

INDUSTRY WAGE SURVEY

Cigar Manufacturing

APRIL—MAY 1961

Bulletin No. 1317

UNITED STATES DEPARTMENT OF LABOR
Arthur J. Goldberg, Secretary

BUREAU OF LABOR STATISTICS
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Preface

This bulletin summarizes wage and supplementary practices information for the cigar manufacturing industry in April–May 1961.

Separate releases for Philadelphia, Pa., York County, Pa., and Tampa–St. Petersburg, Fla., were issued earlier, usually within a few months of the payroll period to which the data relate. Copies of these releases are available from the Bureau of Labor Statistics, Washington 25, D.C., or any of its regional offices.

This report was prepared by Charles M. O'Connor, of the Bureau's Division of Wages and Industrial Relations. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

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Industry Wage Survey—

Cigar Manufacturing, April—May 1961

Summary

Hourly earnings of the 21,562 production and related workers in the cigar manufacturing industry in April—May 1961 averaged \$1.39, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts, according to a survey conducted by the Bureau of Labor Statistics.¹ Women, accounting for almost four-fifths of the workers, averaged \$1.37 an hour compared with \$1.48 for men. Workers in the Middle Atlantic region² (nine-tenths of whom were in Pennsylvania) averaged \$1.44 an hour and accounted for nearly half of the industry's total production worker employment. Workers in the Southeast (largely in Florida) averaged \$1.36 an hour and accounted for slightly more than a third of the production employment in the industry. In the earnings array, the middle half of the workers fell between \$1.21 and \$1.56 an hour. A sixth of the workers earned less than \$1.15 and nearly one-third earned less than \$1.25 an hour.

Among the occupations studied separately, highest average hourly earnings were recorded for men employed as maintenance machinists (\$2.15) and cigar-making machine adjusters (\$2.05); lowest earnings were reported for women rolling cigars by hand (\$1.08). Cigarmaking machine operators, nearly all women, accounted for slightly more than a third of the production workers in the industry. Operators of 4-position machines averaged \$1.60 compared with \$1.65 for 3-position machines, \$1.38 for 2-position machines, and \$1.35 for 1-position machines.³

Practically all of the workers were employed in establishments providing paid vacations. Life insurance, hospitalization, and surgical benefits were also common.

Industry Characteristics

Establishments within the scope of the Bureau's study employed 21,562 production workers in April—May 1961. Of these, approximately 84 percent were in the Middle Atlantic and Southeast regions. Tampa—St. Petersburg, Fla., Philadelphia, and York County, Pa., the three areas of industry concentration studied separately, accounted for 18, 13, and 6 percent of the total production labor force, respectively.

Production worker employment in the industry had declined by more than a third since April 1955, the date of an earlier Bureau study, thus continuing the downward trend in employment observed for a number of years.⁴ (See chart.) This decline was due, in large part, to a change in production methods made possible by the development of a homogenized binder. Prior to the introduction of this binder, one worker was required on all 4- and 2-position cigarmaking machines to place a binder leaf on the binder die of the machine which was then

¹ See appendix A for scope and method of survey.

² For definition of regions, see table in appendix A.

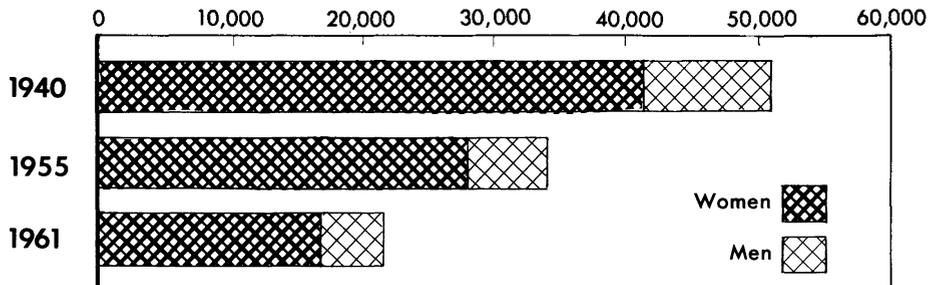
³ See appendix B for job descriptions.

⁴ The industry employed 112,000 workers in 1921, 84,000 in 1929, 51,000 in 1940, and 36,000 in April 1955. See Wage Structure: Cigar Manufacturing, April 1955, BLS Report No. 97 (1955).

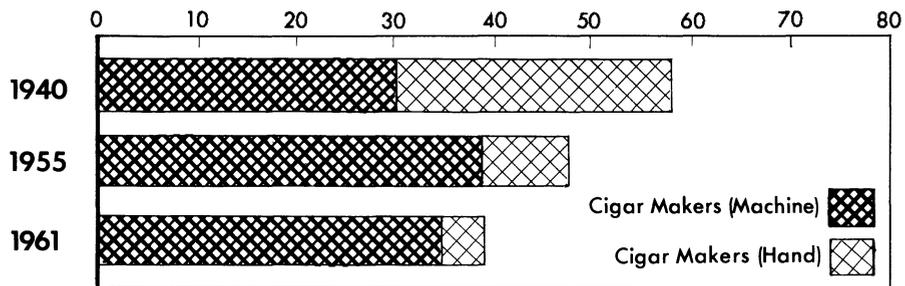
EMPLOYMENT AND EARNINGS IN CIGAR MANUFACTURING

DECEMBER 1940, APRIL 1955, and APRIL-MAY 1961

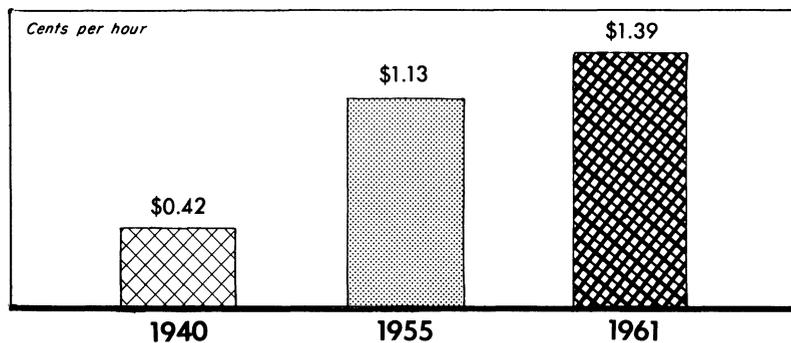
NUMBER OF PRODUCTION WORKERS



PERCENT OF PRODUCTION WORKERS EMPLOYED AS CIGAR MAKERS



AVERAGE STRAIGHT-TIME HOURLY EARNINGS OF PRODUCTION WORKERS



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

automatically rolled around the filler. The homogenized binder (made by pulverizing tobacco and forming it into continuous sheets) permits the automatic feeding of the binder. As indicated in the following tabulation, the number of cigarmaking machine operators in 1961 was only slightly more than half the number reported in 1955.

	1961	1955
Cigarmaking machine operators, total -----	7, 416	13, 061
4-positions -----	834	8, 403
3-positions -----	1, 001	-
2-positions -----	1, 302	4, 658
1-position -----	4, 279	-
Cigarmakers, hand -----	954	3, 074

A further reduction in the quantity of cigars made by the hand method also contributed to the general decline in employment during the 6-year period.⁵

Despite the substantial drop in employment, the total number of cigars produced increased from an annual total of 6 billion in 1955 to nearly 7 billion in 1960.⁶ According to an index compiled by the Bureau, the output per production worker man-hour rose 61 percent between 1955 and 1959, representing a decrease of 38 percent in labor requirements per unit.⁷

Piecework rates applied to approximately two-thirds of the production workers in 1961 compared with three-fourths in 1955. This apparent decline in the use of incentive methods of wage payment, however, is largely attributable to a change in the occupational staffing pattern of the industry. Workers in occupations not commonly paid on an incentive basis, such as maintenance men, machine adjusters, floormen, machinists, and janitorial workers, now constitute a larger proportion of the production labor force than in the previous survey. As in 1955, piecework rates applied to virtually all hand cigarmakers, cigarmaking machine operators, packers, tobacco strippers (machine), and banding and cellophaning machine operators.

Establishments with labor-management agreements covering a majority of their workers accounted for slightly less than half of the production labor force. Regionally, such establishments accounted for approximately three-tenths of the production workers in the Middle Atlantic, about seven-tenths in the Southeast, and virtually all in the Border States.

Average Hourly Earnings

Straight-time hourly earnings of the 21,562 production workers in the cigar manufacturing industry averaged \$1.39 in April-May 1961 (table 1), an increase of 23 percent since April 1955.

⁵ It is estimated that in 1924 more than two-thirds of the cigars were made by the hand method, compared with less than a tenth in 1961.

⁶ Annual Report on Tobacco Statistics, 1960, U. S. Department of Agriculture, Statistical Bull. No. 281, p. 48.

⁷ See Indexes of Output per Man-Hour for Selected Industries, 1939 and 1947-59, U. S. Department of Labor (July 1960), Annual Industry Series, table 22B, p. 16.

The 16,841 women, constituting nearly four-fifths of the production work force, averaged \$1.37 an hour compared with \$1.48 an hour for the 4,721 men. This 11-cent difference in the general earnings level is largely attributed to the fact that men were employed in the skilled maintenance and machine adjusting jobs.

Individual earnings ranged from under \$1 to over \$2.50, with the middle half of the workers in the earnings array falling between \$1.21 and \$1.56. At the lower end of the array, 1.9 percent of the workers earned less than \$1,⁸ 16.8 percent earned less than \$1.15, and 31.3 percent earned less than \$1.25 (table 2). Most of the workers earning less than \$1 an hour were in the Southwestern region.⁹

Workers in the Middle Atlantic region, approximately nine-tenths of whom were in Pennsylvania, averaged \$1.44 an hour with 12.3 percent earning less than \$1.15 and 26.2 percent earning less than \$1.25 an hour. Workers in the Southeast averaged \$1.36 with 21.4 percent earning less than \$1.15 and 38.8 percent earning less than \$1.25 an hour. Of these, more than half were employed in the Tampa-St. Petersburg, Fla., area, and averaged \$1.39 an hour. Earnings of workers in two other areas of concentration of the cigar industry, Philadelphia and York County, Pa., averaged \$1.56 and \$1.26 an hour, respectively.

The 884 workers employed in establishments using the "hand method" as the predominant means of manufacture earned \$1.05 an hour compared with \$1.41 for the 20,678 in "machine method" plants (table 5). An estimated 39.5 percent of the workers in the former establishments had average earnings under \$1.

Earnings of production workers in establishments employing 500 or more workers averaged \$1.44 an hour compared with \$1.37 for those in establishments with 100 to 499 workers and \$1.25 in plants with 8 to 99 workers. In the Middle Atlantic region, the average hourly earnings of workers in these three establishment-size groups were \$1.50, \$1.41, and \$1.29, and in the Southeast region \$1.38, \$1.37, and \$1.04, respectively.

Production workers in metropolitan areas averaged 7 cents more an hour than those in nonmetropolitan areas—\$1.41 compared with \$1.34; in the Middle Atlantic region, the difference amounted to 8 cents (\$1.46 and \$1.38) and in the Southeast, to 15 cents (\$1.39 and \$1.24).

Hourly earnings of production workers in establishments with labor-management contracts averaged \$1.47 compared with \$1.32 in establishments in which none or a minority of the workers were covered by such contracts. In the Southeast and Middle Atlantic regions, average hourly earnings in union establishments exceeded those in nonunion plants by 18 and 21 cents, respectively.

In considering the differences in wages noted in the preceding paragraphs, it must be emphasized that the interrelationship of these factors are such that the exact influence of any one characteristic cannot be fully isolated. For example, the larger establishments tend to be concentrated in the larger communities and to have a greater degree of unionization.

⁸ At the time of the study, the Federal minimum wage was \$1 an hour. Effective Sept. 3, 1961, the statutory minimum was raised to \$1.15. The Federal law applies to manufacturing establishments engaged in interstate commerce. A few establishments covered by this study reported that they were engaged only in interstate commerce.

⁹ The Southwestern region includes Arkansas, Louisiana, Oklahoma, and Texas.

Occupational Earnings

Occupational categories for which average straight-time hourly earnings are presented in table 7 accounted for approximately four-fifths of the production workers in the cigar manufacturing industry. They were selected for study largely because of their numerical importance and their representativeness of the entire job-rate structure. Industrywide averages for these occupational categories ranged from \$1.08 for women cigar hand rollers to \$2.15 for maintenance machinists.

Virtually all cigarmaking machine operators were women, accounting for more than two-fifths of the women production workers in the industry. Those assigned to 4-position and 3-position machines, used in the manufacture of long-filler cigars, averaged \$1.60 and \$1.65, respectively, compared with \$1.38 and \$1.35 for operators of 2-position and 1-position machines used in the manufacture of short-filler cigars. Operators of 1-position machines, numerically the most important of the occupations studied separately, averaged \$1.38 an hour in the Middle Atlantic region and \$1.29 in the Southeast. A wider regional differential existed in the earnings of women assigned to the 2-position machines—\$1.54 an hour in the Middle Atlantic region compared with \$1.23 in the Southeast. Three-position machines accounted for nearly one-fourth of the cigarmaking machine operators in the Middle Atlantic region, but were rarely found in the Southeast; the 4-position machines, however, were more common in the Southeast than in the Middle Atlantic region, with earnings of the operators averaging \$1.63 and \$1.55 an hour, respectively.

Slightly more than half of the 954 workers engaged in manufacturing cigars by hand methods were employed in the Tampa-St. Petersburg area and averaged \$1.34 an hour—5 cents above the nationwide average for such workers. A very small proportion of these workers manufactured a complete cigar. Most were employed either as bunchmakers or rollers under the "teamwork" system of manufacture. In this last remaining center of hand production, 185 men on the hand method averaged \$1.47 an hour compared with \$1.26 for the 325 women in similar work. Almost all of these workers, however, were employed in establishments that were primarily producers of machine-made cigars.

About 80 percent of the plants studied accomplished the bulk of their tobacco stripping (removal of stems from tobacco leaves) by machine. The 2,141 women operating these machines averaged \$1.28 an hour, nationally, \$1.23 in the Southeast, and \$1.33 in the Middle Atlantic region. The relatively few women (62) employed in the Southeast and Middle Atlantic regions to strip tobacco leaves by hand averaged \$1.04 and \$1.30 an hour, respectively.

Cigar packers averaged \$1.56. Men, comprising approximately one-tenth of the cigar packers but employed almost entirely in one area, averaged \$1.75 an hour compared with \$1.54 for women. In Tampa-St. Petersburg, where men outnumbered the women in this occupation, but averaged less per hour, the average for cigar packers was \$1.84. These comparatively high rates reflect the importance of the job which involves the selection of cigars according to color and shade, considerations of greatest importance in packing higher priced cigars.

Average occupational earnings varied widely not only among the regions but also within the same region. For example, where comparisons could be made among the selected occupations, workers in York County, Pa., averaged from 11 to 41 cents an hour less than workers in similar occupations in Philadelphia. In the tabulation below, average hourly earnings for selected occupations in Philadelphia and Tampa-St. Petersburg are expressed as a percent of pay levels in York County, Pa.

Selected occupations	Average hourly earnings in—	
	Philadelphia	Tampa— St. Petersburg
	(York County, Pa. = 100)	
Cigarmaking machine adjusters -----	114	81
Banding and cellophaning machine operators -----	125	107
Floormen or floorwomen -----	109	105
Inspectors, cigar (examiners) -----	135	-
Janitors -----	112	95
Packers, cigar -----	122	130
Strippers, machine -----	128	117

Similarly, earnings in some jobs had relatively wide dispersions: Earnings of machine adjusters ranged from approximately \$1.10 to \$3 or more and of women cigar packers from under \$1 to nearly \$3. In comparison, the earnings of workers in several other selected occupations tended to be distributed within more narrow limits (table 6).

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules and selected supplementary benefits, including paid holidays, vacations, retirement pension plans, life insurance, sickness and accident insurance, hospitalization, and surgical benefits.

Scheduled Weekly Hours.—Weekly work schedules of 40 hours applied to approximately four-fifths of the production workers in the industry, more than nine-tenths in the Middle Atlantic region, and to nearly four-fifths in the Southeast (table 13). However, nearly two-fifths of the workers in the Border States had 32-hour work schedules and about one-seventh in the Southeast worked 48 hours a week; all of the latter were in Tampa—St. Petersburg, Fla.

Shift Practices.—The proportion of production workers employed on extra shifts has increased from 5 percent to slightly over 15 percent since the 1955 study. Fifteen percent of the workers in the Middle Atlantic region and 18 percent of those in the Southeast were employed on second (evening) shifts (table 14). Most commonly, second-shift workers in the Middle Atlantic region received a 5-percent differential over day rates; premium pay for second-shift work was not common in the Southeast. Third-shift operations were virtually nonexistent in the industry.

Paid Holidays.—Nearly nine-tenths of the production workers received paid holidays, typically 6 or 7 days annually (table 15). In the Middle Atlantic region, 6 days were most common, compared with 2 or 4 days in the Southeast. Paid holiday provisions varied by areas within the same region as well as by regions. All the production workers in the Philadelphia area were in establishments providing paid holidays—most commonly 6 days; in York County, Pa., on the other hand, only three-tenths of the production workers were in plants having paid holiday provisions.

Paid Vacations.—Paid vacations, after qualifying periods of service, were provided to more than nine-tenths of the workers in the industry (table 16). Most commonly, workers in the Middle Atlantic region received 1 week of vacation pay after a year of service and 2 weeks after 5 years; nearly half of the workers were in plants providing 3 weeks' vacation pay after 15 years of service. Vacation provisions in the Southeast were somewhat more liberal than those in the Middle Atlantic.

Health, Insurance, and Pension Plans.—Life insurance, hospitalization, and surgical benefits, financed at least in part by the employer, were available to more than three-fourths of the production workers, whereas sickness and accident insurance applied to only one-fourth (table 17). Other types, such as sick leave, medical insurance, and catastrophe insurance, were infrequently reported.

Pensions—providing regular payments for the remainder of the worker's life upon retirement, in addition to those available under Federal old-age, survivors, and disability insurance—applied to two-fifths of the production workers in the industry and both major regions.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers in cigar manufacturing establishments by selected characteristics, United States, selected regions, and areas, April-May 1961)

Item	United States ²		Regions						Areas					
			Middle Atlantic		Border States		Southeast		Philadelphia, Pa.		York County, Pa.		Tampa-St. Petersburg, Fla.	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All workers -----	21,562	\$ 1.39	10,496	\$ 1.44	1,081	\$ 1.45	7,676	\$ 1.36	2,855	\$ 1.56	1,275	\$ 1.26	3,911	\$ 1.39
Men -----	4,721	1.48	2,107	1.49	284	1.58	1,959	1.45	566	1.62	192	1.41	1,152	1.45
Women -----	16,841	1.37	8,389	1.43	797	1.41	5,717	1.33	2,289	1.54	1,083	1.23	2,759	1.37
Method of manufacture: ³														
Hand -----	884	1.05	388	1.51	-	-	-	-	-	-	-	-	-	-
Machine -----	20,678	1.41	10,108	1.44	1,081	1.45	7,492	1.37	2,855	1.56	1,275	1.26	3,827	1.40
Size of establishment:														
8-99 workers -----	1,928	1.25	1,170	1.29	-	-	394	1.04	-	-	398	1.15	-	-
100-499 workers -----	10,050	1.37	4,320	1.41	939	1.47	2,704	1.37	-	-	877	1.31	1,840	1.44
500 or more workers -----	9,584	1.44	5,006	1.50	-	-	4,578	1.38	2,373	1.54	-	-	-	-
Size of community:														
Metropolitan area ⁴ -----	16,789	1.41	7,854	1.46	-	-	6,175	1.39	2,855	1.56	1,275	1.26	3,911	1.39
Nonmetropolitan area -----	4,773	1.34	2,642	1.38	-	-	1,501	1.24	-	-	-	-	-	-
Labor-management contracts:														
Establishments with—														
Majority covered -----	10,576	1.47	3,052	1.59	1,025	1.46	5,258	1.42	1,686	1.64	-	-	2,080	1.49
None or minority covered --	10,986	1.32	7,444	1.38	-	-	2,418	1.24	-	-	907	1.20	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately. For definition of regions and areas as shown in this or subsequent table, see footnotes 1, 5, and 6, appendix A table.³ Establishments were classified as hand method or machine method plants on the basis of primary operations measured by value of product. Of the 21,562 workers in scope of study, 2,484 (mostly in the Southeast) were employed in establishments using both methods of production. With very few exceptions, these workers were in establishments classified as machine method plants for purposes of this tabulation.⁴ The term "metropolitan area" as used in this study refers to the Standard Metropolitan Statistical Areas, as defined by the U. S. Bureau of the Budget.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 2. Earnings Distribution: All Establishments

(Percent distribution of production workers in cigar manufacturing establishments by average straight-time hourly earnings,¹ United States, selected regions, States, and areas, April-May 1961)

Average hourly earnings ¹	United States ²	Regions			States			Areas		
		Middle Atlantic	Border States	Southeast	Florida	New Jersey	Pennsylvania	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
Under \$ 1.00 -----	1.9	0.3	-	1.0	1.3	-	0.4	-	1.5	1.8
\$ 1.00 and under \$ 1.05 -----	6.8	5.0	1.8	9.9	9.6	0.5	5.6	1.2	19.1	7.8
\$ 1.05 and under \$ 1.10 -----	3.7	3.0	.3	4.7	4.3	.8	3.3	1.2	7.7	4.3
\$ 1.10 and under \$ 1.15 -----	4.4	4.0	2.3	5.8	6.0	1.9	4.3	2.6	11.9	5.3
\$ 1.15 and under \$ 1.20 -----	5.8	5.0	1.8	7.8	7.9	.7	5.6	2.2	11.2	8.2
\$ 1.20 and under \$ 1.25 -----	8.7	8.9	5.1	9.6	10.4	2.2	9.8	8.1	7.1	10.7
\$ 1.25 and under \$ 1.30 -----	9.2	9.7	12.7	8.6	7.8	2.3	10.5	5.1	5.8	6.2
\$ 1.30 and under \$ 1.35 -----	7.7	5.9	15.6	9.5	7.5	4.9	6.0	4.7	4.4	5.5
\$ 1.35 and under \$ 1.40 -----	7.2	5.7	13.0	8.0	7.7	3.5	5.9	4.5	3.6	7.3
\$ 1.40 and under \$ 1.45 -----	7.4	8.4	8.8	5.7	5.0	9.7	8.3	11.8	6.4	5.0
\$ 1.45 and under \$ 1.50 -----	6.5	7.4	7.5	4.4	4.9	10.2	7.1	6.8	11.5	5.0
\$ 1.50 and under \$ 1.55 -----	4.6	4.5	5.7	4.0	4.7	5.0	4.5	5.5	1.4	5.5
\$ 1.55 and under \$ 1.60 -----	4.8	5.1	6.7	4.1	3.8	5.0	5.1	4.9	1.4	4.7
\$ 1.60 and under \$ 1.65 -----	5.5	8.0	5.5	3.3	4.0	4.8	8.3	3.6	1.4	5.0
\$ 1.65 and under \$ 1.70 -----	3.3	3.6	2.8	3.7	4.1	4.5	3.5	7.2	.4	4.9
\$ 1.70 and under \$ 1.75 -----	1.7	1.7	1.7	1.7	2.0	4.4	1.3	2.2	.3	2.6
\$ 1.75 and under \$ 1.80 -----	2.2	3.3	.8	1.4	1.6	18.2	1.5	8.3	.4	2.1
\$ 1.80 and under \$ 1.85 -----	2.5	4.1	.6	1.0	1.0	4.6	4.2	11.9	.6	1.3
\$ 1.85 and under \$ 1.90 -----	.7	.8	.6	.4	.3	1.4	.8	.4	-	.4
\$ 1.90 and under \$ 1.95 -----	.6	.7	.5	.6	.7	1.9	.5	.6	.3	.9
\$ 1.95 and under \$ 2.00 -----	.7	.7	.5	.5	.5	3.2	.4	.5	.3	.6
\$ 2.00 and under \$ 2.10 -----	1.2	1.4	2.4	1.0	1.1	3.4	1.2	1.5	.8	1.4
\$ 2.10 and under \$ 2.20 -----	1.2	.7	.9	1.7	2.0	2.8	.5	1.4	1.3	1.1
\$ 2.20 and under \$ 2.30 -----	.6	.6	.1	.7	.9	1.8	.5	.7	.4	1.1
\$ 2.30 and under \$ 2.40 -----	.7	.8	1.4	.6	.3	1.7	.7	1.9	.3	.5
\$ 2.40 and under \$ 2.50 -----	.2	.2	.6	.2	.3	.2	.2	.5	-	.4
\$ 2.50 and over -----	.3	.3	.5	.3	.4	.5	.3	.6	.4	.5
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	21,562	10,496	1,081	7,676	5,515	1,075	9,261	2,855	1,275	3,911
Average hourly earnings ¹ -----	\$ 1.39	\$ 1.44	\$ 1.45	\$ 1.36	\$ 1.37	\$ 1.64	\$ 1.41	\$ 1.56	\$ 1.26	\$ 1.39

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

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

Table 3. Earnings Distribution: Men Production Workers

(Percent distribution of men production workers in cigar manufacturing establishments by average straight-time hourly earnings,¹ United States, selected regions, States, and areas, April-May 1961)

Average hourly earnings ¹	United States ²	Regions			States			Areas		
		Middle Atlantic	Border States	Southeast	Florida	New Jersey	Pennsylvania	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
Under \$ 1.00 -----	0.8	0.2	-	1.6	2.1	-	0.2	-	-	2.7
\$ 1.00 and under \$ 1.05 -----	5.2	3.7	0.7	6.9	5.3	-	4.2	1.4	12.5	4.9
\$ 1.05 and under \$ 1.10 -----	2.3	1.7	-	1.8	2.1	1.0	1.8	.5	4.2	2.7
\$ 1.10 and under \$ 1.15 -----	2.7	3.7	1.4	2.0	2.3	1.0	4.1	1.8	7.3	2.6
\$ 1.15 and under \$ 1.20 -----	6.0	4.2	1.1	9.5	10.2	.5	4.7	2.8	15.6	11.7
\$ 1.20 and under \$ 1.25 -----	10.5	13.2	7.4	9.9	9.8	2.5	14.7	13.8	8.9	7.6
\$ 1.25 and under \$ 1.30 -----	10.8	16.0	22.5	5.4	5.2	1.0	17.5	8.5	11.5	3.9
\$ 1.30 and under \$ 1.35 -----	7.7	7.0	10.6	8.3	5.3	8.0	7.1	3.7	4.7	2.8
\$ 1.35 and under \$ 1.40 -----	6.3	4.0	6.7	6.8	6.1	4.5	4.0	2.8	2.6	5.6
\$ 1.40 and under \$ 1.45 -----	4.9	6.1	3.5	2.8	2.9	5.0	6.1	13.1	3.6	3.0
\$ 1.45 and under \$ 1.50 -----	6.0	4.7	2.5	7.6	9.0	22.1	2.6	9.4	1.6	10.5
\$ 1.50 and under \$ 1.55 -----	3.4	2.8	3.2	4.3	5.2	7.5	2.3	3.9	1.0	6.0
\$ 1.55 and under \$ 1.60 -----	3.9	2.5	5.6	5.3	5.3	8.0	2.0	1.9	1.0	6.1
\$ 1.60 and under \$ 1.65 -----	4.3	3.1	4.2	6.3	7.9	4.0	3.1	2.8	3.6	8.9
\$ 1.65 and under \$ 1.70 -----	1.9	2.2	1.1	1.7	2.2	2.0	2.3	2.7	-	2.5
\$ 1.70 and under \$ 1.75 -----	1.5	1.4	2.5	1.6	1.7	.5	1.2	.5	.5	1.9
\$ 1.75 and under \$ 1.80 -----	2.0	2.2	1.1	1.8	2.3	1.5	2.1	1.1	1.0	2.8
\$ 1.80 and under \$ 1.85 -----	1.7	2.1	.7	1.6	1.5	1.5	2.3	1.4	1.6	1.8
\$ 1.85 and under \$ 1.90 -----	1.1	1.4	1.1	.8	.6	1.0	1.5	.7	-	.7
\$ 1.90 and under \$ 1.95 -----	1.9	2.1	.7	2.0	2.3	2.0	1.7	.5	1.6	2.8
\$ 1.95 and under \$ 2.00 -----	1.4	1.2	1.1	1.1	.7	3.5	1.0	1.2	1.0	.8
\$ 2.00 and under \$ 2.10 -----	3.6	4.2	9.2	2.1	2.3	7.0	4.0	3.7	3.1	3.0
\$ 2.10 and under \$ 2.20 -----	4.0	2.1	3.5	5.3	5.6	1.5	2.2	3.4	7.3	1.7
\$ 2.20 and under \$ 2.30 -----	1.6	2.5	.4	.8	.8	5.0	2.3	3.4	2.6	1.0
\$ 2.30 and under \$ 2.40 -----	2.8	3.5	5.3	2.0	.7	8.0	3.1	9.7	.5	.9
\$ 2.40 and under \$ 2.50 -----	.7	.9	2.5	.3	.4	-	.8	2.3	-	.5
\$ 2.50 and over -----	.9	1.1	1.8	.4	.4	1.0	1.2	3.0	2.6	.5
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	4,721	2,107	284	1,959	1,506	199	1,863	566	192	1,152
Average hourly earnings ¹ -----	\$ 1.48	\$ 1.49	\$ 1.58	\$ 1.45	\$ 1.45	\$ 1.67	\$ 1.47	\$ 1.62	\$ 1.41	\$ 1.45

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.

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

Table 4. Earnings Distribution: Women Production Workers

(Percent distribution of women production workers in cigar manufacturing establishments by average straight-time hourly earnings,¹ United States, selected regions, States, and areas, April-May 1961)

Average hourly earnings ¹	United States ²	Regions			States			Areas		
		Middle Atlantic	Border States	Southeast	Florida	New Jersey	Pennsylvania	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
Under \$ 1.00 -----	2.2	0.4	-	0.7	1.0	-	0.4	-	1.8	1.5
\$ 1.00 and under \$ 1.05 -----	7.2	5.3	2.1	10.9	11.2	0.6	5.9	1.2	20.2	9.0
\$ 1.05 and under \$ 1.10 -----	4.0	3.3	.4	5.7	5.1	.8	3.6	1.4	8.3	5.0
\$ 1.10 and under \$ 1.15 -----	4.9	4.1	2.6	7.0	7.4	2.1	4.4	2.8	12.7	6.4
\$ 1.15 and under \$ 1.20 -----	5.8	5.2	2.0	7.2	7.1	.7	5.8	2.1	10.4	6.7
\$ 1.20 and under \$ 1.25 -----	8.2	7.9	4.3	9.5	10.6	2.2	8.5	6.7	6.8	12.0
\$ 1.25 and under \$ 1.30 -----	8.8	8.1	9.2	9.7	8.8	2.6	8.7	4.3	4.8	7.1
\$ 1.30 and under \$ 1.35 -----	7.8	5.6	17.4	9.8	8.4	4.2	5.7	4.9	4.3	6.7
\$ 1.35 and under \$ 1.40 -----	7.4	6.1	15.3	8.4	8.3	3.3	6.4	4.9	3.8	8.0
\$ 1.40 and under \$ 1.45 -----	8.1	9.0	10.7	6.7	5.8	10.7	8.9	11.5	6.8	5.8
\$ 1.45 and under \$ 1.50 -----	6.6	8.0	9.3	3.4	3.3	7.5	8.2	6.1	13.3	2.6
\$ 1.50 and under \$ 1.55 -----	4.9	5.0	6.6	3.9	4.5	4.5	5.1	5.9	1.5	5.3
\$ 1.55 and under \$ 1.60 -----	5.1	5.8	7.0	3.7	3.3	4.3	5.9	5.6	1.5	4.2
\$ 1.60 and under \$ 1.65 -----	5.8	9.2	5.9	2.2	2.5	5.0	9.6	3.8	1.0	3.4
\$ 1.65 and under \$ 1.70 -----	3.7	3.9	3.4	4.4	4.8	5.0	3.8	8.3	.5	5.9
\$ 1.70 and under \$ 1.75 -----	1.7	1.8	1.4	1.8	2.1	5.3	1.4	2.6	.3	2.9
\$ 1.75 and under \$ 1.80 -----	2.3	3.5	.8	1.3	1.3	22.0	1.3	10.1	.3	1.8
\$ 1.80 and under \$ 1.85 -----	2.7	4.6	.5	.8	.8	5.3	4.6	14.5	.5	1.1
\$ 1.85 and under \$ 1.90 -----	.5	.7	.5	.3	.2	1.5	.6	.3	-	.2
\$ 1.90 and under \$ 1.95 -----	.3	.4	.4	.1	.1	1.8	.2	.6	.1	.2
\$ 1.95 and under \$ 2.00 -----	.5	.5	.3	.3	.4	3.1	.3	.3	.2	.5
\$ 2.00 and under \$ 2.10 -----	.6	.8	-	.5	.6	2.6	.5	1.0	.4	.7
\$ 2.10 and under \$ 2.20 -----	.4	.4	-	.5	.6	3.1	.1	1.0	.3	.8
\$ 2.20 and under \$ 2.30 -----	.3	.2	-	.6	.9	1.0	.1	(³)	-	1.1
\$ 2.30 and under \$ 2.40 -----	.1	.1	-	.1	.2	.2	.1	-	.3	.3
\$ 2.40 and under \$ 2.50 -----	.1	(³)	-	.1	.2	.2	-	-	-	.3
\$ 2.50 and over -----	.1	.1	-	.3	.4	.3	(³)	(³)	-	.5
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	16,841	8,389	797	5,717	4,009	876	7,398	2,289	1,083	2,759
Average hourly earnings ¹ -----	\$ 1.37	\$ 1.43	\$ 1.41	\$ 1.33	\$ 1.33	\$ 1.63	\$ 1.40	\$ 1.54	\$ 1.23	\$ 1.37

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

³ Less than 0.05 percent.

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

Table 5. Earnings Distribution: All Production Workers¹ — By Method of Manufacturing

(Percent distribution of production workers by average straight-time hourly earnings,¹ in cigar manufacturing establishments classified according to the predominant method of manufacturing,² United States and selected regions, April-May 1961)

Average hourly earnings ¹	United States ³		Middle Atlantic		Border States	Southeast
	Hand method	Machine method	Hand method	Machine method	Machine method	Machine method
Under \$ 1.00 -----	39.5	0.3	-	0.4	-	0.3
\$ 1.00 and under \$ 1.05 -----	10.6	6.6	1.3	5.1	1.8	9.1
\$ 1.05 and under \$ 1.10 -----	1.9	3.7	1.5	3.1	.3	4.7
\$ 1.10 and under \$ 1.15 -----	2.6	4.5	4.9	4.0	2.3	5.8
\$ 1.15 and under \$ 1.20 -----	2.6	6.0	1.3	5.2	1.8	7.7
\$ 1.20 and under \$ 1.25 -----	7.2	8.7	15.2	8.7	5.1	9.8
\$ 1.25 and under \$ 1.30 -----	6.2	9.4	12.9	9.6	12.7	8.8
\$ 1.30 and under \$ 1.35 -----	1.7	8.0	3.6	6.0	15.6	9.7
\$ 1.35 and under \$ 1.40 -----	3.7	7.3	7.0	5.7	13.0	8.1
\$ 1.40 and under \$ 1.45 -----	2.1	7.6	4.9	8.5	8.8	5.8
\$ 1.45 and under \$ 1.50 -----	1.7	6.7	3.6	7.5	7.5	4.5
\$ 1.50 and under \$ 1.55 -----	.6	4.8	1.0	4.6	5.7	4.1
\$ 1.55 and under \$ 1.60 -----	1.9	5.0	3.9	5.2	6.7	4.2
\$ 1.60 and under \$ 1.65 -----	3.5	5.6	7.7	8.0	5.5	3.3
\$ 1.65 and under \$ 1.70 -----	2.0	3.4	4.6	3.6	2.8	3.8
\$ 1.70 and under \$ 1.75 -----	.9	1.7	2.1	1.7	1.7	1.8
\$ 1.75 and under \$ 1.80 -----	2.3	2.2	5.2	3.2	.8	1.4
\$ 1.80 and under \$ 1.85 -----	1.8	2.5	4.1	4.1	.6	1.0
\$ 1.85 and under \$ 1.90 -----	.5	.7	1.0	.8	.6	.4
\$ 1.90 and under \$ 1.95 -----	1.2	.6	2.8	.7	.5	.6
\$ 1.95 and under \$ 2.00 -----	1.2	.6	2.6	.6	.5	.5
\$ 2.00 and under \$ 2.10 -----	1.5	1.2	3.1	1.4	2.4	1.0
\$ 2.10 and under \$ 2.20 -----	.8	1.2	1.5	.7	.9	1.7
\$ 2.20 and under \$ 2.30 -----	1.2	.5	2.8	.5	.1	.7
\$ 2.30 and under \$ 2.40 -----	-	.7	-	.8	1.4	.6
\$ 2.40 and under \$ 2.50 -----	.6	.2	1.3	.2	.6	.2
\$ 2.50 and over -----	-	.3	-	.3	.5	.3
Total -----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	884	20,678	388	10,108	1,081	7,492
Average hourly earnings ¹ -----	\$ 1.05	\$ 1.41	\$ 1.51	\$ 1.44	\$ 1.45	\$ 1.37

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Establishments were classified as hand method or machine method on the basis of primary operations measured by value of product. Of the 21,562 production workers in scope of study, 2,484 (mostly in the Southeast) were employed in establishments using both methods of production. With very few exceptions, these workers were in establishments classified as machine method plants for purposes of this tabulation.

³ Includes data for regions in addition to those shown separately.

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

Table 6. Earnings Distribution: Selected Occupations—By Sex

(Percent distribution of men and women in selected occupations in cigar manufacturing establishments by average straight-time hourly earnings,¹ United States and selected regions, April–May 1961)

Average hourly earnings ¹	Adjusters, machine (men)				Cigarmakers, hand (men)		Cigarmakers, hand (women)			Cigarmaking machine operators, 4 positions (women)			Cigarmaking machine operators, 3 positions (women)		Cigarmaking machine operators, 2 positions (women)		
	United States ²	Middle Atlantic	Border States	South-east	United States ²	South-east	United States ²	Middle Atlantic	South-east	United States ²	Middle Atlantic	South-east	United States ²	Middle Atlantic	United States ²	Middle Atlantic	South-east
Under \$ 1.00 -----	-	-	-	-	-	-	16.3	-	-	-	-	-	-	-	-	-	-
\$ 1.00 and under \$ 1.05 -----	-	-	-	-	5.2	6.5	18.1	1.0	30.4	-	-	-	1.2	1.4	13.4	9.1	20.4
\$ 1.05 and under \$ 1.10 -----	-	-	-	-	5.7	7.0	4.0	-	7.2	-	-	-	.6	.7	3.5	4.0	2.8
\$ 1.10 and under \$ 1.15 -----	0.4	-	-	1.3	5.2	6.5	5.7	-	10.1	0.6	-	0.9	2.1	1.8	5.1	4.0	4.6
\$ 1.15 and under \$ 1.20 -----	.2	-	-	.6	4.8	5.4	5.0	-	8.9	.7	-	1.0	4.2	-	6.1	1.0	10.4
\$ 1.20 and under \$ 1.25 -----	.2	-	-	-	3.9	4.9	9.2	14.8	9.2	1.4	-	1.9	2.1	1.7	8.1	.7	14.2
\$ 1.25 and under \$ 1.30 -----	.9	-	-	3.2	7.0	3.2	4.3	5.6	5.0	.1	-	.2	.2	-	8.4	.3	16.8
\$ 1.30 and under \$ 1.35 -----	-	-	-	-	3.9	4.9	5.4	5.1	7.2	.6	-	.9	1.3	.2	6.8	1.9	10.4
\$ 1.35 and under \$ 1.40 -----	.9	0.3	-	1.9	5.2	6.5	5.2	9.7	4.7	6.8	12.4	3.8	2.4	.5	4.8	1.5	8.8
\$ 1.40 and under \$ 1.45 -----	.5	-	-	1.9	6.1	4.9	3.9	5.6	4.2	11.9	25.2	3.7	.4	.5	3.5	1.5	5.6
\$ 1.45 and under \$ 1.50 -----	1.2	.3	-	3.9	5.2	3.8	1.7	3.1	1.5	10.5	37.1	1.7	4.6	5.0	1.6	.5	2.8
\$ 1.50 and under \$ 1.55 -----	2.0	1.3	-	3.9	7.0	8.6	2.5	1.5	3.7	9.7	-	13.6	2.5	.1	2.6	.7	1.6
\$ 1.55 and under \$ 1.60 -----	2.5	2.9	-	3.2	3.5	4.3	1.8	4.6	1.0	10.7	2.0	14.3	4.7	1.3	2.9	1.7	.4
\$ 1.60 and under \$ 1.65 -----	5.9	7.1	3.1	6.5	3.9	4.9	3.9	12.8	.7	6.9	1.0	9.4	17.8	20.8	20.0	43.8	1.2
\$ 1.65 and under \$ 1.70 -----	3.0	3.2	-	3.2	2.6	2.2	1.7	5.6	.2	17.5	1.0	24.3	11.7	13.9	.5	.9	.2
\$ 1.70 and under \$ 1.75 -----	2.1	2.3	-	1.9	5.2	3.8	1.0	1.5	1.0	7.8	-	11.0	6.3	7.1	.4	.9	-
\$ 1.75 and under \$ 1.80 -----	2.9	4.2	-	-	4.4	5.4	2.1	4.1	1.7	4.1	.5	5.6	2.1	2.5	12.3	27.5	-
\$ 1.80 and under \$ 1.85 -----	5.2	6.1	-	6.5	4.8	5.4	1.9	6.1	.5	3.6	5.9	3.0	33.6	40.0	-	-	-
\$ 1.85 and under \$ 1.90 -----	3.2	4.8	-	.6	2.6	2.7	.8	1.5	.7	.2	1.0	-	.8	1.0	-	-	-
\$ 1.90 and under \$ 1.95 -----	4.1	6.1	-	1.3	3.9	1.6	.1	-	.2	.4	1.5	-	-	-	-	-	-
\$ 1.95 and under \$ 2.00 -----	4.5	2.9	3.1	-	.9	.5	1.4	4.6	.2	2.6	7.4	1.0	.4	.5	-	-	-
\$ 2.00 and under \$ 2.10 -----	14.6	16.7	56.3	4.5	2.2	2.7	1.9	5.6	.7	1.4	5.0	.2	.7	.8	-	-	-
\$ 2.10 and under \$ 2.20 -----	19.1	7.1	3.1	36.4	2.6	2.7	.8	2.0	.5	1.1	-	1.6	.1	.1	-	-	-
\$ 2.20 and under \$ 2.30 -----	6.8	10.3	3.1	3.2	.9	.5	1.5	5.1	.2	1.0	-	1.4	-	-	-	-	-
\$ 2.30 and under \$ 2.40 -----	16.2	18.0	31.3	15.6	.4	.5	-	-	-	-	-	-	-	-	-	-	-
\$ 2.40 and under \$ 2.50 -----	1.6	2.9	-	-	2.6	.5	-	-	-	-	-	-	-	-	-	-	-
\$ 2.50 and under \$ 2.60 -----	.9	1.6	-	-	-	-	-	-	-	.1	-	.2	-	-	-	-	-
\$ 2.60 and under \$ 2.70 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 2.70 and under \$ 2.80 -----	.2	.3	-	-	-	-	-	-	-	.1	-	.2	-	-	-	-	-
\$ 2.80 and under \$ 2.90 -----	.7	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 2.90 and under \$ 3.00 -----	.2	.3	-	-	-	-	-	-	-	-	-	-	.1	.1	-	-	-
\$ 3.00 and over -----	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	561	311	32	154	229	185	725	196	404	806	202	572	999	841	1,302	582	501
Average hourly earnings ¹ -----	\$2.01	\$2.03	\$2.12	\$1.93	\$1.52	\$1.47	\$1.21	\$1.59	\$1.22	\$1.60	\$1.55	\$1.63	\$1.65	\$1.70	\$1.38	\$1.54	\$1.23

See footnotes at end of table.

Table 6. Earnings Distribution: Selected Occupations—By Sex—Continued

(Percent distribution of men and women in selected occupations in cigar manufacturing establishments by average straight-time hourly earnings.¹ United States and selected regions, April–May 1961)

Average hourly earnings ¹	Cigarmaking machine operators, 1 position (women)				Floormen				Packers, cigar (women)				Strippers, hand and machine (women)			
	United States ²	Middle Atlantic	Border States	South-east	United States ²	Middle Atlantic	Border States	South-east	United States ²	Middle Atlantic	Border States	South-east	United States ²	Middle Atlantic	Border States	South-east
Under \$ 1.00 -----	0.3	(³)	-	-	-	-	-	-	0.2	-	-	-	5.5	-	-	0.1
\$ 1.00 and under \$ 1.05 -----	4.6	3.5	0.7	7.3	7.5	4.7	-	9.3	3.8	2.6	5.8	6.2	13.7	13.5	-	15.1
\$ 1.05 and under \$ 1.10 -----	3.6	3.3	.3	5.4	2.3	1.9	-	3.2	1.7	1.5	-	2.8	10.9	6.3	3.6	17.3
\$ 1.10 and under \$ 1.15 -----	4.2	3.5	-	6.6	4.5	7.3	-	1.5	3.5	2.2	5.8	4.8	8.4	4.9	12.7	14.9
\$ 1.15 and under \$ 1.20 -----	5.7	6.4	.7	6.7	10.5	7.9	-	16.6	2.7	2.2	5.8	3.2	7.0	6.5	-	8.1
\$ 1.20 and under \$ 1.25 -----	7.6	7.7	3.5	9.5	24.5	28.1	12.8	23.8	4.3	5.0	6.5	3.9	8.8	9.4	1.8	10.2
\$ 1.25 and under \$ 1.30 -----	9.9	9.3	3.5	13.2	18.2	24.0	53.2	7.0	6.6	8.6	7.2	3.7	7.1	8.3	5.5	6.2
\$ 1.30 and under \$ 1.35 -----	11.4	8.4	16.8	15.0	15.8	10.1	34.0	21.2	4.8	4.3	9.4	4.9	6.0	7.2	7.3	6.1
\$ 1.35 and under \$ 1.40 -----	10.8	8.5	18.2	12.4	6.3	1.9	-	10.5	6.5	5.6	8.0	8.3	5.6	7.7	18.2	3.8
\$ 1.40 and under \$ 1.45 -----	11.5	10.7	13.3	10.4	5.2	9.0	-	1.2	7.9	8.1	9.4	8.8	5.3	6.9	10.9	4.0
\$ 1.45 and under \$ 1.50 -----	10.6	11.5	14.7	5.9	3.8	3.9	-	4.7	5.8	5.3	10.1	3.9	4.4	5.8	7.3	3.1
\$ 1.50 and under \$ 1.55 -----	8.1	10.2	8.7	3.5	.3	-	-	-	5.7	5.6	5.1	5.3	3.9	5.3	5.5	2.6
\$ 1.55 and under \$ 1.60 -----	5.5	7.7	8.0	2.2	.4	-	-	1.2	10.5	13.5	8.0	6.0	3.4	4.3	7.3	2.4
\$ 1.60 and under \$ 1.65 -----	4.7	7.8	5.2	.8	-	-	-	-	4.3	4.0	8.0	3.5	2.6	4.0	7.3	1.4
\$ 1.65 and under \$ 1.70 -----	1.2	1.2	4.9	.8	-	-	-	-	8.6	12.1	4.3	4.4	2.7	3.2	7.3	2.0
\$ 1.70 and under \$ 1.75 -----	.4	.2	1.4	.3	-	-	-	-	3.0	2.7	2.2	2.5	1.4	1.3	3.6	1.5
\$ 1.75 and under \$ 1.80 -----	(³)	.1	-	-	.1	.2	-	-	4.9	6.0	1.4	3.4	1.2	1.9	1.8	.6
\$ 1.80 and under \$ 1.85 -----	-	-	-	-	-	-	-	-	1.6	.8	.7	2.7	1.1	1.6	-	.5
\$ 1.85 and under \$ 1.90 -----	-	-	-	-	-	-	-	-	1.7	.9	1.4	1.9	.3	.3	-	.1
\$ 1.90 and under \$ 1.95 -----	-	-	-	-	.6	1.1	-	-	1.5	2.1	-	.7	.3	.4	-	-
\$ 1.95 and under \$ 2.00 -----	-	-	-	-	-	-	-	-	1.6	.8	.7	1.9	.3	.5	-	-
\$ 2.00 and under \$ 2.10 -----	-	-	-	-	-	-	-	-	2.7	2.2	-	4.6	.2	.4	-	.1
\$ 2.10 and under \$ 2.20 -----	-	-	-	-	-	-	-	-	2.2	2.5	-	2.7	(³)	.1	-	-
\$ 2.20 and under \$ 2.30 -----	-	-	-	-	-	-	-	-	1.5	.3	-	4.6	-	-	-	-
\$ 2.30 and under \$ 2.40 -----	-	-	-	-	-	-	-	-	.7	.5	-	1.4	-	-	-	-
\$ 2.40 and under \$ 2.50 -----	-	-	-	-	-	-	-	-	.7	.2	-	1.4	-	-	-	-
\$ 2.50 and under \$ 2.60 -----	-	-	-	-	-	-	-	-	.2	.1	-	.4	-	-	-	-
\$ 2.60 and under \$ 2.70 -----	-	-	-	-	-	-	-	-	.5	.2	-	1.4	-	-	-	-
\$ 2.70 and under \$ 2.80 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 2.80 and under \$ 2.90 -----	-	-	-	-	-	-	-	-	.2	.2	-	.4	-	-	-	-
\$ 2.90 and under \$ 3.00 -----	-	-	-	-	-	-	-	-	.1	-	-	.4	-	-	-	-
\$ 3.00 and over -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	4,278	2,071	286	1,551	898	467	47	344	1,934	1,060	138	566	2,322	1,042	55	885
Average hourly earnings ¹ -----	\$1.35	\$1.38	\$1.43	\$1.29	\$1.25	\$1.25	\$1.29	\$1.24	\$1.54	\$1.53	\$1.40	\$1.58	\$1.24	\$1.33	\$1.42	\$1.22

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

³ Less than 0.05 percent.

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

Table 7. Occupational Averages: All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations in cigar manufacturing establishments, United States, selected regions, and areas, April-May 1961)

Occupation and sex	United States ²		Regions						Areas					
			Middle Atlantic		Border States		Southeast		Philadelphia, Pa.		York County, Pa.		Tampa-St. Petersburg, Fla.	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Adjusters, machine (all men) ³	561	\$ 2.01	311	\$2.03	32	\$2.12	154	\$1.93	83	\$2.29	35	\$2.04	55	\$1.60
Banding and cellophaning machine	110	1.96	59	2.00	-	-	31	1.89	14	2.20	-	-	12	1.51
Cigarmaking machine	395	2.05	227	2.06	24	2.15	101	1.98	59	2.37	27	2.07	34	1.68
Stripping machine	45	1.78	20	1.87	-	-	16	1.69	6	1.93	-	-	8	1.38
Banding and cellophaning machine operators (1,129 women and 2 men)	1,131	1.33	538	1.38	61	1.37	439	1.30	98	1.53	103	1.22	209	1.30
Cigarmakers, hand	954	1.29	239	1.61	-	-	589	1.30	-	-	-	-	510	1.34
Men	229	1.52	-	-	-	-	185	1.47	-	-	-	-	185	1.47
Women	725	1.21	196	1.59	-	-	404	1.22	-	-	-	-	325	1.26
Whole work	312	1.49	237	1.61	-	-	-	-	-	-	-	-	12	1.38
Men	-	-	-	-	-	-	12	1.38	-	-	-	-	12	1.38
Women	256	1.46	194	1.59	-	-	-	-	-	-	-	-	-	-
Bunchmakers	200	1.39	-	-	-	-	171	1.52	-	-	-	-	171	1.52
Men	153	1.51	-	-	-	-	153	1.51	-	-	-	-	153	1.51
Women	-	-	-	-	-	-	18	1.59	-	-	-	-	18	1.59
Rollers	442	1.09	-	-	-	-	355	1.22	-	-	-	-	327	1.24
Men	20	1.24	-	-	-	-	20	1.24	-	-	-	-	20	1.24
Women	422	1.08	-	-	-	-	335	1.22	-	-	-	-	307	1.24
Cigarmaking machine operators, 4 positions (806 women and 28 men)	834	1.60	202	1.55	-	-	600	1.63	-	-	-	-	600	1.63
Cigarmaking machine operators, 3 positions (999 women and 2 men)	1,001	1.65	841	1.70	-	-	-	-	454	1.79	-	-	-	-
Cigarmaking machine operators, 2 positions (all women)	1,302	1.38	582	1.54	-	-	501	1.23	-	-	90	1.06	281	1.28
Cigarmaking machine operators, 1 position (4,278 women and 1 man)	4,279	1.35	2,072	1.38	286	1.43	1,551	1.29	-	-	245	1.23	400	1.22
Floormen or floorwomen	1,330	1.25	743	1.25	86	1.29	404	1.24	239	1.30	43	1.19	166	1.25
Men	898	1.25	467	1.25	47	1.29	344	1.24	151	1.29	23	1.20	146	1.25
Women	432	1.25	276	1.25	39	1.29	60	1.25	-	-	20	1.17	20	1.23
Inspectors, cigar (examiners)	534	1.42	305	1.41	97	1.43	88	1.45	71	1.59	28	1.18	-	-
Men	21	1.43	6	1.55	-	-	-	-	-	-	-	-	-	-
Women	513	1.42	299	1.41	97	1.43	-	-	71	1.59	26	1.17	-	-
Loose cigars	387	1.41	200	1.38	-	-	77	1.45	36	1.58	28	1.18	-	-
Men	21	1.43	6	1.55	-	-	-	-	-	-	-	-	-	-
Women	366	1.41	194	1.37	-	-	-	-	36	1.58	26	1.17	-	-
Packed cigar (all women)	147	1.45	105	1.47	18	1.40	-	-	35	1.60	-	-	-	-
Janitors	164	1.22	93	1.25	7	1.24	49	1.15	56	1.28	6	1.14	21	1.08
Men	83	1.21	41	1.28	-	-	32	1.12	30	1.30	-	-	19	1.07
Women	81	1.22	52	1.23	-	-	17	1.19	26	1.25	-	-	-	-
Machinists, maintenance (all men)	84	2.15	47	2.16	-	-	28	2.05	15	2.27	-	-	-	-
Maintenance men, general utility (all men)	78	1.81	30	1.79	-	-	21	1.82	-	-	-	-	-	-
Packers, cigar	2,172	1.56	1,078	1.53	138	1.40	779	1.63	254	1.73	170	1.42	370	1.84
Men	238	1.75	18	1.20	-	-	213	1.78	-	-	12	1.27	213	1.78
Women	1,934	1.54	1,060	1.53	138	1.40	566	1.58	254	1.73	158	1.44	-	-
Strippers (2,322 women and 9 men)	2,331	1.24	1,042	1.33	63	1.42	886	1.22	277	1.42	202	1.11	439	1.29
Strippers, hand (181 women and 1 man)	-	-	46	1.30	-	-	17	1.04	-	-	-	-	14	1.04
Strippers, machine (2,141 women and 8 men)	2,149	1.28	996	1.33	63	1.42	869	1.23	277	1.42	202	1.11	425	1.30

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

³ Includes data for workers not shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 8. Occupational Averages: By Labor-Management Contract Coverage and Establishment-Size Group

(Number and average straight-time hourly earnings¹ of workers in selected occupations in cigar manufacturing establishments by labor-management contract coverage and size of establishment, United States and selected regions, April-May 1961)

Occupation and establishment-size group	United States ²				Middle Atlantic				Southeast			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>												
Adjusters, machine	263	\$ 2.10	298	\$ 1.93	75	\$ 2.20	236	\$ 1.98	114	\$ 2.03	40	\$ 1.65
100-499 workers	125	2.04	183	1.87	33	2.22	130	1.91	22	1.62	31	1.69
500 or more workers	130	2.16	93	2.07	38	2.23	84	2.13	92	2.13	-	-
Floormen	419	1.30	479	1.20	139	1.31	328	1.23	214	1.29	-	-
8-99 workers	11	1.37	22	1.33	-	-	13	1.50	-	-	-	-
100-499 workers	169	1.33	187	1.16	56	1.32	131	1.19	57	1.35	35	1.06
500 or more workers	239	1.28	270	1.22	82	1.30	184	1.23	157	1.27	-	-
Janitors	42	1.25	41	1.18	15	1.38	-	-	19	1.12	13	1.12
Machinists, maintenance	39	2.21	45	2.10	13	2.21	34	2.14	-	-	8	1.74
Maintenance men, general utility	53	1.81	25	1.79	18	1.71	12	1.91	13	1.91	8	1.66
<u>Women</u>												
Banding and cellophaning machine operators	477	1.38	652	1.30	97	1.44	440	1.36	271	1.35	167	1.21
100-499 workers	214	1.40	295	1.26	39	1.46	209	1.34	76	1.36	49	1.16
500 or more workers	237	1.38	260	1.40	42	1.53	162	1.48	195	1.35	-	-
Cigarmakers, hand	371	1.41	354	1.00	-	-	-	-	253	1.30	151	1.09
Cigarmaking machine operators, 4 positions	688	1.64	118	1.38	-	-	-	-	527	1.66	45	1.32
Cigarmaking machine operators, 2 positions	504	1.46	798	1.33	-	-	-	-	284	1.28	217	1.16
8-99 workers	10	1.38	126	1.06	-	-	104	1.07	-	-	-	-
100-499 workers	335	1.56	296	1.20	-	-	42	1.43	125	1.30	-	-
Cigarmaking machine operators, 1 position ..	1,753	1.38	2,525	1.33	171	1.46	1,900	1.37	1,047	1.34	-	-
100-499 workers	774	1.43	1,162	1.32	-	-	899	1.35	-	-	160	1.16
500 or more workers	958	1.34	1,167	1.37	-	-	855	1.42	913	1.34	-	-
Floorwomen	241	1.31	191	1.18	123	1.32	153	1.20	-	-	14	1.18
100-499 workers	110	1.33	104	1.17	34	1.35	74	1.20	-	-	-	-
Inspectors, cigar (examiners)	283	1.51	230	1.31	102	1.54	197	1.33	-	-	-	-
100-499 workers	171	1.46	129	1.35	50	1.48	98	1.41	-	-	-	-
500 or more workers	107	1.60	87	1.29	-	-	85	1.29	-	-	-	-
Janitors	46	1.27	35	1.16	24	1.31	28	1.17	13	1.22	-	-
Packers, cigar	864	1.57	1,070	1.52	273	1.71	787	1.47	371	1.49	195	1.74
8-99 workers	42	1.53	130	1.39	-	-	108	1.42	-	-	-	-
100-499 workers	364	1.56	482	1.43	132	1.66	331	1.45	-	-	73	1.28
500 or more workers	458	1.58	458	1.64	141	1.76	348	1.50	317	1.50	-	-
Strippers	991	1.31	1,331	1.18	243	1.43	799	1.30	583	1.23	302	1.21
8-99 workers	68	1.22	230	1.08	-	-	160	1.08	-	-	-	-
100-499 workers	389	1.34	670	1.09	99	1.35	352	1.30	167	1.23	100	1.15
500 or more workers	534	1.29	431	1.38	118	1.51	287	1.41	416	1.23	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 9. Occupational Averages: By Labor-Management Contract Coverage and Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations in cigar manufacturing establishments by labor-management contract coverage and size of community, United States and selected regions, April-May 1961)

Occupation and size of community	United States ²				Middle Atlantic				Southeast			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>												
Adjusters, machine	263	\$2.10	298	\$1.93	75	\$2.20	236	\$1.98	114	\$2.03	40	\$1.65
Metropolitan area	228	2.09	204	1.97	75	2.20	159	2.04	97	2.01	25	1.62
Cigarmakers, hand	178	1.53	-	-	-	-	-	-	169	1.51	16	1.09
Metropolitan area	178	1.53	-	-	-	-	-	-	169	1.51	16	1.09
Floormen	419	1.30	479	1.20	139	1.31	328	1.23	214	1.29	-	-
Metropolitan area	334	1.31	315	1.20	139	1.31	193	1.22	147	1.30	-	-
Nonmetropolitan area	85	1.28	164	1.20	-	-	135	1.24	-	-	28	1.03
Janitors	42	1.25	41	1.18	15	1.38	-	-	19	1.12	13	1.12
Metropolitan area	39	1.25	34	1.17	15	1.38	-	-	17	1.11	9	1.12
Machinists, maintenance	39	2.21	45	2.10	13	2.21	34	2.14	-	-	8	1.74
Metropolitan area	37	2.20	34	2.12	13	2.21	29	2.14	-	-	-	-
Maintenance men, general utility	53	1.81	25	1.79	18	1.71	12	1.91	13	1.91	8	1.66
Metropolitan area	49	1.80	15	1.86	18	1.71	8	1.95	12	1.90	-	-
Packers, cigar	213	1.81	25	1.26	-	-	16	1.17	204	1.79	-	-
Metropolitan area	213	1.81	25	1.26	-	-	16	1.17	204	1.79	-	-
<u>Women</u>												
Banding and cellophaning machine operators	477	1.38	652	1.30	97	1.44	440	1.36	271	1.35	167	1.21
Metropolitan area	384	1.39	459	1.29	97	1.44	284	1.36	205	1.37	-	-
Nonmetropolitan area	93	1.34	193	1.31	-	-	156	1.37	-	-	32	1.06
Cigarmakers, hand	371	1.41	354	1.00	-	-	-	-	253	1.30	151	1.09
Metropolitan area	371	1.41	275	.98	-	-	-	-	253	1.30	72	1.12
Cigarmaking machine operators, 4 positions	688	1.64	118	1.38	-	-	-	-	527	1.66	45	1.32
Metropolitan area	688	1.64	118	1.38	-	-	-	-	527	1.66	45	1.32
Cigarmaking machine operators, 3 positions	768	1.69	231	1.50	640	1.75	-	-	-	-	-	-
Cigarmaking machine operators, 2 positions	504	1.46	798	1.33	-	-	-	-	284	1.28	217	1.16
Metropolitan area	504	1.46	396	1.23	-	-	130	1.19	284	1.28	-	-
Cigarmaking machine operators, 1 position	1,753	1.38	2,525	1.33	171	1.46	1,900	1.37	1,047	1.34	-	-
Metropolitan area	1,232	1.39	1,791	1.35	171	1.46	1,280	1.39	-	-	-	-
Nonmetropolitan area	521	1.36	734	1.30	-	-	620	1.34	-	-	-	-
Floorwomen	241	1.31	191	1.18	123	1.32	153	1.20	-	-	14	1.18
Metropolitan area	217	1.31	123	1.18	123	1.32	88	1.19	-	-	14	1.18
Inspectors, cigar (examiners)	283	1.51	230	1.31	102	1.54	197	1.33	-	-	-	-
Metropolitan area	209	1.52	121	1.36	102	1.54	101	1.38	-	-	-	-
Nonmetropolitan area	-	-	109	1.26	-	-	96	1.29	-	-	-	-
Janitors	46	1.27	35	1.16	24	1.31	28	1.17	13	1.22	-	-
Metropolitan area	40	1.28	27	1.16	24	1.31	23	1.15	-	-	-	-
Packers, cigar	864	1.57	1,070	1.52	273	1.71	787	1.47	371	1.49	195	1.74
Metropolitan area	668	1.59	707	1.61	273	1.71	475	1.52	235	1.50	-	-
Nonmetropolitan area	196	1.49	363	1.34	-	-	312	1.39	-	-	41	1.07
Strippers	991	1.31	1,331	1.18	243	1.43	799	1.30	583	1.23	302	1.21
Metropolitan area	842	1.32	1,061	1.16	243	1.43	606	1.27	463	1.24	237	1.25
Nonmetropolitan area	149	1.24	270	1.29	-	-	193	1.38	-	-	65	1.07

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 10. Occupational Earnings: Philadelphia, Pa.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in cigar manufacturing establishments, April-May 1961)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.00 and under	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60 and over	
			\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	over	
All workers	2,855	\$1.56	35	34	75	64	231	146	133	129	337	193	157	140	104	205	62	238	352	29	44	41	20	55	13	9	9	
Men	566	1.62	8	3	10	16	78	48	21	16	74	53	22	11	16	15	3	6	12	10	21	19	19	55	13	9	8	
Women	2,289	1.54	27	31	65	48	153	98	112	113	263	140	135	129	88	190	59	232	340	19	23	22	1	-	-	-	1	
Men																												
Adjusters, machine ^{2 3 a/}	83	2.29	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	4	4	4	4	9	42	7	2	6	
Banding and cellophanning machine ^{3 a/}	14	2.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	5	6	-	-	-	-	
Cigarmaking machine ^{3 a/}	59	2.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	4	36	7	2	6	
Stripping machine ^{3 a/}	6	1.93	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	3	-	1	-	-	-	-	-	
Floormen ^{3 a/}	151	1.29	5	3	6	10	51	9	6	6	37	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors ^{3 a/}	30	1.30	-	-	1	3	14	-	-	4	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Machinists, maintenance ^{3 a/}	15	2.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	8	-	1	-	
Women																												
Banding and cellophanning machine operators ^{3 b/}	98	1.53	-	-	-	2	7	1	1	3	9	-	15	19	38	2	-	1	-	-	-	-	-	-	-	-	-	-
Cigarmaking machine operators, 3 positions ^{3 b/}	454	1.79	-	-	3	-	2	-	1	-	-	-	-	5	6	87	21	10	321	-	-	-	-	-	-	-	-	1
Inspectors, cigar (examiners) ^{3 a/}	71	1.59	-	-	-	-	3	1	1	1	3	-	9	26	-	4	15	8	-	-	-	-	-	-	-	-	-	
Loose cigars ^{3 a/}	36	1.58	-	-	-	-	3	1	1	1	3	-	2	7	-	4	6	8	-	-	-	-	-	-	-	-	-	
Packed cigars ^{3 a/}	35	1.60	-	-	-	-	-	-	-	-	-	-	7	19	-	9	-	-	-	-	-	-	-	-	-	-	-	
Janitors ^{3 a/}	26	1.25	1	-	10	-	-	1	4	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Packers, cigar ^{3 b/}	254	1.73	1	3	2	-	3	1	3	3	23	2	7	2	8	80	6	47	7	17	16	22	1	-	-	-	-	
Strippers ^{3 b/}	277	1.42	6	6	1	5	39	17	28	26	28	23	29	20	18	10	7	6	7	1	-	-	-	-	-	-	-	
Strippers, machine ^{3 b/}	277	1.42	6	6	1	5	39	17	28	26	28	23	29	20	18	10	7	6	7	1	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for workers in classifications not shown separately.³ Insufficient data to warrant presentation of separate averages by method of wage payment; a—all or predominantly timeworkers and b—all or predominantly incentive workers.

Table 11. Occupational Earnings: Tampa—St. Petersburg, Fla.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in cigar manufacturing establishments, April-May 1961)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.00	\$1.00 and under \$1.05	\$1.05-\$1.10	\$1.10-\$1.15	\$1.15-\$1.20	\$1.20-\$1.25	\$1.25-\$1.30	\$1.30-\$1.35	\$1.35-\$1.40	\$1.40-\$1.45	\$1.45-\$1.50	\$1.50-\$1.55	\$1.55-\$1.60	\$1.60-\$1.65	\$1.65-\$1.70	\$1.70-\$1.75	\$1.75-\$1.80	\$1.80-\$1.85	\$1.85-\$1.90	\$1.90-\$1.95	\$1.95-\$2.00	\$2.00-\$2.05	\$2.05-\$2.10	\$2.10-\$2.15	\$2.15-\$2.20	\$2.20 and over
All workers	3,911	\$ 1.39	72	305	170	207	319	418	241	216	286	194	194	216	185	195	192	101	81	51	14	37	24	30	24	20	23	96
Men	1,152	1.45	31	57	31	30	135	88	45	32	65	35	121	69	70	102	29	22	32	21	8	32	9	23	11	11	9	34
Women	2,759	1.37	41	248	139	177	184	330	196	184	221	159	73	147	115	93	163	79	49	30	6	5	15	7	13	9	14	62
<u>Men</u>																												
Adjusters, machine ^{2,3} a/	55	1.60	-	-	-	2	1	-	5	-	3	3	5	6	2	9	4	3	-	2	-	-	-	5	1	1	-	3
Banding and cellophanning machine ³ a/	12	1.51	-	-	-	-	-	-	3	-	1	2	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	1
Cigarmaking machine ² a/	34	1.68	-	-	-	1	1	-	-	-	-	-	5	4	1	8	2	3	-	1	-	-	-	4	1	1	-	2
Stripping machine ³ a/	8	1.38	-	-	-	1	-	-	2	-	2	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Cigarmakers, hand ³ b/	185	1.47	-	12	13	12	10	9	6	9	12	9	7	16	8	9	4	7	10	10	5	3	1	4	1	3	2	3
Bunchmakers ³ b/	153	1.51	-	10	6	8	5	3	6	9	12	9	5	16	8	8	4	6	9	10	4	3	1	3	1	3	1	3
Rollers ³ b/	20	1.24	-	2	4	4	5	-	-	-	-	-	2	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-
Whole work ³ b/	12	1.38	-	-	3	-	-	6	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	1	-
Cigarmaking machine operators, 4 positions ³ b/	28	1.59	-	-	-	-	-	-	-	-	-	1	2	11	4	-	8	1	1	-	-	-	-	-	-	-	-	-
Floormen ³ a/	146	1.25	-	3	6	2	44	37	4	2	25	3	16	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors ³ a/	19	1.07	-	9	1	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigar ³ b/	213	1.78	-	6	-	-	2	-	-	-	6	2	8	20	39	17	7	4	9	8	3	25	5	9	9	6	7	21
<u>Women</u>																												
Banding and cellophanning machine operators ³ b/	208	1.30	-	3	4	24	22	23	24	31	35	23	13	1	-	1	1	-	1	-	1	1	-	-	-	-	-	-
Cigarmakers, hand ³ b/	325	1.26	-	68	19	38	33	33	18	28	19	17	5	15	4	3	1	4	7	2	3	1	1	2	1	2	-	1
Bunchmakers ³ b/	18	1.59	-	-	-	1	-	-	3	2	-	1	1	1	1	1	1	1	2	-	-	-	-	1	-	1	-	1
Rollers ³ b/	307	1.24	-	68	19	37	33	33	15	26	19	16	4	14	3	2	-	3	5	2	3	1	1	1	1	1	-	-
Cigarmaking machine operators, 4 positions ³ b/	572	1.63	-	-	-	5	6	11	1	5	22	21	10	78	82	54	139	63	32	17	-	-	6	-	1	1	8	10
Cigarmaking machine operators, 2 positions ³ b/	281	1.28	-	18	7	8	26	51	60	32	34	22	6	8	2	6	1	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking machine operators, 1 position ³ b/ ..	400	1.22	-	78	22	43	32	45	31	36	51	42	12	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Floorwomen ³ a/	20	1.23	-	2	1	-	-	10	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Strippers ^{2,3} a/	438	1.29	-	43	68	34	23	46	29	42	24	23	21	22	18	11	17	11	2	3	-	-	-	1	-	-	-	-
Strippers, machine ³ b/ ..	425	1.30	-	36	64	33	22	46	29	42	24	23	21	22	18	11	17	11	2	3	-	-	-	1	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes workers in addition to those shown separately.

³ Insufficient data to warrant presentation of separate averages by method of wage payment; a—all or predominantly timeworkers and b—all or predominantly incentive workers.

Table 12. Occupational Earnings: York County, Pa.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in cigar manufacturing establishments, April-May 1961)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of--																			
			Under \$ 1.00	\$1.00 and under \$1.05	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30 and over
All workers	1,275	\$ 1.26	19	243	98	152	143	91	74	56	46	81	147	36	23	9	8	8	10	17	5	9
Men	192	1.41	-	24	8	14	30	17	22	9	5	7	3	4	7	3	3	5	6	14	5	6
Women	1,083	1.23	19	219	90	138	113	74	52	47	41	74	144	32	16	6	5	3	4	3	-	3
<u>Men</u>																						
Adjusters, machine ² ³ a/ ..	35	2.04	-	-	-	-	-	-	-	-	1	-	-	2	1	1	3	5	3	11	5	3
Cigarmaking machine ³ ³ a/ ..	27	2.07	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	5	3	6	5	3
Floormen ³ ³ a/ ..	23	1.20	-	2	-	1	11	1	4	3	-	1	-	-	-	-	-	-	-	-	-	-
Packers, cigar ³ ³ b/ ..	12	1.27	-	3	1	1	1	-	-	-	1	3	1	-	1	-	-	-	-	-	-	-
<u>Women</u>																						
Banding and cellophaning machine operators:																						
Total	102	1.21	-	7	7	10	24	23	11	3	-	6	10	1	-	-	-	-	-	-	-	-
Time	54	1.16	-	4	3	4	16	21	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	48	1.27	-	3	4	6	8	2	5	3	-	6	10	1	-	-	-	-	-	-	-	-
Cigarmaking machine operators, 2 positions ³ ³ b/ ..	90	1.06	-	45	15	22	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking machine operators, 1 position ³ ³ b/ ..	245	1.23	-	43	18	21	32	21	18	19	25	33	13	2	-	-	-	-	-	-	-	-
Floorwomen ³ ³ a/ ..	20	1.17	-	2	-	8	3	1	2	3	-	1	-	-	-	-	-	-	-	-	-	-
Inspectors, cigar (examiners) ³ ³ a/ ..	26	1.17	-	7	-	-	14	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-
Loose cigars ³ ³ a/ ..	26	1.17	-	7	-	-	14	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-
Packers, cigar ³ ³ b/ ..	158	1.44	-	6	3	9	13	11	13	13	4	16	12	26	14	6	2	3	1	3	-	3
Strippers ³ ³ b/ ..	202	1.11	-	92	33	23	13	15	6	7	6	1	1	3	2	-	-	-	-	-	-	-
Strippers, machine ³ ³ b/ ..	202	1.11	-	92	33	23	13	15	6	7	6	1	1	3	2	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for workers in addition to those shown separately.³ Insufficient data to warrant presentation of separate averages by method of wage payment; a—all or predominantly timeworkers and b—all or predominantly incentive workers.

Table 13. Scheduled Weekly Hours

(Percent of production workers in cigar manufacturing establishments by scheduled weekly hours,¹
United States, selected regions, and areas, April-May 1961)

Weekly hours ¹	United States ²	Regions			Areas		
		Middle Atlantic	Border States	Southeast	Phila-delphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers	100	100	100	100	100	100	100
Under 32 hours	(³)	-	-	1	-	-	2
32 hours	11	6	38	6	-	-	8
35 hours	1	-	-	-	-	-	-
Over 35 and under 40 hours	(³)	-	5	-	-	-	-
40 hours	82	94	57	78	100	100	61
48 hours	5	-	-	15	-	-	30

¹ Data relate to predominant work schedule of day-shift workers in each establishment.

² Includes data for regions in addition to those shown separately.

³ Less than 0.5 percent.

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

Table 14. Shift-Differential Practices

(Percent of production workers employed on late shifts in cigar manufacturing establishments by amount of pay differential, United States, selected regions, and areas, April-May 1961)

Shift differential	United States ¹	Regions			Areas		
		Middle Atlantic	Border States	South-east	Phila-delphia, Pa.	York County, Pa.	Tampa-St. Peters-burg, Fla.
<u>Second shift</u>							
Workers employed on second shift	15.2	14.8	-	18.0	12.0	1.2	12.8
Receiving shift differential	7.4	11.0	-	1.6	-	1.2	1.4
Uniform cents per hour .....	.8	-	-	-	-	-	-
3 cents .....	.8	-	-	-	-	-	-
Uniform percentage	5.8	10.5	-	.9	-	-	-
5 percent	5.4	10.2	-	-	-	-	-
6 percent .....	.4	.2	-	.9	-	-	-
Other .....	.7	.6	-	.7	-	1.2	1.4
Receiving no shift differential	7.8	3.7	-	16.4	12.0	-	11.4
<u>Third or other late shift</u>							
Workers employed on third or other late shift .....	.1	.1	-	-	-	.4	-
Receiving shift differential .....	.1	.1	-	-	-	.4	-
Uniform percentage	(²)	(²)	-	-	-	-	-
5 percent	(²)	(²)	-	-	-	-	-
Other	(²)	(²)	-	-	-	.4	-
Receiving no shift differential	-	-	-	-	-	-	-

¹ Includes data for regions in addition to those shown separately.
² Less than 0.05 percent.

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

Table 15. Paid Holidays

(Percent of production workers in cigar manufacturing establishments with formal provisions for paid holidays, United States, selected regions, and areas, April-May 1961)

Number of paid holidays	United States ¹	Regions			Areas		
		Middle Atlantic	Border States	South-east	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	86	87	85	88	100	29	83
2 days	16	-	-	44	-	-	83
4 days	11	-	-	30	-	-	-
5 days	2	1	-	3	3	-	-
6 days	41	54	38	12	57	29	-
7 days	18	32	48	-	40	-	-
Workers in establishments providing no paid holidays	14	13	15	12	-	71	17

¹ Includes data for regions in addition to those shown separately.

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

Table 16. Paid Vacations

(Percent of production workers in cigar manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, and areas, April-May 1961)

Vacation policy	United States ¹	Regions			Areas		
		Middle Atlantic	Border States	South-east	Phila-delphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers	100	100	100	100	100	100	100
<u>Method of Payment</u>							
Workers in establishments providing							
paid vacations	94	97	100	92	100	88	90
Length-of-time payment	66	86	90	33	97	58	32
Percentage payment	27	10	10	57	3	22	53
Flat-sum payment	1	-	-	2	-	-	4
Other	(³)	1	-	-	-	8	-
Workers in establishments providing							
no paid vacations	6	3		8		12	10
<u>Amount of Vacation Pay²</u>							
<u>After 6 months of service:</u>							
Under 1 week	60	88	77	15	97	58	-
1 week	12	3	13	27	3	-	53
2 weeks	1	1	-	-	-	8	-
<u>After 1 year of service:</u>							
Under 1 week	1	3	-	-	-	-	-
1 week	70	91	92	35	100	80	36
Over 1 and under 2 weeks	11	-	-	30	-	-	-
2 weeks	12	3	8	27	-	8	53
<u>After 3 years of service:</u>							
Under 1 week	1	3	-	-	-	-	-
1 week	36	48	15	23	41	80	36
Over 1 and under 2 weeks	12	1	-	30	-	-	-
2 weeks	45	45	85	39	59	8	53
<u>After 5 years of service:</u>							
1 week	13	11	5	20	-	43	36
Over 1 and under 2 weeks	(³)	1	-	-	-	8	-
2 weeks	70	85	95	42	100	37	53
Over 2 and under 3 weeks	11	-	-	30	-	-	-
<u>After 15 years of service:⁴</u>							
1 week	13	11	5	20	-	43	36
Over 1 and under 2 weeks	(³)	1	-	-	-	8	-
2 weeks	39	36	40	31	43	8	53
3 weeks	32	48	55	12	57	29	-
Over 3 and under 4 weeks	11	-	-	30	-	-	-

¹ Includes data for regions in addition to those shown separately.

² Vacation payments such as percent of annual earnings and flat-sum amounts were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportions indicated at 5 years may include changes in provisions occurring between 3 and 4 years.

³ Less than 0.5 percent.

⁴ Vacation provisions were the same after 20 and 25 years of service.

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

Table 17. Health, Insurance, and Pension Plans

(Percent of production workers in cigar manufacturing establishments with specified health, insurance, and pension plans, United States, selected regions, and areas, April-May 1961)

Type of plan ¹	United States ²	Regions			Areas		
		Middle Atlantic	Border States	South-east	Phila-delphia, Pa.	York County, Pa.	Tampa-St. Peters-burg, Fla.
All workers	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance	80	90	90	66	97	86	40
Accidental death and dismemberment insurance	9	6	8	15	-	36	30
Sickness and accident insurance or sick leave, or both ³	26	29	51	13	33	57	2
Sickness and accident insurance	25	26	51	13	33	57	2
Sick leave (full pay, no waiting period)	-	-	-	-	-	-	-
Sick leave (partial pay or waiting period)	1	3	-	-	-	-	-
Hospitalization insurance	91	92	92	92	97	86	90
Surgical insurance	78	78	54	80	79	86	90
Medical insurance	10	15	-	9	38	-	17
Catastrophe insurance	(⁴)	1	-	-	-	5	-
Retirement pension	40	42	85	41	59	-	-
No health, insurance, or pension plan	8	6	-	8	3	14	10

¹ Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.

² Includes data for regions in addition to those shown separately.

³ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

⁴ Less than 0.5 percent.

Appendix A: Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in the manufacture of cigars (industry 2121 as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). The survey included manufacturers of large cigars, little cigars, Italian cigars, and stogies.

The establishments studied were selected from those employing eight or more workers at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be in the industry during the payroll period studied, are shown in the following table:

Estimated number of establishments and employees within scope of the cigar manufacturing survey and number studied, April–May 1961

Region ¹ and area	Number of establishments ²		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total ³	Production workers	Office workers		Total
United States ⁴ -----	117	78	23,675	21,562	583	22,191
Middle Atlantic -----	62	38	11,593	10,496	290	10,608
New Jersey -----	4	4	1,195	1,075	27	1,195
Pennsylvania -----	53	33	10,228	9,261	263	9,379
Philadelphia ⁵ -----	5	5	3,158	2,855	103	3,158
York County -----	25	13	1,416	1,275	34	1,189
Border States -----	6	5	1,202	1,081	37	1,150
Southeast -----	34	21	8,241	7,676	165	7,860
Florida -----	29	16	5,922	5,515	110	5,541
Tampa–St. Petersburg ⁶ --	25	13	4,145	3,911	77	3,817

¹ The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; and Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.

² Includes only establishments with 8 or more workers at the time of reference of the unemployment insurance listings.

³ Includes executive, professional, and other workers excluded from the production and office worker categories shown separately.

⁴ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

⁵ Philadelphia and Delaware Counties, Pa., and Camden County, N.J.

⁶ Standard Metropolitan Statistical Area as defined by the U.S. Bureau of the Budget.

Method of Study

Data were obtained by personal visits of Bureau field economists under the direction of the Bureau's Assistant Regional Directors for Wages and Industrial Relations. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment Definition

An establishment, for purposes of this study, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

Employment

The estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of lists of establishments assembled considerably in advance of the payroll period studied.

Production Workers

The term "production workers," as used in this report, includes working foremen and all nonsupervisory workers engaged in nonoffice functions. Administrative, executive, professional, and technical personnel, and force-account construction employees, who were utilized as a separate work force on the firm's own properties, were excluded.

Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for listing of these job descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers were not reported in the selected occupations but were included in the data for all production workers.

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses were included as part of the workers' regular pay; but nonproduction bonus payments such as Christmas or yearend bonuses, were excluded. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.¹⁰

Comparison with other Statistics

The straight-time hourly earnings presented in this report differ in concept from the gross average earnings published in the Bureau's monthly hours and earnings series. Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. In addition, establishments in this survey were weighted in accordance with their probability of selection from a regional-size class and average earnings were calculated from the weighted data by summing individual hourly earnings and dividing by the number of such individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry is divided into the reported payroll totals. The results from the monthly series give a greater weight to large establishments because of the nature of the sample.

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this report, refers to the Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget.

¹⁰ Average hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers, were obtained by weighting each rate (or hourly earnings) by the number of workers receiving the rate.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 or more inhabitants. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-Management Agreements

Separate wage data are presented, where possible, for establishments with (1) a majority of the production workers covered by labor-management contracts, and (2) none or a minority of the production workers covered by labor-management contracts.

Method of Manufacture

Hand methods of cigar production involve the whole work or the out-and-out hand method—the manufacture by hand of a complete cigar by an individual—and the teamwork method of hand manufacturing which employs a division of labor consisting of bunchmakers, who hand form bunches (inner part of cigars), and rollers, who roll the wrapper (outside leaf) around the bunch, forming a completed cigar. Machine methods of production involve the utilization of cigarmaking machinery. Long-filler cigars are made on 4-position (filler tender, binder layer, wrapper layer, and inspector) or 3-position machines (filler tender, wrapper layer, and inspector). Short-filler cigars are made on 2-position or 1-position machines (wrapper layer and inspector or wrapper layer, respectively).

Establishment Practices and Supplementary Wage Provisions

Supplementary benefits and practices were treated statistically on the basis that if formal provisions for supplementary benefits and practices were applicable to half or more of the production workers in an establishment, the practice or benefit was considered applicable to all such workers. Similarly, if fewer than half were covered, the practice or benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated. Because of rounding, sums of individual items may not equal totals.

Weekly Hours.—Data refer to the predominant work schedule for production workers employed on the day shift, regardless of sex.

Shift Practices.—Data refer to the practices of establishments operating extra shifts during the payroll period studied.

Paid Holidays.—Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid Vacations.—The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices but they do not necessarily reflect individual provisions for progression. For example, the changes in proportions indicated at 5 years of service include changes in provisions which may have occurred after 4 years.

Health, Insurance, and Pension Plans.—Data are presented for all health, insurance, and pension plans for which all or a part of the cost is borne by the employer, excluding only programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period and (2) plans providing either partial pay or a waiting period.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes the plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

Tabulations of retirement pensions are limited to plans which provide regular payments upon retirement for the remainder of the worker's life.

Appendix B: Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This is essential in order to permit the grouping of occupational wage rates representing comparable job content. Because of this emphasis on inter-establishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers.

ADJUSTER, MACHINE

(Machine fixer; mechanic)

Sets up, regulates and/or repairs tobacco processing machines used in the establishment. Duties involve most of the following: Setting up machines to produce the desired product; regulating and adjusting the machines for efficient operation; attaching fixtures or special devices to the machines; examining machines faulty in operation to determine whether or not adjustments or repairs are necessary; dismantling or partly dismantling the machines, replacing broken, damaged or worn out parts, or performing other repairs and reassembling the machines; and using a variety of handtools in adjusting, fitting, or replacing parts, fixtures, or attachments.

For wage study purposes, workers are classified according to type of machine:

Banding and cellophaning machine

Cigarmaking machine

Stripping machine

Other

BANDING AND CELLOPHANING MACHINE OPERATOR

Operates a machine that bands and wraps cigars in cellophane. Duties involve: Placing the cigars in a hopper of the machine; gathering banded and cellophaned cigars and packing into boxes. Duties of the worker may also include keeping the machine supplied with bands, paste, and rolls of cellophane.

CIGARMAKER, HAND

Makes and forms cigars by hand. For wage study purposes, workers are classified according to the specific task performed, as follows:

Whole work (out-and-out cigarmaker, hand)

Makes complete cigar by hand: Forms bunch (inner part of cigar) and wraps in binder leaf; wraps bunch in a selected leaf called a wrapper; and presses cigars in molds after they are rolled to give them a finished shape.

CIGARMAKER, HAND—ContinuedBunchmaker (hand)

Operates as one of the members of a team where the teamwork system of manufacture is employed: Places and shapes the correct amount of filler tobacco within a binder leaf to form a bunch (inner part of cigar).

Roller (hand)

Operates as member of teamwork system: Cuts wrapper leaf to desired size and shape and rolls around a completed bunch (see above) to form a cigar. Places cigar against a gage and cuts to length.

CIGARMAKING MACHINE OPERATOR, 4 POSITIONS

Tends any of the 4 positions of a long-filler cigarmaking machine. Includes (1) filler tender who feeds filler tobacco into machine or an endless feed belt, between a guide and a shear bar which is adjustable for the length of the cigar desired; (2) binder layer who places binder leaf on the binder die of the machine, where it is held down by suction and cut to the correct form for the type of cigar that is to be made. The leaf is transferred automatically and is rolled around the cigar shaped filler to form the bunch; (3) wrapper layer who tends the third position of the machine where stripped leaves of tobacco are automatically wrapped around cigar bunches to form cigar; and (4) inspector who examines all cigars before placing them in trays and may also patch imperfect cigars.

CIGARMAKING MACHINE OPERATOR, 3 POSITIONS

Tends any of the positions on a 3-position cigarmaking machine—filler tender, wrapper layer, or inspector.

CIGARMAKING MACHINE OPERATOR, 2 POSITIONS

Tends either of the positions on a 2-position cigarmaking machine—wrapper layer or inspector—in the making of short-filler cigars.

CIGARMAKING MACHINE OPERATOR, 1 POSITION

Tends a 1-position cigarmaking machine.

FLOOR MEN AND WOMEN

Performs a variety of light floor jobs, furnishing other workers with supplies, moving trays, and running errands, etc. May move materials on a light dolly.

INSPECTOR, CIGAR (EXAMINER)

Inspects finished cigars for imperfections of various types. Duties include: Examining cigars for size, shape, and condition of wrapper; and making necessary repairs on wrappers, and shaping defective heads. The fourth position of a 4-position cigarmaking machine is not to be included in this classification.

For wage study purposes, inspectors are to be classified according to whether inspection is performed on:

Loose cigars
Packed cigars

JANITOR

(Day porter; sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing

JANITOR—Continued

metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts for mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts and equipment required for his work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MAN, GENERAL UTILITY

Keeps the machines, mechanical equipment and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair. Duties involve the performance of operations and the use of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only. Work involves a combination of the following: Planning and laying out of work relating to repair of buildings, machines, mechanical and/or electrical equipment; repairing electrical and/or mechanical equipment; installing, alining, and balancing new equipment and repairing buildings, floors, and stairs as well as making and repairing bins, cribs, and partitions.

PACKER, CIGAR

(Shader, subshader, and tray packer)

Selects cigars according to shades and packs into boxes which are the same shape as those in which the cigars are to be sold. When a box is filled, it is covered and placed under pressure giving the cigars their characteristic square shape.

STRIPPER, HAND

(Stemmer, hand)

Removes stems from tobacco leaves by hand. Duties involve: Untying hands of tobacco and opening each leaf; pinching or clipping the mid ribs or main stems near the tip with finger or thimble knife worn on finger; removing the severed stems by pulling toward the butt end; and stacking stripped leaves in piles (books or pads).

STRIPPER, MACHINE

Operates a machine to remove stems from tobacco leaves. Work involves: Opening hands of tobacco; starting machine by depressing foot treadle; opening individual leaves and inserting the tip ends under the machine's grooved circular knife, which cuts the stems from the leaves; and stopping machine and removing the books from the drums and tying each book separately.

INDUSTRY WAGE STUDIES

The following reports cover part of the Bureau's program of industry wage surveys. These reports cover the period 1950 to date and may be obtained free upon request as long as a supply is available. However, those for which a price is shown are available only from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C., or any of its regional sales offices.

I. Occupational Wage Studies

Manufacturing

Apparel:

- Men's Dress Shirts and Nightwear, 1950 – Series 2, No. 80
- Men's and Boys' Dress Shirts and Nightwear, 1954 – BLS Report No. 74
- * Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1956 – BLS Report No. 116
- Men's and Boys' Suits and Coats, 1958 – BLS Report No. 140
- Women's and Misses' Coats and Suits, 1957 – BLS Report No. 122
- Women's and Misses' Dresses, 1960 – BLS Report No. 193
- Work Clothing, 1953 – BLS Report No. 51
- * Work Shirts, 1955 and 1956 – BLS Report No. 115
- * Work Shirts, 1957 – BLS Report No. 124

Chemicals and Petroleum:

- Fertilizer, 1949-50 – Series 2, No. 77
- * Fertilizer Manufacturing, 1955 and 1956 – BLS Report No. 111
- * Fertilizer Manufacturing, 1957 – BLS Report No. 132
- Industrial Chemicals, 1951 – Series 2, No. 87
- Industrial Chemicals, 1955 – BLS Report No. 103
- Petroleum Production and Refining, 1951 – Series 2, No. 83
- Petroleum Refining, 1959 – BLS Report No. 158
- Synthetic Fibers, 1958 – BLS Report No. 143

Food:

- Candy and Other Confectionery Products, 1960 – BLS Report No. 195
- * Canning and Freezing, 1955 and 1956 – BLS Report No. 117
- * Canning and Freezing, 1957 – BLS Report No. 136
- Distilled Liquors, 1952 – Series 2, No. 88
- Fluid Milk Industry, 1960 – BLS Report No. 174
- * Raw Sugar, 1955 and 1956 – BLS Report No. 117
- * Raw Sugar, 1957 – BLS Report No. 136

Leather:

- Footwear, 1953 – BLS Report No. 46
- * Footwear, 1955 and 1956 – BLS Report No. 115
- Footwear, 1957 – BLS Report No. 133
- Leather Tanning and Finishing, 1954 – BLS Report No. 80
- Leather Tanning and Finishing, 1959 – BLS Report No. 150

Lumber and Furniture:

- Household Furniture, 1954 – BLS Report No. 76
- Lumber in the South, 1949 and 1950 – Series 2, No. 76
- * Southern Lumber Industry, 1953 – BLS Report No. 7
- * Southern Sawmills, 1955 and 1956 – BLS Report No. 113
- Southern Sawmills, 1957 – BLS Report No. 130
- West Coast Sawmilling, 1952 – BLS Report No. 7
- West Coast Sawmilling, 1959 – BLS Report No. 156
- Wood Household Furniture, Except Upholstered, 1959 – BLS Report No. 152
- * Wooden Containers, 1955 and 1956 – BLS Report No. 115
- * Wooden Containers, 1957 – BLS Report No. 126

Paper and Allied Products:

- Pulp, Paper, and Paperboard, 1952 – Series 2, No. 91

Primary Metals, Fabricated Metal Products and Machinery:

- Basic Iron and Steel, 1951 – Series 2, No. 81
- Fabricated Structural Steel, 1957 – BLS Report No. 123
- Gray Iron Foundries, 1959 – BLS Report No. 151
- Nonferrous Foundries, 1951 – Series 2, No. 82
- Nonferrous Foundries, 1960 – BLS Report No. 180
- Machinery Industries, 1953-54 – BLS Bull. No. 1160 (40 cents)
- Machinery Industries, 1954-55 – BLS Report No. 93
- Machinery Manufacturing, 1955-56 – BLS Report No. 107
- Machinery Manufacturing, 1957-58 – BLS Report No. 139
- Machinery Manufacturing, 1958-59 – BLS Report No. 147
- Machinery Manufacturing, 1959-60 – BLS Report No. 170
- Machinery Manufacturing, 1961 – BLS Bull. No. 1309 (30 cents)
- Radio, Television, and Related Products, 1951 – Series 2, No. 84
- Steel Foundries, 1951 – Series 2, No. 85

Rubber and Plastics Products:

- Miscellaneous Plastics Products, 1960 – BLS Report No. 168

Stone, Clay, and Glass:

- Pressed or Blown Glass and Glassware, 1960 – BLS Report No. 177
- Structural Clay Products, 1954 – BLS Report No. 77
- Structural Clay Products, 1960 – BLS Report No. 172

Textiles:

- Cotton Textiles, 1954 – BLS Report No. 82
- Cotton Textiles, 1960 – BLS Report No. 184
- Cotton and Synthetic Textiles, 1952 – Series 2, No. 89
- Hosiery, 1952 – BLS Report No. 34
- Miscellaneous Textiles, 1953 – BLS Report No. 56
- * Processed Waste, 1955 and 1956 – BLS Report No. 115
- * Processed Waste, 1957 – BLS Report No. 124
- * Seamless Hosiery, 1955 and 1956 – BLS Report No. 112
- * Seamless Hosiery, 1957 – BLS Report No. 129
- Synthetic Textiles, 1954 – BLS Report No. 87
- Synthetic Textiles, 1960 – BLS Report No. 192
- Textile Dyeing and Finishing, 1956 – BLS Report No. 110
- Textile Dyeing and Finishing, 1961 – BLS Bull. No. 1311 (35 cents)
- Woolen and Worsted Textiles, 1952 – Series 2, No. 90
- Wool Textiles, 1957 – BLS Report No. 134

Tobacco:

- Cigar Manufacturing, 1955 – BLS Report No. 97
- * Cigar Manufacturing, 1955 and 1956 – BLS Report No. 117
- Cigarette Manufacturing, 1960 – BLS Report No. 167
- * Tobacco Stemming and Redrying, 1955 and 1956 – BLS Report No. 117
- * Tobacco Stemming and Redrying, 1957 – BLS Report No. 136

Transportation:

- Motor Vehicles and Parts, 1950 – BLS Bull. No. 1015 (20 cents)
- Motor Vehicles and Motor Vehicle Parts, 1957 – BLS Report No. 128
- Railroad Cars, 1952 – Series 2, No. 86

* Studies of the effects of the \$1 minimum wage.

I. Occupational Wage Studies—Continued

Nonmanufacturing

Auto Dealer Repair Shops, 1958 – BLS Report No. 141
Banking Industry, 1960 – BLS Report No. 179
Crude Petroleum and Natural Gas Production, 1960 –
BLS Report No. 181
Department and Women's Ready-to-Wear Stores, 1950 –
Series 2, No. 78

Electric and Gas Utilities, 1950 – Series 2, No. 79
Electric and Gas Utilities, 1952 – BLS Report No. 12
Electric and Gas Utilities, 1957 – BLS Report No. 135
Hotels, 1960 – BLS Report No. 173
Power Laundries and Dry Cleaners, 1960 –
BLS Report No. 178

II. Other Industry Wage Studies

Communications Workers, Earnings in October 1956 – BLS Report No. 121
Communications Workers, Earnings in October 1957 – BLS Report No. 138
Communications Workers, Earnings in October 1958 – BLS Report No. 149
Communications Workers, Earnings in October 1959 – BLS Report No. 171
Communications, 1960 – BLS Bull. No. 1306 (20 cents)
Factory Workers' Earnings – Distributions by Straight-Time Hourly Earnings, 1954 – BLS Bull. No. 1179 (25 cents)
Factory Workers' Earnings – 5 Industry Groups, 1956 – BLS Report No. 118
Factory Workers' Earnings – Distribution by Straight-Time Hourly Earnings, 1958 – BLS Bull. No. 1252 (40 cents)
Factory Workers' Earnings – Selected Manufacturing Industries, 1959 – BLS Bull. No. 1275 (35 cents)
Wages in Nonmetropolitan Areas, South and North Central Regions, October 1960 – BLS Report No. 190

Retail Trade, Employee Earnings in October 1956:

Initial Report – BLS Report No. 119 (30 cents)
Building Materials and Farm Equipment Dealers – BLS Bull. No. 1220-1 (20 cents)
General Merchandise Stores – BLS Bull. No. 1220-2 (35 cents)
Food Stores – BLS Bull. No. 1220-3 (30 cents)
Automotive Dealers and Gasoline Service Stations – BLS Bull. No. 1220-4 (35 cents)
Apparel and Accessories Stores – BLS Bull. No. 1220-5 (45 cents)
Furniture, Home Furnishings, and Appliance Stores – BLS Bull. No. 1220-6 (35 cents)
Drug Stores and Proprietary Stores – BLS Bull. No. 1220-7 (15 cents)
Summary Report – BLS Bull. No. 1220 (55 cents)

Regional Offices

U.S. Department of Labor
Bureau of Labor Statistics
18 Oliver Street
Boston 10, Mass.

U.S. Department of Labor
Bureau of Labor Statistics
341 Ninth Avenue
New York 1, N.Y.

U.S. Department of Labor
Bureau of Labor Statistics
1371 Peachtree Street, NE.
Atlanta 9, Ga.

U.S. Department of Labor
Bureau of Labor Statistics
105 West Adams Street
Chicago 3, Ill.

U.S. Department of Labor
Bureau of Labor Statistics
630 Sansome Street
San Francisco 11, Calif.