

Employer Expenditures for Selected Supplementary
Remuneration Practices for Production Workers in—

MINING INDUSTRIES

1960

Bulletin No. 1332

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
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Preface

This study is the second in a program of surveys by the Bureau of Labor Statistics of the magnitude of employer expenditures for supplementary employee remuneration practices on a national basis. The results of the first survey were published in Bulletin 1308, Employer Expenditures for Selected Supplementary Remuneration Practices for Production Workers in Manufacturing Industries, 1959. The program provides for surveys in manufacturing industries every 3 years and in selected nonmanufacturing industries in the intervening 2 years.

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Employer Expenditures for Selected Supplementary Remuneration Practices for Production Workers in—

Mining Industries, 1960

Chapter I. Introduction and Summary

This survey provides estimates of expenditures for selected supplementary pay practices in 1960 in the Nation's mining industries. It indicates the level of such expenditures and forms the base for future estimates of trends. Although other expenditures undoubtedly exist, those accounted for in this study are believed to represent the major elements of supplementary employee remuneration in mining. Because of its importance in mining, attention should be called specifically to the fact that pay for travel time within mines (portal-to-portal pay), which has been held to be working time, was not one of the selected pay practices examined in the study.

The area of study was confined to production, development, and related workers. Expenditures for the practices surveyed are commonly made for non-production workers as well, and the exclusion of this employee category from the survey should be noted.

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

Prevalence of Supplements

Monetary supplements to the worker's basic wage are now an established element of employee remuneration in this country. In 1960, supplemental remuneration in the form of legally required payments, such as for old-age, survivors, and disability insurance, was payable for all production, development, and related workers in the Nation's mining industries. In addition, according to this survey, establishments employing 93.7 percent of the production workers in mining reported premium payments for overtime, weekend, holiday, or late-shift work; those employing 86.3 percent of the workers made contributions to private welfare plans, usually for health and life insurance and pensions; and those employing 81.6 percent reported expenditures for paid leave.¹

¹ It should be noted that these figures apply only to the proportions who worked in establishments which had expenditures for the selected supplements in 1960, not to those who were eligible for them or received them. A company may normally pay supplements for items such as overtime, for example, but if it scheduled no overtime in 1960, its workers would not be included among those for whom expenditures were made. Conversely, it cannot be assumed that all the workers in an establishment that reported expenditures participated in the benefit.

Growth of Supplements

Although scattered supplemental pay practices date back many years, it was not until the past two or three decades that real growth took place. The historical development of the practices in the mining industries appear to have paralleled the development in other industries.

To a considerable extent, legally required insurance programs providing income protection to workers were established prior to the adoption by employers of private supplementary pay practices. Workmen's compensation laws were the first form of social insurance to be adopted widely in the United States. The Federal Government established the precedent in 1908 with the passage of a statute covering its own civil employees. Between 1910 and 1920, most of the States and Territories enacted laws covering workers within their areas. By 1948, workmen's compensation laws had been adopted in all the States.²

During the depression of the 1930's, the economic problems of workers faced with forced idleness and old age received considerable public attention. The Social Security Act of 1935 provided for the continuation at retirement of a portion of the income of covered workers. In 1939, the act was amended to add dependents' and survivors' benefits; and in 1956, provision was made for disability benefits. The Social Security Act of 1935 also provided the basis for the present Federal-State system of unemployment insurance. Although the act set up a Federal system of old-age benefits for retired workers, it did not create a Federal program of unemployment compensation. Instead, it encouraged the States to set up their own programs by establishing a Federal unemployment tax on covered employers and relieving these employers of the obligation to pay most of this tax if they were making payments under an approved State unemployment insurance system. Wisconsin was the first of the States to adopt an unemployment insurance law. Its statute was enacted in 1932, but it did not become fully operative until after the passage of the Social Security Act 3 years later. By June 30, 1937, when Illinois enacted its law, all 48 States, the then Territories of Alaska and Hawaii, and the District of Columbia were under the Federal-State system.³

Temporary disability insurance is the most recent of the legally required social insurance programs. It is in effect in four States, all of which adopted their programs during the 1940's—Rhode Island in 1942, California in 1946, New Jersey in 1948, and New York in 1949.⁴

The big impetus to the growth of most types of private benefits now prevalent in American industry was provided by conditions during World War II. Many companies adopted wage supplements during this period of wage controls when, under the Little Steel Formula, general wage increases were limited to

² State Workmen's Compensation Laws, U. S. Department of Labor, Bureau of Labor Standards (Bulletin 161, rev. 1960), pp. 1-2.

³ "Twenty Years of Unemployment Insurance in the U.S.A., 1935-1955," Employment Security Review, August 1955; and "Unemployment Insurance in the U.S.A., 1956-1960," Employment Security Review, August 1960 (U.S. Department of Labor, Bureau of Employment Security); William L. Mitchell, "Past and Future Perspectives in Social Security," and Victor Christgau, "Old-Age, Survivors, and Disability Insurance After Twenty-Five Years," Social Security Bulletin, August 1960 (U.S. Department of Health, Education, and Welfare, Social Security Administration).

⁴ In addition, railroad workers receive temporary disability benefits through Federal legislation enacted in 1946. See Margaret Dahm, Experience and Problems under Temporary Disability Insurance Laws (U.S. Department of Labor, Bureau of Employment Security, October 1955), p. 1.

15 percent of the January 1941 levels. Within limits, the National War Labor Board sanctioned indirect increases, such as paid vacations and holidays, shift differentials, employer-financed life insurance, severance pay plans, and yearend bonuses. The postwar period witnessed a dramatic development, under union stimulus, of supplementary pay practices, especially with regard to vacations, health and life insurance plans, and private pensions.

Paid vacations for wage earners became common in the crude petroleum producing industry during the 1920's; by 1937, 86.1 percent of the wage earners in this important segment of the mining industries were under vacation plans. In other areas of mining, paid vacation practices developed much more slowly. By 1937, only 0.9 percent of the wage earners in coal mining, 20.1 percent in mining and quarrying of nonmetallic minerals, and 26.9 percent in metal mining were under these plans.⁵ When the Bureau examined all the agreements in its union agreements file in 1940, it found that a large proportion of the agreements in petroleum contained paid vacation provisions, only a moderate proportion in nonferrous metal mining, and practically none in coal mining and quarrying. In the spring of 1941, vacation pay provisions appeared for the first time in the United Mine Workers national agreements with the anthracite and bituminous coal operators. In 1949, when BLS made a sample study of 31 contracts in mining, quarrying, and petroleum extraction, paid vacation provisions were found in all the contracts studied.⁶ Obviously, the prevalence of vacations found in the 1949 agreements cannot be considered typical of all unionized and nonunion firms in mining in that period; but it provides a clear indication of trend when considered with the results of earlier union agreement studies.

Detailed information on the development of holiday practices in the mining industries is not available. The Bureau study of 464 selected union agreements in effect in 1948-49, including 17 in the mining industries, found that all of 9 agreements in nonferrous mining had provisions for paid holidays, but the 1 coal mining agreement and the 7 iron mining agreements had no such provisions.⁷ Of the 52 mining agreements in a 1950 BLS study, 66 percent had paid holiday provisions.⁸ By 1958, when the Bureau examined 16 major mining agreements, 13 contained such provisions; however, these 13 agreements included only 11 percent of the 261,000 mining workers in the study.⁹ The three agreements

⁵ Of a group of 72 crude petroleum producers who introduced paid vacation plans for wage earners in 1937 or earlier, 1 reported introducing the practice between 1900 and 1909 and 7 between 1910 and 1919; out of 54 companies in mining and quarrying, only 3 reported introducing plans between 1910 and 1919. Monthly Labor Review, August 1938, p. 274.

⁶ Information on the history of paid vacations in mining is found in the following BLS publications: Monthly Labor Review, August 1938, pp. 269-274; November 1940, pp. 1070-1077; November 1949, pp. 518-522; August 1952, pp. 162-167; The Wage Chronology Series, Anthracite Mining Industry, 1930 (1951), Series 4, No. 30, pp. 5-6, and Bituminous-Coal Mines, 1933 (1948), Series 4, No. 4, p. 4; and Paid Vacation Provisions in Major Union Contracts, 1957 (Bulletin 1233, 1958).

⁷ Premium Pay, Holiday and Shift Provisions in Selected Union Agreements, 1948-49 (mimeographed, 1949), p. 18.

⁸ "Holiday Provisions in Union Agreements, 1950," Monthly Labor Review, January 1951, p. 24.

⁹ Paid Holiday Provisions in Major Union Contracts, 1958 (BLS Bulletin 1248, 1959), p. 3. The study covered a total of 1,736 major contracts in manufacturing and nonmanufacturing industries. A major contract was defined as one covering 1,000 or more workers.

without paid holiday benefits included the UMW national bituminous coal wage contract, the UMW anthracite contract, and a crude petroleum and natural gas contract. Workers in coal mining accounted for almost all of the 231,000 workers under agreement without paid holiday provisions.

Paid sick leave has never been widely prevalent for production workers. The extension of sick benefits to production workers in the 1940's was primarily in the form of health and accident insurance rather than paid sick leave.¹⁰

Premium pay for overtime, established through custom, company policy, and labor-management agreement, was strengthened and expanded by legislation passed in the late 1930's. The proportion of workers employed in establishments with provisions for such benefits, prior to the passage of the Fair Labor Standards Act of 1938, is not known, but there is evidence that it was growing. In 1937, for example, all miners working under the United Mine Workers national bituminous agreement were entitled to time and one-half after 7 hours per day or 35 hours per week. The act greatly extended weekly overtime benefits by requiring time and one-half after 40 hours for workers in interstate commerce or producing for such commerce. Before this, only a minute portion of the labor force had overtime premiums guaranteed to them through legislation such as the Walsh-Healey Public Contracts Act of 1936 which provided time and one-half after 8 hours in 1 day or 40 hours in 1 week for those employed on Federal Government contracts. Unlike the Walsh-Healey Act, the Fair Labor Standards Act makes no provision for daily overtime.¹¹

Prior to the emergence of strong unions, some employers introduced shift differentials to attract workers to less desirable shifts, but the extension of the practice is attributable in large part to union effort. It was during World War II that these premiums spread into some of the mining industries. For example, the July 27, 1944, War Labor Board Directive in the nonferrous metal cases allowed late shift premiums in the three-shift, continuously operated smelters, refineries, and mills and in the two-shift mine operations. (These had been included in some collective bargaining agreements negotiated in 1943.) In coal mining, provisions for second- and third-shift differentials were contained in the UMW national bituminous and anthracite contracts effective the second quarter of 1945.¹² By 1948-49, when the Bureau examined 464 selected union agreements, including 1 in coal mining and 7 in iron mining, it found that the agreement in coal and all the agreements in iron mining provided for premiums for workers employed on other than the day shift.¹³

¹⁰ Paid Sick Leave Provisions in Major Union Contracts, 1959 (BLS Bulletin 1282, 1960), p. 1.

¹¹ Premium Pay Practices in Private Industry, U.S. Department of Labor, Bureau of Labor Statistics, and Wage and Hour and Public Contracts Divisions, January 10, 1951, mimeographed.

¹² Termination Report of the National War Labor Board: Industrial Disputes and Wage Stabilization in Wartime, January 12, 1942-December 31, 1945 (1947), vol. I, pp. 306, 351-360, and vol. III, pp. 659-660; Wage Chronology: The Anaconda Co., 1941-58 (BLS Report 197, 1961), p. 3; Anthracite Mining Industry, 1930, op. cit., p. 5; and Bituminous-Coal Mines, 1933, op. cit.

¹³ Premium Pay Practices in Private Industry, op. cit., pp. 3, 34; and Premium Pay, Holiday and Shift Provisions in Selected Union Agreements, 1948-49, op. cit., p. 30. (Among the 464 agreements 9 were in nonferrous mining, but their provisions were not discussed separately in the publication.)

Some data on the introduction of private welfare benefits into the mining industries are available from the BLS wage chronologies. The chronology for the Anaconda Co., which starts with the company's 1941 contract with the International Union of Mine, Mill, and Smelter Workers, indicates that the company started to contribute for hospital and medical insurance for its workers in 1941 or earlier.¹⁴ According to the Sinclair Oil Companies chronology, noncontributory life insurance was already in effect when the Bureau started its study with the 1941 contract with the Oil Workers International Union (CIO); employer-financed sickness and accident benefits appeared in the 1945 contract; and accidental death, dismemberment, hospitalization, medical, and surgical benefits appeared in the 1950 contract.¹⁵ These, of course, were provided through individual company agreements and, while they may be indicative of the trend, do not necessarily represent all developments in their respective industries. The UMW contracts in the bituminous coal and anthracite industries, however, are multiemployer agreements and better indicate benefit developments in these industries.

In 1946, almost 450,000 coal miners (375,000 bituminous and 75,000 anthracite) in about 3,000 mines obtained employer-financed welfare and retirement funds through their UMW contracts. Both funds were intended to provide benefit payments to miners and their dependents or survivors in case of sickness, disability, death, or upon retirement, and for other related purposes. In 1947, the employee-financed bituminous medical and hospital fund became employer-financed and was combined with the bituminous welfare and retirement fund.¹⁶

With respect to pensions, a collectively bargained contributory plan was established by Sinclair Oil Companies as early as 1942. As described above, in 1946, about 450,000 coal miners were brought under employer-financed pension plans through the bituminous coal industry's UMW Welfare and Retirement Fund and the Anthracite Health and Welfare Fund. And, finally, the Anaconda Company's 1952 contract with the International Union of Mine, Mill, and Smelter Workers contained a noncontributory pension provision.¹⁷ In crude petroleum production, 31 percent of the production workers in 1951 were employed by companies which provided retirement pensions.¹⁸

Supplemental Expenditures

In this bulletin, the employer expenditures data are summarized in four different types of measures, each of which has relevance for particular types of analysis. These measures are (1) expenditures as a percent of gross payroll; (2) expenditures as a percent of straight-time payroll; (3) expenditures in terms of cents per hour paid for; and (4) expenditures in terms of cents per plant man-hour. For each measure, two broad types of ratios were computed: (1) the ratio for all establishments in the group—both those with and without expenditures—and (2) the ratio for only those establishments reporting the expenditure.¹⁹ For all measures, the expenditures, payroll, and man-hours data relate only to production, development, and related workers.

¹⁴ BLS Report 197, op. cit., p. 5.

¹⁵ The Wage Chronology Series, Sinclair Oil Companies, 1941 (1952), Series 4, No. 31, pp. 8-9.

¹⁶ Union Health and Welfare Plans (BLS Bulletin 900, 1947), pp. 3-4; Bituminous-Coal Mines, 1933, op. cit.; and Anthracite Mining Industry, 1930, op. cit., p. 6.

¹⁷ See the various publications cited in footnotes 14-16.

¹⁸ Wage Structure: Petroleum Production and Refining, October-November 1951 (1952), Series 2, No. 83, p. 16.

¹⁹ The significance of the two ratios is discussed in appendix A.

Mining Industry Totals. Employer payments for supplemental employee remuneration are paid either directly to the employee, or indirectly to insurance companies, the government, or private funds. Payments direct to employees in 1960 included paid leave expenditures, amounting to 4.7 percent of the gross payroll for production, development, and related workers in all establishments, and expenditures for premium pay amounting to 5.5 percent of gross pay. In the category of indirect payments were employer contributions towards legally required payments, which equaled 6.8 percent of the gross payroll, and contributions for private welfare plans, which equaled 8.8 percent of gross payroll.²⁰ In terms of cents per production worker hour paid for by all establishments, the selected expenditures amounted to 12.0 cents an hour for paid leave, 14.0 cents for premium pay, 17.3 cents for legally required payments, and 22.4 cents for private welfare plans. (See table 1.)

Industry Variations. There was considerable variation among the major industry groups in the ratios of expenditures to gross payroll, but no one major industry group overshadowed all the others on all the supplements. Probably the most significant difference appeared for the coal mining groups whose private welfare plan expenditure ratios were about two to four times larger than those of the other groups. The bituminous coal operators reported outlays equivalent to 18.1 percent of the gross production worker payrolls of all establishments in their group. These outlays consisted primarily of contributions to the UMW Welfare and Retirement Fund for pensions, hospital and medical care, funeral expenses, and widows' and survivors' benefits. Similarly, the bulk of the 14.3 percent reported by the anthracite group constituted the operators' contributions to the Anthracite Health and Welfare Fund for pensions and retirement benefits. The anthracite mines also had the highest relative contributions, of any major group, for legally required payments (8.5 percent of gross pay) and the bituminous mines ranked third with 7.0 percent. In contrast, both had the lowest relative expenditures for paid leave among the major groups—3.2 percent of gross payroll in anthracite mining and 3.3 percent in bituminous coal mining. Pay for holidays not worked is almost nonexistent in these industries. (See table 2.)

Metal mining showed the highest expenditure ratio for paid leave, 6.2 percent of the gross production worker payroll of all establishments in the major group; and its expenditures for private welfare plans (7.0 percent) were second only to the exceptionally high ratios of the two major coal mining groups. On premium pay, the metal mines were in the median position, with expenditures of 4.4 percent, and on legally required payments they ranked well below all the other major groups.

The crude petroleum and natural gas major group had the highest relative expenditure, of the five major groups, for premium pay (6.8 percent of the gross pay of all establishments in the group), the second highest for paid leave (5.3 percent) and legally required payments (7.2 percent), and the next to lowest for private welfare plans (5.7 percent). It should be noted, however, that the averages by major industry group may obscure the variations that can exist among industries comprising the groups. For example, this major group's average for premium pay included both the highest and the lowest industry group ratios for which separate premium pay data were tabulated—10.8 percent of gross production worker payroll for the oil and gas field services industry (SIC No. 138) and

²⁰ Yearend and Christmas bonuses and severance and dismissal pay, although paid directly to the worker, have been included with private welfare plans.

3.2 percent for the crude petroleum and natural gas industry (SIC No. 131).²¹ Similarly, the major group's averages for paid leave and legally required payments included the highest and the lowest group averages tabulated for each benefit; for leave, 8.2 percent for the crude petroleum and natural gas industry and 2.0 percent for the oil and gas field services industry; for legally required payments, 4.1 and 10.5 percent, respectively.

Establishments engaged in the mining and quarrying of nonmetallic minerals (except fuels) reported the lowest major group expenditures, relative to gross payroll of all the establishments in the group, for private welfare plans (4.6 percent). They ranked second on premium pay (6.0 percent), third on paid leave (4.2 percent), and fourth on legally required payments (6.8 percent).

Establishment Variations. In addition to interindustry variations, it was not uncommon to find significant differences in expenditures among establishments within a given industry. Thus, in iron ore mining, with respect to paid leave, 0.2 percent of the production workers were in establishments with no paid leave expenditures; and another 0.2 percent were in establishments with expenditures of under 1.0 percent of gross payroll. At the other extreme, 3.2 percent of the production workers in this industry were in establishments with paid leave expenditures of 11.0 percent or more of gross payroll. (See table 5.)

In a rather limited effort to explain such variations, establishments were grouped in accordance with, first, their level of average hourly earnings, then their size of work force, and finally their degree of collective bargaining agreement coverage. Separate expenditure ratios were computed for each of the groups. Clear relationships were found, for at least some forms of supplementary expenditure, between level of expenditure and standing with respect to the analyzed establishment characteristics. The procedures utilized do not reveal causal relations. They are, however, useful in developing hypotheses for more intensive investigation.

Composition of Payroll Hours

With respect to paid leave it is important to consider, in addition to employer expenditures, the relation between total hours paid for and plant hours (i. e., total hours less paid leave hours). In 1960, plant hours constituted 95.4 percent of the total hours for which all mining industry production workers were paid. This figure varied among the industry's major groups, ranging from a low of 93.5 percent in metal mining to a high of 96.9 percent in bituminous coal mining. Vacations were the primary type of paid leave in each of the major groups. For mining as a whole, vacations accounted for 2.9 percent of total hours paid for, or more than three-fifths of the total paid leave hours. (See table 31.)

²¹ Under the Standard Industrial Classification Manual (U. S. Bureau of the Budget, 1957), the title "crude petroleum and natural gas" refers both to a major industry group (SIC 13) and one of its subdivisions—an industry group (SIC 131). In this bulletin, the major industry group will be called "major group" and the subdivision, an "industry."

Table 1. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Mining Industries, 1960

Practice	Percent of gross payroll	Percent of straight-time payroll	Cents per hour paid for	Cents per plant man-hour
Paid leave -----	4.7	5.0	12.0	12.6
Vacations -----	3.1	3.3	7.8	8.2
Holidays -----	1.2	1.3	3.0	3.2
Sick leave -----	.4	.5	1.1	1.1
Military, jury, witness, voting, and personal leave -----	(¹)	(¹)	.1	.1
Premium pay -----	5.5	5.8	14.0	14.7
Daily overtime, weekly overtime, and weekend and holiday work -----	5.1	5.4	13.0	13.6
Shift differentials -----	.4	.4	1.0	1.1
Legally required payments -----	6.8	7.2	17.3	18.1
Old-age, survivors, and disability insurance (social security) -----	2.5	2.7	6.4	6.7
Unemployment compensation -----	1.3	1.4	3.4	3.5
Workmen's compensation -----	3.0	3.1	7.5	7.9
Other, including temporary disability insurance -----	(¹)	(¹)	(¹)	(¹)
Private welfare plans -----	8.8	9.3	22.4	23.4
Health, accident, and life insurance -----	3.3	3.4	8.3	8.7
Pension and retirement plans -----	4.6	4.9	11.7	12.3
Vacation and holiday funds -----	(¹)	(¹)	(¹)	(¹)
Supplemental unemployment benefits -----	.1	.1	.2	.2
Severance or dismissal pay -----	.1	.1	.3	.3
Savings and thrift plans -----	.4	.5	1.1	1.2
Yearend and Christmas bonuses -----	.3	.3	.8	.8

¹ Less than 0.05 percent or 0.05 cent.

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

Table 2. Average Expenditures for Selected Supplementary Employee Remuneration Practices by Mining Industry Group, 1960

Industry group	Percent of gross payroll				Percent of straight-time payroll			
	Paid leave	Premium pay	Legally required payments	Private welfare plans	Paid leave	Premium pay	Legally required payments	Private welfare plans
All industries -----	4.7	5.5	6.8	8.8	5.0	5.8	7.2	9.3
Metal mining ¹ -----	6.2	4.4	5.5	7.0	6.5	4.7	5.8	7.3
Iron ores -----	7.3	3.8	5.1	10.0	7.6	3.9	5.3	10.3
Copper ores -----	6.2	4.9	4.6	6.6	6.5	5.1	4.9	6.9
Lead and zinc ores -----	5.7	3.7	7.0	4.3	5.9	3.8	7.2	4.5
Anthracite mining -----	3.2	3.3	8.5	14.3	3.3	3.4	8.8	14.8
Bituminous coal and lignite mining -----	3.3	3.8	7.0	18.1	3.4	3.9	7.3	18.8
Crude petroleum and natural gas ¹ -----	5.3	6.8	7.2	5.7	5.7	7.3	7.7	6.1
Crude petroleum and natural gas -----	8.2	3.2	4.1	9.1	8.5	3.3	4.3	9.4
Oil and gas field services -----	2.0	10.8	10.5	2.0	2.2	12.1	11.8	2.2
Mining and quarrying of nonmetallic minerals, except fuels -----	4.2	6.0	6.8	4.6	4.5	6.4	7.2	4.9
	Cents per hour paid for				Cents per plant man-hour			
All industries -----	12.0	14.0	17.3	22.4	12.6	14.7	18.1	23.4
Metal mining ¹ -----	17.1	12.3	15.2	19.4	18.3	13.2	16.3	20.7
Iron ores -----	21.1	10.9	14.7	28.8	22.8	11.8	15.9	31.1
Copper ores -----	17.0	13.3	12.8	18.0	18.3	14.3	13.7	19.4
Lead and zinc ores -----	13.8	8.9	16.9	10.5	14.7	9.5	18.0	11.2
Anthracite mining -----	8.4	8.8	22.5	38.1	8.7	9.0	23.2	39.3
Bituminous coal and lignite mining -----	9.8	11.2	20.7	53.8	10.1	11.6	21.4	55.5
Crude petroleum and natural gas ¹ -----	12.8	16.5	17.4	13.8	13.5	17.4	18.3	14.5
Crude petroleum and natural gas -----	21.7	8.4	10.9	23.8	23.5	9.1	11.8	25.9
Oil and gas field services -----	4.4	23.9	23.4	4.4	4.5	24.5	23.9	4.5
Mining and quarrying of nonmetallic minerals, except fuels -----	9.1	13.1	14.8	9.9	9.5	13.6	15.4	10.3

¹ Includes industries not shown separately.

NOTE: Under the Standard Industrial Classification Manual (U.S. Bureau of the Budget, 1957), the title "crude petroleum and natural gas" refers both to a major industry group (SIC 13) and one of its subdivisions—an industry group (SIC 131). In this bulletin, the major industry group will be called "major group" and the subdivision, an "industry."

Total Leave

More than four-fifths of the production, development, and related workers in the mining industries were in establishments which paid for some type of leave during 1960. Paid vacation was the principal item, available in establishments employing 81 percent of the production workers. To a lesser extent, production workers were in establishments which provided paid holidays (54.8 percent), sick leave (26.8 percent), and other leave (military, jury, witness, voting, and personal) (28.4 percent). (See table 3.)

Expenditures for all forms of paid leave averaged 4.7 percent of the gross production worker payroll of all establishments in mining. The average increased to 5.6 percent for those establishments which reported leave expenditures in 1960. Similarly, the ratio of vacation pay to gross payroll for the two categories of establishments increased from 3.1 to 3.7 percent. Owing to the smaller proportions of workers in establishments providing the other types of paid leave studied, the difference in the expenditure ratios between all establishments and only those with expenditures were somewhat greater—1.2 to 2.0 percent for holidays; 0.4 to 1.4 percent for sick leave; and less than 0.05 to 0.1 percent for other leave. (See table 4.)

In anthracite and bituminous coal mining, which had 84.3 and 81.4 percent, respectively, of their production workers in establishments with paid leave, the respective ratios for all establishments and only those reporting expenditures were 3.2 and 3.7 percent in anthracite and 3.3 and 3.8 percent in bituminous coal. In the crude petroleum and natural gas major group and in nonmetallic minerals, except fuels, where only 77.6 and 77.0 percent, respectively, of the production, development, and related workers were in establishments which had some paid leave, greater differences were found between the expenditure ratios for all establishments and those reporting the practice—5.3 and 6.5 percent in the former and 4.2 and 5.3 percent in the latter. Virtually all (99.3 percent) of the workers in metal mining were in establishments granting paid leave and the rounded expenditure ratio for all establishments was equal to the ratio for only those with the practice.

The 5.3 percent average for all establishments in the crude petroleum and natural gas major group included both the highest and the lowest industry group ratios for which separate paid leave data were tabulated—8.2 percent of gross production worker payroll for the crude petroleum and natural gas industry and 2.0 percent for the oil and gas field services industry. In metal mining, which was the only other major group for which data were tabulated separately for some of the subdivisions, less variation existed among the industry groups.

When total pay for leave was divided by the total production workers' hours paid for by all establishments, the 1960 expenditures amounted to 12.0 cents per hour—including 7.8 cents for vacation, 3.0 for holidays, 1.1 for sick leave, and 0.1 cent for other paid leave. For only those establishments having the various practices, the averages increase to 14.8 cents for all leave, 9.7 cents for vacation, 5.2 for holidays, 3.8 for sick leave, and 0.4 cents an hour for other paid leave.

Presentation of paid leave expenditures in terms of averages for all establishments fails to show the variations in practices among individual establishments. Expenditure ratios for paid leave in mining industry establishments ranged from less than 1 percent of gross payroll to 12 percent and over. Approximately one-fourth of the industry's production workers were in establishments with expenditure ratios for paid leave of 3 to 5 percent. In anthracite mining, 48.7 percent of the production workers were in establishments with expenditure ratios of 3 and under 4 percent, and almost two-thirds of the workers were in establishments with paid leave expenditures constituting between 3 and 5 percent of gross payroll. Bituminous coal mining exhibited somewhat greater variation, but even here over 56 percent of the workers were employed in establishments with expenditure ratios between 3 and 5 percent. In metal mining, one-fifth of the production workers were in establishments whose expenditure ratios were 5 and under 6 percent, and a similar number were in establishments with ratios between 8 and 9 percent. Considerably greater variation in expenditure ratios for paid leave was found in the remaining major industry groups, crude petroleum and natural gas, and nonmetallic minerals, except fuels. (See table 5.)

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

Paid Vacations

According to the present survey, establishments granting paid vacations in 1960 employed 81 percent of the production, development, and related workers in mining. Paid vacations were least prevalent in the mining and quarrying of nonmetallic minerals, except fuels, where 74.7 percent of the production workers were in establishments with such expenditures and were most common in metal mining, where virtually all the miners (99.1 percent) were covered by vacation provisions.

Vacation payments averaged 3.1 percent of the gross payroll of production, development, and related workers in all establishments in the mining industries during 1960. Among the five major groups studied, the ratios ranged from 2.7 percent for nonmetallic minerals, except fuels, to 3.9 percent for metal mining. In crude petroleum and natural gas production, anthracite mining, and bituminous coal mining, these ratios were 2.9, 3.0, and 3.2 percent, respectively. When only those establishments which reported the practice were considered, the ratios rose and the differences among the major groups diminished. Three of these major groups—anthracite, crude petroleum and natural gas, and nonmetallic minerals, except fuels—averaged 3.5 percent of gross payroll; bituminous coal, 3.7 percent; and metal mining, 3.9 percent.

Average expenditures for vacations were 7.8 cents per production worker hour paid for by all mining establishments and 9.7 cents for only those establishments reporting actual vacation expenditures. The lowest rate, by major group, was the 5.9 cents for the nonmetallic minerals, except fuels, industries; the two highest were the 9.6 cents of the bituminous coal and lignite companies and the 10.7 cents of the metal mining industries. The averages for these groups, for only those establishments reporting vacation expenditures, were 7.9, 11.9, and 10.8 cents, respectively.

Paid Holidays

At the time of this survey, the UMW national agreements with the anthracite and bituminous coal operators had no provisions for pay for holidays not worked. Only 3.9 percent of the workers in bituminous coal mining and 18.3 percent of those in anthracite were in establishments providing paid holidays, whereas 97.9 percent of the metal miners were in such establishments, 66.7 percent of those in nonmetallic minerals, except fuels, and 66.1 percent in crude petroleum and natural gas. For mining as a whole, 54.8 percent of the production, development, and related workers were in establishments that reported paid holiday expenditures.

Expenditures for paid holidays averaged 1.2 percent of gross payroll for production, development, and related workers in all establishments in mining and 2.0 percent for those in establishments which reported holiday expenditures. Only 0.1 percent of the gross payroll of all establishments in each of the coal mining groups was spent on paid holidays. The averages in the other three major groups were 1.3 percent for nonmetallic minerals, except fuels, 1.5 percent for crude petroleum and natural gas, and 2.1 percent for metal mining. The proportions of gross payroll, for only the establishments which reported paying for holidays in 1960, were 0.6, 1.3, and 1.9 percent in anthracite mining, bituminous coal and lignite mining, and the mining of nonmetallic minerals, except fuels, respectively, and 2.1 percent of the gross payrolls in both metal mining and in crude petroleum and natural gas.

On the basis of cents per production worker hour paid for, holiday expenditures averaged 3.0 cents for all establishments and 5.2 cents for only those establishments reporting the practice. Anthracite and bituminous coal mining had average hourly expenditures of 0.3 and 0.2 cents per hour paid for, respectively, for all establishments; this increased to 1.7 and 3.8 cents when only the hours of those establishments reporting the practice were considered. In the other major groups studied, the comparisons of cents per hour paid for between all establishments and those reporting the practice were nonmetallic minerals, except fuels, 2.9 and 4.3 cents; crude petroleum and natural gas, 3.6 and 5.3 cents; and metal mining, 5.8 and 5.9 cents, respectively.

Paid Sick Leave

Only 26.8 percent of the production, development, and related workers in the mining industries were in establishments providing some paid sick leave during 1960. Among the major groups, this included almost half (46.8 percent) of those in crude petroleum and natural gas, but only 4.6 percent in bituminous coal, 10.9 in anthracite, 16.4 percent in metal mining, and 19.2 percent in the mining and quarrying of nonmetallic minerals, except fuels.

For mining as a whole, sick leave expenditures averaged 0.4 percent of the gross payroll for production, development, and related workers in all establishments. The highest average of the several major groups was the 0.9 percent found in crude petroleum and natural gas. In both metal mining and nonmetallic minerals, except fuels, 0.2 percent of gross payrolls were spent on paid sick leave. The coal industries reported less than 0.05 percent. When the ratios were based on the payrolls of those establishments which reported sick leave payments, the average for total mining increased to 1.4 percent of gross payroll; that for crude petroleum and natural gas increased to 1.6 percent; metal mining to 1.3 percent; and nonmetallic minerals, except fuels, 0.8 percent. The ratios in the coal mining groups increased to 0.2 percent in anthracite, and 0.3 percent in bituminous.

Only the crude petroleum and natural gas producers among the major industry groups, with an average of 2.1 cents per production worker hour paid for by all establishments, had an average exceeding 1 cent an hour. The average for all of the mining groups was 1.1 cents. When the hours for only the establishments reporting actual sick leave expenditures during 1960 were used, the rate for total mining rose to 3.8 cents per hour paid for. Crude petroleum and natural gas production with 4.3 cents and metal mining with 3.7 cents had the highest averages of the major groups. The other three—nonmetallic minerals, except fuels; bituminous coal; and anthracite—had average expenditures of 1.8, 1.0, and 0.7 cents per hour, respectively.

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

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

Establishments employing 28.4 percent of the production, development, and related workers in mining reported expenditures for other paid leave in 1960. The proportion of workers in such establishments varied widely among the major industry groups. More than half (51.6 percent) of the metal miners and 40 percent of the crude petroleum and natural gas workers were in such establishments, but only a small proportion of those in nonmetallic minerals, except fuels (20.4 percent), and a very few of those in coal mining (2.8 percent in bituminous and 2.2 percent in anthracite).

Expenditures for other paid leave amounted to less than 0.05 percent of the production, development, and related worker gross payroll of all establishments in mining. Only in the crude petroleum and natural gas major group was a ratio as high as 0.1 percent found; all the others averaged less than 0.05 percent. For only the establishments reporting actual other leave payments, the 1960 ratio was 0.1 percent for all mining industries. Crude petroleum and natural gas, with 0.2 percent, and nonmetallic minerals (except fuels), with 0.1 percent, were the only two major groups which averaged over 0.05 percent.

Table 3. Percent of Production, Development, and Related Workers in Establishments Reporting Expenditures for Paid Leave by Mining Industry Group, 1960

Industry group	Paid leave	Paid vacations	Paid holidays	Paid sick leave	Other paid leave ¹
All industries	81.6	81.0	54.8	26.8	28.4
Metal mining ²	99.3	99.1	97.9	16.4	51.6
Iron ores	99.8	99.8	99.2	.3	51.8
Copper ores	99.6	99.6	99.6	42.0	74.0
Lead and zinc ores	100.0	100.0	98.4	11.5	17.6
Anthracite mining	84.3	84.3	18.3	10.9	2.2
Bituminous coal and lignite mining	81.4	81.4	3.9	4.6	2.8
Crude petroleum and natural gas ²	77.6	77.3	66.1	46.8	40.0
Crude petroleum and natural gas	94.4	93.7	89.0	76.3	69.9
Oil and gas field services	60.9	60.9	43.2	17.1	9.7
Mining and quarrying of nonmetallic minerals, except fuels	77.0	74.7	66.7	19.2	20.4

¹ Includes military, jury, witness, voting, and personal leave.

² Includes industries not shown separately.

Table 4. Average Expenditures for Paid Leave by All Establishments and Establishments Reporting Expenditures and Mining Industry Group, 1960

Industry group	Percent of gross payroll									
	All establishments					Establishments reporting expenditures				
	Total	Vaca- tions	Holi- days	Sick leave	Other ¹	Total ²	Vaca- tions	Holi- days	Sick leave	Other ¹
All industries	4.7	3.1	1.2	0.4	(⁴)	5.6	3.7	2.0	1.4	0.1
Metal mining ³	6.2	3.9	2.1	0.2	(⁴)	6.2	3.9	2.1	1.3	(⁴)
Iron ores	7.3	4.8	2.4	(⁴)	(⁴)	7.3	4.8	2.4	.4	(⁴)
Copper ores	6.2	3.5	2.0	.6	(⁴)	6.2	3.5	2.0	1.7	(⁴)
Lead and zinc ores	5.7	3.8	1.7	.1	(⁴)	5.7	3.8	1.8	.5	0.1
Anthracite mining	3.2	3.0	.1	(⁴)	(⁴)	3.7	3.5	.6	.2	(⁴)
Bituminous coal and lignite mining	3.3	3.2	.1	(⁴)	(⁴)	3.8	3.7	1.3	.3	(⁴)
Crude petroleum and natural gas ³	5.3	2.9	1.5	.9	0.1	6.5	3.5	2.1	1.6	.2
Crude petroleum and natural gas	8.2	4.4	2.2	1.4	.2	8.5	4.6	2.4	1.7	.2
Oil and gas field services	2.0	1.1	.6	.2	(⁴)	3.1	1.8	1.3	1.2	.1
Mining and quarrying of nonmetallic minerals, except fuels	4.2	2.7	1.3	.2	(⁴)	5.3	3.5	1.9	.8	.1
	Percent of straight-time payroll									
All industries	5.0	3.3	1.3	0.5	(⁴)	5.9	3.9	2.2	1.5	0.1
Metal mining ³	6.5	4.1	2.2	0.2	(⁴)	6.5	4.1	2.2	1.4	(⁴)
Iron ores	7.6	5.0	2.5	(⁴)	(⁴)	7.6	5.0	2.5	.4	(⁴)
Copper ores	6.5	3.7	2.1	.7	(⁴)	6.5	3.7	2.1	1.7	(⁴)
Lead and zinc ores	5.9	4.0	1.8	.1	(⁴)	5.9	4.0	1.8	.6	0.1
Anthracite mining	3.3	3.1	.1	(⁴)	(⁴)	3.8	3.6	.6	.2	(⁴)
Bituminous coal and lignite mining	3.4	3.4	.1	(⁴)	(⁴)	3.9	3.8	1.3	.3	(⁴)
Crude petroleum and natural gas ³	5.7	3.1	1.6	.9	0.1	6.9	3.8	2.2	1.7	.2
Crude petroleum and natural gas	8.5	4.6	2.3	1.5	.2	8.7	4.7	2.5	1.7	.2
Oil and gas field services	2.2	1.3	.7	.3	(⁴)	3.5	2.0	1.5	1.4	.1
Mining and quarrying of nonmetallic minerals, except fuels	4.5	2.9	1.4	.2	(⁴)	5.6	3.7	2.0	.8	.1

See footnotes at end of table.

Table 4. Average Expenditures for Paid Leave by All Establishments and Establishments Reporting Expenditures and Mining Industry Group, 1960—Continued

Industry group	Cents per hour paid for									
	All establishments					Establishments reporting expenditures				
	Total	Vaca- tions	Holi- days	Sick leave	Other ¹	Total ²	Vaca- tions	Holi- days	Sick leave	Other ¹
All industries	12.0	7.8	3.0	1.1	0.1	14.8	9.7	5.2	3.8	0.4
Metal mining ³	17.1	10.7	5.8	0.6	(⁴)	17.2	10.8	5.9	3.7	0.1
Iron ores	21.1	14.0	7.0	(⁴)	0.1	21.1	14.1	7.1	.7	.1
Copper ores	17.0	9.7	5.5	1.8	.1	17.1	9.7	5.5	4.4	.1
Lead and zinc ores	13.8	9.3	4.2	.2	(⁴)	13.8	9.3	4.3	1.4	.2
Anthracite mining	8.4	8.0	.3	.1	(⁴)	10.1	9.6	1.7	.7	(⁴)
Bituminous coal and lignite mining	9.8	9.6	.2	(⁴)	(⁴)	12.2	11.9	3.8	1.0	(⁴)
Crude petroleum and natural gas ³	12.8	6.9	3.6	2.1	.2	16.2	8.8	5.3	4.3	.5
Crude petroleum and natural gas	21.7	11.6	5.9	3.8	.4	22.7	12.3	6.4	4.7	.6
Oil and gas field services	4.4	2.5	1.4	.5	(⁴)	7.0	3.9	3.0	2.7	.2
Mining and quarrying of nonmetallic minerals, except fuels	9.1	5.9	2.9	.3	(⁴)	12.0	7.9	4.3	1.8	.2
	Cents per plant man-hour									
All industries	12.6	8.2	3.2	1.1	0.1	15.7	10.3	5.6	4.1	0.4
Metal mining ³	18.3	11.5	6.2	0.6	0.1	18.4	11.6	6.3	4.0	0.1
Iron ores	22.8	15.1	7.6	(⁴)	.1	22.8	15.2	7.6	.7	.1
Copper ores	18.3	10.4	5.9	1.9	.1	18.3	10.4	5.9	4.9	.1
Lead and zinc ores	14.7	10.0	4.5	.2	(⁴)	14.7	10.0	4.6	1.5	.2
Anthracite mining	8.7	8.2	.3	.1	(⁴)	10.5	10.0	1.8	.7	(⁴)
Bituminous coal and lignite mining	10.1	9.9	.2	(⁴)	(⁴)	12.7	12.4	4.0	1.0	(⁴)
Crude petroleum and natural gas ³	13.5	7.3	3.8	2.2	.2	17.3	9.4	5.7	4.7	.6
Crude petroleum and natural gas	23.5	12.6	6.4	4.1	.5	24.7	13.4	7.0	5.2	.7
Oil and gas field services	4.5	2.6	1.4	.5	(⁴)	7.2	4.1	3.1	2.9	.2
Mining and quarrying of nonmetallic minerals, except fuels	9.5	6.1	3.0	.4	(⁴)	12.6	8.4	4.6	2.0	.2

¹ Includes military, jury, witness, voting, and personal leave.

² The individual items do not add to total because each practice was treated separately and all establishments did not have expenditures for each practice.

³ Includes industries not shown separately.

⁴ Less than 0.05 percent or 0.05 cent.

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

Table 5. Distribution of Production, Development, and Related Workers by Leave Expenditures as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—													
		No paid leave expenditures	Paid leave expenditures as a percent of gross payroll of—												
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	11 and under 12 percent	12 percent and over
All industries -----	100.0	18.4	4.8	5.4	8.6	13.0	12.7	7.7	6.9	5.0	4.0	5.6	2.6	4.5	0.9
Metal mining ¹ -----	100.0	0.7	0.3	1.2	5.5	6.2	12.8	20.5	13.1	12.5	20.4	5.3	0.3	1.2	-
Iron ores -----	100.0	.2	.2	.3	.2	2.4	10.5	11.0	14.4	7.2	40.6	9.2	.7	3.2	-
Copper ores -----	100.0	.4	-	-	-	3.2	21.7	18.6	22.6	21.2	6.4	5.9	-	-	-
Lead and zinc ores -----	100.0	-	-	1.6	9.5	-	11.7	41.2	9.0	24.7	2.3	-	-	-	-
Anthracite mining -----	100.0	15.7	-	.9	13.8	48.7	17.6	1.3	-	1.1	-	.8	-	-	-
Bituminous coal and lignite mining -----	100.0	18.6	.9	2.4	13.1	29.9	26.6	4.9	1.7	.3	.5	.3	.1	-	0.6
Crude petroleum and natural gas ¹ -----	100.0	22.4	8.3	8.7	8.0	3.7	5.8	4.4	6.3	3.8	.9	10.1	6.0	10.2	1.3
Crude petroleum and natural gas -----	100.0	5.6	3.7	1.8	2.4	3.1	9.6	4.1	9.1	7.4	1.2	17.5	12.2	21.8	.5
Oil and gas field services -----	100.0	39.1	12.9	15.4	13.7	4.4	2.6	5.0	4.1	-	.7	-	.4	-	1.8
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	23.0	5.8	5.6	5.5	13.4	9.5	9.8	11.3	8.6	3.5	2.7	-	-	1.0

¹ Includes industries not shown separately.

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

Table 6. Distribution of Production, Development, and Related Workers by Vacation Expenditures as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—									
		No paid vacation expenditures	Paid vacation expenditures as a percent of gross payroll of—								
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 percent and over
All industries -----	100.0	19.0	7.4	9.3	12.3	21.3	14.3	12.3	2.7	0.2	1.1
Metal mining ¹ -----	100.0	0.9	3.2	7.9	15.2	34.5	10.7	21.7	4.5	0.3	1.2
Iron ores -----	100.0	.2	.4	2.4	14.6	14.6	12.6	39.6	11.7	.7	3.2
Copper ores -----	100.0	.4	-	6.1	18.8	55.8	18.9	-	-	-	-
Lead and zinc ores -----	100.0	-	-	9.8	5.4	56.3	1.6	26.2	.8	-	-
Anthracite mining -----	100.0	15.7	-	3.3	19.6	44.3	13.8	1.3	-	1.1	.8
Bituminous coal and lignite mining -----	100.0	18.6	.9	2.6	14.2	30.8	26.1	3.6	1.4	.3	1.5
Crude petroleum and natural gas ¹ -----	100.0	22.7	12.6	13.3	9.2	10.1	9.6	17.6	3.6	.2	1.1
Crude petroleum and natural gas -----	100.0	6.3	5.0	1.6	11.3	15.0	18.5	33.9	7.7	(²)	.5
Oil and gas field services -----	100.0	39.1	20.4	24.7	7.8	5.3	.5	.4	-	-	1.8
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	25.3	8.0	10.6	13.9	21.9	12.7	5.3	1.3	-	.9

¹ Includes industries not shown separately.

² Less than 0.05 percent.

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

Table 7. Distribution of Production, Development, and Related Workers by Holiday Expenditures as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—						
		No paid holiday expenditures	Paid holiday expenditures as a percent of gross payroll of—					
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 percent and over
All industries	100.0	45.2	8.0	15.2	26.5	4.7	0.3	0.1
Metal mining ¹	100.0	2.1	1.7	28.6	66.6	0.9	0.2	-
Iron ores	100.0	.8	-	13.9	83.4	1.9	-	-
Copper ores	100.0	.4	-	30.3	68.8	-	.5	-
Lead and zinc ores	100.0	1.6	4.2	61.4	32.8	-	-	-
Anthracite mining	100.0	81.7	15.7	-	2.6	-	-	-
Bituminous coal and lignite mining	100.0	96.1	1.5	1.6	.9	-	-	-
Crude petroleum and natural gas ¹	100.0	33.9	12.6	16.6	26.2	10.0	.6	0.2
Crude petroleum and natural gas	100.0	11.0	8.2	17.7	42.7	20.3	-	-
Oil and gas field services	100.0	56.8	17.4	16.2	8.4	-	1.2	-
Mining and quarrying of nonmetallic minerals, except fuels	100.0	33.3	9.6	21.8	33.0	2.2	-	.1

¹ Includes industries not shown separately.

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

Table 8. Distribution of Production, Development, and Related Workers by Leave Expenditures in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—														
		No paid leave expenditures	Paid leave expenditures per hour paid for of—													
			Under 2 cents	2 and under 4 cents	4 and under 6 cents	6 and under 8 cents	8 and under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 22 cents	22 and under 24 cents	24 and under 26 cents	26 cents and over
All industries	100.0	18.4	5.5	3.6	5.6	4.9	6.7	8.2	11.0	7.7	5.2	2.4	1.8	5.2	1.0	12.7
Metal mining ¹	100.0	0.7	0.3	0.6	1.8	3.2	8.3	2.0	9.7	13.1	17.9	5.9	5.0	25.2	2.7	4.0
Iron ores	100.0	.2	.2	.3	-	.2	2.4	-	7.4	12.5	3.1	7.5	7.5	41.0	7.4	10.5
Copper ores	100.0	.4	-	-	-	1.4	3.8	.7	8.7	21.8	26.6	9.6	6.4	20.7	-	-
Lead and zinc ores	100.0	-	-	1.6	3.6	6.0	-	7.9	30.2	8.7	37.6	2.2	1.5	.8	-	-
Anthracite mining	100.0	15.7	-	-	-	16.2	18.2	29.9	16.3	1.2	.3	-	1.2	-	.5	.5
Bituminous coal and lignite mining	100.0	18.6	.9	.8	3.2	2.6	12.2	17.6	29.6	7.2	3.1	2.7	.2	-	.8	.7
Crude petroleum and natural gas ¹	100.0	22.4	9.7	6.4	5.8	5.7	3.7	2.0	3.6	6.8	2.6	1.3	.7	2.0	.9	26.3
Crude petroleum and natural gas	100.0	5.6	3.7	1.9	2.1	5.3	2.4	4.4	2.1	10.4	4.1	2.2	1.6	4.0	1.9	48.3
Oil and gas field services	100.0	39.1	15.8	10.8	9.6	6.4	5.0	(²)	5.2	3.7	1.2	-	-	.2	-	3.1
Mining and quarrying of nonmetallic minerals, except fuels	100.0	23.0	6.7	4.2	11.9	6.2	3.9	12.2	4.3	7.7	5.2	1.7	3.6	4.7	.2	4.5

¹ Includes industries not shown separately.

² Less than 0.05 percent.

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

Table 9. Distribution of Production, Development, and Related Workers by Vacation Expenditures in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—												
		No paid vacation expenditures	Paid vacation expenditures per hour paid for of—											
			Under 2 cents	2 and under 4 cents	4 and under 6 cents	6 and under 8 cents	8 and under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 22 cents	22 cents and over
All industries	100.0	19.0	7.3	7.7	7.0	7.9	11.4	10.2	11.2	6.0	7.7	2.6	1.1	0.9
Metal mining ¹	100.0	0.9	1.0	5.1	7.0	14.0	18.6	18.5	3.0	13.0	1.1	1.9	2.0	
Iron ores	100.0	.2	.4	-	2.4	14.7	5.4	9.2	10.5	34.0	2.7	5.1	5.4	
Copper ores	100.0	.4	-	.7	6.1	13.7	26.5	43.7	4.0	-	-	-	-	
Lead and zinc ores	100.0	-	-	5.2	6.0	13.4	33.2	15.2	26.1	.8	-	-	-	
Anthracite mining	100.0	15.7	-	2.6	-	19.2	14.4	36.9	7.6	1.2	.3	-	1.2	1.0
Bituminous coal and lignite mining	100.0	18.6	.9	1.0	3.5	2.6	13.4	18.6	28.9	6.1	2.2	2.7	.2	1.5
Crude petroleum and natural gas ¹	100.0	22.7	13.8	10.1	7.2	6.5	8.5	2.0	5.2	6.5	11.9	3.8	1.7	.2
Crude petroleum and natural gas	100.0	6.3	5.0	3.2	5.6	4.7	16.8	4.2	10.1	9.5	23.1	7.1	3.7	.5
Oil and gas field services	100.0	39.1	22.6	16.9	9.0	8.4	.7	(²)	.6	-	1.8	.9	-	-
Mining and quarrying of non-metallic minerals, except fuels	100.0	25.3	6.5	13.4	12.0	12.1	10.1	8.7	4.9	3.0	2.1	1.1	-	.9

¹ Includes industries not shown separately.² Less than 0.05 percent.

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

Table 10. Distribution of Production, Development, and Related Workers by Holiday Expenditures in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—							
		No paid holiday expenditures	Paid holiday expenditures per hour paid for of—						
			Under 2 cents	2 and under 4 cents	4 and under 6 cents	6 and under 8 cents	8 and under 10 cents	10 and under 12 cents	12 cents and over
All industries	100.0	45.2	7.5	10.9	12.1	15.4	6.3	2.3	0.2
Metal mining ¹	100.0	2.1	1.0	12.5	26.4	52.4	5.0	0.7	-
Iron ores	100.0	.8	-	-	13.0	71.1	13.6	1.5	-
Copper ores	100.0	.4	-	15.0	29.2	54.8	.5	-	-
Lead and zinc ores	100.0	1.6	4.3	27.5	59.2	7.5	-	-	-
Anthracite mining	100.0	81.7	15.7	.3	2.3	-	-	-	-
Bituminous coal and lignite mining	100.0	96.1	1.5	-	1.9	.6	-	-	-
Crude petroleum and natural gas ¹	100.0	33.9	11.7	13.0	12.5	11.9	12.1	4.7	0.2
Crude petroleum and natural gas	100.0	11.0	7.8	10.9	17.6	19.1	25.6	8.1	-
Oil and gas field services	100.0	56.8	16.0	15.4	8.0	2.8	.2	.9	-
Mining and quarrying of nonmetallic minerals, except fuels	100.0	33.3	9.8	20.7	15.0	16.8	2.8	.9	.7

¹ Includes industries not shown separately.

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

Chapter III. Premium Pay

Total Premium

This survey indicates that 93.7 percent of the mine workers were in establishments which had actual expenditures for premium pay in 1960, including 92.7 percent in those with expenditures for overtime, weekend, and holiday work premiums and 46.9 percent in those with shift differentials. All of the major mining groups showed a high proportion of workers in establishments paying premiums, the lowest being 89.1 percent in anthracite mining. Not all of the workers in these establishments necessarily received premium pay, of course, nor should it be assumed that establishments without expenditures in 1960 did not have provisions for premium pay. (See table 11.)

Throughout this report, expenditures for premium pay refer only to the extra pay for the practice; they do not include the regular pay.²² Premium payments averaged 5.5 percent of the gross payroll of production, development, and related workers in all establishments in the mining industries, with 5.1 percent paid for daily overtime, weekly overtime, and weekend and holiday work, and 0.4 percent for shift differentials. By major industry group, relative expenditures for premium pay fell into two distinct clusters—the anthracite, bituminous coal, and metal mining major groups with averages of 3.3 to 4.4 percent of gross payroll, and mining and quarrying of nonmetallic minerals (except fuels) and crude petroleum and natural gas production with 6 to 6.8 percent. The high figure for petroleum and natural gas is attributable to relatively high expenditures for premium pay for overtime, weekend, and holiday work by establishments in the oil and gas field services industry.

For every production worker hour paid for by all establishments in these industries, an average of 14 cents was expended on premium pay—13 cents for overtime, weekend, and holiday work, and 1 cent for late shift work. Expenditures by major group ranged from 8.8 cents in anthracite to 16.5 cents in crude petroleum and natural gas. (See table 12.)

Expenditure ratios for premium pay varied considerably among the mining industry establishments which reported such payments. The ratios ranged from under 1 percent of gross payroll in some establishments to 15 percent and over in others. Over half of the production workers in mining were employed in establishments where premium pay expenditures accounted for less than 5 percent of gross payroll. In anthracite mining, three-fourths of the production workers were in establishments with expenditures for premium pay under 5 percent of gross payroll. Approximately two-thirds of the workers in bituminous coal mining were in establishments with expenditure ratios under 4 percent. Greater uniformity existed in metal mining, where more than half of the production workers were employed in establishments with premium pay expenditure ratios between 1 and 4 percent. On the other hand, there was greater variation in establishment expenditure ratios in the crude petroleum and natural gas, and nonmetallic minerals, except fuels, major groups. (See table 13.)

²² See appendix A for a discussion of the concept of premium pay used in this bulletin.

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

Premium pay for overtime, weekend, and holiday work serves to compensate employees for work performed outside the normal workweek. Overtime premiums may be determined on a daily or weekly basis.

Establishments employing 92.7 percent of the production, development, and related workers in mining in 1960 reported expenditures for premium pay for daily overtime, weekly overtime, weekend, and holiday work. All of the major groups, except anthracite with 85 percent, had more than 90 percent of their production employees in such establishments. In metal mining, the proportion was 99.8 percent.

Without exception, overtime, weekend, and holiday work premiums were the predominant form of premium pay and the relationships previously described for the total premiums were duplicated here. Payments for these premiums, as proportions of the gross production worker payroll of all establishments in the major group, were highest in crude petroleum and natural gas (6.6 percent) and nonmetallic minerals, except fuels, (5.7 percent). The level of the crude petroleum and natural gas major group was influenced primarily by the above average expenditure ratio of the oil and gas field services industry (10.8 percent); in the crude petroleum and natural gas industry, relative expenditures for overtime, weekend, and holiday work premiums (2.9 percent) were among the lowest for the industries shown separately. The proportions were roughly similar in the remaining three major groups—metal mining, 3.4 percent; bituminous coal and lignite, 3.3 percent; and anthracite, 3.0 percent. When the payrolls of only the establishments which reported actual expenditures were used, the ratios for the latter three groups rose slightly and were more similar—3.4, 3.6, and 3.5 percent, respectively. Mining of nonmetallic minerals, except fuels, rose to 5.9 percent and crude petroleum and natural gas production, to 7.1 percent.

In terms of cents per production worker hour paid for by all establishments, the crude petroleum and natural gas producers and the nonmetallic minerals, except fuels, companies again had the highest expenditures (16.0 and 12.4 cents, respectively) among the five major groups in mining. The other three groups ranged from 9.9 to 8.1 cents, the lowest again being anthracite. For the establishments which actually had overtime, weekend, and holiday work premium payments, average expenditures among major groups ranged from 17.2 cents an hour in crude petroleum and 13.1 cents in nonmetallic minerals, except fuels, to 11 cents in bituminous coal, 9.5 cents in metal mining, and 9.4 cents in anthracite.

Differentials for Shift Work

Shift differentials are designed to provide compensation for working less desirable hours. Reports to this survey for 1960 show that 46.9 percent of the production, development, and related workers in the mining industries were in establishments that had expenditures for shift differentials. In addition to these, of course, there were many who were employed in establishments that have provisions for late shift premiums, either through collective bargaining agreement or company personnel policy, but did not have employees on extra shifts during 1960. Among the major mining groups studied, the proportion of workers in establishments which actually had shift differential payments in 1960 ranged from 28.2 percent in crude petroleum and natural gas production to 89.4 percent in metal mining. In nonmetallic minerals, except fuels, 32.4 percent were in such establishments; in anthracite mining, 59.4 percent; and in bituminous coal, 65.1 percent.

Shift premiums may be in the form of wage differentials, time differentials, or a combination of the two. Where wage differentials are paid, they may be in terms of cents per hour, cents per shift, or as a percentage of straight-time rates. Time differentials can be in forms such as shorter hours at the same pay as the day shift and paid meal periods not given to the day shift. In mining in 1960, the shift differentials were usually in cents per hour; and the premiums paid for third-shift work were generally greater than those paid on the second shift.

For mining as a whole, expenditures for late shift premiums averaged 0.4 percent of the gross production worker payroll of all establishments. In metal mining the average reached 1 percent, but in the other four major groups it ranged from 0.2 to 0.4 percent. For the establishments which reported such payments in 1960, the ratios were higher: 0.8 percent for total mining; 0.4 percent in anthracite mining; 0.6 percent in both bituminous coal mining and crude petroleum and natural gas production; 0.9 percent in nonmetallic minerals, except fuels; and 1.1 percent in metal mining.

A comparison of shift differential expenditures, in cents per production worker hour paid for, shows an average for all mining industries of 1 cent when the hours of all establishments are considered, and 2.3 cents for those establishments reporting actual expenditures. Metal mining produced the highest major group rates both for all establishments (2.8 cents) and for those with actual expenditures (3.1 cents). In the remaining major industry groups, the rates were 1.3 and 2.0 cents in bituminous coal and lignite; 0.7 and 1.1 cents in anthracite; 0.7 and 2.4 cents in nonmetallic minerals, except fuels; and 0.5 and 1.7 cents in crude petroleum and natural gas.

Table 11. Percent of Production, Development, and Related Workers in Establishments Reporting Expenditures for Premium Pay by Mining Industry Group, 1960

Industry group	Premium pay	Overtime, weekend, and holiday work premiums	Shift differentials
All industries -----*	93.7	92.7	46.9
Metal mining ¹ -----	99.8	99.8	89.4
Iron ores -----	99.8	99.8	98.6
Copper ores -----	99.6	99.6	91.1
Lead and zinc ores -----	100.0	100.0	80.1
Anthracite mining -----	89.1	85.0	59.4
Bituminous coal and lignite mining -----	90.4	90.2	65.1
Crude petroleum and natural gas ¹ -----	93.7	91.8	28.2
Crude petroleum and natural gas -----	88.5	84.4	52.0
Oil and gas field services -----	98.1	98.1	2.8
Mining and quarrying of nonmetallic minerals, except fuels -----	93.7	93.7	32.4

¹ Includes industries not shown separately.

Table 12. Average Expenditures for Premium Pay by All Establishments and Establishments Reporting Expenditures and Mining Industry Group, 1960

Industry group	Percent of gross payroll						Percent of straight-time payroll					
	All establishments			Establishments reporting expenditures			All establishments			Establishments reporting expenditures		
	Total	Overtime, weekend, and holiday work	Shift differentials	Total ¹	Overtime, weekend, and holiday work	Shift differentials	Total	Overtime, weekend, and holiday work	Shift differentials	Total ¹	Overtime, weekend, and holiday work	Shift differentials
All industries -----	5.5	5.1	0.4	5.8	5.4	0.8	5.8	5.4	0.4	6.2	5.7	0.8
Metal mining ² -----	4.4	3.4	1.0	4.5	3.4	1.1	4.7	3.6	1.1	4.7	3.6	1.2
Iron ores -----	3.8	2.5	1.3	3.8	2.5	1.3	3.9	2.6	1.3	3.9	2.6	1.3
Copper ores -----	4.9	4.0	.9	4.9	4.0	1.0	5.1	4.2	.9	5.1	4.2	1.0
Lead and zinc ores -----	3.7	2.9	.7	3.7	2.9	.9	3.8	3.0	.8	3.8	3.0	1.0
Anthracite mining -----	3.3	3.0	.2	3.6	3.5	.4	3.4	3.1	.3	3.7	3.6	.4
Bituminous coal and lignite mining -----	3.8	3.3	.4	4.1	3.6	.6	3.9	3.5	.4	4.3	3.8	.6
Crude petroleum and natural gas ² -----	6.8	6.6	.2	7.1	7.1	.6	7.3	7.1	.2	7.7	7.6	.6
Crude petroleum and natural gas -----	3.2	2.9	.3	3.5	3.2	.6	3.3	2.9	.4	3.6	3.4	.6
Oil and gas field services -----	10.8	10.8	(³)	10.9	10.9	.6	12.1	12.1	(³)	12.2	12.2	.6
Mining and quarrying of nonmetallic minerals, except fuels -----	6.0	5.7	.3	6.3	5.9	.9	6.4	6.0	.4	6.7	6.3	1.0
	Cents per hour paid for						Cents per plant man-hour					
All industries -----	14.0	13.0	1.0	14.9	13.8	2.3	14.7	13.6	1.1	15.6	14.5	2.5
Metal mining ² -----	12.3	9.5	2.8	12.3	9.5	3.1	13.1	10.2	3.0	13.2	10.2	3.4
Iron ores -----	10.9	7.2	3.7	11.0	7.2	3.8	11.8	7.9	4.0	11.8	7.8	4.1
Copper ores -----	13.3	10.9	2.4	13.4	11.0	2.6	14.3	11.7	2.6	14.4	11.8	2.9
Lead and zinc ores -----	8.9	7.1	1.8	8.9	7.1	2.2	9.5	7.6	1.9	9.5	7.6	2.4
Anthracite mining -----	8.8	8.1	.7	9.8	9.4	1.1	9.0	8.4	.7	10.2	9.8	1.2
Bituminous coal and lignite mining -----	11.2	9.9	1.3	12.4	11.0	2.0	11.6	10.3	1.3	12.8	11.4	2.1
Crude petroleum and natural gas ² -----	16.5	16.0	.5	17.4	17.2	1.7	17.4	16.9	.5	18.3	18.1	1.9
Crude petroleum and natural gas -----	8.4	7.5	.9	9.3	8.7	1.7	9.1	8.1	1.0	10.1	9.5	1.9
Oil and gas field services -----	23.9	23.9	(³)	24.2	24.2	1.5	24.5	24.4	(³)	24.7	24.7	1.6
Mining and quarrying of nonmetallic minerals, except fuels -----	13.1	12.4	.7	13.8	13.1	2.4	13.6	12.9	.8	14.4	13.6	2.5

¹ Items do not add to total because some establishments did not report expenditures for each practice.

² Includes industries not shown separately.

³ Less than 0.05 percent or 0.05 cent.

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

Table 13. Distribution of Production, Development, and Related Workers by Premium Pay Expenditures as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—								
		No premium pay expenditures	Premium pay expenditures as a percent of gross payroll of—							
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent
All industries -----	100.0	6.3	8.0	11.1	15.5	10.0	9.6	5.7	6.9	4.5
Metal mining ¹ -----	100.0	0.2	3.4	18.6	18.8	16.5	9.9	7.2	9.3	8.6
Iron ores -----	100.0	.2	3.4	12.7	16.5	28.1	17.9	10.6	8.6	.8
Copper ores -----	100.0	.4	-	27.2	8.4	15.7	5.3	-	19.4	23.0
Lead and zinc ores -----	100.0	-	7.1	17.7	37.7	-	11.6	12.8	1.6	4.7
Anthracite mining -----	100.0	10.9	8.6	10.6	25.9	12.2	18.5	.9	4.6	1.9
Bituminous coal and lignite mining -----	100.0	9.6	11.3	13.5	24.1	16.3	6.0	6.3	1.8	2.6
Crude petroleum and natural gas ¹ -----	100.0	6.3	9.8	9.2	9.1	5.4	11.3	4.0	6.9	3.4
Crude petroleum and natural gas -----	100.0	11.5	17.7	18.8	16.9	6.2	14.1	2.9	1.9	2.1
Oil and gas field services -----	100.0	1.9	-	.8	2.2	4.2	9.1	5.2	11.8	3.9
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	6.3	2.9	6.5	15.0	7.2	9.1	8.3	11.9	7.0
			8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	11 and under 12 percent	12 and under 13 percent	13 and under 14 percent	14 and under 15 percent	15 percent and over
All industries -----			3.8	3.3	3.4	3.2	2.0	1.4	1.4	3.9
Metal mining ¹ -----			4.1	0.8	0.6	0.5	-	-	-	1.5
Iron ores -----			-	.2	1.2	-	-	-	-	-
Copper ores -----			.5	-	-	-	-	-	-	-
Lead and zinc ores -----			6.7	-	-	-	-	-	-	-
Anthracite mining -----			1.5	2.2	-	-	2.3	-	-	-
Bituminous coal and lignite mining -----			2.7	1.9	1.7	.2	.3	0.1	0.2	1.4
Crude petroleum and natural gas ¹ -----			3.1	4.5	4.9	6.5	3.3	3.2	3.0	6.0
Crude petroleum and natural gas -----			1.0	.6	2.9	.5	-	-	-	2.8
Oil and gas field services -----			5.3	8.2	6.9	12.5	6.5	6.2	6.0	9.5
Mining and quarrying of nonmetallic minerals, except fuels -----			7.1	4.6	4.8	1.8	2.9	.4	.3	3.7

¹ Includes industries not shown separately.

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

Table 14. Distribution of Production, Development, and Related Workers by Expenditures for Overtime, Weekend, and Holiday Work Premiums as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—								
		No overtime, weekend, and holiday work premium expenditures	Overtime, weekend, and holiday work premium expenditures as a percent of gross payroll of—							
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent
All industries -----	100.0	7.3	11.4	15.5	13.4	7.8	8.2	5.3	5.4	4.1
Metal mining ¹ -----	100.0	0.2	17.1	29.8	6.3	16.6	6.2	6.5	7.1	6.5
Iron ores -----	100.0	.2	19.1	32.1	9.3	26.6	9.7	.8	.9	-
Copper ores -----	100.0	.4	10.8	24.9	7.1	12.8	6.2	10.9	19.3	7.7
Lead and zinc ores -----	100.0	-	16.0	42.8	3.8	11.6	4.6	8.2	1.6	11.4
Anthracite mining -----	100.0	15.0	12.0	8.3	27.9	15.9	7.6	3.8	3.0	2.0
Bituminous coal and lignite mining -----	100.0	9.8	14.6	20.8	24.2	7.7	7.0	3.8	1.6	2.6
Crude petroleum and natural gas ¹ -----	100.0	8.2	10.2	11.4	7.2	4.9	9.9	3.5	6.9	3.1
Crude petroleum and natural gas -----	100.0	15.6	18.1	23.9	12.8	5.3	11.4	1.2	1.9	2.1
Oil and gas field services -----	100.0	1.9	.4	.3	2.2	4.2	9.1	5.2	11.8	3.9
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	6.3	5.3	7.9	17.3	6.7	7.6	10.7	6.1	7.1
			8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	11 and under 12 percent	12 and under 13 percent	13 and under 14 percent	14 and under 15 percent	15 percent and over
All industries -----			3.5	3.4	2.8	3.2	2.0	1.6	1.6	3.6
Metal mining ¹ -----			1.5	0.2	0.1	0.5	-	1.0	0.1	0.3
Iron ores -----			1.0	.2	.2	-	-	-	-	-
Copper ores -----			-	-	-	-	-	-	-	-
Lead and zinc ores -----			-	-	-	-	-	-	-	-
Anthracite mining -----			-	2.2	-	-	2.3	-	-	-
Bituminous coal and lignite mining -----			2.6	2.1	.9	.1	.3	.2	.7	.8
Crude petroleum and natural gas ¹ -----			3.4	4.9	4.2	6.5	3.3	3.2	3.0	6.0
Crude petroleum and natural gas -----			1.0	1.5	2.1	.5	-	-	-	2.8
Oil and gas field services -----			5.8	8.2	6.4	12.5	6.5	6.2	6.0	9.5
Mining and quarrying of nonmetallic minerals, except fuels -----			7.2	4.0	4.8	1.8	2.9	.4	.9	3.2

¹ Includes industries not shown separately.

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

Table 15. Distribution of Production, Development, and Related Workers by Expenditures for Premium Pay in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—														
		No premium pay expenditures	Premium pay expenditures per hour paid for of—													
			Under 2 cents	2 and under 4 cents	4 and under 6 cents	6 and under 8 cents	8 and under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 22 cents	22 and under 24 cents	24 and under 26 cents	26 cents and over
All industries -----	100.0	6.3	4.3	7.8	12.6	7.2	10.8	8.8	6.7	6.1	4.1	3.3	4.4	3.3	2.5	11.5
Metal mining ¹ -----	100.0	0.2	1.5	3.7	21.6	12.2	14.9	5.8	5.3	7.6	6.8	2.1	7.7	6.8	-	4.0
Iron ores -----	100.0	.2	-	4.7	15.4	8.5	23.2	10.8	3.8	15.6	12.8	2.3	.8	.6	-	1.4
Copper ores -----	100.0	.4	-	.7	26.6	8.6	16.6	4.2	.7	-	5.1	-	17.7	19.4	-	-
Lead and zinc ores -----	100.0	-	.8	13.8	38.1	10.0	2.9	-	14.6	10.7	-	2.5	6.7	-	-	-
Anthracite mining -----	100.0	10.9	5.9	9.7	22.0	7.7	11.5	7.3	6.6	7.3	1.9	2.1	-	1.5	1.3	4.5
Bituminous coal and lignite mining -----	100.0	9.6	8.0	8.0	5.9	15.8	14.6	10.8	4.2	4.7	3.1	3.4	2.3	1.3	.8	7.6
Crude petroleum and natural gas ¹ -----	100.0	6.3	4.2	9.8	11.9	1.6	8.0	7.8	7.9	6.2	4.6	1.2	3.7	3.0	4.3	19.3
Crude petroleum and natural gas -----	100.0	11.5	9.2	16.6	20.3	1.2	10.5	11.1	1.8	8.9	2.2	.9	-	.1	1.3	4.6
Oil and gas field services -----	100.0	1.9	-	1.2	4.7	2.1	5.9	4.9	13.3	4.0	6.7	.9	7.2	5.7	7.4	34.2
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	6.3	1.9	5.6	14.9	5.1	9.0	11.1	8.2	6.6	2.9	9.2	6.4	4.2	2.7	5.9

¹ Includes industries not shown separately.

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

Table 16. Distribution of Production, Development, and Related Workers by Expenditures for Overtime, Weekend, and Holiday Work Premiums in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—														
		No overtime, weekend, and holiday work premium expenditures	Overtime, weekend, and holiday work premium expenditures per hour paid for of—													
			Under 2 cents	2 and under 4 cents	4 and under 6 cents	6 and under 8 cents	8 and under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 22 cents	22 and under 24 cents	24 and under 26 cents	26 cents and over
All industries -----	100.0	7.3	7.0	11.5	13.1	7.2	8.6	6.9	7.6	4.3	3.8	3.4	3.7	2.1	2.6	11.1
Metal mining ¹ -----	100.0	0.2	10.3	21.6	14.8	8.5	7.6	10.2	6.5	0.6	2.5	11.0	2.0	-	-	4.0
Iron ores -----	100.0	.2	13.7	16.6	19.8	8.5	11.2	20.2	7.0	-	.8	-	.6	-	-	1.4
Copper ores -----	100.0	.4	-	32.1	3.6	15.8	5.3	5.8	-	.5	5.6	27.1	4.0	-	-	-
Lead and zinc ores -----	100.0	-	6.9	42.5	11.0	5.0	8.9	-	12.8	3.8	2.5	6.7	-	-	-	-
Anthracite mining -----	100.0	15.0	2.3	10.6	28.1	8.1	5.7	5.1	13.9	1.5	2.5	-	1.5	1.3	-	4.5
Bituminous coal and lignite mining -----	100.0	9.8	11.6	7.5	16.2	10.1	15.6	5.2	2.8	4.4	4.0	1.6	3.4	.2	1.3	6.3
Crude petroleum and natural gas ¹ -----	100.0	8.2	4.8	12.6	7.1	6.5	5.2	6.1	10.8	4.8	3.6	.9	3.7	3.0	4.3	18.6
Crude petroleum and natural gas -----	100.0	15.6	9.8	22.8	10.0	11.4	3.7	7.6	8.5	3.7	-	.9	-	.1	1.3	4.6
Oil and gas field services -----	100.0	1.9	.4	.8	4.7	2.1	5.9	4.9	13.3	5.5	6.7	.9	7.2	5.7	7.4	32.6
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	6.3	4.3	6.2	19.9	3.8	8.5	8.6	6.2	6.3	5.6	5.9	5.6	4.3	2.6	6.0

¹ Includes industries not shown separately.

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

Chapter IV. Legally Required Payments

Total Legally Required Payments

Employer contributions for legally required payments, unlike expenditures for leave and premiums, are in addition to payroll. In 1960, they equaled 6.8 percent of gross payroll for production, development, and related workers in all establishments in the mining industries. Total employer contributions included 2.5 percent for old-age, survivors, and disability insurance (OASDI), 1.3 percent for unemployment compensation, 3.0 percent for workmen's compensation, and less than 0.05 percent for other legally required payments (consisting entirely of State temporary disability insurance). Among the five major industry groups studied, total payments ranged from a high of 8.5 percent in anthracite mining to a low of 5.5 percent in metal mining, with the other three groups clustering close to the all-mining average—mining and quarrying of nonmetallic minerals, except fuels, 6.8 percent; bituminous coal and lignite mining, 7.0 percent; and crude petroleum and natural gas production, 7.2 percent. (See table 17.)

These payments represented 17.3 cents per production worker hour paid for by all mining establishments, of which 6.4 cents was for social security, 3.4 cents for unemployment insurance, 7.5 cents for workmen's compensation, and less than 0.05 cents for State temporary disability insurance. For these benefits as a whole, average expenditures per hour were highest in the coal mining major groups (22.5 cents in anthracite and 20.7 cents in bituminous coal). In the other major groups—crude petroleum and natural gas, metal mining, and nonmetallic minerals, except fuels—the average hourly expenditures were 17.4, 15.2, and 14.8 cents, respectively.

In each of the mining industry establishments, legally required payments equaled at least 2 percent of the gross production worker payroll. In some establishments the expenditure ratio was 15 percent or more. Nearly two-thirds of the production workers in mining were employed in establishments whose legally required payments equaled between 3 and 8 percent of gross payroll. Significant clusterings were observed in the individual major industry groups. Thus, over half of the production workers in metal mining were in establishments with expenditure ratios between 3 and 5 percent. Anthracite mining establishments with expenditure ratios of between 7 and 10 percent employed almost two-thirds of the industry group's production workers. In bituminous coal mining, close to three-fifths of the workers were in establishments whose legally required payments were equal to between 5 and 8 percent of payroll. In crude petroleum and natural gas, legally required payments equal to between 2 and 6 percent of gross payroll were found in establishments employing over half of the production workers. In nonmetallic minerals, except fuels, the 4 and under 9 percent range included establishments employing approximately four-fifths of the workers. (See table 18.)

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

In 1960, the employers' contribution for old-age, survivors, and disability insurance amounted to 3.0 percent of the first \$4,800 earned by each employee. Only limited variation existed among the major groups when social security contributions are considered as percentages of gross payroll of production workers in all establishments. In three of the major groups the contribution ratio was equal to the all-mining average of 2.5 percent; in nonmetallic minerals, except fuels, it was 2.6 percent; and in anthracite, 2.8 percent.

When these expenditures, on the basis of all establishments, were computed as cents per production worker hour paid for, the coal groups had the highest expenditure rates—7.5 cents in bituminous coal and lignite and 7.4 cents in anthracite—and the mining and quarrying of nonmetallic minerals, except fuels, had the lowest—5.6 cents. Metal mining and crude petroleum and natural gas had social security tax expenses equaling 6.9 and 6.1 cents, respectively, for every hour paid for in those major groups. For all mining, the average was 6.4 cents.

Unemployment Compensation

Unlike OASDI, unemployment compensation, to a considerable extent, is regulated by the individual States, and variations among the States in the rules affect employer contributions, e.g., differing statutory ceilings on the earnings base, differing maximum contribution rates, and differences in the use of experience rating systems which may, for some establishments, require no payments to the State. Therefore, expenditure ratios for unemployment compensation varied more widely than for OASDI among the major industry groups studied. Among the major groups, anthracite and bituminous coal and lignite mining had the highest average contribution ratios, equaling 2.8 percent and 1.8 percent, respectively, of the gross production worker payrolls of all establishments; in nonmetallic minerals, except fuels, the ratio was 1.5 percent; and in metal mining and crude petroleum and natural gas production, average expenditures were the lowest, equaling 1.0 percent of each group's gross payroll. The average for all these mining groups was 1.3 percent.

In cents per production worker hour paid for, as in the percent of payroll comparisons, the coal groups again showed the highest expenditures (7.3 cents for the anthracite producers and 5.2 cents for the bituminous coal and lignite producers); operators of crude petroleum and natural gas properties showed the lowest per hour expenditures (2.5 cents). Metal mines reported expenditures of 2.8 cents and nonmetallic mineral (except fuel) mines and quarries had expenditures of 3.4 cents for each hour paid for.

Workmen's Compensation

About half of the workmen's compensation laws in the United States are compulsory and the remainder are elective for most of the types of employment covered. Under compulsory laws, the employer is required to provide his employees with the protections of the law and an injured worker receives benefits without having to initiate court action. The benefits generally include medical services, maintenance, rehabilitation services, payments for disfigurement, and death benefits. The method of insurance varies from State to State, including State funds, private carriers, or self-insurance. The net expenditures of companies qualifying as self-insurers are included in this survey. Under the elective type of law the employer has the option of rejecting the act, and under such circumstances an injured worker would have to institute court action in order to obtain compensation from his employer. Few employers, however, reject coverage.²³

For mining as a whole and for each of the major industry groups except metal mining, workmen's compensation was the most expensive of the legally required benefits. This appears to be a special characteristic of the mining industries. In a similar survey conducted by the Bureau in the manufacturing

²³ State Workmen's Compensation Laws, op. cit., pp. 1, 2, and 9.

industries in 1959, workmen's compensation expenditures were almost invariably smaller than those for social security and unemployment insurance. Overall expenditures in mining averaged 3 percent of gross production worker payroll of all industries with the expenditure ratios by major group ranging from 2.0 percent in metal mining to 3.6 percent in crude petroleum and natural gas. In non-metallic minerals (except fuels), bituminous coal, and anthracite, expenditures equaled 2.6, 2.7, and 2.9 percent, respectively, of the gross payrolls of those groups.

Calculating these expenditures as cents per production worker hour paid for produced the following rates: crude petroleum and natural gas, 8.8 cents; bituminous coal and lignite, 8 cents; anthracite, 7.7 cents; nonmetallic minerals (except fuels), 5.7 cents; and metal mining, 5.4 cents.

Other Legally Required Insurance

Other legally required benefits consisted entirely of temporary disability insurance. This insurance is the most recent of the legally required benefits to be enacted. The earlier legally required programs protected a worker when he was incapacitated by an on-the-job injury, when he was unable to find work for short periods of time, or had reached retirement age. Temporary disability insurance is designed primarily to provide cash benefits for the worker who is unable to work owing to nonwork-connected illness or accident. Employers must contribute towards the State programs only in New Jersey and may do so, under certain conditions, in New York and California; the Rhode Island program is entirely employee financed.²⁴ As a result of its limited coverage and employer liability, expenditures averaged less than 0.05 percent of the gross payroll for production workers in all establishments in each major mining group and in mining as a whole. In cents per production worker hour paid for, only in non-metallic minerals, except fuels, did the rate average as high as 0.1 cent. In all the other major groups and for total mining, the rate was less than 0.05 cent.

²⁴ Digest of One Hundred Selected Health and Insurance Plans Under Collective Bargaining, Early 1958 (BLS Bulletin 1236, 1958), appendix A, pp. 245-247; and Dahm, Experience and Problems under Temporary Disability Insurance Laws, op. cit., pp. 1, 14, and 15.

Table 17. Average Expenditures for Legally Required Payments by All Establishments and Mining Industry Group, 1960

Industry group	Percent of gross payroll					Percent of straight-time payroll				
	All establishments					All establishments				
	Total	OASDI (social security)	Unemployment compensation	Workmen's compensation	Other ¹	Total	OASDI (social security)	Unemployment compensation	Workmen's compensation	Other ¹
All industries -----	6.8	2.5	1.3	3.0	(²)	7.2	2.7	1.4	3.1	(²)
Metal mining ³ -----	5.5	2.5	1.0	2.0	(²)	5.8	2.6	1.1	2.1	(²)
Iron ores -----	5.1	2.5	1.3	1.3	-	5.3	2.6	1.4	1.3	-
Copper ores -----	4.6	2.5	.7	1.5	-	4.9	2.6	.7	1.6	-
Lead and zinc ores -----	7.0	2.7	.9	3.3	0.1	7.2	2.8	.9	3.5	0.1
Anthracite mining -----	8.5	2.8	2.8	2.9	-	8.8	2.9	2.9	3.0	-
Bituminous coal and lignite mining -----	7.0	2.5	1.8	2.7	-	7.3	2.6	1.8	2.8	-
Crude petroleum and natural gas ³ -----	7.2	2.5	1.0	3.6	(²)	7.7	2.7	1.1	3.9	(²)
Crude petroleum and natural gas -----	4.1	2.3	.7	1.1	(²)	4.3	2.4	.7	1.1	(²)
Oil and gas field services -----	10.5	2.7	1.5	6.4	(²)	11.8	3.0	1.6	7.2	(²)
Mining and quarrying of nonmetallic minerals, except fuels -----	6.8	2.6	1.5	2.6	(²)	7.2	2.7	1.6	2.8	(²)
	Cents per hour paid for					Cents per plant man-hour				
All industries -----	17.3	6.4	3.4	7.5	(²)	18.1	6.7	3.5	7.9	(²)
Metal mining ³ -----	15.2	6.9	2.8	5.4	(²)	16.3	7.4	3.0	5.8	(²)
Iron ores -----	14.7	7.2	3.9	3.7	-	15.9	7.8	4.2	3.9	-
Copper ores -----	12.8	6.8	1.8	4.2	-	13.7	7.3	1.9	4.5	-
Lead and zinc ores -----	16.9	6.4	2.1	8.1	0.3	18.0	6.9	2.2	8.6	0.3
Anthracite mining -----	22.5	7.4	7.3	7.7	-	23.2	7.7	7.6	8.0	-
Bituminous coal and lignite mining -----	20.7	7.5	5.2	8.0	-	21.4	7.7	5.4	8.3	-
Crude petroleum and natural gas ³ -----	17.4	6.1	2.5	8.8	(²)	18.3	6.4	2.7	9.2	(²)
Crude petroleum and natural gas -----	10.9	6.2	1.8	2.9	(²)	11.8	6.7	1.9	3.2	(²)
Oil and gas field services -----	23.4	5.9	3.2	14.2	(²)	23.9	6.1	3.3	14.5	(²)
Mining and quarrying of nonmetallic minerals, except fuels -----	14.8	5.6	3.4	5.7	.1	15.4	5.8	3.5	5.9	.1

¹ Consists entirely of temporary disability insurance.

² Less than 0.05 percent or 0.05 cent.

³ Includes industries not shown separately.

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

Table 18. Distribution of Production, Development, and Related Workers by Expenditures for Legally Required Payments as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with legally required payments as a percent of gross payroll of—						
		2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent
All industries	100.0	4.1	12.2	14.3	15.4	12.6	10.4	6.2
Metal mining ¹	100.0	0.3	22.1	31.1	13.8	13.4	4.3	4.5
Iron ores	100.0	-	20.8	40.7	16.6	15.5	1.3	1.9
Copper ores	100.0	-	32.1	46.4	-	5.7	4.1	4.2
Lead and zinc ores	100.0	-	-	1.4	24.8	38.6	13.6	4.8
Anthracite mining	100.0	-	-	2.9	3.3	10.5	30.1	12.2
Bituminous coal and lignite mining	100.0	-	2.5	8.5	23.2	21.0	14.5	7.9
Crude petroleum and natural gas ¹	100.0	9.6	18.7	12.3	11.2	5.5	5.9	3.2
Crude petroleum and natural gas	100.0	20.1	32.9	18.6	14.5	3.2	3.1	1.3
Oil and gas field services	100.0	.2	2.3	6.2	8.8	7.8	8.9	5.1
Mining and quarrying of nonmetallic minerals, except fuels	100.0	-	3.6	15.1	17.4	17.9	17.6	11.8
		9 and under 10 percent	10 and under 11 percent	11 and under 12 percent	12 and under 13 percent	13 and under 14 percent	14 and under 15 percent	15 percent and over
All industries		6.7	4.5	3.4	1.9	1.4	2.0	5.1
Metal mining ¹		5.7	1.6	1.8	1.1	0.3	-	-
Iron ores		1.8	1.2	.3	-	-	-	-
Copper ores		7.2	.2	-	-	-	-	-
Lead and zinc ores		8.9	7.9	-	-	-	-	-
Anthracite mining		23.7	3.6	4.4	4.7	1.0	1.7	1.9
Bituminous coal and lignite mining		4.3	6.6	2.9	1.7	2.0	.6	4.4
Crude petroleum and natural gas ¹		6.7	4.7	4.4	2.4	1.9	4.2	9.4
Crude petroleum and natural gas		2.9	2.1	1.2	-	-	-	-
Oil and gas field services		10.5	7.3	7.6	4.8	3.7	8.4	18.5
Mining and quarrying of nonmetallic minerals, except fuels		8.6	3.5	2.8	1.0	.5	-	.1

¹ Includes industries not shown separately.

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

Table 19. Distribution of Production, Development, and Related Workers by Expenditures for Legally Required Payments in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with legally required payments per hour paid for—								
		3 and under 5 cents	5 and under 7 cents	7 and under 9 cents	9 and under 11 cents	11 and under 13 cents	13 and under 15 cents	15 and under 17 cents	17 and under 19 cents	
All industries	100.0	0.4	1.0	9.8	13.1	11.3	11.3	9.6	7.9	
Metal mining ¹	100.0	-	-	1.2	25.6	19.8	16.9	8.1	9.4	
Iron ores	100.0	-	-	.2	26.3	28.0	7.8	11.9	8.5	
Copper ores	100.0	-	-	-	38.0	26.2	15.0	5.8	5.9	
Lead and zinc ores	100.0	-	-	1.4	-	5.0	39.3	6.3	25.6	
Anthracite mining	100.0	-	-	1.0	-	2.1	3.5	6.3	7.4	
Bituminous coal and lignite mining	100.0	-	-	.7	3.0	2.5	5.9	10.6	12.7	
Crude petroleum and natural gas ¹	100.0	1.0	1.4	19.7	16.2	9.9	10.0	6.4	4.7	
Crude petroleum and natural gas	100.0	2.2	2.9	29.7	26.3	15.1	11.6	8.0	2.9	
Oil and gas field services	100.0	-	-	8.3	6.4	5.0	8.8	5.3	6.5	
Mining and quarrying of nonmetallic minerals, except fuels	100.0	-	2.2	6.6	11.0	20.8	18.0	17.2	8.1	
				19 and under 21 cents	21 and under 23 cents	23 and under 25 cents	25 and under 27 cents	27 and under 29 cents	29 and under 31 cents	31 cents and over
All industries				9.8	4.9	4.2	3.0	2.0	2.9	8.8
Metal mining ¹				8.1	2.7	1.3	0.8	0.2	1.1	4.7
Iron ores				11.7	-	1.3	1.3	-	1.8	1.2
Copper ores				6.8	1.8	-	.2	-	.2	-
Lead and zinc ores				7.8	6.9	7.7	-	-	-	-
Anthracite mining				19.0	13.5	18.8	17.9	-	1.4	9.1
Bituminous coal and lignite mining				26.0	11.0	8.0	6.0	2.9	3.3	7.2
Crude petroleum and natural gas ¹				3.1	2.4	2.8	1.8	3.0	3.7	13.8
Crude petroleum and natural gas				.1	-	-	-	-	-	1.2
Oil and gas field services				6.0	4.8	5.6	3.5	6.0	7.3	26.4
Mining and quarrying of nonmetallic minerals, except fuels				4.2	3.0	2.5	1.8	.2	2.5	1.8

¹ Includes industries not shown separately.

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

Chapter V. Private Welfare Plans

Total Private Welfare Plans

At the time of this study, 86.3 percent of the production, development, and related workers were in mining establishments which provided at least one of the private welfare plans studied. In metal mining, 98.2 percent were in such establishments, and in the four remaining major groups coverage ranged from 85.9 percent in crude petroleum and natural gas to 82.4 percent in bituminous coal.²⁵ For the selected private welfare plans studied, the proportion of workers in all mining establishments which provided benefits were health, accident, and life insurance, 79.1 percent; pension and retirement plans, 57.6 percent; yearend and Christmas bonuses, 21.8 percent; savings and thrift plans, 13.2 percent; severance or dismissal pay, 12.1 percent; supplemental unemployment benefits, 5.7 percent; and vacation and holiday funds, 0.9 percent. (See table 20.)

The private welfare payments for all mining represented an expenditure by employers equaling 8.8 percent of the gross payrolls for production, development, and related workers in all establishments in 1960. Expenditures for almost all of these plans (bonuses and severance pay generally are exceptions) were in addition to wages included in gross payroll. The two major items of private welfare were health, accident, and life insurance and pension and retirement plans, which were equal to 3.3 and 4.6 percent, respectively, of these gross payrolls. For the other benefits studied, the expenditure ratios were much smaller, amounting to: savings and thrift plans, 0.4 percent; yearend and Christmas bonuses, 0.3 percent; supplemental unemployment benefits and severance and dismissal pay, 0.1 percent each; and vacation and holiday funds, less than 0.05 percent. The averages for only the mining establishments reporting expenditures for these benefits were 9.7 percent of gross pay for total private welfare plans, including 3.9 percent for health, accident, and life insurance, 7.3 percent for pension and retirement plans, 2.9 percent for savings and thrift plans, 1.6 percent for yearend and Christmas bonuses, 1.1 percent for supplemental unemployment benefits, 0.7 percent for severance or dismissal pay, and 0.1 percent for vacation and holiday funds. (See table 21.)

Relative expenditures for the total number of plans were highest in the two coal mining groups—18.1 percent of gross production worker payroll of all establishments in bituminous coal and 14.3 percent in anthracite—this being attributable, primarily, to the tonnage royalties to the UMW welfare funds. In the other major groups, expenditure ratios were only one-fourth to one-half as large.

²⁵ Contributions to the UMW welfare funds in coal mining are made on a tonnage basis at the point where the coal is shipped to market or for use. As a result, the tonnage royalty for coal mined by some union establishments was paid by establishments which further processed the coal. The above prevalence rates, unlike those in previous chapters, were adjusted to include union coal mines which did not actually report contributions to the bituminous coal UMW Welfare and Retirement Fund or to the Anthracite Health and Welfare Fund. Thus, all data for establishments which provided health, accident, and life insurance or pensions and retirement (and, of course, for the sum of the private welfare plans) include predominantly nonunion establishments with expenditures and all predominantly union establishments, whether or not they reported expenditures. (See appendix A for further explanations.)

For only those establishments whose workers were covered by these benefits, the expenditure ratios were slightly higher: Bituminous coal and anthracite led all the other major groups with 20.1 and 16.7 percent, respectively; and well below them were metal mining with 7.1 percent, crude petroleum and natural gas with 6.3 percent, and nonmetallic minerals, except fuels, with 5.3 percent.

For each production worker hour paid for in wages in 1960, the mining industries spent 22.4 cents for private welfare benefits. The figures amounted to 25.6 cents per hour paid for when the amount spent was related to the hours of only those establishments which provided the benefits. These private welfare plan expenditures, when related to hours of all establishments and separately to those of establishments with expenditures, included 11.7 and 20.6 cents per hour for pension and retirement plans; 8.3 and 10.4 cents for health, accident, and life insurance; 1.1 and 8.0 cents for savings and thrift plans; 0.8 and 3.6 cents for yearend and Christmas bonuses; 0.3 and 2.0 cents for severance or dismissal pay; 0.2 and 3.1 cents for supplemental unemployment benefits; and less than 0.05 and 0.2 cents for vacation and holiday funds.

The coal mining industries were the principal contributors to the relatively high average levels of expenditures for private welfare plans in the mining industry as a whole. Bituminous coal and lignite reported 53.8 cents per hour paid for by all establishments and 64.6 cents per hour paid for by those whose workers were covered by some plan, and anthracite reported 38.1 cents and 45.0 cents per hour, respectively. The rates of contribution were decidedly lower in the other major groups, ranging from 19.4 and 19.7 cents in metal mining to 9.9 and 12.0 cents in nonmetallic minerals, except fuels.

As noted above, royalties to the UMW welfare funds are payable at the point where the coal is shipped to market or for use; consequently, some establishments organized by the UMW made no payments to a welfare fund, even though their employees were eligible to receive benefits from a fund. For this reason, distributions of workers by employer expenditure ratios for total private welfare plans; health, accident, and life insurance; and pension and retirement plans were not tabulated for all mining nor for the bituminous coal and anthracite major groups. In the remaining major groups, considerable variation in establishment expenditure ratios existed for total private welfare plans although significant concentrations were found. For example, approximately one-fifth of the production workers in crude petroleum and natural gas were in establishments with expenditures which were under 1 percent of gross payroll. Similar expenditure ratios were found in establishments including 15.6 percent of the production workers in nonmetallic minerals, except fuels. In metal mining, on the other hand, 15.6 percent of the workers were in establishments having expenditure ratios for total private welfare plans between 8 and 9 percent. (See table 22.)

Health, Accident, and Life Insurance

Health, accident, and life insurance in this report covers a variety of benefit programs for nonwork-incurred disabilities. (Since work-incurred disabilities are covered by workmen's compensation, these plans are, for the most part, limited to disabilities from nonoccupational causes.) These insurance programs may be financed entirely by the employer, jointly by the employer and the employee, or by the employee alone; but only employer contributions are included in this report.

The scope of the programs vary with the individual employer and may include one or more of the following benefits: medical and surgical benefits; hospitalization, sickness and accident insurance; accidental death and dismemberment insurance; and life insurance.

This survey showed that in 1960, establishments employing 79.1 percent of the production, development, and related workers in mining provided some health, accident, and life insurance benefits. In anthracite, 82.2 percent were in "union" and "nonunion" establishments reporting actual expenditures or in "union" establishments whose workers were presumed to be covered by the UMW fund; and in bituminous coal and lignite establishments, 81.9 percent.²⁶ The highest proportions reporting expenditures were found in metal mining (97.5 percent), the lowest in crude petroleum and natural gas (74.7 percent) and non-metallic minerals, except fuels (71.0 percent).

An amount equal to 3.3 percent of the gross production worker payroll of all establishments was contributed for health, accident, and life insurance in 1960. Bituminous coal and lignite, with 8.2 percent, had the highest relative expenditures of the five major mining groups studied. The percentage figures among the other four major groups ranged from highs of 3.5 percent in metal mining and 2.0 in nonmetallic minerals, except fuels, to a low of 1 percent in crude petroleum and natural gas and 0.4 percent in anthracite. As explained in detail in appendix A, the coal operators under collective bargaining agreements with the UMW pay a lump-sum tonnage royalty for the several benefits provided by their funds.²⁷ They reported this total to the survey and the allocation, among the benefits shown in this report, was made by BLS on the basis of information in the annual reports of the bituminous and anthracite funds.²⁸ The coal groups had both the highest and the lowest figures—9.2 percent in bituminous coal and 0.5 percent in anthracite—when these proportions of gross payroll were computed for only the establishments whose workers were covered. The metal mines which had such expenditures made payments equaling 3.6 percent of their gross payrolls; nonmetallic mineral (except fuel) mines and quarries, 2.6 percent; and crude petroleum and natural gas producers, 1.3 percent.

Translating these expenditures into cents per production worker hour paid for shows that in mining 8.3 cents per hour was spent by all establishments and 10.4 by only those whose workers were covered, including 24.3 and 29.4 cents per hour, respectively, in bituminous coal; 9.8 and 10.0 cents in metal mining; 4.3 and 6.0 cents in nonmetallic minerals, except fuels; 2.4 and 3.2 cents in crude petroleum and natural gas; and 1.2 and 1.5 cents in anthracite.

²⁶ As previously noted, these percentages were adjusted to include some union coal mines which did not actually report contributions to the bituminous coal UMW Welfare and Retirement Fund or to the Anthracite Health and Welfare Fund.

²⁷ In 1960, the employer contribution to the bituminous coal UMW Welfare and Retirement Fund was 40 cents per ton, whereas the rate of payment to the Anthracite Health and Welfare Fund was 70 cents per ton.

²⁸ Disbursements from the two funds have differed, reflecting variations in their financial status. According to the annual report of the anthracite fund, virtually all of the money paid out during 1960 was for pensions and retirement benefits and just a little over 1 percent for health benefits in the form of silicosis research and treatment. During the same period, the bituminous fund spent well over half of its contributions for pensions, slightly less than half for hospital and medical care, funeral expenses, and widows' and other survivors' benefits, and a very small proportion for disaster benefits. See Anthracite Health and Welfare Fund Report for the Year Ending December 31, 1960 (Hazelton, Pa., 1961), p. 5; U.M.W.A. Welfare and Retirement Fund Report for the Year Ending June 30, 1960 (Washington, D.C., 1960), p. 3; and U.M.W.A. Welfare and Retirement Fund Report for the Year Ending June 30, 1961 (Washington, D.C., 1961), p. 3.

Pension and Retirement Plans

In 1960, a total of 57.6 percent of the production workers in mining were in establishments with pension and retirement plans. Among the major groups, fewer than half of the production workers in nonmetallic minerals, except fuels, and crude petroleum and natural gas (more specifically, 42.9 and 45.2 percent, respectively) were in establishments with such expenditures in 1960; whereas, in metal mining, anthracite, and bituminous coal and lignite, the proportion was over three-quarters (75.9 percent, 77.0 percent, and 78.1 percent, respectively).

Pension and retirement expenditures equaled 4.6 percent of the gross production worker payroll of all establishments in mining. Anthracite, which had the lowest health, accident, and life insurance expenditure ratio, had, by far, the highest for pension and retirement plans. Its pension expenditures equaled 13.9 percent of the group's gross payroll. Bituminous coal, at 9.9 percent, was well below anthracite in this respect, but still much higher than the 3 percent reported by the third-ranking crude petroleum and natural gas major group. The contributions for metal mining and nonmetallic minerals, except fuels, were equivalent to 2.9 and 1.8 percent of those groups' gross payrolls, respectively. In those establishments for whose production workers contributions were made, expenditures averaged 7.3 percent of gross payroll for mining as a whole and were as follows by major group: anthracite, 18.1 percent; bituminous coal, 11.5 percent; crude petroleum, 5.7 percent; metal mining, 3.8 percent; and nonmetallic minerals (except fuels), 3.6 percent.

Contributions towards pension and retirement benefits were 11.7 cents for each production worker hour paid for by all mining establishments. Anthracite, with 36.8 cents for each hour paid for, again led all the other major groups by a considerable margin. The bituminous coal and lignite group, at 29.4 cents, had the next highest expenditure rate. The remaining three major groups were much lower—8.1 cents in metal mining, 7.2 cents in crude petroleum and natural gas, and 4.0 cents in nonmetallic minerals, except fuels. Considering only the establishments which had production workers for whom payments were made, the average cents per hour paid for were 50.1 and 37.5 cents in anthracite and bituminous coal mining, respectively; 15.4 cents in the crude petroleum and natural gas major group; 10.9 cents in metal mining; and 9.2 cents in nonmetallic minerals, except fuels.

Vacation and Holiday Funds

In some industries, employers contribute to a fund from which vacation and holiday pay are distributed to the workers. This method of providing vacation and holiday benefits is rather rare in mining. Expenditures of this type were reported only by a few establishments in the crude petroleum and natural gas major group. These establishments employed only 2.1 percent of the workers in the major group and their expenditures amounted to less than 0.05 percent of the gross production worker payroll of all establishments in the group. Even when considered in relation to the payrolls of only the establishments that reported expenditures, the ratio was no more than 0.1 percent.

Supplemental Unemployment Benefits

Supplemental unemployment benefits are the result of recent developments in the collective bargaining process, first appearing in the Ford Motor Co.—United Automobile Workers contract of June 1955. Such benefits generally supplement the amount the worker receives under legally required unemployment insurance. Under most plans, the worker is entitled to the difference between his State unemployment benefits plus any other earnings and a fixed percentage of his weekly after-tax straight-time earnings.

In mining, supplemental unemployment benefits were reported only in metal mining and in the mining and quarrying of nonmetallic minerals, except fuels. In the former, it was confined primarily to iron ores mining. In 1960, only 5.7 percent of all production workers in mining were in establishments with expenditures for SUB: in metal mining it was 33.6 percent; and in nonmetallic minerals, except fuels, 5.6 percent.

Payments to SUB plans averaged 0.1 percent of the production worker gross payroll of all establishments in mining and 1.1 percent of the gross payroll of only the establishments reporting expenditures. The metal mining major group had expenditures equaling 0.4 percent of its all-establishments payroll and 1.2 percent of the gross payroll of those reporting such expenditures. In the only other major group which reported such expenditures—nonmetallic minerals, except fuels—the expenditures averaged 0.1 percent and 0.7 percent.

These expenditures computed as cents per production worker hour paid for amounted to 0.2 cents for all mining establishments and 3.1 cents for only those establishments reporting expenditures. The equivalent figures for metal mining were 1.1 cents for all establishments and 3.4 cents for those with the practice; for nonmetallic minerals, except fuels, they were 0.1 and 2.0 cents, respectively.

Severance or Dismissal Pay

Severance pay is designed to provide payments to workers in cases of permanent loss of employment in contrast to temporary loss of employment payment under SUB.

Every major group, except coal mining, reported some expenditures for severance or dismissal pay in 1960. In crude petroleum and natural gas, the proportion of workers in establishments with such expenditures was 25.1 percent. Mining and quarrying of nonmetallic minerals, except fuels, and metal mining had 5.9 and 3.2 percent, respectively; and the average overall of mining was 12.1 percent.

As a proportion of the gross payroll of production workers in all establishments, expenditures in mining averaged 0.1 percent, although expenditures did not exceed 0.05 percent in any industry group other than the crude petroleum and natural gas major group, in which they equaled 0.2 percent of the gross payroll. In establishments with actual expenditures, the payments by major group were 0.8 percent of gross payroll in crude petroleum, 0.6 percent in metal mining, 0.2 percent in nonmetallic minerals (except fuels), and 0.7 percent for mining as a whole.

Severance pay expenditures were 0.6 cents per production worker hour paid for by all establishments in the crude petroleum and natural gas major group and 2.1 cents for only those reporting the practices. In metal mining, the rates were 0.1 and 1.7 cents; in mining and quarrying of nonmetallic minerals, except fuels, less than 0.05 cents and 0.6 cents; and in the total mining, 0.3 and 2.0 cents, respectively.

Savings and Thrift Plans

Savings and thrift plans are arrangements under which worker savings are supplemented by company contributions. Considerable variation may exist among companies as to plan provisions, particularly in reference to vesting and disposition of employer contributions.

Savings and thrift plans were important only in the crude petroleum and natural gas major group, in which establishments employing 30.9 percent of the production workers reported expenditures in 1960. In the only other major group reporting such expenditures, nonmetallic minerals (except fuels), the proportion of workers in covered establishments was less than 1.0 percent. The average for mining as a whole was 13.2 percent.

Among the major groups, crude petroleum and natural gas producers contributed, for savings and thrift plans, an amount equal to 1.1 percent of the gross production worker payroll of all establishments in the group, or 2.9 percent of payroll for those establishments with actual expenditures. In the mining and quarrying of nonmetallic minerals, except fuels, the expenditure ratios were 0.2 and 1.7 percent. The contributions made within these two major groups averaged 0.4 percent of the gross payroll of all mining establishments.

Yearend and Christmas Bonuses

Special bonus payments made in cash at the end of the year or during the Christmas season were reported by establishments employing 21.8 percent of the production and development workers in mining. Of the five major groups, the highest proportions of workers in establishments paying such bonuses were found in nonmetallic minerals, except fuels, and crude petroleum and natural gas—31.9 and 30.7 percent, respectively. The corresponding percentages of workers were much lower in the other three major groups studied—bituminous coal and lignite, 8.1 percent; metal mining, 7.8 percent; and anthracite, 6.0 percent.

These bonus payments equaled 0.3 percent of the gross payroll for production workers in all mining establishments and 1.6 percent of the gross payroll of only those mining establishments that reported the practice. Among the major groups studied, expenditures as a proportion of gross pay of all establishments in the group ranged from 0.7, 0.4, and 0.1 percent in nonmetallic minerals (except fuels), crude petroleum and natural gas, and metal mining, respectively, to less than 0.05 percent in both of the coal groups. The expenditures for establishments reporting the practice were 2.4 percent for nonmetallic minerals (except fuels), 1.6 percent for metal mining, 1.4 percent for crude petroleum and natural gas, 0.4 percent for bituminous coal, and 0.3 percent for anthracite.

For all mining, disbursements for bonuses averaged 0.8 cents per production worker hour paid for by all establishments; 3.6 cents an hour when only the hours of establishments reporting the practice are considered. The major group mining and quarrying of nonmetallic minerals, except fuels, had the highest cents-per-hour expenditures, 1.5 cents for all establishments and 4.8 cents for only those reporting the practice. The crude petroleum and natural gas and metal mining major groups had the next highest expenditures—1.0 and 0.3 cents, respectively, for all establishments and 3.2 and 4.1 cents, respectively, for only those reporting the practice. In the two coal groups the same contribution rate appeared for all establishments (0.1 cents); for only the establishments reporting actual payments in 1960, these figures were 1.2 cents for bituminous coal mining and 0.7 cents for anthracite.

Table 20. Percent of Production, Development, and Related Workers in Establishments Reporting Expenditures for Private Welfare Plans by Mining Industry Group, 1960

Industry group	Private welfare plans	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Yearend and Christmas bonuses
All industries -----	86.3	79.1	57.6	0.9	5.7	12.1	13.2	21.8
Metal mining ¹ -----	98.2	97.5	75.9	-	33.6	3.2	-	7.8
Iron ores -----	99.8	99.8	93.3	-	80.7	2.8	-	8.0
Copper ores -----	99.6	99.6	84.0	-	-	6.4	-	3.8
Lead and zinc ores -----	98.6	92.7	58.6	-	7.5	-	-	11.4
Anthracite mining -----	85.8	82.2	77.0	-	-	-	-	6.0
Bituminous coal and lignite mining -----	82.4	81.9	78.1	-	-	-	-	8.1
Crude petroleum and natural gas ¹ -----	85.9	74.7	45.2	2.1	-	25.1	30.9	30.7
Crude petroleum and natural gas -----	91.0	84.6	72.5	4.1	-	38.6	54.8	25.2
Oil and gas field services -----	80.4	64.1	17.2	.3	-	10.3	6.1	37.2
Mining and quarrying of nonmetallic minerals, except fuels -----	83.2	71.0	42.9	-	5.6	5.9	.8	31.9

¹ Includes industries not shown separately.

NOTE: The data for anthracite and bituminous coal, for total private welfare plans, health plans, and pension plans, have been adjusted to include all union mines whether or not tonnage royalties were paid for each such mine directly. See appendix A, p. 69, for explanation.

Table 21. Average Expenditures for Private Welfare Plans by All Establishments and Establishments Reporting Expenditures and Mining Industry Group, 1960

Industry group	Percent of gross payroll															
	All establishments								Establishments reporting expenditures							
	Total	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Year-end and Christmas bonuses	Total ¹	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Year-end and Christmas bonuses
All industries -----	8.8	3.3	4.6	(²)	0.1	0.1	0.4	0.3	9.7	3.9	7.3	0.1	1.1	0.7	2.9	1.6
Metal mining ³ -----	7.0	3.5	2.9	-	0.4	(²)	-	0.1	7.1	3.6	3.8	-	1.2	0.6	-	1.6
Iron ores -----	10.0	4.6	4.3	-	.9	(²)	-	.1	10.0	4.6	4.6	-	1.1	1.5	-	1.7
Copper ores -----	6.6	3.5	2.9	-	-	(²)	-	.2	6.6	3.5	3.3	-	-	.1	-	5.5
Lead and zinc ores -----	4.3	2.4	1.8	-	(²)	-	-	(²)	4.4	2.6	3.2	-	.4	-	-	.2
Anthracite mining -----	14.3	.4	13.9	-	-	-	-	(²)	16.7	.5	18.1	-	-	-	-	.3
Bituminous coal and lignite mining -----	18.1	8.2	9.9	-	-	-	-	(²)	20.1	9.2	11.5	-	-	-	-	.4
Crude petroleum and natural gas ³ -----	5.7	1.0	3.0	(²)	-	0.2	1.1	.4	6.3	1.3	5.7	0.1	-	.8	2.9	1.4
Crude petroleum and natural gas -----	9.1	1.3	4.9	(²)	-	.5	1.9	.5	9.5	1.5	6.0	(²)	-	1.1	3.1	2.2
Oil and gas field services -----	2.0	.7	.8	(²)	-	(²)	.1	.3	2.4	1.0	4.3	.3	-	(²)	1.6	.9
Mining and quarrying of nonmetallic minerals, except fuels -----	4.6	2.0	1.8	-	.1	(²)	.2	.7	5.3	2.6	3.6	-	.7	.2	1.7	2.4
	Percent of straight-time payroll															
All industries -----	9.3	3.4	4.9	(²)	0.1	0.1	0.5	0.3	8.6	4.1	7.5	0.1	1.1	0.8	3.0	1.7
Metal mining ³ -----	7.3	3.7	3.1	-	0.4	(²)	-	0.1	7.4	3.8	4.0	-	1.2	0.6	-	1.7
Iron ores -----	10.3	4.8	4.5	-	.9	(²)	-	.1	10.4	4.8	4.8	-	1.2	1.5	-	1.7
Copper ores -----	6.9	3.7	3.1	-	-	(²)	-	.2	6.9	3.7	3.5	-	-	.1	-	5.7
Lead and zinc ores -----	4.5	2.5	1.9	-	(²)	-	-	(²)	4.5	2.7	3.3	-	.5	-	-	.3
Anthracite mining -----	14.8	.5	14.3	-	-	-	-	(²)	17.2	.6	18.7	-	-	-	-	.3
Bituminous coal and lignite mining -----	18.8	8.5	10.3	-	-	-	-	(²)	20.9	9.5	11.9	-	-	-	-	.4
Crude petroleum and natural gas ³ -----	6.1	1.1	3.2	(²)	-	0.3	1.1	.4	6.8	1.4	6.0	0.1	-	.8	3.0	1.5
Crude petroleum and natural gas -----	9.4	1.4	5.0	(²)	-	.5	2.0	.5	9.8	1.5	6.2	(²)	-	1.1	3.2	2.2
Oil and gas field services -----	2.2	.8	.9	(²)	-	(²)	.1	.4	2.7	1.2	4.9	.3	-	(²)	1.8	1.0
Mining and quarrying of nonmetallic minerals, except fuels -----	4.9	2.1	1.9	-	.1	(²)	.2	.8	5.6	2.7	3.9	-	.7	.2	1.8	2.6

See footnotes at end of table.

Table 21. Average Expenditures for Private Welfare Plans by All Establishments and Establishments Reporting Expenditures and Mining Industry Group, 1960—Continued

Industry group	Cents per hour paid for															
	All establishments								Establishments reporting expenditures							
	Total	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Year-end and Christmas bonuses	Total	Health, accident, and life insurance	Pension and retirement plans	Vacation and holiday funds	Supplemental unemployment benefits	Severance or dismissal pay	Savings and thrift plans	Year-end and Christmas bonuses
All industries -----	22.4	8.3	11.7	(²)	0.2	0.3	1.1	0.8	25.6	10.4	20.6	0.2	3.1	2.0	8.0	3.6
Metal mining ³ -----	19.4	9.8	8.1	-	1.1	0.1	-	0.3	19.7	10.0	10.9	-	3.4	1.7	-	4.1
Iron ores -----	28.8	13.2	12.5	-	2.6	.1	-	.4	28.9	13.3	13.4	-	3.3	4.4	-	4.4
Copper ores -----	18.0	9.6	8.0	-	-	(²)	-	.5	18.1	9.6	9.5	-	-	.4	-	12.1
Lead and zinc ores -----	10.5	5.9	4.4	-	.1	-	-	.1	10.6	6.4	7.7	-	1.2	-	-	.6
Anthracite mining -----	38.1	1.2	36.8	-	-	-	-	.1	45.0	1.5	50.1	-	-	-	-	.7
Bituminous coal and lignite mining -----	53.8	24.3	29.4	-	-	-	-	.1	64.6	29.4	37.5	-	-	-	-	1.2
Crude petroleum and natural gas ³ -----	13.8	2.4	7.2	(²)	-	.6	2.6	1.0	15.7	3.2	15.4	0.2	-	2.1	8.1	3.2
Crude petroleum and natural gas -----	23.8	3.5	12.8	(²)	-	1.3	5.0	1.3	25.6	4.0	17.0	.1	-	3.1	8.8	5.2
Oil and gas field services -----	4.4	1.5	1.8	(²)	-	(²)	.2	.8	5.3	2.3	9.5	1.3	-	.1	3.5	2.1
Mining and quarrying of nonmetallic minerals, except fuels -----	9.9	4.3	4.0	-	.1	(²)	.4	1.5	12.0	6.0	9.2	-	2.0	.6	4.8	4.8
	Cents per plant man-hour															
All industries -----	23.4	8.7	12.3	(²)	0.2	0.3	1.2	0.8	27.0	11.0	22.1	0.2	3.4	2.2	8.8	3.7
Metal mining ³ -----	20.7	10.5	8.7	-	1.2	0.1	-	0.4	21.1	10.7	11.7	-	3.6	1.8	-	4.3
Iron ores -----	31.1	14.3	13.5	-	2.8	.1	-	.4	31.2	14.3	14.5	-	3.5	4.7	-	4.7
Copper ores -----	19.4	10.3	8.5	-	-	(²)	-	.5	19.4	10.3	10.3	-	-	.4	-	12.6
Lead and zinc ores -----	11.2	6.3	4.7	-	.1	-	-	.1	11.3	6.8	8.3	-	1.3	-	-	.6
Anthracite mining -----	39.3	1.2	38.0	-	-	-	-	.1	46.6	1.5	52.1	-	-	-	-	.7
Bituminous coal and lignite mining -----	55.5	25.1	30.3	-	-	-	-	.1	67.0	30.5	38.9	-	-	-	-	1.2
Crude petroleum and natural gas ³ -----	14.5	2.6	7.6	(²)	-	.6	2.7	1.0	16.6	3.4	16.9	0.2	-	2.4	8.9	3.4
Crude petroleum and natural gas -----	25.9	3.8	13.9	(²)	-	1.4	5.4	1.4	28.0	4.4	18.8	.1	-	3.4	9.7	5.5
Oil and gas field services -----	4.5	1.5	1.9	(²)	-	(²)	.2	.8	5.4	2.4	10.1	1.3	-	.1	3.6	2.2
Mining and quarrying of nonmetallic minerals, except fuels -----	10.3	4.4	4.1	-	.1	(²)	.4	1.6	12.5	6.3	9.8	-	2.2	.6	5.2	5.0

¹ For "establishments reporting expenditures for the practices" the individual items do not add to the total because each practice was treated separately and the same establishments did not all have expenditures for each practice.

² Less than 0.05 percent or 0.05 cent.

³ Includes industries not shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals. The data for anthracite and bituminous coal, for total private welfare plans, for health plans, and for pension plans, have been adjusted to include all union mines whether or not tonnage royalties were paid for each such mine directly. See appendix A, p. 69, for explanation.

Table 22. Distribution of Production, Development, and Related Workers by Expenditures for Private Welfare Plans as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group ¹	Workers in all establishments	Percent of workers in establishments with—													
		No private welfare plan expenditures	Private welfare plan expenditures as a percent of gross payroll of—												
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent				
Metal mining ²	100.0	1.8	4.5	9.7	2.8	5.9	5.2	12.4	7.0	7.3	15.6				
Iron ores	100.0	.2	.2	1.5	-	2.4	-	2.7	5.8	16.1	13.2				
Copper ores	100.0	.4	-	11.1	-	1.1	15.2	13.0	13.3	4.7	32.6				
Lead and zinc ores	100.0	1.4	7.6	11.1	10.1	21.5	1.5	32.2	.8	-	7.5				
Crude petroleum and natural gas ²	100.0	14.1	20.2	9.6	5.2	3.7	3.0	4.1	4.2	10.7	5.8				
Crude petroleum and natural gas	100.0	9.1	3.5	2.9	2.7	.9	4.6	6.8	8.2	16.4	8.2				
Oil and gas field services	100.0	19.6	36.8	16.3	7.7	6.4	1.7	1.8	.7	2.7	3.9				
Mining and quarrying of nonmetallic minerals, except fuels	100.0	16.8	15.6	6.9	10.4	6.8	10.9	4.1	7.1	4.2	2.6				
				9 and under 10 percent	10 and under 11 percent	11 and under 12 percent	12 and under 13 percent	13 and under 14 percent	14 and under 15 percent	15 and under 16 percent	16 percent and over				
Metal mining ²				3.8	6.4	1.4	12.3	3.0	0.8		0.1				
Iron ores				9.7	4.3	3.2	31.3	8.2	1.3	-	-				
Copper ores				-	5.9	-	2.7	-	-	-	-				
Lead and zinc ores				1.6	-	2.2	-	-	2.6	-	-				
Crude petroleum and natural gas ²				4.5	2.6	2.8	-	1.9	1.1	3.4	3.0				
Crude petroleum and natural gas				6.5	5.6	5.1	-	3.5	2.3	7.2	6.4				
Oil and gas field services				2.4	-	-	-	-	-	-	-				
Mining and quarrying of nonmetallic minerals, except fuels				5.6	2.4	2.5	1.9		.7		1.5				

¹ Data are not shown for all industries, anthracite and bituminous coal mining, because they would not be meaningful. Contributions to the welfare and retirement funds in the 2 coal industries are made on a tonnage basis at the point where the coal is shipped to market or for use. As a result, the tonnage royalty for coal mined by some union establishments was paid by establishments which further processed the coal.

² Includes industries not shown separately.

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

Table 23. Distribution of Production, Development, and Related Workers by Expenditures for Health, Accident, and Life Insurance as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group ¹	Workers in all establishments	Percent of workers in establishments with—										
		No insurance expenditures	Health, accident, and life insurance expenditures as a percent of gross payroll of—									
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 percent and over	
Metal mining ²	100.0	2.5	9.5	9.7	10.0	25.8	22.4	16.1	0.7	1.3	2.1	
Iron ores	100.0	.2	2.6	3.4	.6	11.7	43.6	32.9	1.8	3.2	-	
Copper ores	100.0	.4	10.3	.7	17.7	43.7	18.0	2.7	-	.5	5.9	
Lead and zinc ores	100.0	7.3	8.3	28.4	18.7	27.3	7.5	-	-	-	2.6	
Crude petroleum and natural gas ²	100.0	25.3	39.8	22.4	5.6	4.6	.6	1.6	-	-	-	
Crude petroleum and natural gas	100.0	15.4	33.7	31.7	8.9	5.6	1.3	3.5	-	-	-	
Oil and gas field services	100.0	35.9	43.7	13.8	2.8	3.8	-	-	-	-	-	
Mining and quarrying of nonmetallic minerals, except fuels	100.0	29.0	15.8	16.8	18.3	8.9	3.4	5.2	.2	1.6	.9	

¹ See footnote 1, table 22.

² Includes industries not shown separately.

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

Table 24. Distribution of Production, Development, and Related Workers by Expenditures for Pension and Retirement Plans as a Percent of Gross Payroll and Mining Industry Group, 1960

Industry group ¹	Workers in all establishments	Percent of workers in establishments with—												
		No pension plan expenditures	Pension and retirement plan expenditures as a percent of gross payroll of—											
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	11 percent and over
Metal mining ²	100.0	24.1	3.6	11.5	17.3	11.7	7.5	10.4	9.9	2.2	-	1.8	0.1	-
Iron ores	100.0	6.7	7.6	3.5	15.3	12.3	11.6	11.3	21.7	5.2	-	4.8	-	-
Copper ores	100.0	16.0	1.1	16.2	29.8	.7	10.6	20.7	4.9	-	-	-	-	-
Lead and zinc ores	100.0	41.4	1.7	8.5	14.6	27.3	-	-	4.2	2.2	-	-	-	-
Crude petroleum and natural gas ²	100.0	54.8	2.0	3.5	1.7	3.5	5.7	9.2	8.9	5.0	0.9	1.7	.2	2.9
Crude petroleum and natural gas	100.0	27.5	3.5	4.9	.3	5.4	9.3	16.2	11.7	10.1	.9	3.7	.4	6.1
Oil and gas field services	100.0	82.8	.8	2.4	3.2	1.9	2.5	-	5.9	.5	-	-	-	-
Mining and quarrying of nonmetallic minerals, except fuels	100.0	57.1	5.4	4.3	12.5	3.2	5.3	8.8	2.2	-	-	-	-	1.2

¹ See footnote 1, table 22.

² Includes industries not shown separately.

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

Table 25. Distribution of Production, Development, and Related Workers by Expenditures for Private Welfare Plans in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group ¹	Workers in all establishments	Percent of workers in establishments with—								
		No private welfare plan expenditures	Private welfare plan expenditures per hour paid for of—							
			Under 2 cents	2 and under 4 cents	4 and under 6 cents	6 and under 8 cents	8 and under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents
Metal mining ²	100.0	1.8	2.7	4.3	4.7	5.6	5.2	4.8	3.6	6.0
Iron ores	100.0	.2	.2	.2	1.3	-	.3	2.4	-	-
Copper ores	100.0	.4	-	.7	-	10.3	7.7	-	8.7	4.0
Lead and zinc ores	100.0	1.4	7.6	4.5	12.1	4.6	23.0	24.5	-	7.7
Crude petroleum and natural gas ²	100.0	14.1	18.5	8.8	7.8	4.0	1.1	2.1	2.4	1.9
Crude petroleum and natural gas	100.0	9.1	4.2	2.8	1.6	3.0	1.4	4.5	3.1	4.3
Oil and gas field services	100.0	19.6	32.6	14.8	14.0	5.2	1.0	-	1.8	-
Mining and quarrying of nonmetallic minerals, except fuels	100.0	16.8	13.0	12.4	5.5	8.4	6.4	2.8	6.0	9.6
				16 and under 18 cents	18 and under 20 cents	20 and under 22 cents	22 and under 24 cents	24 and under 26 cents	26 and under 28 cents	28 cents and over
Metal mining ²				6.2	6.8	2.0	3.0	13.3	6.6	23.7
Iron ores				2.5	11.6	1.8	-	14.1	10.7	54.9
Copper ores				17.2	5.6	4.2	7.1	26.6	7.6	-
Lead and zinc ores8	1.6	-	7.5	-	2.2	2.6
Crude petroleum and natural gas ²				4.0	4.8	1.5	7.7	3.6	3.9	13.6
Crude petroleum and natural gas				4.5	5.8	2.9	10.3	7.6	7.5	27.2
Oil and gas field services				3.8	4.1	-	2.4	-	.9	-
Mining and quarrying of nonmetallic minerals, except fuels				2.1	1.2	1.2	2.0	2.7	1.9	8.0

¹ See footnote 1, table 22.² Includes industries not shown separately.

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

Table 26. Distribution of Production, Development, and Related Workers by Expenditures for Health, Accident, and Life Insurance in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group ¹	Workers in all establishments	Percent of workers in establishments with—										
		No insurance expenditures	Health, accident, and life insurance expenditures per hour paid for of—									
			Under 2 cents	2 and under 4 cents	4 and under 6 cents	6 and under 8 cents	8 and under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 cents and over	
Metal mining ²	100.0	2.5	3.7	11.4	5.2	5.9	19.2	14.5	14.6	17.9	4.9	
Iron ores	100.0	.2	2.8	2.0	1.3	-	5.1	6.0	35.0	40.1	7.6	
Copper ores	100.0	.4	-	11.0	-	9.5	44.4	22.4	5.8	-	6.4	
Lead and zinc ores	100.0	7.3	8.3	24.3	13.5	13.1	23.6	7.5	-	-	2.6	
Crude petroleum and natural gas ²	100.0	25.3	34.1	18.1	13.7	4.9	1.7	.5	.4	-	1.3	
Crude petroleum and natural gas	100.0	15.4	29.2	21.1	19.8	7.3	3.3	.4	.8	-	2.7	
Oil and gas field services	100.0	35.9	37.4	15.2	7.9	3.0	-	.7	-	-	-	
Mining and quarrying of nonmetallic minerals, except fuels	100.0	29.0	11.2	20.0	12.1	10.5	5.2	4.1	4.1	1.5	2.5	

¹ See footnote 1, table 22.

² Includes industries not shown separately.

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

Table 27. Distribution of Production, Development, and Related Workers by Expenditures for Pension and Retirement Plans in Cents Per Hour Paid For and Mining Industry Group, 1960

Industry group ¹	Workers in all establishments	Percent of workers in establishments with—										
		No pension plan expenditures	Pension and retirement plan expenditures per hour paid for of—									
			Under 2 cents	2 and under 4 cents	4 and under 6 cents	6 and under 8 cents	8 and under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 cents and over
Metal mining ²	100.0	24.1	2.0	5.3	11.6	14.0	3.4	9.0	4.9	7.8	11.2	6.8
Iron ores	100.0	6.7	3.6	4.7	8.2	7.4	4.1	13.6	4.0	3.3	30.6	13.7
Copper ores	100.0	16.0	1.1	10.3	9.5	26.3	.7	-	10.5	20.7	-	4.9
Lead and zinc ores	100.0	41.4	-	3.6	12.8	28.3	-	7.5	1.6	2.6	-	2.2
Crude petroleum and natural gas ²	100.0	54.8	1.9	1.4	3.7	1.9	2.6	2.5	7.2	7.9	1.5	14.6
Crude petroleum and natural gas	100.0	27.5	3.1	.4	4.6	3.0	2.8	4.7	12.6	9.3	2.4	29.5
Oil and gas field services	100.0	82.8	.8	2.5	2.9	.8	2.7	.7	2.6	3.8	.5	-
Mining and quarrying of nonmetallic minerals, except fuels	100.0	57.1	5.0	3.9	5.2	10.0	2.2	6.2	3.4	.6	4.0	2.2

¹ See footnote 1, table 22.

² Includes industries not shown separately.

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

Chapter VI. Variations in Expenditures by Selected Establishment Characteristics

Introduction

Many factors affect the level of expenditures for supplementary pay practices in individual establishments. These factors are not only numerous, but often subtle and unmeasurable, and always interrelated in a complex of overlapping conditions. The survey permitted identification of establishments by three characteristics which properly belong among the factors influencing expenditures: the level of average hourly earnings, the size of establishment in terms of number of employees, and unionization defined in terms of collective bargaining agreement coverage. By grouping establishments with similar characteristics within each of the three factors, a basis for explaining some of the differences in relative level of expenditures may be found. It should be emphasized that these procedures offer only a limited basis for such explanation—they do not reveal true causal relationships—but are useful preliminaries to further explorations.

To summarize the findings, when the mining establishments were thus grouped, the average percent of payroll (and the cents per hour) spent for the sum of the paid leave items and the sum of the private welfare plans were higher for the classes of establishments with higher average hourly earnings, larger work force, and where a majority of employees were covered by collective bargaining agreements. For total premium pay expenditures and for total legally required benefits, relationships were mixed with respect to average hourly earnings and size of establishment groupings, but the ratios tended to be lower in the "unionized" than in the "nonunionized" establishment class.²⁹

Variations by Average Hourly Earnings

Each establishment in the survey was classified according to its production worker gross average hourly earnings into a low-, medium-, or high-earnings group. The average hourly earnings groups, each containing approximately one-third of the establishments, were under \$1.80 an hour, \$1.80 and under \$2.40 an hour, and \$2.40 or more. Although, as noted above, data so broadly grouped have many limitations for detailed analysis of relationships, they do provide a general framework from which some conclusions may be drawn.

Paid leave expenditures averaged 2.2 percent of the gross production worker payroll of all establishments in the lowest earnings class, 3.0 percent of the payroll for those in the middle third, and 5.7 percent for the highest third. Thus, it can be seen that there was a direct relationship between the expenditure ratios for the sum of the paid leave items and the hourly earnings levels. This relationship held also for each of the leave items where the expenditure ratios for vacations went from 1.3 to 1.7 to 3.7 percent; those for holidays, from 0.7 to 0.9 to 1.3 percent; and those for sick leave, from 0.1 to 0.3 to 0.5 percent. (See table 28.)

²⁹ The ratios computed represent expenditures for each supplement by establishments having the given characteristics expressed as a proportion of payroll of all establishments with this given characteristic, whether or not they had expenditures. The computations made using man-hours are similar.

This progression was even more marked in total expenditures for private welfare plans. The lowest paying and middle groups contributed the equivalent of 2.1 and 3.4 percent, respectively, of their gross production worker payrolls; in the highest earnings group, contributions averaged 11.5 percent. The major reason for the dramatic jump between the middle and the highest third was the high contributions to the coal mining welfare and pension funds, the unionized coal mines being in the highest hourly earnings group. For the health, accident, and life insurance segment, expenditures went from 1.0 to 1.2 to 4.2 percent of gross payroll as average hourly earnings increased; and for pension and retirement plans, the other item included in the coal industry funds, the contributions ratios went from 0.5 to 1.4 to 6.2 percent of gross payroll. For yearend and Christmas bonuses, the only other private welfare plan with relative contributions of some significance, the pattern was reversed. Payments were 0.2 percent in the highest paying group, 0.5 percent in the lowest paying group, and 0.7 percent in the intermediate group.

As a proportion of gross production worker payroll of all establishments in the group, total premium pay expenditures were 6.1 percent in the lowest earnings group; rose to 8.0 percent in the middle third; and then, in the highest earnings group, dropped to 4.7 percent. Legally required payments revealed similar relationships—8.6 percent of gross payroll going towards such benefits in the lowest paying group, 9.0 percent in the middle group, and 5.9 percent in the highest paying group. Almost one-half of the payroll within the middle-earnings group was accounted for by establishments in the oil and gas field services industries, which generally had higher relative premium expenditures for overtime, weekend, and holiday work and for workmen's compensation. When the figures for this group were eliminated, an inverse relationship existed between average expenditure ratios and average hourly earnings for the remainder of mining.

The computation of these expenditures as cents per production worker hour paid for discloses, for paid leave and for private welfare plans, the same relationships—but more pronounced—as were found in the percent of payroll comparisons. As group average hourly earnings increase, total expenditures increase from 3.3 to 6.2 to 17.1 cents an hour for paid leave and from 3.2 to 7.1 to 34.6 cents for private welfare plans.

For premium pay, average expenditures were 9.3 cents in the low group, 16.8 cents in the middle group, and 14.1 cents in the high-earnings group. For legally required payments, they were 13.1, 19.0, and 17.7 cents, respectively. The inclusion of a large proportion of oil and gas field services establishments in the middle-earnings group obscures the relationship that exists for the rest of mining. A direct relationship between group average hourly earnings and average expenditure rates existed when these establishments were excluded.

Variations by Size of Establishment

For the purpose of determining the relative variations in expenditures for supplementary remuneration practices by size of establishment, four size classes were used—under 20 employees, 20 to 99, 100 to 499, and 500 employees and over.

For leave and private welfare plans, the relationships by size of establishment were similar to those found in the average hourly earnings comparisons. Total paid leave expenditures, as a percent of gross production worker payroll of all establishments in the group, increased with each increase in size class, increasing from 2.0 to 3.0 to 5.2 and then to 6.8 percent. Private welfare plan expenditure ratios increased similarly—2.6, 4.8, 11.6, and 11.8 percent—as the

size of the establishment increased. These ratios represent primarily relationships produced by expenditures for health, accident, and life insurance and for pension plans. In contrast, yearend and Christmas bonuses were found principally in the smaller establishment size classes. (See table 29.)

Expenditures for the sum of the premium pay items averaged 5.6 percent in the under-20-employee-establishment size, rose to 7.7 percent in the 20-99 size, and then declined to 5.3 percent in the 100-499 size, and 3.8 percent in the largest employee size group. For legally required items, the contribution ratios were, without exception, inversely related to the establishment size classes—going from 8.8 percent in the smallest to 4.8 percent in the largest.

The relationships found in the percent of gross payroll computations generally remained true when the expenditures were computed as cents per production worker hour paid for. Again, relative expenditures for the sum of the paid leave items and private welfare plans increased as the establishment size class increased. The average for paid leave expenditures rose from 4.1 cents per hour for the smallest establishments to 19.8 cents for the largest, and those for private welfare plans, from 5.3 to 34.2 cents per hour paid for.

Both premium pay and legally required payments per hour paid for increased between the under-20-employee-size class to the 20-99 size and then declined for each succeeding size class. By item, the expenditure rates were: for premium pay—under 20 employees, 11.6 cents; 20 to 99 employees, 17.5 cents; 100 to 499 employees, 14.2 cents; and 500 or more employees, 11.1 cents per hour paid for. For legally required payments, the equivalent figures were 18.3, 19.7, 17.6, and 13.9 cents, respectively.

Variations on Basis of Collective Bargaining Agreements

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

The union establishments grouping reported higher expenditures, both on the basis of percent of gross production worker payroll and of cents per production worker hour paid for, for total paid leave and total private welfare plans and reported lower expenditures for the sum of the premium pay items and legally required payments. (See table 30.)

The most significant differences were found in the private welfare plans, for which the union mines contributed 12.7 percent of gross payroll (primarily contributions for health, accident, and life insurance and for pension and retirement plans), compared with 3.9 percent for those mines with none or a minority under contract. On a cents per hour paid for basis, these differences in expenditure ratios were even more pronounced, 37.0 cents as compared with 8.6 cents, respectively. Relative expenditures for yearend and Christmas bonuses, in contrast with the insurance and pension plans, were higher in the group of establishments with none or a minority of the workers under collective bargaining. The differences for the sum of paid leave items were not quite as significant—5.9 percent of the gross production worker payroll for the class of establishments with a majority of employees under contract compared with 3.3 percent for the relatively unorganized class. In cents per production worker hour paid for, these expenditures were 17.2 and 7.1 cents, respectively.

Total premium pay expenditures in the union establishments amounted to 4.0 percent of gross production worker payroll as compared with 7.4 percent of the payroll for mines with none or a minority of employees under collective bargaining. The premium pay comparisons in terms of cents per production worker hour paid for were 11.7 cents for union and 16.2 cents for nonunion. Similarly, for the sum of the legally required payments, the establishments in the relatively organized category spent an amount equal to 5.8 percent of their gross production worker payroll, whereas the relatively unorganized establishments spent an average of 8.1 percent. These payments ratios are much more similar when computed as cents per hour paid for—union establishments paying 16.9 cents and nonunion paying 17.7 cents per hour for legally required benefits.

Table 28. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Mining Industries by Average Hourly Earnings Group,¹ 1960

Practice	Percent of gross payroll			Percent of straight-time payroll			Cents per hour paid for			Cents per plant man-hour		
	Average hourly earnings group—											
	Low	Middle	High	Low	Middle	High	Low	Middle	High	Low	Middle	High
Paid leave -----	2.2	3.0	5.7	2.3	3.2	5.9	3.3	6.2	17.1	3.4	6.4	18.2
Vacations -----	1.3	1.7	3.7	1.4	1.9	3.9	2.0	3.7	11.3	2.1	3.8	12.0
Sick leave -----	.1	.3	.5	.1	.3	.5	.2	.6	1.6	.2	.6	1.7
Holidays -----	.7	.9	1.3	.8	1.0	1.4	1.1	1.9	4.0	1.1	2.0	4.3
Military, jury, witness, voting, and personal leave -----	(²)	(²)	.1	(²)	(²)	.1	(²)	(²)	.2	(²)	(²)	.2
Premium pay -----	6.1	8.0	4.7	6.5	8.7	4.9	9.3	16.8	14.1	9.5	17.3	15.0
Daily overtime, weekly overtime, and weekend and holiday work -----	6.1	7.8	4.1	6.5	8.5	4.3	9.2	16.5	12.5	9.4	17.0	13.2
Shift differentials -----	(²)	.1	.5	(²)	.2	.6	.1	.3	1.6	.1	.3	1.7
Legally required payments -----	8.6	9.0	5.9	9.2	9.8	6.2	13.1	19.0	17.7	13.4	19.6	18.8
Old-age, survivors, and dis- ability insurance (social security) -----	2.9	2.7	2.4	3.0	2.9	2.5	4.3	5.7	7.3	4.4	5.9	7.8
Unemployment compensation -----	1.7	1.4	1.2	1.8	1.6	1.3	2.6	3.0	3.7	2.6	3.1	4.0
Workmen's compensation -----	4.1	4.9	2.2	4.3	5.3	2.3	6.2	10.3	6.6	6.3	10.6	7.0
Other, including temporary disability insurance -----	(²)	(²)	(²)	(²)	(²)	(²)	(²)	(²)	.1	(²)	(²)	.1
Private welfare plans -----	2.1	3.4	11.5	2.2	3.6	12.0	3.2	7.1	34.6	3.3	7.3	36.8
Health, accident, and life insurance -----	1.0	1.2	4.2	1.0	1.3	4.4	1.4	2.6	12.7	1.5	2.7	13.5
Pension and retirement plans -----	.5	1.4	6.2	.5	1.5	6.5	.8	2.9	18.7	.8	3.0	19.9
Vacation and holiday funds -----	-	-	(²)	-	-	(²)	-	-	(²)	-	-	(²)
Supplemental unemployment benefits -----	(²)	(²)	.1	(²)	(²)	.1	(²)	(²)	.3	(²)	(²)	.3
Severance or dismissal pay -----	(²)	(²)	.1	(²)	(²)	.2	(²)	(²)	.4	(²)	(²)	.5
Savings and thrift plans -----	.1	(²)	.6	.1	(²)	.7	.1	(²)	1.9	.1	(²)	2.0
Yearend and Christmas bonuses -----	.5	.7	.2	.6	.8	.2	.8	1.5	.5	.8	1.5	.5

¹ The establishments reporting to the survey were divided into 3 groups, each containing about one-third of the establishments. The lower average hourly earnings group included establishments reporting under \$1.80 per hour; the middle third, \$1.80 but under \$2.40; the higher earnings establishments, \$2.40 or more.

² Less than 0.05 percent or 0.05 cent.

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

Table 29. Average Expenditures for Selected Supplementary Employee Remuneration Practices
in Mining Industries by Establishment Size Group, 1960

Practice	Percent of gross payroll				Percent of straight-time payroll				Cents per hour paid for				Cents per plant man-hour			
	Establishments with—															
	Under 20 em- ploy- ees	20-99 em- ploy- ees	100-499 em- ploy- ees	500 or more em- ploy- ees	Under 20 em- ploy- ees	20-99 em- ploy- ees	100-499 em- ploy- ees	500 or more em- ploy- ees	Under 20 em- ploy- ees	20-99 em- ploy- ees	100-499 em- ploy- ees	500 or more em- ploy- ees	Under 20 em- ploy- ees	20-99 em- ploy- ees	100-499 em- ploy- ees	500 or more em- ploy- ees
Paid leave -----	2.0	3.0	5.2	6.8	2.1	3.2	5.5	7.1	4.1	6.8	13.9	19.8	4.1	7.0	14.7	21.4
Vacations -----	1.4	1.9	3.4	4.3	1.5	2.1	3.6	4.5	2.9	4.4	9.3	12.6	3.0	4.5	9.8	13.6
Holidays -----	.4	.9	1.2	1.7	.5	1.0	1.3	1.7	.9	2.0	3.3	4.8	.9	2.1	3.5	5.2
Sick leave -----	.1	.2	.5	.8	.1	.2	.5	.8	.1	.3	1.2	2.2	.1	.4	1.3	2.4
Military, jury, witness, voting, and personal leave -----	(¹)	(¹)	(¹)	.1	(¹)	(¹)	(¹)	.1	.1	(¹)	.1	.2	.1	(¹)	.1	.2
Premium pay -----	5.6	7.7	5.3	3.8	5.9	8.4	5.5	4.0	11.6	17.5	14.2	11.1	11.8	18.0	14.9	12.0
Daily overtime, weekly overtime, and weekend and holiday work -----	5.6	7.6	4.7	3.1	5.9	8.3	5.0	3.3	11.6	17.3	12.8	9.1	11.8	17.8	13.5	9.8
Shift differentials -----	(¹)	.1	.5	.7	(¹)	.1	.5	.7	(¹)	.2	1.4	2.0	(¹)	.2	1.5	2.2
Legally required payments -----	8.8	8.7	6.5	4.8	9.3	9.4	6.9	5.0	18.3	19.7	17.6	13.9	18.6	20.3	18.5	15.0
Old-age, survivors, and disability insurance (social security) -----	2.7	2.7	2.5	2.4	2.9	2.9	2.6	2.5	5.7	6.0	6.6	7.0	5.8	6.2	7.0	7.5
Unemployment compensation -----	1.8	1.6	1.3	1.0	1.9	1.7	1.3	1.0	3.7	3.6	3.4	2.9	3.8	3.7	3.6	3.2
Workmen's compensation -----	4.3	4.4	2.8	1.4	4.5	4.8	3.0	1.4	8.9	10.0	7.5	4.0	9.1	10.3	7.9	4.3
Other, including temporary disability insurance -----	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)	.1	(¹)	(¹)	(¹)	.1	(¹)	(¹)
Private welfare plans -----	2.6	4.8	11.6	11.8	2.7	5.2	12.3	12.2	5.3	11.0	31.3	34.2	5.4	11.3	33.0	36.9
Health, accident, and life insurance -----	1.1	2.0	4.3	4.0	1.2	2.2	4.6	4.2	2.4	4.6	11.7	11.7	2.4	4.7	12.4	12.6
Pension and retirement plans -----	.9	2.2	6.2	6.5	.9	2.3	6.6	6.8	1.8	4.9	16.8	19.0	1.8	5.0	17.7	20.5
Vacation and holiday funds -----	-	-	(¹)	(¹)	-	-	(¹)	(¹)	-	-	(¹)	(¹)	-	-	(¹)	(¹)
Supplemental unemployment benefits -----	-	(¹)	.1	.1	-	(¹)	.1	.1	-	.1	.2	.3	-	.1	.3	.3
Severance or dismissal pay -----	(¹)	(¹)	.1	.2	(¹)	(¹)	.1	.2	.1	(¹)	.3	.6	.1	(¹)	.3	.6
Savings and thrift plans -----	(¹)	.1	.5	.8	(¹)	.1	.6	.8	(¹)	.2	1.4	2.4	(¹)	.3	1.5	2.5
Yearend and Christmas bonuses -----	.5	.5	.3	.1	.5	.6	.3	.1	1.1	1.2	.9	.2	1.1	1.2	.9	.3

¹ Less than 0.05 percent or 0.05 cent.

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

Table 30. Average Expenditures for Selected Supplementary Employee Remuneration Practices in Mining Industries by Collective Bargaining Agreement Coverage, 1960

Practice	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant man-hour	
	Establishments with—							
	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered
Paid leave -----	5.9	3.3	6.2	3.5	17.2	7.1	18.4	7.3
Vacations -----	4.0	1.9	4.2	2.0	11.8	4.1	12.5	4.2
Holidays -----	1.4	1.0	1.4	1.0	4.0	2.1	4.2	2.2
Sick leave -----	.5	.4	.5	.4	1.4	.8	1.4	.9
Military, jury, witness, voting, and personal leave -----	(¹)	(¹)	(¹)	(¹)	.1	.1	.1	.1
Premium pay -----	4.0	7.4	4.2	8.0	11.7	16.2	12.5	16.7
Daily overtime, weekly overtime, and weekend and holiday work ----	3.4	7.3	3.5	7.9	9.9	15.9	10.5	16.4
Shift differentials -----	.6	.1	.7	.1	1.9	.2	2.0	.2
Legally required payments -----	5.8	8.1	6.0	8.8	16.9	17.7	18.0	18.3
Old-age, survivors, and dis- ability insurance (social security) -----	2.4	2.6	2.5	2.8	7.1	5.7	7.6	5.9
Unemployment compensation -----	1.3	1.3	1.4	1.4	3.9	2.9	4.1	3.0
Workmen's compensation -----	2.0	4.2	2.1	4.5	5.8	9.1	6.2	9.4
Other, including temporary disability insurance -----	(¹)	(¹)	(¹)	(¹)	.1	(¹)	.1	(¹)
Private welfare plans -----	12.7	3.9	13.2	4.2	37.0	8.6	39.4	8.8
Health, accident, and life insurance -----	5.1	.9	5.3	1.0	14.8	2.1	15.8	2.1
Pension and retirement plans -----	6.9	1.8	7.2	1.9	20.0	3.9	21.3	4.0
Vacation and holiday funds -----	(¹)	-	(¹)	-	(¹)	-	(¹)	-
Supplemental unemployment benefits -----	.1	(¹)	.1	(¹)	.4	(¹)	.4	(¹)
Severance or dismissal pay -----	(¹)	.2	(¹)	.2	.1	.4	.1	.5
Savings and thrift plans -----	.5	.4	.5	.4	1.4	.8	1.5	.9
Yearend and Christmas bonuses -----	.1	.6	.1	.7	.3	1.3	.3	1.4

¹ Less than 0.05 percent or 0.05 cent.

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

Chapter VII. Composition of Payroll Hours

During the past two decades, the practice of granting paid leave has been extended progressively to production workers. As the number of paid leave hours has grown, a need has evolved for statistics on plant hours, as well as hours paid for, as a measure of the labor input factor of production.³⁰

Previous chapters of this report have discussed paid leave in terms of the relation of the expenditures to payroll or man-hours; this chapter presents similar comparisons of the paid leave hours (and plant hours) to total hours paid for. In 1960, paid leave hours averaged 4.6 percent and plant hours 95.4 percent of the total hours for which production, development, and related workers in the mining industries received pay. The plant hours ratio ranged from 93.5 percent in metal mining to 96.8 and 96.9 percent in anthracite and bituminous coal mining, respectively. In the other major groups studied, crude petroleum and natural gas production registered 95.3 percent, and the mining and quarrying of nonmetallic minerals, except fuels, 96.1 percent. (See table 31.)

Paid leave hours as a percent of total hours paid for ranged from under 1 percent in some establishments to 12 percent and over in others. More than one-fourth of the workers were in mining industry establishments with paid leave hours constituting between 3 and 5 percent of total hours paid for. There was much uniformity of practice in anthracite mining, where 47.7 percent of the production workers were in establishments whose paid leave hours fell into the 3 and under 4 percent class interval. Bituminous coal was somewhat similar, but to a lesser degree; in establishments employing over half the workers, paid leave hours were between 3 and 5 percent of total hours paid for. In metal mining, 22.4 and 27.4 percent of the workers were in establishments whose paid leave hours were 6 and under 7 percent and 8 and under 9 percent, respectively. Significant clusterings were less apparent in the crude petroleum and natural gas, and nonmetallic minerals, except fuels, major groups. (See table 34.)

For mining as a whole, the paid leave hours were distributed among the several items of leave as follows: vacations, 2.9 percent of total hours paid for; holidays, 1.2 percent; sick leave, 0.4 percent; and other leave, less than 0.05 percent. Thus, vacations were the principal type of leave paid for, accounting for more than three-fifths of the total.

In each of the mining industries, also, vacations were of primary importance. In coal mining, they were virtually the only type of leave for which pay was given, and in the other three major groups they accounted for well over half of all the leave paid for. As a proportion of total production worker hours paid for, these paid vacation hours amounted to 4.0 percent in metal mining, 3.0 percent in both of the coal groups, 2.7 percent in crude petroleum and natural gas, and 2.4 percent in nonmetallic minerals, except fuels.

³⁰ The term "plant hours," as used in this survey, covers all hours spent at the place of work (e.g., the mine, quarry, or oil property), and includes such nonwork time as paid rest periods, paid lunch periods, standby time, reporting time, and portal-to-portal time. These plant hours were derived by deducting the leave hours paid for from the total hours paid for. Paid leave hours are defined as the number of hours for which pay was received rather than the time actually spent away from the plant. If a worker did not receive full pay for an absence, leave hours represented the man-hours equivalent to the pay received.

Vacation benefits may also be appraised in terms of the length of vacation for which pay was received. (See table 38.) Respondents with paid vacation plans were asked to specify the number of weeks' vacation for which their production, development, and related workers received pay. The most typical vacation period paid for in mining in 1960 was 1 but less than 2 weeks, accounting for almost half (47.5 percent) of the workers getting paid vacations. Almost a third (30.5 percent) of the workers received pay for 2 but less than 3 weeks. The preponderance of 1 but under 2 weeks' vacation in mining as a whole reflects primarily the practices in the coal mining industries, where virtually all the workers (92.5 percent in anthracite and 88.4 percent in bituminous coal) were paid for such vacations. In metal mining, 43.4 percent of the workers with paid vacations were paid for 2 but less than 3 weeks; slightly more than one quarter were paid for vacations of 1 but less than 2 weeks; and approximately an equal number for 3 but less than 4 weeks. The principal proportions in the crude petroleum and natural gas major groups were almost one-half with 2 but less than 3 weeks and one-fourth with 3 but less than 4 weeks; and in nonmetallic minerals, except fuels, they were almost one-half with 2 but less than 3 weeks and over one-third with 1 but less than 2 weeks. It should be noted that these data refer to the time paid for, not time off. Where, as is often the practice in coal mining, the worker did not receive full pay for the absence, only the time equivalent to the pay received was reported. Also, the proportions here are percentages of the total number of workers who received vacations, whereas in most of the other distributions, the proportions are the ratio of workers in establishments with (or without) the practices to workers in all establishments.

Paid holidays are of relatively less importance than paid vacations as a source of paid leave in the mining industries. In 1960, 1.2 percent of the hours paid for were holiday hours, as compared with 2.9 percent for vacations. This reflects both the fewer holiday hours paid for in those establishments which pay for both holidays and vacations and the virtual absence of paid holidays in the coal mining industries. The UMW national bituminous coal and anthracite contracts have no provisions for paid holidays. Only 0.1 percent of the hours paid for in both the anthracite and bituminous coal groups were for paid holidays. The proportions in the other major groups ranged from 1.3 percent in mining and quarrying of nonmetallic minerals, except fuels, and 1.4 percent in crude petroleum and natural gas production, to 2.2 percent in metal mining.

Also of interest is the total of the number of holidays for which production workers received holiday pay. Six to eight paid holidays was the general practice in mining in 1960. Establishments employing 14.7 percent of the workers reported 6 days; those employing 15.6 percent reported 7 days; and those employing 16.1 percent, 8 days. However, as many as 45.2 percent of the workers, primarily in coal mining, were in establishments which had no provisions for paid holidays. In anthracite mining, the typical number of holidays was 7 days, applying to 12.9 percent of the workers. However, 81.7 percent of the workers were in establishments which provided no paid holidays. In bituminous coal and lignite mining, so few workers were in establishments with a paid holiday practice—only 3.7 percent—that there seems to be no typical number of paid holidays. In metal mining, the great bulk (74.3 percent) of the workers were in establishments with 7 paid holidays, 16.4 percent in those with 6, and only 2.1 percent in those with none. The principal proportions in the crude petroleum and natural gas major group were 8 holidays, 33.1 percent; 6 holidays, 16.8 percent; no paid holidays, 33.9 percent; and in mining and quarrying of nonmetallic minerals, except fuels, 6 days, 25.8 percent; 7 days, 16.4 percent; and no paid holidays, 33.3 percent.

Some sick leave hours were paid for in all major segments of mining. These hours amounted to a maximum of 0.8 percent of the production worker hours paid for in crude petroleum and natural gas production. In other major groups, the proportion ranged from 0.3 percent of hours paid for in metal mining down to less than 0.05 percent in both anthracite and bituminous coal.

Crude petroleum and natural gas producers were the only major group that had a significant amount of other paid leave, constituting 0.1 percent of the total production worker hours paid for for this group. In the other major groups, such paid leave amounted to less than 0.05 percent of the payroll hours.

Table 31. Plant Hours and Paid Leave Hours as a Percent of Total Hours Paid For by Mining Industry Group, 1960

Industry group	Total hours paid for	Plant hours	Paid leave hours ¹				
			Total	Vacations	Holidays	Sick leave	Other ²
All industries -----	100.0	95.4	4.6	2.9	1.2	0.4	(³)
Metal mining ⁴ -----	100.0	93.5	6.5	4.0	2.2	0.3	(³)
Iron ores -----	100.0	92.6	7.4	4.8	2.5	(³)	(³)
Copper ores -----	100.0	93.2	6.8	3.8	2.2	.8	(³)
Lead and zinc ores -----	100.0	93.8	6.2	4.2	1.9	.1	(³)
Anthracite mining -----	100.0	96.8	3.2	3.0	.1	(³)	(³)
Bituminous coal and lignite mining -----	100.0	96.9	3.1	3.0	.1	(³)	(³)
Crude petroleum and natural gas ⁴ -----	100.0	95.3	4.9	2.7	1.4	.8	0.1
Crude petroleum and natural gas -----	100.0	92.1	7.9	4.2	2.1	1.4	.2
Oil and gas field services -----	100.0	97.9	2.1	1.2	.7	.2	(³)
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	96.1	3.9	2.4	1.3	.1	(³)

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

² Includes military, jury, witness, voting, and personal leave.

³ Less than 0.05 percent.

⁴ Includes industries not shown separately.

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

Table 32. Plant Hours and Paid Leave Hours as a Percent of Total Hours Paid For by Establishment Size and Mining Industry Group, 1960

Industry group	Plant hours				Paid leave hours ¹							
	Under 20 employees	20-99 employees	100-499 employees	500 or more employees	Total				Vacations			
					Under 20 employees	20-99 employees	100-499 employees	500 or more employees	Under 20 employees	20-99 employees	100-499 employees	500 or more employees
All industries ² -----	98.1	97.2	94.8	92.8	1.9	2.8	5.2	7.2	1.4	1.8	3.3	4.4
Metal mining -----	97.2	95.7	93.4	92.9	2.8	4.3	6.6	7.1	1.7	2.6	4.2	4.3
Bituminous coal and lignite mining ----	98.2	97.7	96.6	96.1	1.8	2.3	3.4	3.9	1.7	2.1	3.3	3.9
Crude petroleum and natural gas -----	98.2	97.6	93.8	90.5	1.8	2.4	6.2	9.5	1.3	1.4	3.2	5.0
Mining and quarrying of nonmetallic minerals, except fuels -----	97.8	96.6	95.3	93.0	2.2	3.4	4.7	7.0	1.4	2.2	2.9	4.3
	Paid leave hours ¹ —Continued											
	Holidays				Sick leave				Other ³			
	Under 20 employees	20-99 employees	100-499 employees	500 or more employees	Under 20 employees	20-99 employees	100-499 employees	500 or more employees	Under 20 employees	20-99 employees	100-499 employees	500 or more employees
All industries ² -----	0.4	0.9	1.3	1.8	0.1	0.1	0.5	0.8	(⁴)	(⁴)	(⁴)	0.1
Metal mining -----	1.1	1.6	2.3	2.3	(⁴)	(⁴)	(⁴)	0.4	-	(⁴)	(⁴)	(⁴)
Bituminous coal and lignite mining ----	.1	.2	-	(⁴)	(⁴)	(⁴)	(⁴)	(⁴)	-	(⁴)	(⁴)	(⁴)
Crude petroleum and natural gas -----	.4	.8	1.7	2.6	(⁴)	0.2	1.2	1.8	0.1	(⁴)	0.1	0.2
Mining and quarrying of nonmetallic minerals, except fuels -----	.7	1.2	1.6	2.1	0.1	(⁴)	.2	.6	(⁴)	(⁴)	(⁴)	(⁴)

¹ Includes only leave for which the employer made payments direct to worker. Employer contributions to funds that distribute benefits to workers are excluded.

² Includes industries not shown separately.

³ Includes military, jury, witness, voting, and personal leave.

⁴ Less than 0.05 percent.

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

Table 33. Plant Hours and Paid Leave Hours as a Percent of Total Hours Paid For by Collective Bargaining Agreement Coverage and Mining Industry Group, 1960

Industry group	Plant hours		Paid leave hours ¹									
	Majority covered	None or minority covered	Establishments with—									
			Total		Vacations		Holidays		Sick leave		Other ²	
Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	
All industries ³	93.8	96.9	6.2	3.1	4.1	1.8	1.5	0.9	0.5	0.3	(⁴)	(⁴)
Metal mining	93.2	96.0	6.8	3.9	4.2	2.2	2.3	1.7	0.3	(⁴)	(⁴)	(⁴)
Bituminous coal and lignite mining	96.3	98.8	3.7	1.2	3.7	1.0	(⁴)	.2	(⁴)	(⁴)	(⁴)	(⁴)
Crude petroleum and natural gas	89.4	96.5	10.6	3.5	5.4	2.0	2.8	1.0	2.2	0.5	0.2	(⁴)
Mining and quarrying of nonmetallic minerals, except fuels	94.4	97.9	5.6	2.1	3.6	1.2	1.8	.8	.2	.1	(⁴)	(⁴)

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

² Includes military, jury, witness, voting, and personal leave.

³ Includes industries not shown separately.

⁴ Less than 0.05 percent.

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

Table 34. Distribution of Production, Development, and Related Workers by Paid Leave Hours¹ as a Percent of Total Hours Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	No paid leave	Percent of workers in establishments with—												
			Paid leave hours as a percent of total hours paid for of—												
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 and under 9 percent	9 and under 10 percent	10 and under 11 percent	11 and under 12 percent	12 percent and over
All industries	100.0	18.4	6.1	4.7	6.2	14.3	11.8	6.2	7.2	5.0	6.4	5.8	2.0	3.0	3.0
Metal mining ²	100.0	0.7	0.3	0.9	3.3	7.2	9.3	12.5	22.4	9.2	27.4	4.7	1.6	0.5	-
Iron ores	100.0	.2	.2	.3	.2	2.4	14.4	6.4	13.9	8.4	41.0	7.3	3.9	1.5	-
Copper ores	100.0	.4	-	-	-	3.5	6.0	19.4	25.9	11.9	27.0	5.9	-	-	-
Lead and zinc ores	100.0	-	-	1.6	2.2	7.3	5.1	13.7	43.0	22.4	2.2	.8	1.5	-	-
Anthracite mining	100.0	15.7	-	.9	13.0	47.7	16.5	3.3	.9	1.1	-	.3	.5	-	-
Bituminous coal and lignite mining	100.0	18.6	2.9	2.6	11.9	25.7	28.1	5.7	2.6	.3	.1	.7	.1	-	0.9
Crude petroleum and natural gas ²	100.0	22.4	10.1	7.2	4.0	8.6	4.7	2.9	3.5	6.3	2.5	10.6	4.2	6.9	6.1
Crude petroleum and natural gas	100.0	5.6	3.7	.6	1.8	6.9	7.8	4.4	6.1	10.0	1.5	18.6	8.9	13.2	10.8
Oil and gas field services	100.0	39.1	16.6	13.7	6.1	10.6	2.2	1.7	1.3	2.6	3.4	.5	-	.4	1.8
Mining and quarrying of nonmetallic minerals, except fuels	100.0	23.0	5.9	5.1	5.2	13.7	8.1	10.3	10.8	5.2	8.6	3.0	-	-	1.0

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

² Includes industries not shown separately.

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

Table 35. Distribution of Production, Development, and Related Workers by Paid Vacation Hours¹ as a Percent of Total Hours Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—									
		No paid vacations	Paid vacation hours as a percent of total hours paid for of—								
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	6 and under 7 percent	7 and under 8 percent	8 percent and over
All industries -----	100.0	19.0	7.9	8.2	11.9	18.4	17.3	11.3	4.2	0.5	1.3
Metal mining ² -----	100.0	0.9	1.8	7.0	16.4	19.6	26.3	20.0	4.1	2.6	1.4
Iron ores -----	100.0	.2	.4	2.4	20.0	8.6	11.9	37.3	8.6	6.5	3.9
Copper ores -----	100.0	.4	-	5.0	9.5	26.8	58.2	-	-	-	-
Lead and zinc ores -----	100.0	-	-	3.8	11.4	22.3	35.6	22.4	3.7	.8	-
Anthracite mining -----	100.0	15.7	-	3.3	16.5	47.4	10.9	3.3	.9	1.1	.8
Bituminous coal and lignite mining -----	100.0	18.6	2.9	2.8	13.2	25.3	29.0	5.1	1.4	-	1.8
Crude petroleum and natural gas ² -----	100.0	22.7	13.9	10.6	8.2	11.1	10.8	14.2	7.2	.2	1.1
Crude petroleum and natural gas -----	100.0	6.3	3.7	3.2	9.8	16.7	18.6	25.7	15.4	(³)	.5
Oil and gas field services -----	100.0	39.1	24.0	18.0	7.1	5.9	3.7	.4	-	-	1.8
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	25.3	6.5	11.3	14.6	21.8	11.0	7.0	1.5	.1	.9

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

² Includes industries not shown separately.

³ Less than 0.05 percent.

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

Table 36. Distribution of Production, Development, and Related Workers by Paid Holiday Hours¹ as a Percent of Total Hours Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—							
		No paid holidays	Paid holiday hours as a percent of total hours paid for of—						6 percent and over
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent	4 and under 5 percent	5 and under 6 percent	
All industries -----	100.0	45.2	7.4	14.4	26.8	5.8	0.3	0.1	(²)
Metal mining ³ -----	100.0	2.1	1.1	28.1	67.6	1.1	-	-	-
Iron ores -----	100.0	.8	-	12.6	84.5	2.1	-	-	-
Copper ores -----	100.0	.4	-	29.6	69.4	.5	-	-	-
Lead and zinc ores -----	100.0	1.6	4.2	56.1	38.0	-	-	-	-
Anthracite mining -----	100.0	81.7	15.7	-	2.6	-	-	-	-
Bituminous coal and lignite mining -----	100.0	96.1	1.5	1.1	1.3	-	-	-	-
Crude petroleum and natural gas ³ -----	100.0	33.9	11.4	16.5	26.2	11.2	0.6	0.2	-
Crude petroleum and natural gas -----	100.0	11.0	7.0	18.4	40.0	23.3	.3	-	-
Oil and gas field services -----	100.0	56.8	16.3	15.4	11.0	-	.5	-	-
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	33.3	9.6	18.4	33.0	5.4	.1	-	0.1

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

² Less than 0.05 percent.

³ Includes industries not shown separately.

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

Table 37. Distribution of Production, Development, and Related Workers by Paid Sick Leave Hours¹ as a Percent of Total Hours Paid For and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments with—				
		No paid sick leave	Paid sick leave hours as a percent of total hours paid for of—			
			Under 1 percent	1 and under 2 percent	2 and under 3 percent	3 and under 4 percent
All industries	100.0	73.7	8.2	12.1	4.2	1.9
Metal mining ²	100.0	83.6	4.9	9.6	0.1	1.8
Iron ores	100.0	99.7	.3	-	-	-
Copper ores	100.0	58.0	4.9	31.2	-	5.9
Lead and zinc ores	100.0	88.5	10.0	1.5	-	-
Anthracite mining	100.0	89.1	10.9	-	-	-
Bituminous coal and lignite mining	100.0	95.4	4.1	.6	-	-
Crude petroleum and natural gas ²	100.0	53.2	10.2	22.9	9.9	3.9
Crude petroleum and natural gas	100.0	23.7	14.1	33.6	21.1	7.4
Oil and gas field services	100.0	82.9	7.1	9.6	-	.4
Mining and quarrying of nonmetallic minerals, except fuels	100.0	80.8	13.6	5.5	-	.1

¹ Includes only sick leave for which the employer made payment direct to the worker.

² Includes industries not shown separately.

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

Table 38. Distribution of Production, Development, and Related Workers Receiving Vacation Pay¹ by Number of Weeks of Vacation Pay and Mining Industry Group, 1960

Industry group	All workers receiving vacation pay	Percent of workers receiving vacation pay of—				
		Under 1 week	1 and under 2 weeks	2 and under 3 weeks	3 and under 4 weeks	4 weeks and over
All industries	100.0	4.2	47.5	30.5	14.0	3.9
Metal mining ²	100.0	2.9	26.4	43.4	26.5	0.9
Iron ores	100.0	2.1	26.7	39.5	30.7	1.0
Copper ores	100.0	.7	22.4	51.9	24.9	.1
Lead and zinc ores	100.0	5.4	25.6	35.3	33.7	-
Anthracite mining	100.0	2.8	92.5	4.6	-	-
Bituminous coal and lignite mining	100.0	7.7	88.4	3.1	.5	.3
Crude petroleum and natural gas ²	100.0	1.9	13.4	48.4	25.0	11.2
Crude petroleum and natural gas	100.0	.4	7.3	45.8	31.0	15.5
Oil and gas field services	100.0	5.9	30.8	54.5	8.3	.4
Mining and quarrying of nonmetallic minerals, except fuels	100.0	2.0	34.1	49.7	12.3	1.9

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

² Includes industries not shown separately.

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

Table 39. Distribution of Production, Development, and Related Workers by Number of Days of Paid Holidays¹ and Mining Industry Group, 1960

Industry group	Workers in all establishments	Percent of workers in establishments providing—										
		No paid holidays	Paid holidays of—									
			1 day	1½ days	2 days	2½ days	3 days	3½ days	4 days	4½ days	5 days	5½ days
All industries -----	100.0	45.2	1.0	-	0.4	-	0.5	0.1	1.6	-	3.1	(²)
Metal mining ³ -----	100.0	2.1	-	-	0.7	-	0.5	-	2.5	-	0.2	-
Iron ores -----	100.0	.8	-	-	-	-	-	-	-	-	-	-
Copper ores -----	100.0	.4	-	-	-	-	-	-	2.7	-	-	-
Lead and zinc ores -----	100.0	1.6	-	-	5.5	-	-	-	-	-	-	-
Anthracite mining -----	100.0	81.7	-	-	-	-	-	-	.3	-	1.1	-
Bituminous coal and lignite mining -----	100.0	96.1	-	-	-	-	-	-	-	-	-	-
Crude petroleum and natural gas ³ -----	100.0	33.9	2.2	-	.5	-	.3	0.3	2.5	-	3.0	-
Crude petroleum and natural gas -----	100.0	11.0	2.5	-	1.1	-	-	.6	.4	-	3.0	-
Oil and gas field services -----	100.0	56.8	2.0	-	-	-	.5	-	4.6	-	3.2	-
Mining and quarrying of nonmetallic minerals, except fuels -----	100.0	33.3	.7	-	.6	-	1.9	-	1.1	-	9.8	0.2
				6 days	6½ days	7 days	7½ days	8 days	8½ days	9 days	9½ days	10 days or more
All industries -----				14.7	0.8	15.6	-	16.1	0.1	0.4	-	0.1
Metal mining ³ -----				16.4	-	74.3	-	3.1	-	-	-	-
Iron ores -----				2.4	-	91.9	-	4.8	-	-	-	-
Copper ores -----				18.0	-	78.9	-	-	-	-	-	-
Lead and zinc ores -----				57.9	-	35.0	-	-	-	-	-	-
Anthracite mining -----				1.8	-	12.9	-	2.2	-	-	-	-
Bituminous coal and lignite mining -----				2.6	-	1.1	-	-	-	-	-	-
Crude petroleum and natural gas ³ -----				16.8	1.9	4.2	-	33.1	0.3	1.0	-	-
Crude petroleum and natural gas -----				10.6	-	5.5	-	62.3	.6	2.2	-	-
Oil and gas field services -----				23.5	3.7	2.6	-	3.1	-	-	-	-
Mining and quarrying of nonmetallic minerals, except fuels -----				25.8	-	16.4	-	9.4	-	-	-	0.8

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

² Less than 0.05 percent.

³ Includes industries not shown separately.

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

Appendix A: Survey Methods and Definitions

Scope of Survey and Industry Classification

This study of expenditures for selected supplementary remuneration practices for production, development, and related workers covers all establishments having one or more paid employees and primarily engaged in mining, as defined in the 1957 edition of the Standard Industrial Classification Manual prepared by the Office of Statistical Standards, U.S. Bureau of the Budget. Mining is here used in the broad sense to include the extraction of minerals occurring naturally, i. e., solids, such as coal and ores; liquids, such as crude petroleum; and gases, such as natural gas. The term "mining" is also used in the broad sense to include quarrying, well operation, milling (crushing, screening, washing, flotation, etc.), and other preparation needed to render the material marketable. Exploration and development of mineral properties are included. Services performed on a contract, fee, or other basis in the development of mineral properties are classified separately but within this division. Although the definition includes central offices of mining establishments and auxiliary units operated primarily for the use of the mining establishments rather than public use, such as laboratories, warehouses, and repair shops, these offices or units were included in this survey only if they employed production, development, and related workers.

Mining operations are classified by industry, on the basis of the principal mineral produced, or, if there is no production, on the basis of the principal mineral for which development work is in process. The mining of culm banks, ore dumps, and tailing piles is classified as mining according to the mineral product derived.

Excluded from the SIC definition of mining are the purification and distribution of water, harvesting and storage of natural ice, bottling and distributing of natural spring and mineral waters, and the crushing, grinding, or otherwise treating of certain earths, rocks, and minerals not in conjunction with mining activities.

The classification of the individual industry groups also follows the 1957 SIC. The tables by industry generally show separate data for the 5 major industry groups (i. e., 2-digit SIC major group) and 5 of the 20 industry groups (i. e., 3-digit SIC group within the major groups).

Survey coverage extended to the 50 States and the District of Columbia. Data relate to the calendar year 1960, and were limited to production, development, and related workers.

Collection of Data

Data were collected primarily by mail questionnaire. A copy of the questionnaire is reproduced in appendix B. Bureau economists collected data by personal visit to large multi-unit employers and to a sample of the nonrespondents to two mail requests.

Sampling Procedure

The survey was conducted on the basis of a highly stratified probability sample. Data were obtained from establishments selected in accordance with industry, location, and establishment size. The sample design was such as to permit presentation of data for major industry groups (2-digit SIC codes) and a selected number of subgroups (3-digit SIC codes) on a national level.

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

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

The initial solicitations, either by mail or personal visit, included some 1,500 establishments. In addition, personal visits were made to almost 200 establishments out of about 675 nonrespondents to the two mail requests. In all, usable replies were obtained from about 825 establishments, employing over 165,000 production, development, and related workers.

Method of Estimation

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

All estimated totals derived from such weighting procedures were further adjusted in accordance with the level of gross man-hours for 1960, as based on data from the Bureau of Labor Statistics monthly employment, hours, and earnings series. For instance, if an industry class had estimated gross man-hours of 900,000, as derived from the weighting process, and the corresponding man-hours as estimated from the employment, hours, and earnings series was 990,000, the total for that industry was multiplied by 1.1. In bituminous coal mining, employment—rather than man-hours—was the basis of adjustment because of the effect of unpaid holidays.

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

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

Reporting Problems

Separate data by establishment, practice, and class of employee (production worker) were collected in most cases. However, all companies do not keep records in such manner as to be able to furnish actual figures in this detail, and some approximations had to be accepted. Two types of estimates were used. First, where records were kept only for a broader group of employees than production, development, and related workers in the sample establishment, the prorated share for the employees included in the survey was estimated on the basis of employment, man-hours, or payroll, whichever was most appropriate. Second, using collateral data, estimates were made in certain cases where records were not kept or were summarized only for specific practices. For example, the expenditures for holiday pay might be estimated by multiplying the number of hours paid for holiday leave by average hourly earnings.

It should be noted that errors in the use of estimating procedures would have to be in the same direction in each case (overstatement or understatement of actual values) to have a cumulative effect on the accuracy of the results. Analysis of the data from two similar surveys provided evidence to support acceptance of estimated data where necessary. Thus, a methodological study led to the conclusion that "Virtually no significant difference was reflected by the averages for actual figures and for all reporting establishments combined; that is, the inclusion of estimated figures had only a negligible effect on overall

data."³¹ A study of the composition of payroll hours in manufacturing concluded that "The difference in level of paid leave between establishments supplying actual and those providing estimated figures is generally small . . . within most industry divisions."³²

Production, Development, and Related Workers

The definition of "production, development, and related workers" as used in this bulletin is identical with that in the Bureau's monthly employment, hours, and earnings series. The term includes:

For coal, metal and nonmetallic mining, and quarrying—working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in excavation, haulage, trucking, hoisting, ventilation, drainage, drilling, blasting, loading, crushing, processing, inspecting, receiving, storing, handling, warehousing, shipping, maintenance, repair, janitorial, watchman services, development (except construction performed by a separate work force), auxiliary production for plant's own use (e.g., powerplant), and recordkeeping, and other services closely associated with the above production operations. For crude petroleum, natural gas, and natural gasoline production—working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in rig building, drilling, flow-control, pumping, cleaning, processing, inspecting, storing, handling, shipping, maintenance, repair, janitorial, watchman services, development (except construction performed by a separate work force), auxiliary production for plant's own use (e.g., powerplant), clerical field force working on the producing property, and recordkeeping, and other services closely associated with the above production operations.

For all industries covered, the term "production, development, and related workers" excludes employees engaged in the following activities: Executive; supervisory (above the working foreman level); purchasing; finance; accounting; legal; personnel; cafeteria; medical, professional, and technical; sales; sales-delivery; advertising; credit; collection; and routine office functions.

Gross Payroll

Gross payroll covers the total amount paid to production, development, and related workers during 1960. It includes pay for overtime, standby time, travel time within mines (portal-to-portal pay), holidays, vacations, sick leave, and other leave paid by the establishment directly to the worker. Also included are bonuses not paid regularly each pay period (e.g., Christmas bonuses) and pay not earned during the year (e.g., retroactive pay, dismissal pay). All payments are prior to deductions such as employee's OASDI, withholding taxes, group insurance, union dues, and savings bonds. It follows the definition of gross pay that is used for the Federal income tax withholding form.

Straight-Time Payroll

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

Hours Paid For

Hours paid for includes the total number of man-hours for which pay was given in 1960. (Total man-hours are those that are related to the gross pay.) They include "plant" man-hours (i.e., man-hours spent at the establishment during regular workdays as well as during holiday and vacation periods that were not taken), man-hours paid for standby or reporting time, and the man-hours equivalent to pay for time spent away from the "plant" during paid holidays, paid vacations, etc.

³¹ Problems in Measurement of Expenditures on Selected Items of Supplementary Employee Remuneration, Manufacturing Establishments, 1953 (BLS Bulletin 1186, 1956), p. 46.

³² Composition of Payroll Hours in Manufacturing, 1958 (BLS Bulletin 1283, 1960), p. 25.

Plant Hours

"Plant" hours are total hours paid for less paid leave (i. e., vacations; sick leave; holidays; and military, jury, witness, voting, and personal leave). They include all hours spent at work, including paid travel time within mines (portal-to-portal pay), paid rest periods, paid lunch periods, and standby or reporting time.

Paid Leave

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

Premium Pay

Premium pay for overtime includes only the pay above the regular straight-time rates. Thus, if overtime was paid at time and one-half, only the half time was reported. Premium pay for work on a paid holiday excludes the regular straight-time pay for the work performed and the holiday pay the worker would have received if he had not worked. Only the extra pay was reported. Shift differential payments include only the extra pay above the regular hourly rates for the day shift. They cover not only differentials paid in the form of higher hourly rates, but also special payments to late-shift workers for meal periods and for any other hours not worked by them but paid for (e. g., if late-shift workers receive 8 hours' pay for 7½ hours' work, compared with 8 hours' work for the day shift, total expenditures for the ½ hour's pay were reported as shift differential).

Expenditure Ratios (Rates) for All Establishments vs. Ratios (Rates) for Establishments with Expenditures for the Practice

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

Both the expenditures and the payrolls (man-hours) to which they are related pertain to production, development, and related workers only.

Reporting and Presentation Problems of the Coal Mining Welfare and Pension Funds

The coal industries provided special problems regarding the treatment of the bituminous coal industry UMW Welfare and Retirement Fund and the Anthracite Health and Welfare Fund.

Employers with collective bargaining agreements with the UMW make contributions to these funds for each ton of coal produced for use or sale. In 1960, the royalty per ton was 40 cents under the bituminous coal fund and 70 cents under the anthracite fund. These royalties were paid in lump sums by the mine operators who were not in a position to report on the exact breakdown of the contributions among the various benefits provided by their industry fund. The operators reported total expenditures to the survey which were then prorated by BLS among the applicable benefits on the basis of the two funds' expenditures, as stated in their annual reports.

Since the tonnage royalties are payable at the point where the coal is shipped to market or for use, the payments are not necessarily made where the coal leaves the mine shaft but may be made where the coal is further processed by another establishment of the same company or by another company. As a result, some mines with contracts with the UMW had no contributions to report on the coal they mined, although the workers who dug this coal were eligible for the benefits of the funds; on the other hand, some breakers and washers which processed coal mined by others reported fund payments for all of the coal they processed. The payments of the latter were therefore disproportionately high in relation to their payrolls. These situations could distort the industry averages shown for only establishments reporting expenditures and the individual establishment expenditure ratios shown in the distribution tables. Therefore, for total private welfare plans; health, accident, and life insurance; and pension and retirement plans the industry ratios of expenditures to payroll for "only the establishments reporting expenditures" were adjusted to include the payrolls of union establishments which reported no contributions to the funds. (Similar adjustments were made on the hours used to derive the rates for man-hours.) The assumption that all "union" establishments without such expenditures had contracts with the UMW introduces a very minor bias because other unions are relatively unimportant in the coal mining industries. No such adjustments were possible for the distribution tables for the benefits involved. Therefore, for mining as a whole, and for anthracite and bituminous coal mining separately, no distributions of workers by cents per hour and by percent of payroll were tabulated for total private welfare plans; health, accident, and life insurance; and pension and retirement plans.

Practices Covered

This study is limited to employer outlays paid either directly to employees or indirectly in the form of legally required social insurance payments or contributions to private welfare plans. Consequently, expenditures for such items as in-plant medical care, cafeterias, and parking facilities have been excluded.

Furthermore, no attempt has been made to cover all types of payments to employees. The data relate only to the selected practices itemized in the tables. Generally those omitted either were not commonly applicable to production workers in mining or were practiced largely on an informal basis which precluded valid measurement. Although some of the omitted practices may occasion important expenditures in particular establishments, the selected expenditures for which data are presented are believed to constitute the major elements of supplementary employee remuneration in the broad industry groups shown in the tables. Among the excluded practices were in-plant nonwork time paid for, such as paid rest periods, stock bonus plans, and some other irregular payments. As noted in the introduction, travel time within mines, which has been held to be working time, was not examined.

Appendix B: Questionnaire

BLS 2713

Budget Bureau No. 44-6023
Approval expires December 31, 1961

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

Your report will be held in confidence. It will be seen only by sworn employees of the Bureau of Labor Statistics.

EXPENDITURES FOR SELECTED SUPPLEMENTARY EMPLOYEE REMUNERATION PRACTICES IN MINING INDUSTRIES, 1960

1. COMPANY IDENTIFICATION:

2. ESTABLISHMENT IDENTIFICATION:

Location of establishment for which data are requested if different from company address. An "establishment" is generally defined as a single physical location where mining or development of mineral properties takes place.

Many employers in the United States are financing private, as well as legally required plans, for their employees' health, welfare, security, and leisure. These employer expenditures often represent substantial elements of cost to the employer as well as income to the employee. The Bureau of Labor Statistics is conducting its first comprehensive survey of the extent and amount of these expenditures in the Nation's mining industries. The statistical summaries will be published in a form that will not disclose any information relating to an individual company and no data will be published by company name.

PLEASE READ INSTRUCTION SHEETS BEFORE COMPLETING THIS FORM.

3. MAJOR PRODUCT:

What was the principle mineral(s) produced or for which development was in progress at this establishment during 1960?

4. SIZE OF ESTABLISHMENT — ALL EMPLOYEES:

What was the total number of all employees (including full-time and part-time) on the payroll of this establishment during the pay period ending nearest March 15, 1960? _____

5. EMPLOYMENT — PRODUCTION, DEVELOPMENT, AND RELATED WORKERS:

Enter the total number of production, development, and related workers who worked or received pay for the pay period ending nearest the 15th of each month of 1960.

January _____	July _____
February _____	August _____
March _____	September _____
April _____	October _____
May _____	November _____
June _____	December _____

FOR BLS USE ONLY

Average annual employment

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

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

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

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

IF NO MAN-HOURS OR EXPENDITURES WERE INVOLVED DURING 1960 FOR A GIVEN ITEM, ENTER "None" IN THE APPROPRIATE SPACE. PLEASE DO NOT LEAVE ANY LINES BLANK.

FOR BLS USE ONLY							
Schedule number	Reg.	State	City size	SIC code	Est. size	Weight	Special charac.

	PRODUCTION, DEVELOPMENT, AND RELATED WORKERS		FOR BLS USE ONLY
	Man-hours	Expenditures	Average annual hours
<p>6. GROSS PAYROLL AND TOTAL MAN-HOURS:</p> <p>Enter all wages and salaries for <u>production, development, and related workers</u>, prior to all payroll deductions, in 1960. You may use the definition of gross pay that is used for the Withholding Tax form. Report also the total number of man-hours (including equivalent man-hours) for which these workers received this pay. (Equivalent man-hours are defined in Item 7.)</p>		\$	Average hourly earnings
<p>7. PAID LEAVE:</p> <p>Report payments made directly to the worker by the company, for the following leave items and the man-hours equivalent to these payments. If a worker received both pay in lieu of vacation or holiday leave and pay for work, report here only the payments in lieu of time off and the man-hours of leave paid for. (If a worker did not receive full pay for an excused absence, report only the man-hours equivalent to the pay received. To determine man-hours equivalent, divide the worker's total pay for the excused absence by his straight-time hourly rate.)</p> <p>A. Paid vacations -----</p> <p>B. Paid sick leave -----</p> <p>C. Paid holidays -----</p> <p>D. Paid military, jury, witness, or voting leave-----</p> <p>E. Paid personal leave (specify) -----</p>		\$	
<p>8. PREMIUMS ABOVE REGULAR PAY:</p> <p>Report total expenditures for <u>premium pay</u> only. Exclude regular pay.</p> <p>A. Premium pay for daily overtime, weekly overtime, and weekend work.</p> <p>Report expenditures for pay above the regular straight-time rates. (Thus, if overtime is paid at time and one-half, report only the half-time here.)</p> <p>B. Premium pay for holiday work.</p> <p>Report only expenditures for premium pay for the work on a paid holiday; exclude the regular straight-time pay for the work performed and the holiday pay the worker would have received if he had not worked.</p> <p>C. Differential for shift work.</p> <p>Report expenditures for premium pay above the regular rates for day shift.</p>		\$	Percent of gross payroll
<p>9. LEGALLY REQUIRED PAYMENTS:</p> <p>Report only company expenditures for <u>production, development, and related workers</u> for 1960. Exclude worker contributions and company contributions for other than production, development, and related workers.</p> <p>A. Social Security (Old Age, Survivors, and Disability Insurance) -----</p> <p>B. Unemployment Compensation --</p> <p>1. Payments to State government -----</p> <p>2. Payments to Federal government for FUTA -----</p> <p>C. Workmen's Compensation Insurance (report net payments, i.e., payments less rebates, etc.) -----</p> <p>D. Other, including State Temporary Disability Insurance (specify) -----</p>		\$	
<p>10. PRIVATE WELFARE PLANS:</p> <p>Exclude worker contributions and payments already reported under Item 7—Paid Leave, and Item 9—Legally Required Payments. Include payments to union funds, insurance carriers, or directly to the worker. For payments to insurance carriers report only net expenditures (i.e., premiums less rebates, refunds, and dividends received in 1960, unless they go to purchase additional insurance).</p> <p>A. Health (including medical and surgical), accident, and life insurance ---</p> <p>B. Pension and retirement plans (including pay-as-you-go plans) -----</p> <p>C. Vacation and holiday funds -----</p> <p>D. Supplemental unemployment benefits -----</p> <p>E. Severance or dismissal pay -----</p> <p>F. Savings and thrift plans -----</p> <p>G. Yearend and Christmas bonuses (cash bonuses only) -----</p> <p>H. Other (specify) -----</p>		\$	

11. ESTABLISHMENT PRACTICES AND POLICIES FOR PRODUCTION, DEVELOPMENT, AND RELATED WORKERS:

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

A. Paid vacations:	Number of weeks paid for (or equivalent)	Report number of workers
Report the number of production, development, and related workers who were on the payroll at any time during 1960 receiving vacation pay directly from the company. If vacation benefits were determined as a percentage of the worker's annual earnings: 2% or slightly more is to be considered equivalent to 1 week's vacation; 4% or slightly more to 2 weeks' vacation; etc.	None -----	XXXX
	Less than 1 week -----	_____
	1 but less than 2 weeks ---	_____
	2 but less than 3 weeks ---	_____
	3 but less than 4 weeks ---	_____
	4 weeks or more -----	_____

B. Paid holidays observed during 1960:

Report number of paid holidays.

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

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

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

D. Health, accident, and life insurance (other than legally required plans):

- 1. Did the company finance any part of private -----
 - a. Life insurance or accidental death and dismemberment insurance? ----- YES NO
 - b. Hospitalization, medical, or surgical insurance? ----- YES NO
 - c. Sickness and accident insurance? ----- YES NO
 - d. Other (specify) -----
- 2. If "YES," did the workers contribute to the payments for the cost of any of the above benefits? ----- YES NO

E. Pension or retirement plans (other than legally required plans):

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

F. Vacation and holiday funds:

Did the company contribute to a union or other fund which provided -----

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

G. Collective bargaining agreements:

Did collective bargaining agreements cover the majority of the production, development, and related workers in the establishment? ----- YES NO

H. Shift differentials:

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

Shift	Number of production, development, and related workers normally working on shift	Rate of shift differential
Evening (2d shift) -----	_____	_____
Night (3d shift) -----	_____	_____
Other (e.g., 4th, relief, etc.)—Specify -----	_____	_____

I. Standard workweek:

How many hours were there in the standard regularly scheduled workweek (not the hours actually worked) for the majority in each of the following categories? What was the average number of persons employed in each category in 1960?

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

INSTRUCTION
SHEET
BLS 2713

Expenditures for Selected Supplementary Employee Remuneration
Practices in Mining Industries, 1960

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

In the case of companies with more than one establishment, it is preferred that a separate report be prepared for the establishment identified in Item 2 of the questionnaire form. If individual establishment records are not maintained, please assign to the individual establishment its proportionate share of the combined figure. Should it be necessary to report combined figures, please indicate in the "Remarks" section which item contains data for more than one establishment and which establishments are included.

Please Report Separate Figures for Each Item:

If separate data are not available for individual items, please prorate the combined figure among the items to which it relates. If reporting of a combined figure cannot be avoided, please bracket (or otherwise indicate) the lines included in the combined figure. IF NO MAN-HOURS OR EXPENDITURES WERE INVOLVED DURING 1960 FOR A GIVEN ITEM, ENTER "NONE" IN THE APPROPRIATE SPACE. Please do not leave any spaces blank.

What to Report as Production, Development, and Related Workers:

For coal, metal and nonmetallic mining, and quarrying:
Working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in excavation, haulage, trucking, hoisting, ventilation, drainage, drilling, blasting, loading, crushing, processing, inspecting, receiving, storing, handling, warehousing, shipping, maintenance, repair, janitorial, watchman services, development (except construction performed by a separate work force), auxiliary production for plant's own use (e.g., powerplant), recordkeeping and other services closely associated with the above production operations.

For crude petroleum, natural gas, and natural gasoline production:
Working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in rig building, drilling, flow-control, pumping, cleaning, processing, inspecting, receiving, storing, handling, warehousing, shipping, trucking, hauling, maintenance, repair, janitorial, watchman services, development (except construction performed by a separate work force), auxiliary production for plant's own use (e.g., powerplant), clerical field force working on the producing property, recordkeeping and other services closely associated with the above production operations.

For all industries covered, the term "production, development, and related workers" excludes employees engaged in the following activities; Executive, supervisory (above the working foreman level), purchasing, finance, accounting, legal, personnel, cafeteria, medical, professional and technical, sales, sales-delivery, advertising, credit, collection, and in routine office functions.

In Items 5 thru 11-H, LIMIT REPORTING TO PRODUCTION, DEVELOPMENT, AND RELATED WORKERS. If these workers are not carried separately on the company books, please assign to them their proportionate share of the combined figures. Should it be impossible to prorate the combined figures, please indicate in the "Remarks" section which items contain data for other than production, development, and related workers and what other employee categories are included.

4. Size of Establishment—All Employees:

Report the total number of persons (both full-time and part-time) in all activities who worked or received pay for any part of the pay period ending nearest March 15, 1960.

5. Employment—Production, Development, and Related Workers:

Report only the number of production, development, and related workers (both full-time and part-time) who worked or received pay for any part of the pay period ending nearest the 15th of each month of 1960.

6. Gross Pay and Total Man-Hours:

Report the total amount paid to production, development, and related workers during 1960. Include pay for overtime, standby time, holidays, vacations, and sick leave, paid by the establishment directly to the worker. Also include bonuses not paid regularly each pay period (e.g., Christmas bonuses) and pay not earned during the year (e.g., retroactive pay, dismissal pay). All payments should be shown prior to such deductions as employees' Social Security contributions, withholding taxes, group insurance, union dues, and savings bonds. You may follow the definition of gross pay that is used for the Withholding Tax form.

Also report the total number of man-hours for which pay was given in 1960. (Total man-hours are the man-hours that are related to the gross pay.) This should include plant man-hours (i.e., man-hours spent at the establishment during regular workdays as well as during holiday and vacation periods that were not taken), man-hours paid for standby or reporting time, and the man-hours equivalent to pay for time spent away from the plant during paid holidays, paid vacations, etc.

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

7. Paid Leave:

This section is intended to measure the extent to which production, development, and related workers were granted paid leave during 1960. For each type of excused absence listed, report total payments made directly to the worker by the company and the man-hours equivalent to the payments made. If a worker did not receive full pay for an excused absence, report only the man-hours equivalent to the pay received.

- A. Paid vacations.—Report total vacation payments made by the company directly to the workers during 1960, and the total man-hours equivalent to those payments, whether vacations were taken or not. If a worker worked during his vacation period, and was given both pay for work and pay in lieu of vacation, report here only the payments in lieu of vacation and the man-hours equivalent to them.

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

Exclude contributions to union or other vacation funds. These are to be reported in Item 10-C, Vacation and Holiday Funds.

- B. Paid sick leave.—Report total sick leave payments made by the company directly to the workers during 1960 and the man-hours equivalent to these sick leave payments. Payments made directly to the worker under self-insurance provision of State Temporary Disability Insurance laws should be reported in Item 9-D, Other Legally Required Payments.
- C. Paid holidays.—Report total holiday payments made by the company directly to the workers during 1960, and the total man-hours equivalent to these payments, whether the holidays were taken or not. For workers who worked on a paid holiday, and received both pay for work and pay in lieu of time off, report only the holiday pay the worker would have received if he had not worked and the man-hours equivalent of this holiday pay. Exclude the regular straight-time pay for work actually performed and premium pay for work on a holiday. (Premium Pay is described in Item 8-B on page 3.)
- D. Paid military, jury, witness, and voting leave.—Report total payments made, by the company, directly to the workers during 1960 and the man-hours equivalent to these payments for military, jury, witness, or voting leave.
- E. Paid personal leave.—Report total payments made, by the company, directly to the workers during 1960 and the man-hours equivalent to these payments for leave granted for personal reasons such as death in the family.

8. Premiums Above Regular Pay Rates:

In this section it is necessary to distinguish between the regular hourly rate for work during the normal day hours and the extra amounts paid for work after the regular day hours, on holidays, etc. Only expenditures for the extra pay are to be reported here; exclude the portion that represents the regular rate. For production, development, and related workers, report total expenditures during 1960 for the premiums for each type of work listed; do not report the rate of pay.

- A. Premium pay for daily overtime, weekly overtime, and weekend work.—Include only pay above the regular hourly rates. Thus, if a worker, who received \$1.50 an hour for straight-time, was paid an additional \$0.75 an hour as premium for overtime, the overtime expenditures reported here should include only the \$0.75 overtime premium. Include premium pay for Saturday and Sunday or for 6th and 7th days as such.

- B. Premium pay for holiday work.—For the purpose of this question, it is necessary to distinguish between the extra pay for work on a holiday, the payment at the regular hourly rate for work performed, and the holiday pay the worker would have received if he had not worked. Total expenditures for holidays which were worked should be refined as follows to obtain expenditures for premium pay.

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

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

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

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

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

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

9. Legally Required Payments:

For production, development, and related workers only, report the net liability incurred by the company for the year 1960 for employee benefit programs that are required by law. Exclude worker contributions to the payments and company contributions for other than production, development, and related workers. Report the net liability incurred for 1960 rather than the amount paid during 1960. For example, report Social Security tax payments for the fourth quarter of 1960 even though they were paid in the first quarter of 1961. Exclude payments for the fourth quarter of 1959 even though they were paid in the first quarter of 1960.

- A. Social Security Taxes (FICA) for Old Age, Survivors, and Disability Insurance.—Report the liability incurred for 1960 rather than the amount paid during 1960. Note: If you obtain your figures from your "Quarterly Report of Wages Taxable Under the Federal Insurance Contributions Act (For Social Security)" (Form 941), please exclude amounts deducted from employees' pay and company payments for other than production, development, and related workers.
- B. Unemployment Compensation.—Report separately payments to State governments and to the Federal government. Exclude payments for other than production, development, and related workers.
- C. Workmen's Compensation Insurance.—Report net expenditures during 1960 for insurance premiums (i.e., premiums less refunds) and payments to State funds.

If under State laws your company qualifies as a self-insurer, report the total net expenditures made during 1960 for Workmen's Compensation benefits that are required by law. Do not include costs of medical and first aid services normally supplied by the company.

D. Other, including State Temporary Disability Insurance.—Specify each other legally required program for which expenditures were made. Include total payments made to insurance carriers, to State or other funds, or directly to the employee, for those benefits required by law which have not been accounted for elsewhere in this section. Examples of items to be included here are: Railroad retirement benefits, railroad unemployment insurance, and State Temporary Disability Insurance. (State Temporary Disability Insurance laws cover workers in the States of California, New Jersey, New York, and Rhode Island, and in the railroad industry throughout the country. Include payments made by the establishment, directly to workers, under self-insurance provisions of the law.)

10. Private Welfare Plans:

Exclude payments already reported under Item 7, Paid Leave, and Item 9, Legally Required Payments. Exclude worker contributions to the payments and company payments for other than production, development, and related workers. Include company payments to union funds and to plans financed through profit sharing. For payments to insurance carriers report only net expenditures (i. e., premiums less rebates, refunds, and dividends received in 1960, unless they go to purchase additional insurance).

- A. Health (including medical and surgical), accident, and life insurance.—Report net expenditures for insurance premiums and payments to welfare funds. Exclude administrative expenses incurred by the company and worker contributions to the payments for the plan.
- B. Pension and retirement plans.—Report premiums paid by the company to an insurance carrier, less dividends or other credits; company payments into an irrevocable trust fund; and company payments to pensioners under pay-as-you-go plans. Payments for past service liability as well as current service credits should be reported. Exclude administrative costs incurred by the company and worker contributions to the payments for the plant.
- C. Vacation and holiday funds.—Report total payments during 1960 to separate funds (such as union funds) which are given the responsibility for disbursing vacation and holiday benefits to workers. Exclude worker payments into such funds. Company payments directly to the worker should be reported under Paid Leave (Item 7-A and 7-C).
- D. Supplemental unemployment benefits.—This item covers plans which are designed primarily to provide benefits which supplement legally required unemployment compensation benefits. Report payments during 1960 to separate funds and net expenditures for insurance premiums (i. e., total premiums less dividends and other refunds received in 1960). Expenditures for severance pay plans should be reported in Item 10-E.
- E. Severance or dismissal pay.—This item covers plans which are designed to provide payments in case of loss of employment. These plans are also referred to as termination or layoff pay plans. Normally, they provide lump-sum payments. Report payments made by the company during 1960, directly to separated workers or to funds which are responsible for making such payments to separated workers. Payments to plans which are primarily supplemental unemployment benefit plans, should be reported in Item 10-D, Supplemental Unemployment Benefits.
- F. Savings and thrift plans.—Under these plans, worker savings are supplemented by company contributions. Report cash payments, made by the company during 1960, to a separate fund or to worker accounts. Exclude interest credited to the worker's account. Also exclude payments made in the form of stock and payments made under arrangements which are primarily pension plans. Payments to funds which are primarily designed to provide pension or retirement benefits are to be reported in Item 10-B, Pension and Retirement Plans.
- G. Yearend and Christmas bonuses.—Report special bonus payments made at the end of the calendar or fiscal year or during the Christmas season. Include only cash payments. Exclude regularly paid bonuses (such as weekly and monthly production bonuses) and bonuses in the form of merchandise.
- H. Other.—Report total payments made to insurance carriers, to union or other funds, or directly to the worker for those plans which have not been covered elsewhere in this section.

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