.5	2.8	2.5
Miscellaneous manufacturing								
industries .....	93.7	95.6	6.3	4.4	3.5	2.4	2.6	1.9

<sup>1</sup> Includes only leave for which the employer made payment direct to the worker. Employer contributions to funds that distribute benefits to workers are excluded.

<sup>2</sup> Includes vacations, sick leave, holidays, and military, jury, witness, voting, and personal leave.

<sup>3</sup> Includes industries not shown separately.

Table 47. Distribution of Production and Related Workers Receiving Vacation Pay<sup>1</sup> by Number of Weeks of Vacation Pay, Region, and Manufacturing Industry Group, 1959

Region and industry group	All workers receiving vacation pay	Percent of workers receiving vacation pay of—				
		Under 1 week	1 and under 2 weeks	2 and under 3 weeks	3 and under 4 weeks	4 weeks and over
United States <sup>2</sup> .....	100.0	5.1	26.6	45.5	20.4	2.4
Northeast .....	100.0	5.8	26.5	43.4	21.7	2.5
South .....	100.0	4.3	38.4	42.2	13.2	2.0
North Central .....	100.0	4.1	20.4	48.7	24.1	2.7
West .....	100.0	7.8	26.7	48.3	15.2	2.0
Ordnance and accessories .....	100.0	5.2	23.8	52.2	15.5	3.3
Food and kindred products .....	100.0	3.7	24.2	44.6	20.6	6.9
Tobacco manufactures .....	100.0	16.8	13.5	44.1	25.6	( <sup>3</sup> )
Textile mill products .....	100.0	5.3	49.5	40.9	4.1	.1
Apparel and other finished textile products .....	100.0	4.1	42.3	52.3	1.2	( <sup>3</sup> )
Lumber and wood products .....	100.0	8.4	41.7	38.8	10.6	.5
Furniture and fixtures .....	100.0	5.7	41.8	40.8	10.6	1.1
Paper and allied products .....	100.0	3.5	22.6	42.7	25.2	6.0
Printing, publishing, and allied industries .....	100.0	5.5	14.2	40.8	37.9	1.6
Petroleum refining and related industries .....	100.0	.7	1.4	30.3	44.7	22.9
Rubber and miscellaneous plastics products .....	100.0	5.7	17.4	39.9	29.6	7.5
Leather and leather products .....	100.0	7.2	43.2	41.4	7.4	.7
Stone, clay, and glass products .....	100.0	4.2	28.3	49.9	15.7	1.9
Primary metal industries .....	100.0	2.8	22.9	40.3	33.3	.7
Fabricated metal products .....	100.0	4.8	28.7	48.2	17.5	.7
Machinery, except electrical .....	100.0	5.6	18.2	44.9	28.7	2.6
Transportation equipment .....	100.0	4.8	18.2	53.4	23.3	.4
Instruments and related products .....	100.0	8.0	22.9	49.2	17.3	2.6
Miscellaneous manufacturing industries .....	100.0	7.0	36.8	44.6	10.0	1.7

<sup>1</sup> Includes only vacations for which the employer made payment direct to the worker. Employer contributions to funds which distribute vacation benefits to workers are excluded. Data are in terms of the number of weeks equivalent to the pay received. Where vacation benefits are a percentage of the worker's annual earnings, the pay was converted to equivalent weeks.

<sup>2</sup> Includes industries not shown separately.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 48. Distribution of Production and Related Workers by Number of Days of Paid Holidays,<sup>1</sup> Region, and Manufacturing Industry Group, 1959

Region and industry group	Workers in all establishments	Percent of workers in establishments providing—										
		No paid holidays	Paid holidays of—									
			½ day	1 day	1½ days	2 days	2½ days	3 days	3½ days	4 days	4½ days	5 days
United States <sup>2</sup> .....	100.0	10.9	( <sup>3</sup> )	1.1	-	0.7	( <sup>3</sup> )	1.9	0.1	1.6	0.2	5.2
Northeast .....	100.0	7.2	-	.3	-	.3	0.1	.6	.1	.9	.4	3.8
South .....	100.0	29.2	0.1	4.4	-	2.3	( <sup>3</sup> )	4.3	.2	2.5	.2	10.0
North Central .....	100.0	3.8	( <sup>3</sup> )	.2	-	.1	-	1.8	( <sup>3</sup> )	1.6	.2	3.8
West .....	100.0	9.4	-	.1	-	.5	-	1.8	-	2.3	-	4.8
Ordnance and accessories .....	100.0	-	-	-	-	-	-	-	-	-	-	-
Food and kindred products .....	100.0	13.1	-	1.5	-	.4	-	.8	-	1.6	-	7.7
Tobacco manufactures .....	100.0	5.9	-	.8	-	6.1	-	1.8	-	2.6	-	2.7
Textile mill products .....	100.0	38.1	-	10.8	-	3.5	-	2.7	-	2.4	-	6.5
Apparel and other finished textile products .....	100.0	25.5	-	1.1	-	.5	-	2.2	.2	1.6	.9	13.4
Lumber and wood products .....	100.0	41.8	.3	.9	-	2.9	-	8.1	.2	3.8	-	9.8
Furniture and fixtures .....	100.0	17.8	-	1.5	-	1.3	-	2.9	-	3.1	2.9	5.3
Paper and allied products .....	100.0	1.0	-	-	-	.6	-	-	-	.9	.2	2.0
Printing, publishing, and allied industries .....	100.0	5.9	-	-	-	.9	.2	2.3	1.8	3.2	.9	9.3
Petroleum refining and related industries .....	100.0	-	-	-	-	-	-	.3	-	1.2	-	2.2
Rubber and miscellaneous plastics products .....	100.0	6.3	-	-	-	-	-	-	-	.3	-	.6
Leather and leather products .....	100.0	8.4	-	-	-	.5	-	1.6	.1	2.1	-	8.9
Stone, clay, and glass products .....	100.0	11.4	.1	.6	-	.2	-	3.8	-	2.4	-	4.3
Primary metal industries .....	100.0	.7	-	-	-	-	-	.7	-	.2	-	1.3
Fabricated metal products .....	100.0	5.6	-	.3	-	.4	-	.5	-	1.6	.2	2.8
Machinery, except electrical .....	100.0	3.9	-	.3	-	.1	.3	5.2	-	2.5	.3	4.6
Transportation equipment .....	100.0	1.4	-	.1	-	-	-	1.6	-	.5	-	1.6
Instruments and related products .....	100.0	.7	-	-	-	-	-	-	-	1.6	-	3.0
Miscellaneous manufacturing industries .....	100.0	8.9	-	-	-	1.5	-	.3	-	.4	-	9.1

See footnotes at end of table.

Table 48. Distribution of Production and Related Workers by Number of Days of Paid Holidays,<sup>1</sup> Region, and Manufacturing Industry Group, 1959—Continued

Region and industry group	Percent of workers in establishments providing—											
	Paid holidays of—											
	5½ days	6 days	6½ days	7 days	7½ days	8 days	8½ days	9 days	9½ days	10 days	10½ days	11 days and over
United States <sup>2</sup> .....	0.7	19.0	1.5	37.8	2.0	11.1	1.2	2.1	0.3	1.6	( <sup>3</sup> )	0.8
Northeast .....	1.5	18.3	1.7	33.2	4.3	13.5	3.0	4.7	.7	3.7	( <sup>3</sup> )	1.8
South .....	.2	16.2	.5	22.3	.2	6.8	.1	( <sup>3</sup> )	-	.2	-	-
North Central .....	.4	20.3	1.9	53.2	.9	9.8	.2	.9	-	.4	( <sup>3</sup> )	.3
West .....	.1	23.1	1.7	36.7	1.0	15.8	.2	.8	-	1.6	-	.2
Ordnance and accessories .....	-	3.7	-	62.8	1.2	15.6	2.6	-	-	14.2	-	-
Food and kindred products .....	.1	20.2	.8	18.4	1.0	22.4	.4	3.4	.1	3.8	-	4.3
Tobacco manufactures .....	-	37.0	-	43.2	-	-	-	-	-	-	-	-
Textile mill products .....	-	19.6	-	9.5	.3	4.0	.2	2.0	-	.4	-	-
Apparel and other finished textile products .....	5.9	25.1	5.2	12.4	4.6	.8	.2	.1	-	-	-	-
Lumber and wood products .....	.6	27.1	.7	2.3	-	.3	-	.8	-	.4	-	-
Furniture and fixtures .....	.8	26.3	4.2	22.9	2.3	3.5	.9	1.4	.1	2.7	-	-
Paper and allied products .....	-	20.8	1.4	58.2	.5	10.2	.9	1.1	1.3	.4	-	.4
Printing, publishing, and allied industries .....	-	31.6	2.9	17.8	4.9	4.0	1.7	1.9	.3	8.4	-	1.9
Petroleum refining and related industries .....	-	.5	-	5.9	-	77.8	-	-	-	5.4	1.9	4.9
Rubber and miscellaneous plastics products .....	-	15.6	1.4	68.2	.8	4.9	.5	.4	-	.9	-	-
Leather and leather products .....	.3	31.3	3.7	26.3	2.7	11.5	-	1.7	-	.8	-	-
Stone, clay, and glass products .....	-	29.9	1.6	38.1	2.2	3.0	.7	1.0	-	.3	-	.4
Primary metal industries .....	-	16.7	-	74.4	1.1	3.9	-	.9	-	.2	-	-
Fabricated metal products .....	.3	19.1	1.1	44.6	5.2	11.8	1.4	3.4	-	1.7	-	-
Machinery, except electrical .....	.5	12.2	1.1	54.4	2.5	7.0	1.0	2.6	.5	1.2	-	( <sup>3</sup> )
Transportation equipment .....	.3	5.1	-	74.6	-	13.6	.8	.1	-	.4	-	-
Instruments and related products .....	.1	17.0	6.2	36.3	1.1	15.7	.7	5.3	4.1	1.8	.4	6.0
Miscellaneous manufacturing industries .....	.8	25.8	1.6	26.5	1.5	14.0	-	3.4	-	3.4	-	2.8

<sup>1</sup> Includes only holidays for which the employer made payment direct to the worker. Employer contributions to funds which distribute holiday benefits to the workers are excluded.

<sup>2</sup> Includes industries not shown separately.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.



### Scope of Survey and Industry Classification

This study of expenditures for selected supplementary remuneration practices for production workers covers all establishments having one or more paid employees and primarily engaged in manufacturing, as defined in the 1957 edition of the Standard Industrial Classification Manual prepared by the Office of Statistical Standards, U.S. Bureau of the Budget. Manufacturing is defined to include those establishments engaged in the mechanical or chemical transformation of inorganic or organic substances into new products, and usually described as plants, factories, or mills, which characteristically use power driven machines and materials handling equipment. Establishments engaged in assembling component parts of manufactured products are also considered manufacturing if the new product is neither a structure nor other fixed improvement. Although the definition includes, in manufacturing, central offices of manufacturing establishments and auxiliary units operated primarily for the use of the manufacturing establishments of the concern rather than for public use, such as laboratories, warehouses, and repair shops, those offices or units were included in this survey only if they employed production and related workers.

Excluded from the SIC Manual definition of manufacturing are processing on farms if the raw materials are grown on the farm and if the manufacturing is on a small scale without the extensive use of paid labor; the dressing and beneficiating of ores, and the breaking, washing, and grading of coal; and fabricating operations performed at the site of construction by contractors. Also excluded are assembling, grading, and preparing fruits and vegetables for market; shelling and roasting nuts; and establishments primarily engaged in selling, to the general public, products produced on the same premises from which they are sold, such as bakeries, candy stores, ice cream parlors, shade shops, and custom tailors. Manufacturing activities carried on by government agencies, such as navy yards, are excluded, but government-owned privately operated facilities are included.

The classification of the individual industry groups also follows the 1957 SIC Manual. The tables by industry generally show separate data for 19 of the 21 major industry groups.

The industry classification system used for this study differs from that used for the study described in the report, Composition of Payroll Hours in Manufacturing, 1958, BLS Bull. 1282, in that the classification in the latter study was based on the 1945 edition of the SIC Manual. The principal changes between the 1945 and 1957 editions of the SIC Manual were the transfer from trade to manufacturing of milk pasteurization plants; ready-mixed concrete establishments; and apparel, knitting, and leather jobbers or converters. Within the manufacturing division there also were changes such as the transfer of coke ovens from old major group 29, products of petroleum and coal, to major group 33, primary metal industries; and of miscellaneous plastics products from major group 39, miscellaneous manufacturing industries, to new major group 30, rubber and miscellaneous plastics products.

Survey coverage extended to the 50 States and the District of Columbia. Data relate to the calendar year 1959, and were limited to production and related workers only.

### Collection of Data

Data were collected primarily by mail questionnaire. A copy of the questionnaire is contained in the appendix. Bureau representatives collected the data, by personal visit, from large multiunit employers and from a sample of the nonrespondents to two mail requests.

### Sampling Procedure

The survey was conducted on the basis of a highly stratified probability sample. Data were obtained from establishments, selected in accordance with industry, location, and establishment size. The sample design was such as to permit presentation of data for major industry groups (2-digit SIC codes) on a national level, and for four broad regions on the all-manufacturing level.

In all cases, the lists of establishments from which the sample was selected were those maintained by the State agencies administering the unemployment compensation laws. These lists show the employment, industry classification, and location of all manufacturing establishments covered by those laws in each State. Since a number of States do not include under such laws establishments with fewer than four employees, the sample did not include such units. (See Method of Estimation for treatment of the employment in such establishments.)

Within each industry-regional grouping, the sample was so selected as to yield the most accurate estimates possible with the resources available. This was done by including in the sample a greater proportion of large than of small establishments—in general, an establishment's chance of inclusion was roughly proportionate to its employment size.

The initial solicitations, both by mail and personal visits, included some 7,400 establishments. Additional personal visits were made to some 600 establishments out of about 2,900 nonrespondents to the two mail requests. In all, usable replies were obtained from about 4,400 establishments employing some 3.5 million persons.

### Method of Estimation

Data for each sample establishment were weighted in accordance with the probability of selection of that establishment. For instance, where 1 establishment out of 10 was selected in a region-size-industry class, it was considered as representing itself as well as 9 other establishments, i.e., it was given a weight of 10. Thus, if the establishment had 2,000 hours of vacation leave, and 100,000 hours of paid hours of all classes, it would contribute 20,000 vacation hours and 1,000,000 total hours to the final estimate.

All estimated totals derived from such weighting procedures were further adjusted in accordance with the level of gross man-hours for 1959, as reported in the Bureau of Labor Statistics monthly employment series. For instance, if an industry-region class had an estimated gross man-hours of 900,000 as derived from the weighting process, and the corresponding man-hours as reported in the employment series was 990,000, data for that industry-region was multiplied by 1.1.

Data for establishments with 1 to 3 employees, which were not included in the sample, were imputed to the establishments with 4 to 10 employees in the same industry-region class. The former accounted for less than 1 percent of manufacturing employment.

No assumption has been made that the nonrespondents were similar to the respondents in their expenditures for the selected items studied. In order to minimize the bias of nonresponse, the sample returns obtained by personal visits to the nonrespondents in the mail query were weighted to represent all other nonrespondents in the same industry-regional-size classes.

### Reporting Problems

The survey attempted to collect separate data by establishment, practice, and class of employee (production worker). However, as all companies do not keep records in such a manner as to be able to furnish book figures in this detail, some approximations of book figures had to be accepted. Two types of estimates were used here. First, where records were kept only for a broader group of employees than production and related workers, in the sample establishment, the pro rata share for the employees included in the survey was estimated (based on employment, man-hours, or payroll, whichever was most appropriate). Second, estimates were made in certain cases where records were not kept or summarized for specific practices. In these cases, estimates were made from collateral data. For example, the expenditures for holiday pay might be estimated by multiplying the number of hours paid for holiday leave by average hourly earnings. It should be noted that any error in the use, where necessary, of estimating procedures would have to be in the same direction in each case (overstatement or understatement of actual values) to have a cumulative effect on the accuracy of the results. Analysis of the data from two similar surveys provided evidence convincing enough to support acceptance of the assumption of minimum risk in such estimates. In BLS Bull. 1186 (page 46), the Bureau stated, "Virtually no significant difference was reflected by the averages for actual figures and for all reporting establishments combined; that is, the inclusion of estimated figures had only a negligible effect on overall data." BLS Bull. 1283 contains the statement (page 25), that "the difference in level of paid leave between establishments supplying actual and those providing estimated figures is generally small on a regional basis, and within most industry divisions."

### Production Workers

The definition of "production and related workers" as used in this report is based on the standard definition adopted by the Office of Statistical Standards, U.S. Bureau of the Budget, and is identical with that in the Bureau's monthly employment, hours, and earnings series. The term includes working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspecting, receiving, storing, handling, packing, warehousing, shipping, trucking, hauling, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., powerplant), recordkeeping, and other services closely associated with the above production operations. The term excludes employees engaged in the following activities: Executive, supervisory (above the working foreman level), purchasing, finance, accounting, legal, personnel, cafeteria, medical, professional, technical, sales, sales-delivery (e.g., routemen), advertising, credit, collection, and in installation and servicing of own products, routine office functions, and force-account construction employees on the payroll who are engaged in construction of major additions or alterations to the plant and who are utilized as a separate work force.

### Standard Metropolitan Statistical Areas

Establishments were classified as being located in or outside of Standard Metropolitan Statistical Areas on the basis of the Standard Metropolitan Statistical Areas manual of the Office of Statistical Standards, U.S. Bureau of the Budget.

In very general terms, a Standard Metropolitan Statistical Area is an integrated economic and social unit with a recognized large population nucleus. Each area must contain at least 1 city of at least 50,000 inhabitants and at least 75 percent of the labor force of the area must be in the nonagricultural labor force. The area will include the county of such a central city and adjacent counties that are found to be metropolitan in character and economically and socially integrated with the county of the central city.

### Broad Economic Regions

The regions used in this study are: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

### Gross Payroll

Gross payroll covers the total amount paid to production and related workers during 1959. It includes pay for overtime, standby time, holidays, vacations, sick leave, and other leave paid by the establishment directly to the worker. Also included are bonuses not paid regularly each pay period (e. g., Christmas bonuses) and pay not earned during the year (e. g., retroactive pay and dismissal pay). All payments are prior to such deductions as employees' social security contributions, withholding taxes, group insurance, union dues, and savings bonds. It follows the definition of gross pay that is used for the Federal income tax withholding form.

### Straight-Time Payroll

Straight-time payroll is the gross payroll less premium pay for overtime and for work on weekends, paid holidays, and late shifts.

### Hours Paid For

Hours paid for includes the total number of man-hours for which pay was given in 1959. (Total man-hours are the man-hours that are related to the gross pay.) They include plant man-hours (i. e., man-hours spent at the establishment during regular workdays as well as during holiday and vacation periods that were not taken), man-hours paid for standby or reporting time, and the man-hours equivalent to pay for time spent away from the plant during paid holidays, paid vacations, etc.

### Plant Hours

Plant hours are the hours paid for less the hours of paid leave (i. e., vacations; sick leave; holidays; and military, jury, witness, voting, and personal leave). They include all hours spent at the work place, including such nonwork-time as paid rest periods, paid lunch periods, and standby or reporting time.

### Paid Leave

Paid leave expenditures include only payments made by the company directly to the worker; employer payments to union or other vacation funds were treated as private welfare plans. Similarly, company payments to insurance carriers or special funds, which pay health and sickness benefits to workers, were classified as private welfare plans rather than paid sick leave. In the few States where temporary disability insurance is required by law, company payments made directly to workers under self-insurance provisions of the law were considered legally required payments rather than sick leave pay. The hours of paid leave include man-hours or man-hour equivalents of the pay given to the worker directly by the company for vacations, holidays, sick leave, and military, jury, witness, voting, or personal leave. Man-hour equivalents were determined by dividing the amount of the payment for the item by average hourly earnings.

### Premium Pay

Premium pay for overtime includes only the pay above the regular straight-time rates. Thus, if overtime was compensated at the rate of time and one-half, only the half time was reported. Premium pay for work on a paid holiday excludes the regular straight-time pay for the work performed and the holiday pay the worker would have received if he had not worked. Only the extra pay was reported. Shift-differential payments include only the extra pay above the regular hourly rates for the day shift. They cover not only differentials paid in the form of higher hourly rates, but special payments to late-shift workers for meal periods and for any other hours not worked by them but paid for (e. g., if late-shift workers receive 8 hours' pay for 7<sup>1</sup>/<sub>2</sub> hours' work, compared with 8 hours' work for the day shift, total expenditures for the half hour's pay were reported as shift differential).

### Expenditure Ratios (Rates) for All Establishments versus Ratios (Rates) for Establishments with Expenditures for the Practice

Expenditure ratios for "all establishments" represent the expenditures for the supplement divided by the payroll for all establishments—both those with and without expenditures—whereas the ratios for "establishments with expenditures for the practice" relate the same expenditures to the payroll of only those who reported actual expenditures for the supplement. The former measure can be related to published data for entire industries or regions, such as average hourly earnings shown in the BLS monthly series. The latter measure is useful for determining what is spent on the average by firms that actually have the practice. The expenditure rates (cents per hour paid for, and cents-per-plant man-hour) represent the same expenditures divided by the corresponding man-hours.

### Practices Covered

The data relate only to the selected practices itemized in the tables. Generally, those omitted either were not commonly applicable to production workers in manufacturing or were practiced largely on an informal basis which precluded valid measurement. Although some of the omitted practices may occasion important expenditures in particular plants, the selected expenditures for which data are presented constitute the major elements of supplementary employee remuneration in the broad industry groups shown in the tables. Among the excluded practices were in-plant nonworktime paid for (rest periods, etc.), stock bonus plans, profit-sharing plans, and some other irregular payments.



# Appendix

BLS 2669

**U.S. DEPARTMENT OF LABOR**  
BUREAU OF LABOR STATISTICS  
WASHINGTON 25, D. C.

Budget Bureau No. 44-R1127  
Approval expires December 31, 1960

Your report will be held in confidence

## EXPENDITURES FOR SELECTED SUPPLEMENTARY EMPLOYEE REMUNERATION PRACTICES IN MANUFACTURING INDUSTRIES, 1959

**I. ESTABLISHMENT IDENTIFICATION:**

\_\_\_\_\_

Location of establishment for which information is desired if different from mailing address.

Many employers in the United States are financing plans for their employees' health, welfare, security, and leisure, as well as for benefits provided under legally required plans. These employer expenditures have become important additions to wages and salaries and, in many cases, represent substantial elements of cost to the employer and income to the employee. Under an authorization by the Congress, the Bureau of Labor Statistics is making its first comprehensive survey of the extent and amount of these expenditures. The results of these surveys will be widely used for general economic analysis. Individual employers will find them equally useful for comparing their own level of expenditures with those prevailing in their industry. The statistical summaries will be published in a form that will not disclose any information relating to an individual company and no data will be published by company name.

**II. MAJOR PRODUCT:**

What product or group of products, in terms of value, constituted the greatest proportion of the establishment's production? \_\_\_\_\_

*(An "establishment" is generally defined as a single physical location where business is conducted or where services or industrial operations are performed; for example, a factory, mill, store, mine, or farm. Where a single physical location comprises two or more units which maintain separate payroll and inventory records and which are engaged in distinct or separate industrial activities, each such unit shall be treated as a separate establishment. An establishment is not necessarily identical with the business concern or firm, which may consist of one or more establishments. It is also to be distinguished from organizational subunits, departments, or divisions within an establishment.)*

**III. AVERAGE EMPLOYMENT:**

Enter the average number of employees (full-time and part-time) during 1959.

*(Derive the average as follows: For each month of 1959, obtain the total number of persons who worked or received pay for the pay period ending nearest the 15th of the month. Sum the totals for the 12 months. Divide the sum by 12.)*

A. All employees \_\_\_\_\_ B. Production and related workers only \_\_\_\_\_

**IV. GROSS PAYROLL:**

Enter all wages and salaries, prior to all payroll deductions, in 1959.

*(You may use the definition of gross pay that is used for the Withholding Tax form.)*

A. All employees \$ \_\_\_\_\_ B. Production and related workers only \$ \_\_\_\_\_

*Subsequent items refer only to PRODUCTION AND RELATED WORKERS.*

If your establishment did not employ any of these workers in 1959, do not answer any of the following questions. Just sign this form on the bottom of page 4 and return it in the enclosed self-addressed envelope which requires no postage.

**V. TOTAL MAN-HOURS:**

Enter the total number of man-hours for which production and related workers received pay in 1959. \_\_\_\_\_

**FOR OFFICE USE ONLY**

Schedule number	Reg.	State	City size	SIC code	Est. size	Weight	Special charac.

Data should be reported, in the items which follow, only for PRODUCTION AND RELATED WORKERS in the establishment identified in Item I on the first page. If company records are not so maintained, please prorate the combined figures on the company books. Proration may be made on the basis of employment, man-hours, payroll, or other appropriate means. If a reasonable method of prorating a combined figure cannot be found, enter the combined figure and do the following:

For a figure relating to more than one establishment, indicate in the "Remarks" section the establishments that are included.

For a figure that covers more than production workers, please indicate in the "Remarks" section what other categories of workers are included.

For a figure combining data for several lines, bracket the lines included in the combined figure or explain in the "Remarks" section which lines are included.

**IF NO MAN-HOURS OR EXPENDITURES WERE INVOLVED DURING 1959 FOR A GIVEN ITEM, ENTER "None" IN THE APPROPRIATE SPACE. PLEASE DO NOT LEAVE ANY LINES BLANK.**

**VI. PAID LEAVE:**

*Report payments made directly to the worker by the establishment, for the following leave items and the man-hours equivalent to these payments. If a worker received both pay in lieu of vacation or holiday leave and pay for work, report here only the payments in lieu of time off and the man-hours of leave paid for. (If a worker did not receive full pay for an excused absence, report only the man-hours equivalent to the pay received. To determine man-hours equivalent, divide the worker's total pay for the excused absence by his straight-time hourly rate.)*

**A. Number of man-hours paid for in 1959:**

- 1. Paid vacations -----
- 2. Paid sick leave -----
- 3. Paid holidays -----
- 4. Paid military, jury, witness, or voting leave -----
- 5. Paid personal leave (specify) -----

**B. Expenditures during 1959:**

- 1. Paid vacations ----- \$
- 2. Paid sick leave ----- \$
- 3. Paid holidays ----- \$
- 4. Paid military, jury, witness, or voting leave ----- \$
- 5. Paid personal leave (specify) ----- \$

**VII. PREMIUM PAY :**

*Report total expenditures for premium pay only. For overtime and weekend work, it is the pay above the regular straight-time rates. For shift differential, it is the premium above the regular rates for the day shift. For holiday work report only the premium pay for the work on a paid holiday; exclude the regular straight-time pay for the work performed and the holiday pay the employee would have received if he had not worked.*

- A. Premium pay for daily overtime, weekly overtime, and weekend work ----- \$
- B. Premium pay for holiday work ----- \$
- C. Differential for shift work ----- \$

**VIII. LEGALLY REQUIRED PAYMENTS:**

*Report net expenditures for 1959 for employee benefit programs required by law.*

- A. Old Age, Survivors, and Disability Insurance ----- \$
- B. Unemployment Compensation -----
  - 1. Payments to State government ----- \$
  - 2. Payments to Federal government ----- \$
- C. Workmen's Compensation Insurance (report net payments) ----- \$
- D. Other, including State Temporary Disability Insurance (specify) ----- \$

**IX. PRIVATE WELFARE PLANS:**

*Exclude payments already reported under Item VI, Paid Leave, and Item VIII, Legally Required Payments. For payments to insurance carriers report only net expenditures (i.e., premiums less rebates, refunds, and dividends received in 1959, unless they go to purchase additional insurance). Only the employer's contributions should be reported.*

- A. Health (including medical and surgical), accident, and life insurance ----- \$ \_\_\_\_\_
- B. Pension and retirement plans (including pay-as-you-go plans) ----- \$ \_\_\_\_\_
- C. Vacation and holiday funds ----- \$ \_\_\_\_\_
- D. Supplemental unemployment benefits ----- \$ \_\_\_\_\_
- E. Severance or dismissal pay ----- \$ \_\_\_\_\_
- F. Savings and thrift plans ----- \$ \_\_\_\_\_
- G. Yearend and Christmas bonuses (cash bonuses only) ----- \$ \_\_\_\_\_

**REMARKS**

If any part of this report includes data for more than one establishment, indicate the location, major product, and average employment during 1959 for each of these establishments and the items in which combined data were entered.

<u>Establishment location</u>	<u>Major product</u>	<u>Average employment</u>	<u>Items</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

If any line in Items II through IX contains data for other than production workers, indicate which employee groups are included and the items in which combined data were entered.

<u>Other employee groups included</u>	<u>Items</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

IF ANY ESTIMATED DATA ARE INCLUDED IN ANY OF THE ITEMS, IDENTIFY THE ITEM AND INDICATE THE METHOD OF APPROXIMATION. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**X. PLANT PRACTICES AND POLICIES, 1959:**

The following information is needed for the interpretation of the data you have reported. NO COMPUTATIONS ARE NECESSARY, with the exception of the question on vacations.

- A. Paid vacations:
- |                                                                                                                                                                                                                                                                                                                                                                                          | <u>Number of weeks paid for (or equivalent)</u> | <u>Report number of workers</u> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|---------------------------------|
| <p><i>Report the number of production and related workers, who were on the payroll at any time during 1959 receiving vacation pay directly from the establishment. If vacation benefits were determined as a percentage of the worker's annual earnings: 2% or slightly more is to be considered equivalent to 1 week's vacation; 4% or slightly more to 2 weeks' vacation; etc.</i></p> | Less than 1 week -----                          | _____                           |
|                                                                                                                                                                                                                                                                                                                                                                                          | 1 but less than 2 weeks -----                   | _____                           |
|                                                                                                                                                                                                                                                                                                                                                                                          | 2 but less than 3 weeks -----                   | _____                           |
|                                                                                                                                                                                                                                                                                                                                                                                          | 3 but less than 4 weeks -----                   | _____                           |
|                                                                                                                                                                                                                                                                                                                                                                                          | 4 weeks or more -----                           | _____                           |

X. PLANT PRACTICES AND POLICIES, 1959: — Continued

B. Paid holidays observed during 1959:

Report number of paid holidays.

- 1. Full day holidays -----
- 2. Half day holidays -----

(Indicate whether Items C through G applied to a majority of the production and related workers.)

C. Sick leave paid by the establishment directly to the worker (noninsured):

Did the establishment have a definite and formal paid sick leave plan? ----- YES  NO

D. Health, accident, and life insurance:

1. Did the establishment finance any part of —

- a. Life insurance? ----- YES  NO
- b. Accidental death and dismemberment insurance? ----- YES  NO
- c. Hospitalization insurance? ----- YES  NO
- d. Sickness and accident insurance? ----- YES  NO
- e. Medical insurance? ----- YES  NO
- f. Surgical insurance? ----- YES  NO
- g. Other (specify)? ----- YES  NO

2. If "YES," did the employees contribute to the payments for the cost of any of the above benefits? ----- YES  NO

E. Pension or retirement plans:

- 1. Did the establishment finance any part of a pension or retirement plan? ----- YES  NO
- 2. If "YES," did the employees contribute to the payments for the cost of this plan? ----- YES  NO

F. Vacation and holiday funds:

Did the establishment contribute to a union or other fund which provided —

- 1. Vacation benefits? ----- YES  NO
- 2. Holiday benefits? ----- YES  NO

G. Collective bargaining agreements:

Did collective bargaining agreements cover the majority of the workers in the establishment? ----- YES  NO

H. Standard workweek:

How many hours were there in the standard workweek (rather than the hours actually worked) for the majority in each of the following employee categories? What was the average number of persons employed in each category in 1959?

	Number of hours per week	Average number of employees
1. Nonsupervisory workers:		
a. Production and related workers -----	_____	_____
b. Clerical and other nonsupervisory workers -----	_____	_____
2. Executive, professional, and supervisory employees -----	_____	_____

I. Shift differentials:

Report the premium, above the regular hourly rate for the day shift, paid for work in the 2d, 3d, and other shifts. (Use the definition of shift differential given in the instructions for Item VII-C. Thus, if late shift workers receive 8 hours' pay for 7½ hours' work, compared to 8 hours' work for the day shift, report the ½ hours' pay as the differential rate.)

Shift	Rate of shift differential			
	Cents per hour	OR	Percent of earnings	OR Other (specify)
Evening (2d shift) -----	_____	_____	_____	_____
Night (3d shift) -----	_____	_____	_____	_____
Other (e.g., 4th, relief, etc.) ----	_____	_____	_____	_____
Specify -----	_____	_____	_____	_____

Name of authorizing official

Title

Date

Do you want a copy of the Bureau's report for this survey? ----- Yes  No

INSTRUCTION SHEET BLS 2669 Expenditures on Selected Supplementary Employee Remuneration Practices in Manufacturing Industries, 1959

GENERAL INSTRUCTIONS

Please Limit the Report to the Establishment Identified on the Form:

In the case of companies with more than one establishment, it is preferred that a separate report be prepared for the establishment identified in Item I of the questionnaire form. If individual establishment records are not maintained, please assign to the individual establishment its proportionate share of the combined figure. Should a company find it necessary to report combined figures, please indicate in the "Remarks" section which item contains data for more than one establishment and which establishments are included.

Please Report Separate Figures for Each Item:

If separate data are not available for individual items, please prorate the combined figure among the items to which it relates. If reporting of a combined figure cannot be avoided, please bracket (or otherwise indicate) the lines included in the combined figure. IF NO MAN-HOURS OR EXPENDITURES WERE INVOLVED DURING 1959 FOR A GIVEN ITEM, ENTER "NONE" IN THE APPROPRIATE SPACE. Please do not leave any spaces blank.

What to Report as Production and Related Workers:

Include working foremen and all nonsupervisory workers, both full-time and part-time, engaged in fabricating, processing, assembling, inspecting, receiving, storing, handling, packing, warehousing, shipping, trucking, hauling, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., powerplant), recordkeeping and other services closely associated with the above production operations.

If production workers are not carried separately on the company books, please assign to them their proportionate share of the combined figures. Should it be impossible to prorate the combined figures, please indicate in the "Remarks" section which items contain data for other than production workers and what other employee categories are included.

All Employees:

Include, in addition to production and related workers, the employees engaged in the following activities: Factory supervision (above the working foremen level), executive, purchasing, finance, accounting, legal, personnel, cafeterias, medical, professional, technical, sales, sales delivery (e.g., routemen), advertising, credit, collection, and in installation and servicing of own products, routine office function, and force-account construction employees on your payroll engaged in construction of major additions or alterations to the plant who are utilized as a separate work force.

INSTRUCTIONS FOR PAGE 1

III. Average Employment:

For each category of employee, derive average employment as follows: Obtain the total number of persons on the payroll who worked or received pay for any part of the payroll period ending nearest the 15th of each month of 1959. Sum the totals obtained for each of the 12 months of 1959. Divide the sum by 12.

IV. Gross Payroll:

Report the total amount paid to employees during 1959. Include pay for overtime, standby time, holidays, vacations, and sick leave, paid by the establishment directly to the employee. Also include bonuses not paid regularly each pay period (e.g., Christmas bonuses) and pay not earned during the year (e.g., retroactive pay, dismissal pay). All payments should be shown prior to such deductions as employees' Social Security contributions, withholding taxes, group insurance, union dues, and savings bonds. You may follow the definition of gross payroll that is used for the Withholding Tax form.

V. Total Man-Hours:

Report the total number of man-hours for which pay was given in 1959. (Total man-hours are the man-hours that are related to the gross payroll reported in Item IV-B.) This should include plant man-hours (i. e., man-hours spent at the plant during regular workdays as well as during holiday and vacation periods that were not taken), man-hours paid for standby or reporting time, and the man-hours equivalent to pay for time spent away from the plant during paid holidays, paid vacations, etc.

To determine the man-hours equivalent to the pay received, divide the payment for the item by the employee's average hourly earnings. For example, if a worker who is regularly paid \$2 an hour was given \$5 for a day's absence for jury duty, the man-hours equivalent to the pay received would be  $2\frac{1}{2}$  hours (i. e.,  $\$5 \div \$2$ ). Similarly, if a worker received a day's sick leave at half his regular rate of pay, the man-hours equivalent would be 4, even though the worker was absent from work 8 hours. Do not convert overtime or other premium paid hours to straight-time equivalent hours.

## INSTRUCTIONS FOR PAGE 2

VI. Paid Leave:

This section is intended to measure, for selected items, the extent to which employees were granted paid leave during 1959. For each type of excused absence listed, report total payments made directly to the employee by the establishment and the man-hours equivalent to the payments made. If an employee did not receive full pay for an excused absence, report only the man-hours equivalent to the pay received. (To determine the man-hours equivalent to the pay received, divide the employee's total pay for the excused absence by his straight-time hourly earnings.)

1. Paid vacations.—Report total vacation payments made by the establishment directly to the employees during 1959, and the total man-hours equivalent to those payments, whether vacations were taken or not. If an employee worked during his vacation period, and was given both pay for work and pay in lieu of vacation, report here only the payments in lieu of vacation and the man-hours equivalent to them.

If employees who left the company were paid for unused vacation, report the payments made and the man-hours equivalent to the payment.

Exclude contributions to union or other vacation funds. These are to be reported in Item IX-C, Vacation and Holiday Funds.

2. Paid sick leave.—Report total sick leave payments made, by the establishment directly to the employees during 1959 and the man-hours equivalent to these sick leave payments. Payments made directly to the employee under self-insurance provision of State Temporary Disability Insurance laws should be reported in Item VIII-D, Other Legally Required Payments.
3. Paid holidays.—Report total holiday payments made by the establishment directly to the employees during 1959, and the total man-hours equivalent to these payments, whether the holidays were taken or not. For employees who worked on a paid holiday, and received both pay for work and pay in lieu of time off, report only the holiday pay the worker would have received if he had not worked and the man-hours equivalent of this holiday pay. Exclude the regular straight-time pay for work actually performed and premium pay for work on a holiday. (Premium Pay is described in Item VII-B on page 3.)
4. Paid military, jury, witness, and voting leave.—Report total payments made, by the establishment, directly to the employees during 1959 and the man-hours equivalent to these payments for military, jury, witness, or voting leave.
5. Paid personal leave.—Report total payments made, by the establishment, directly to the employees during 1959 and the man-hours equivalent to these payments for leave granted for personal reasons such as death in the family.

VII. Premium Pay:

For the purpose of this section it is necessary to distinguish between the regular hourly rates for work during the normal day hours and the extra amounts paid for work after the regular day hours, on holidays, etc. Only the premium pay is to be reported here. Report total premium pay expenditures during 1959 for each type of work listed; do not report the rate of pay.

## VII. Premium Pay:—Continued

- A. Premium pay for daily overtime, weekly overtime, and weekend work.—Include only pay above the regular hourly rates. Thus, if an employee, who received \$1.50 an hour for straight-time, was paid an additional \$0.75 an hour as premium for overtime, the overtime expenditures reported here should include only the \$0.75 overtime premium. Include premium pay for Saturday and Sunday or for 6th and 7th days as such.
- B. Premium pay for holiday work.—For the purpose of this question, it is necessary to distinguish between the extra pay for work on a holiday, the payment at the regular hourly rate for work performed, and the holiday pay the employee would have received if he had not worked. Total expenditures for holidays which were worked should be refined as follows to obtain expenditures for premium pay.

Exclude regular straight-time pay for work actually performed. Exclude the holiday pay the worker would have received if he had not worked. The balance is the premium for work on holidays, which should be reported here.

EXAMPLE: *Employee was paid double-time for work on a paid holiday. That is, his regular straight-time pay for work performed and the holiday pay he would have received if he had not worked. In this case, no expenditure for premium pay would be reported here.*

EXAMPLE: *Employee was paid double-time and one-half for work on a paid holiday. That is, his regular straight-time pay for work performed, the holiday pay he would have received if he had not worked, and an extra half-time as a holiday premium. In this case, only the expenditures on the one-half time should be reported here.*

EXAMPLE: *Employee was paid triple-time for work on what would have been a paid holiday. One-third of this pay should be reported as expenditures for premium pay.*

EXAMPLE: *Employee was paid time and one-half for work on an unpaid holiday. That is, he would have received no pay if he had not worked. In this case, the expenditures on the one-half time should be reported as premium pay for work on a holiday.*

- C. Differential for shift work.—Include only shift premium pay above regular hourly rates for the day shift. This covers not only differential paid in the form of a higher hourly rate, but special payments to late shift workers for meal periods and for any other hours not worked by them but paid for (e. g., if late shift workers receive 8 hours' pay for 7½ hours' work, compared with 8 hours' work for the day shift, total expenditures for the ½ hour's pay should be reported as shift differential).

## VIII. Legally Required Payments:

Report the net liability incurred by the establishment for the year 1959 (rather than the amount paid during 1959) for employee benefit programs that are required by law. (For example, report Social Security tax payments for the fourth quarter of 1959 even though they were paid in the first quarter of 1960. Exclude payments for the fourth quarter of 1958 even though they were paid in the first quarter of 1959.) Exclude employee contributions to the payments for the benefits.

- A. Old Age, Survivors, and Disability Insurance.—Report the liability incurred for 1959 rather than the amount paid during 1959. Exclude amounts deducted from employees' pay.
- B. Unemployment Compensation.—Report separately payments to State governments and to the Federal government.
- C. Workmen's Compensation Insurance.—Report net expenditures during 1959 for insurance premiums (i. e., premiums less refunds) and payments to State funds.

If under State laws your company qualifies as a self-insurer, report the total net expenditures made during 1959 for Workmen's Compensation benefits that are required by law. Do not include costs of medical and first aid services normally supplied by the establishment.

- D. Other, including State Temporary Disability Insurance.—Specify each other legally required program for which expenditures were made. Include total payments made to insurance carriers, to State or other funds, or directly to the employee, for those benefits required by law which have not been accounted for elsewhere in this section.

VIII. Legally Required Payments:—Continued

Examples of items to be included here are:

State Temporary Disability Insurance.—These laws cover workers in the States of California, New Jersey, New York, and Rhode Island, and in the railroad industry throughout the country. Include payments made by the establishment, directly to workers, under self-insurance provisions of the law.

Railroad retirement benefits.

Railroad unemployment insurance.

INSTRUCTIONS FOR PAGE 3

IX. Private Welfare Plans:

Exclude payments already reported under Item VI, Paid Leave, and Item VIII, Legally Required Payments. For payments to insurance carriers report only net expenditures (i. e., premiums less rebates, refunds, and dividends received in 1959, unless they go to purchase additional insurance). Exclude employee contributions to the payments.

A. Health (including medical and surgical), accident, and life insurance.—Report net expenditures for insurance premiums and payments to welfare funds. Exclude administrative expenses incurred by the employer and employee contributions to the payments for the plan.

B. Pension and retirement plans.—Report premiums paid by the employer to an insurance carrier, less dividends or other credits; employer payments into an irrevocable trust fund; and employer payments to pensioners under pay-as-you-go plans. Payments for past service liability as well as current service credits should be reported.

Exclude administrative costs incurred by the employer and employee contributions to the payments for the plan.

C. Vacation and holiday funds.—Report total payments during 1959 to separate funds (such as union funds) which are given the responsibility for disbursing vacation and holiday benefits to employees. Exclude employee payments into such funds.

D. Supplemental unemployment benefits.—This item covers plans which are designed primarily to provide benefits which supplement legally required unemployment compensation benefits. Report payments during 1959 to separate funds and net expenditures for insurance premiums (i. e., total premiums less dividends and other refunds received in 1959). Expenditures for severance pay plans should be reported in Item IX-E.

E. Severance or dismissal pay.—This item covers plans which are designed to provide payments in case of loss of employment. These plans are also referred to as termination or layoff pay plans. Normally, they provide lump-sum payments.

Report payments made by the establishment during 1959, directly to separated employees or to funds which are responsible for making such payments to separated employees. Payments to plans which are primarily supplemental unemployment benefit schemes, should be reported in Item IX-D, Supplemental Unemployment Benefits.

F. Savings and thrift plans.—Under these plans, employee savings are supplemented by employer contributions.

Report cash payments, made by the establishment during 1959, to a separate fund or to employee accounts. Exclude interest credited to the employee's account. Also exclude payments made in the form of stock and payments made under arrangements which are primarily profit-sharing plans or pension plans. Payments to funds which are primarily designed to provide pension or retirement benefits are to be reported in Item IX-B, Pension and Retirement Plans.

G. Yearend and Christmas bonuses.—Report special bonus payments made at the end of the year or during the Christmas season. Include only cash payments.

Exclude regularly paid bonuses (such as weekly and monthly production bonuses), bonuses in the form of merchandise, and bonus payments made under arrangements which are primarily profit-sharing plans.

UNITED STATES DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS