

INDUSTRY WAGE SURVEY

Flour and Other Grain Mill Products

NOVEMBER 1961

Bulletin No. 1337

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
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This bulletin summarizes wages and supplementary practices in the flour and other grain mill products industry in November 1961.

Separate releases for Buffalo, Kansas City, and Minneapolis—St. Paul were issued within a few months of the payroll period to which the data relate. Copies of these releases are available from the Bureau of Labor Statistics, Washington 25, D.C., or from any of its regional offices.

This bulletin was prepared by Fred L. Bauer of the Bureau's Division of Wages and Industrial Relations. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

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Industry Wage Survey—

Flour and Other Grain Mill Products, November 1961

Summary

Straight-time hourly earnings of production and related workers in the flour and other grain mill products industry averaged \$2.22 in November 1961, according to a survey conducted by the Bureau of Labor Statistics.¹ Earnings of all but about 3 percent of the 15,984 production workers covered by the study were within a range of \$1.15 to \$3 an hour, with the middle half earning between \$2 and \$2.53. Approximately a tenth of the workers earned less than \$1.50, and a fourth earned less than \$2 an hour. Regionally, average hourly earnings ranged from \$1.36 in the Border States to \$2.59 in the Middle Atlantic.²

Among the 15 occupations selected for separate study, nationwide average earnings ranged from \$2.01 an hour for men feed packers to \$3.24 for head flour millers. Material handling laborers and flour packers, together accounting for slightly more than a fourth of the total production worker employment, averaged \$2.09 and \$2.08 an hour, respectively.

Information was also developed on hours of work, shift differentials, and selected supplementary benefits, such as paid holidays and vacations, jury duty and funeral leave pay, and various types of insurance and retirement plans for production and office workers.

Industry Characteristics

Employment in the flour milling industry was approximately a third lower in November 1961 than in January 1948 when a similar study was conducted.³ Wheat flour production during this period has remained relatively stable.⁴ A number of technological changes introduced since 1948 have contributed to a substantial increase in the output per man-hour worked.⁵ For example, many mills have installed air conveying systems which, used in conjunction with automatic equipment, make it possible to process the grain with a minimum of manual handling. In some of the larger firms, the finished product is automatically loaded into tanks and cars, greatly reducing the number of flour packers and other material handling jobs in the industry.

Although total domestic flour consumption has remained approximately the same over the past several years, per capita consumption of wheat flour in the United States has declined steadily from an annual peak of approximately

¹ See appendix A for scope and method of survey.

² For definition of regions and areas used in this report, see footnotes 1 and 2, appendix A table.

³ Wage Structure: Grain Milling, 1948. BLS Series 2, No. 65.

⁴ Current Industrial Reports, March 28, 1962. Series M20A (61)-13, U.S. Department of Commerce, Bureau of the Census.

⁵ Output per production worker man-hour increased 44 percent between 1947 and 1958. See Indexes of Output Per Man-Hour for Selected Industries, 1939 and 1947-60, Bureau of Labor Statistics.

225 pounds reached at the turn of the century.⁶ Per capita consumption for 1961 was estimated to be 118 pounds.⁷ During this period, the quantity of flour used by bakers has been increasing almost continuously, whereas flour used for family consumption has declined steadily.

Four-fifths of the production workers within scope of the survey were employed by mills primarily engaged in the production of wheat flour; the remainder were in mills manufacturing corn meal, prepared flour mixes, and other grain mill products.

Wheat flour is produced by grinding the endosperm which constitutes approximately four-fifths of the wheat berry. The outer coat of bran and the inner wheat germ are separated from the endosperm by grinding and sifting. After being cleaned and tempered by adding water, the whole grain is passed through two types of rollers. The break rolls crush the grain into particles of bran and endosperm and a small amount of flour. The flour sifts into bins, and the particles of endosperm are sent to the reduction rolls. After passing through the reduction rolls, the product is then bolted (sifted). Several sets of reduction rolls are used; after each grinding, the resulting material is bolted. Typically, the complete milling process requires less than 30 minutes.

In terms of employment, flour mills are comparatively small. Only 9 of the 235 mills within scope of the study employed as many as 400 workers, and none employed as many as 1,000. The median number of workers employed was 130. Women as a group accounted for less than 4 percent of the production workers.

Establishments within scope of the study were located in all sections of the country with the exception of New England. However, three-tenths of the industry's production workers were in the Great Lakes region and a fifth were in the Midwest. The Middle Atlantic and Pacific, ranking third and fourth, respectively, each accounted for approximately a tenth of the workers.

Nearly two-thirds of the production workers were in metropolitan areas, including Buffalo, Kansas City, and Minneapolis-St. Paul for which separate data are presented. Regionally, the proportion of workers in metropolitan areas ranged from all in the Middle Atlantic and Pacific regions to slightly less than half in the Border, Southeast, and Southwest regions.

Establishments with collective bargaining agreements covering a majority of their production workers employed nearly four-fifths of the industry's work force. Nine-tenths or more of the workers in the Middle Atlantic, Mountain, and Pacific regions were in mills with such contract coverage. Proportions in the remaining regions were nearly nine-tenths in the Great Lakes, three-fourths in the Midwest, two-thirds in the Southwest, and slightly more than a fifth in the Border and the Southeast regions. Agreement coverage in metropolitan and nonmetropolitan areas amounted to 86 and 63 percent, respectively. Similarly, such coverage was substantially higher (87 percent) in establishments employing 100 or more than in smaller establishments (65 percent). The American Federation of Grain Millers (AFL-CIO) was the major union in the industry.

Virtually all of the workers in the industry were paid on a time-rate basis. Slightly more than four-fifths of the workers were in mills with formalized wage policies providing single rates for established occupational classifications; most of the remainder (largely in the Border and Southeast regions) were in mills in which pay rates were determined in relation to the qualifications of the individual employee.

⁶ The Northwestern Miller, Minneapolis, Minn., August 7, 1961, p. 23.

⁷ Preliminary estimate by the U. S. Department of Agriculture.

Average Hourly Earnings

Production workers in the flour and other grain milling industry averaged \$2.22 an hour in November 1961, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts (table 1). Men, accounting for 96 percent of the workers, averaged \$2.23 an hour, compared with \$1.91 for women.

Regionally, average earnings ranged from \$1.36 an hour in the Border States to \$2.59 in the Middle Atlantic. Averages in the Great Lakes and the Middle West, together accounting for slightly more than half of the workers covered by the study, were \$2.28 and \$2.26, respectively. Workers in the Southeast averaged \$1.38 an hour, compared with \$1.96 in the Southwest.

Nationwide, workers in metropolitan areas averaged \$2.38 an hour, compared with \$1.93 for those employed in smaller communities. Metropolitan areas accounted for all of the employment in the Middle Atlantic and Pacific—the two highest paying regions. In each of the remaining regions, with the exception of the Border States (where identical averages were recorded), highest averages were earned by workers in metropolitan areas—by amounts ranging from 16 to 46 cents an hour. Average hourly earnings of workers in the three metropolitan areas studied separately were Buffalo, \$2.75; Kansas City, \$2.43; and Minneapolis—St. Paul, \$2.60.

On the average, workers in mills with 100 or more employees earned \$2.39 an hour, compared with \$1.97 for workers in smaller mills. In each of the regions for which both averages are reported, except the Pacific, highest average hourly earnings were recorded for workers in the larger mills. In the Pacific region, nearly identical averages were recorded for the two establishment size groups. However, in Minneapolis—St. Paul workers in the smaller mills had a slight wage advantage.

Earnings of 97 percent of the production workers ranged from \$1.15 to \$3 an hour (table 2). In the earnings array, the middle half of the workers fell between \$2 and \$2.53 an hour; approximately a tenth of the workers earned less than \$1.50. Two-fifths of the workers in the Border and Southeast regions and nearly a tenth in the Southwest earned between \$1.15 and \$1.20 an hour. As indicated in the following tabulation, these were the only regions in which substantial proportions of workers earned less than \$1.25:

	Percent of workers with average hourly earnings of less than—			
	\$1.25	\$1.50	\$1.75	\$2.00
Middle Atlantic -----	-	0.3	5.4	8.6
Border -----	50.7	71.6	90.4	96.2
Southeast -----	56.8	69.5	79.9	94.6
Southwest -----	10.2	16.9	29.3	43.5
Great Lakes -----	1.0	4.0	12.4	24.9
Middle West -----	.1	.5	3.7	11.0
Mountain -----	-	-	-	-
Pacific -----	-	.9	1.1	1.4

Occupational Earnings

The 15 occupational classifications for which data are presented in table 3 accounted for nearly three-fifths of the production and related workers within

the scope of the survey. All of the workers in these jobs were men. Nation-wide, average hourly earnings for men in these jobs ranged from \$2.01 for feed packers to \$3.24 for head flour millers. Material handling laborers and flour packers, who together accounted for slightly more than a fourth of the production workers, averaged \$2.09 and \$2.08 an hour, respectively. Millwrights averaged \$2.88 an hour, compared with \$2.49 for forklift-truck operators and \$2.43 for second flour millers. Averages for the remainder of the jobs ranged from \$2.10 to \$2.38.

Occupational averages were generally highest in the Middle Atlantic region and lowest in the Border States. Information on occupational earnings were also tabulated by size of establishment (table 4) and by community size (table 5). In most of the regions where comparisons were possible, occupational earnings were generally higher in mills employing 100 or more workers than in the smaller mills. In the Pacific region, however, averages for the smaller mills equaled or exceeded the averages for the larger mills in 4 of the 8 jobs for which comparisons could be made. In most of the regions, occupational averages were consistently higher in metropolitan areas than in the smaller communities.

Earnings of individuals performing similar tasks within the same labor market were usually grouped within comparatively close limits (tables 6, 7, and 8). Thus, virtually all of the men janitors in Buffalo earned between \$2.50 and \$2.60 an hour and all of the flour packers earned between \$2.70 and \$2.90 an hour. Similar concentrations are apparent for the other two local areas for which separate data are provided.

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules and supplementary benefits, including paid holidays and vacations; retirement plans; life, sickness and accident, hospitalization, surgical, and medical insurance; and paid jury-duty and funeral leave for production and office workers.⁸

Scheduled Weekly Hours and Shift Practices. A work schedule of 40 hours a week was in effect in mills employing nearly three-fifths of the production workers in November 1961; an additional fifth of these workers were scheduled to work 48 hours (table 9). Weekly work schedules of 48 hours or more applied to a fourth or more of the production workers in all except the Mountain and Pacific regions. Nearly nine-tenths of the office workers were scheduled to work 40 hours a week.

Nearly three-tenths of the production workers in the industry were employed on late shifts at the time of the study (table 11). The wage differentials paid these workers varied greatly, but most commonly amounted to 10 cents above first-shift rates for second-shift work and 12 cents an hour for third-shift work.

Paid Holidays. Paid holidays were provided nearly all production and office workers (table 12). The majority of the production workers in 5 of the 8 regions for which separate data are provided received 8 days annually. Typically, production workers in the Border, Southeast, and Southwest regions received fewer than 8 paid holidays a year. Holiday provisions for office workers were generally similar to those for production workers.

⁸ Data for office workers summarized in this report exclude employees of separate central offices.

Paid Vacations. Paid vacations after qualifying periods of service were provided by mills employing virtually all of the production and office workers (table 13). A majority of the industry's production workers were eligible for 1 week's vacation pay after 1 year of service, 2 weeks' after 2 years, 3 weeks' after 10 years, and 4 weeks' after 20 or more years. Regionally, vacation provisions for production workers were most liberal in the Mountain and Pacific regions and least liberal in the Border and Southeast.

Office workers typically received 2 weeks of vacation pay after 1 year of service and 3 weeks after 10 years. Half of the office workers were in mills providing 4 or more weeks of vacation pay after 20 years of service.

Health, Insurance, and Pension Plans. Life, sickness and accident, hospitalization, surgical, and medical insurance plans, for which employers paid at least part of the cost, were available to a large majority of the production and office workers (table 14). Accidental death and dismemberment insurance was provided by mills employing half of the office workers and two-fifths of the production workers.

Pension plans providing regular payments for the remainder of the worker's life upon retirement (other than benefits available under Federal Old-Age, Survivors, and Disability Insurance) were provided by mills employing nearly seven-tenths of the production workers and three-fourths of the office workers.

Other Benefits. Provisions for full or partial payment for time lost as a result of attending funerals of certain family members applied to fully three-fourths of the production workers and nearly half of the office workers covered by the study (table 15).

Approximately seven-tenths of the production and office workers were employed by mills with provisions for at least partial payment for time lost while serving as jurors.

Two-fifths of the production workers and nearly a sixth of the office workers were in mills with provisions for severance pay to workers separated from employment because of technological changes or closing of the mill.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers in flour and other grain milling establishments by selected characteristics, United States, selected regions, and areas, November 1961)

Item	United States		Middle Atlantic				Border States		Southeast		Southwest					
	Number of workers	Average hourly earnings	Total ²		Buffalo		Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings				
			Number of workers	Average hourly earnings	Number of workers	Average hourly earnings										
All production workers -----	15,984	\$ 2.22	1,834	\$ 2.59	1,366	\$ 2.75	554	\$ 1.36	1,131	\$ 1.38	1,377	\$ 1.96				
Men -----	15,398	2.23	1,815	2.59	1,353	2.76	547	1.36	1,106	1.38	1,330	1.97				
Women -----	586	1.91	19	2.08	13	2.41	7	1.29	25	1.19	47	1.73				
Size of establishment:																
20-99 workers -----	6,575	1.97	568	2.21	-	-	391	1.34	812	1.26	476	1.71				
100 or more workers -----	9,409	2.39	1,266	2.75	1,266	2.75	-	-	319	1.66	901	2.09				
Size of community:																
Metropolitan areas ³ -----	10,320	2.38	1,834	2.59	1,366	2.75	266	1.36	517	1.49	628	2.08				
Nonmetropolitan areas -----	5,664	1.93	-	-	-	-	288	1.36	614	1.28	749	1.86				
			Great Lakes				Middle West				Mountain		Pacific			
			Total		Minneapolis-St. Paul		Rest of region		Total		Kansas City		Rest of region			
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers -----	5,025	\$ 2.28	730	\$ 2.60	4,295	\$ 2.23	3,364	\$ 2.26	598	\$ 2.43	2,766	\$ 2.22	1,020	\$ 2.36	1,679	\$ 2.54
Men -----	4,698	2.31	723	2.60	3,975	2.26	3,296	2.27	581	2.43	2,715	2.23	1,018	2.37	1,588	2.56
Women -----	327	1.91	7	2.21	320	1.90	68	1.96	17	2.36	51	1.83	-	-	91	2.15
Size of establishment:																
20-99 workers -----	1,474	1.93	218	2.65	1,256	1.81	1,726	2.18	125	2.46	1,601	2.16	595	2.33	533	2.55
100 or more workers -----	3,551	2.43	512	2.58	3,039	2.40	1,638	2.34	-	-	1,165	2.30	425	2.41	1,146	2.54
Size of community:																
Metropolitan areas ³ -----	2,973	2.47	730	2.60	2,243	2.43	1,706	2.37	598	2.43	1,108	2.33	717	2.41	1,679	2.54
Nonmetropolitan areas -----	2,052	2.01	-	-	2,052	2.01	1,658	2.15	-	-	1,658	2.15	303	2.25	-	-

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

² Includes data for other areas in addition to Buffalo. For definitions of regions (or areas) shown in this or subsequent tables, see footnotes 1 and 2, appendix A table.

³ The term "metropolitan area" as used in this study refers to the Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget.

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

Table 2. Earnings Distribution: All Establishments

(Percent distribution of production workers in flour and other grain milling establishments by average straight-time hourly earnings,¹ United States, selected regions, and areas, November 1961)

Average hourly earnings ¹	United States			Middle Atlantic		Border States	South-east	South-west	Great Lakes			Middle West			Mountain	Pacific
	Total	Men	Women	Total ²	Buffalo				Total	Minneapolis-St. Paul	Rest of region	Total	Kansas City	Rest of region		
Under \$ 1.15	0.3	0.3	-	-	-	0.2	4.2	-	(³)	-	(³)	-	-	-	-	-
\$ 1.15 and under \$ 1.20	5.3	5.2	10.4	-	-	41.5	39.2	9.3	1.0	-	1.2	0.1	-	0.1	-	-
\$ 1.20 and under \$ 1.25	1.3	1.4	.3	-	-	9.0	13.4	.9	-	-	-	-	-	-	-	-
\$ 1.25 and under \$ 1.30	1.1	1.0	2.9	-	-	6.9	7.9	1.2	.3	-	.3	.1	-	.1	-	0.5
\$ 1.30 and under \$ 1.35	1.0	1.1	.9	-	-	6.9	1.9	-	2.1	-	2.5	-	-	-	-	-
\$ 1.35 and under \$ 1.40	.4	.3	2.7	0.3	-	4.2	1.3	.3	.2	-	.2	.1	-	.1	-	.4
\$ 1.40 and under \$ 1.45	.6	.6	.9	-	-	2.0	1.1	4.5	.1	-	.1	.1	-	.1	-	-
\$ 1.45 and under \$ 1.50	.3	.2	.3	-	-	.9	.5	.7	.3	-	.4	.1	-	.1	-	-
\$ 1.50 and under \$ 1.60	2.7	2.7	1.2	.3	-	11.2	5.8	4.7	2.8	0.1	3.3	2.6	-	3.2	-	-
\$ 1.60 and under \$ 1.70	2.7	2.5	5.5	3.9	-	5.1	2.8	6.3	3.8	-	4.4	.4	-	.5	-	-
\$ 1.70 and under \$ 1.80	2.1	2.0	4.4	1.7	0.1	5.1	3.6	2.7	3.6	.4	4.1	.3	-	.4	-	.4
\$ 1.80 and under \$ 1.90	2.5	2.5	4.4	2.1	.1	1.6	8.5	7.7	2.1	-	2.4	1.5	-	1.8	-	-
\$ 1.90 and under \$ 2.00	4.8	3.9	27.1	.3	-	1.6	4.4	5.2	8.6	.7	9.9	5.7	-	7.0	-	.1
\$ 2.00 and under \$ 2.10	3.3	3.1	7.0	-	-	1.1	1.8	7.9	4.1	-	4.8	5.1	-	6.1	-	.4
\$ 2.10 and under \$ 2.20	9.1	9.4	.9	6.2	.1	.5	1.7	7.8	8.7	1.0	10.1	19.2	-	23.4	12.6	.1
\$ 2.20 and under \$ 2.30	12.9	13.0	8.0	4.9	-	.5	.9	22.8	10.1	10.8	9.9	23.4	10.2	26.2	28.0	3.5
\$ 2.30 and under \$ 2.40	13.1	13.1	13.7	3.2	.2	.7	.4	7.0	14.0	15.2	13.8	19.2	38.8	14.9	30.0	17.0
\$ 2.40 and under \$ 2.50	8.5	8.5	8.9	1.7	.8	-	-	6.4	7.1	8.8	6.8	9.8	25.1	6.5	15.0	23.9
\$ 2.50 and under \$ 2.60	9.9	10.3	.5	24.0	29.8	-	.5	1.5	7.7	24.5	4.8	7.0	16.6	4.9	5.6	26.1
\$ 2.60 and under \$ 2.70	3.7	3.9	-	7.3	9.8	-	-	1.5	4.2	12.5	2.8	1.8	2.0	1.8	.6	9.6
\$ 2.70 and under \$ 2.80	7.2	7.4	-	21.8	29.2	-	-	1.2	9.4	5.9	10.0	2.2	7.0	1.2	5.0	7.9
\$ 2.80 and under \$ 2.90	3.2	3.3	-	8.4	11.3	.4	-	.1	4.8	1.5	5.3	.5	-	.6	1.6	4.6
\$ 2.90 and under \$ 3.00	1.5	1.6	-	3.3	4.5	-	-	.1	2.6	12.5	1.0	-	-	-	.2	2.7
\$ 3.00 and under \$ 3.10	.8	.8	-	3.4	4.6	-	-	.5	.5	2.9	.1	.1	-	.1	.5	1.5
\$ 3.10 and under \$ 3.20	.3	.3	-	1.0	1.3	.2	.1	.1	.2	.4	.2	.1	-	.1	.2	.2
\$ 3.20 and under \$ 3.30	.8	.8	-	5.6	7.5	-	-	.1	.1	.4	.1	.2	-	.2	-	.2
\$ 3.30 and under \$ 3.40	.2	.2	-	.2	.2	-	-	.1	.3	1.0	.2	.1	-	.2	.3	.2
\$ 3.40 and under \$ 3.50	.1	.1	-	-	-	-	-	-	.1	.1	.1	.2	-	.3	-	.1
\$ 3.50 and over	.6	.6	-	.3	.4	.5	.1	-	1.2	1.4	1.2	.1	.3	(³)	.3	.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	15,984	15,398	586	1,834	1,366	554	1,131	1,377	5,025	730	4,295	3,364	598	2,766	1,020	1,679
Average hourly earnings ¹	\$2.22	\$2.23	\$1.91	\$2.59	\$2.75	\$1.36	\$1.38	\$1.96	\$2.28	\$2.60	\$2.23	\$2.26	\$2.43	\$2.22	\$2.36	\$2.54

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

² Includes data for other areas in addition to Buffalo.

³ Less than 0.05 percent.

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

Table 4. Occupational Averages: By Size of Establishment

(Number and average straight-time hourly earnings¹ of men in selected production occupations in flour and other grain milling establishments by size of establishment, United States and selected regions, November 1961)

Occupation	United States				Middle Atlantic				Border States		Southeast				Southwest					
	Establishments with—																			
	20-99 workers		100 or more workers		20-99 workers		100 or more workers		20-99 workers		100 or more workers		20-99 workers		100 or more workers		20-99 workers		100 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Bolters	104	\$2.14	143	\$2.55	-	-	18	\$2.94	-	-	12	\$1.50	-	-	-	-	23	\$2.28	-	-
Grain-elevator operators	233	2.08	210	2.50	-	-	94	2.79	27	\$1.30	11	1.37	-	-	14	\$1.89	13	2.04	-	-
Janitors, porters, and cleaners	442	2.03	772	2.26	30	\$2.15	116	2.52	13	1.37	18	1.27	13	\$1.49	33	1.74	47	1.98	-	-
Laborers, material handling	1,234	1.89	1,460	2.25	82	2.11	195	2.59	77	1.34	105	1.22	50	1.63	114	1.64	151	2.03	-	-
Millers, flour (head)	77	2.97	51	3.65	-	-	-	-	6	2.22	-	-	-	-	-	-	-	-	-	-
Millers, flour (second miller)	409	2.28	249	2.68	-	-	10	3.26	19	1.68	29	1.72	9	2.09	15	1.47	25	2.47	-	-
Millwrights	43	2.62	193	2.93	-	-	54	3.20	-	-	-	-	-	-	-	-	-	-	-	-
Others	241	2.09	246	2.33	-	-	26	2.63	-	-	-	-	-	-	15	1.73	19	2.15	-	-
Packers, feed	401	1.88	224	2.25	44	2.02	13	2.72	34	1.24	43	1.20	10	1.66	27	1.60	36	2.05	-	-
Packers, flour	845	1.88	689	2.34	-	-	109	2.74	85	1.27	131	1.25	44	1.69	91	1.77	93	2.02	-	-
Roll tenders	59	1.93	113	2.50	-	-	19	2.92	-	-	-	-	-	-	-	-	16	2.23	-	-
Smelters	102	2.28	130	2.44	-	-	15	2.84	-	-	-	-	-	-	-	-	21	2.23	-	-
Truckers, power (forklift)	65	2.20	246	2.57	-	-	17	2.74	-	-	12	1.17	-	-	-	-	13	2.17	-	-
	Great Lakes				Middle West				Mountain				Pacific							
	Establishments with—																			
	20-99 workers		100 or more workers		20-99 workers		100 or more workers		20-99 workers		100 or more workers		20-99 workers		100 or more workers					
Bolters	30	\$2.02	36	\$2.64	27	\$2.30	26	\$2.49	-	-	15	\$2.54	-	-	18	\$2.68				
Grain-elevator operators	60	2.01	44	2.53	44	2.30	26	2.42	38	\$2.36	-	-	17	\$2.60	-	-				
Janitors, porters, and cleaners	88	1.95	348	2.25	168	2.09	124	2.24	52	2.23	38	2.24	40	2.34	79	2.39				
Laborers, material handling	276	1.72	492	2.27	394	2.11	385	2.24	93	2.22	-	-	93	2.48	133	2.45				
Millers, flour (head)	26	3.20	23	3.89	18	2.91	8	3.32	-	-	-	-	8	3.31	6	3.60				
Millers, flour (second miller)	106	2.25	105	2.81	129	2.39	63	2.58	48	2.62	-	-	36	2.83	17	2.89				
Millwrights	9	2.63	83	2.79	15	2.59	-	-	-	-	-	-	-	-	29	3.07				
Others	59	1.99	100	2.35	75	2.12	56	2.27	34	2.23	15	2.33	20	2.57	19	2.49				
Packers, feed	82	1.86	52	2.33	109	2.10	66	2.33	49	2.30	15	2.36	-	-	-	-				
Packers, flour	155	1.85	171	2.43	189	2.20	146	2.34	108	2.31	38	2.38	61	2.51	72	2.52				
Roll tenders	39	1.82	46	2.55	16	2.29	26	2.35	-	-	-	-	-	-	-	-				
Smelters	39	2.07	40	2.49	27	2.22	28	2.40	-	-	-	-	24	2.59	14	2.53				
Truckers, power (forklift)	-	-	-	-	-	-	-	-	-	-	-	-	39	2.54	53	2.54				

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

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

Table 6. Occupational Earnings: Buffalo

(Number and average straight-time hourly earnings¹ of workers in selected production occupations in flour and other grain milling establishments, November 1961)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																						
			\$ 1.70 and under	\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90 and over
			\$ 1.80	\$ 1.90	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80	\$ 3.90	over
All production workers	1,366	\$ 2.75	2	2	-	-	1	-	3	11	407	134	399	154	61	63	18	103	3	-	-	1	-	1	3
Men	1,353	2.76	2	2	-	-	1	-	3	11	407	134	399	154	61	63	18	103	3	-	-	1	-	1	3
Women	13	2.41	-	-	-	-	-	-	3	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Men</u>																									
Bolters	18	2.94	-	-	-	-	-	-	-	-	-	-	3	-	9	6	-	-	-	-	-	-	-	-	-
Grain-elevator operators	100	2.79	-	-	-	-	-	-	-	-	-	2	66	22	1	9	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners	124	2.52	-	-	-	-	-	-	-	1	123	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling	219	2.59	-	-	-	-	-	-	-	-	189	22	8	-	-	-	-	-	-	-	-	-	-	-	-
Millers, flour (second miller)	13	3.18	-	-	-	-	-	-	-	-	-	-	-	3	3	4	-	1	-	-	1	-	1	-	
Millwrights	61	3.20	-	-	-	-	-	-	-	-	-	-	-	-	12	-	49	-	-	-	-	-	-	-	
Oilers	28	2.63	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Packers, feed	15	2.73	-	-	-	-	-	-	-	8	18	2	-	-	-	-	-	-	-	-	-	-	-	-	
Packers, flour	116	2.74	-	-	-	-	-	-	-	-	-	14	1	-	-	-	-	-	-	-	-	-	-	-	
Roll tenders	19	2.92	-	-	-	-	-	-	-	-	-	102	14	-	-	-	-	-	-	-	-	-	-	-	
Smutters	18	2.83	-	-	-	-	-	-	-	-	-	6	3	3	3	7	-	-	-	-	-	-	-	-	
Truckers, power (forklift)	18	2.73	-	-	-	-	-	-	-	-	-	1	17	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All workers were paid on a time basis.

Table 7. Occupational Earnings: Kansas City

(Number and average straight-time hourly earnings¹ of workers in selected production occupations in flour and other grain milling establishments, November 1961)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—									
			\$2.20 and under	\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80 and over
			\$2.25	\$2.30	\$2.35	\$2.40	\$2.45	\$2.50	\$2.60	\$2.70	\$2.80	
All workers	598	\$2.43	13	48	162	70	90	60	99	12	42	2
Men	581	2.43	13	47	162	54	90	60	99	12	42	2
Women	17	2.36	-	1	-	16	-	-	-	-	-	-
<u>Men</u>												
Bolters	17	2.52	-	-	-	-	-	-	-	17	-	-
Janitors, porters, and cleaners	52	2.28	7	38	7	-	-	-	-	-	-	-
Laborers, material handling	135	2.35	-	-	112	2	8	8	5	-	-	-
Millers, flour (second miller)	24	2.61	-	-	-	-	-	-	16	8	-	-
Oilers	22	2.31	6	-	12	4	-	-	-	-	-	-
Packers, flour	35	2.47	-	-	-	-	2	28	5	-	-	-
Roll tenders	15	2.34	-	-	12	3	-	-	-	-	-	-
Smelters	19	2.42	-	-	-	12	3	-	4	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All of the workers in each occupation studied were paid on a time basis.

Table 8. Occupational Earnings: Minneapolis—St. Paul

(Number and average straight-time hourly earnings¹ of workers in selected production occupations in flour and other grain milling establishments, November 1961)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$ 2.20	\$2.20 and under \$2.30	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60 and over
			All workers -----	730	\$2.60	16	79	111	64	179	91	43	11	91	21	3	3	7	1	-	2	-	1	-	-	-	-	3
Men -----	723	2.60	13	75	111	64	179	91	43	11	91	21	3	3	7	1	-	2	-	1	-	-	-	-	3	-	1	3
Women -----	7	2.21	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Men</u>																												
Bolters -----	15	2.65	-	-	-	-	3	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grain-elevator operators -----	13	2.77	-	-	-	-	-	1	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners -----	82	2.29	-	72	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	81	2.40	-	-	66	7	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Millers, flour (second miller) -----	31	3.10	-	-	-	-	-	-	-	-	17	3	-	2	7	-	-	2	-	-	-	-	-	-	-	-	-	-
Millwrights -----	21	2.89	-	-	-	-	-	-	4	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Oilers -----	21	2.41	-	-	12	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, feed -----	12	2.53	-	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, flour -----	59	2.56	-	-	-	-	53	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Roll tenders -----	17	2.73	-	-	-	-	1	6	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Smutters -----	25	2.53	-	-	-	10	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All or a majority of the workers in each occupation studied were paid on a time basis.

Table 9. Scheduled Weekly Hours

(Percent of production and office workers in flour and other grain milling establishments by scheduled weekly hours of first-shift workers,¹ United States, selected regions, and areas, November 1961)

Weekly hours	United States	Regions								Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Minneapolis-St. Paul	Kansas City
Production workers												
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100
40 hours -----	56	63	21	40	46	62	40	49	100	62	52	72
41 and 43 hours -----	2	-	14	-	-	4	-	-	-	-	-	-
44 hours -----	6	9	14	-	5	-	4	51	-	-	-	-
45 hours -----	6	-	24	30	16	4	-	-	-	-	-	-
46 hours -----	1	-	-	-	8	-	2	-	-	-	-	-
48 hours -----	22	23	5	13	20	24	43	-	-	31	48	28
50 hours -----	4	5	22	18	5	-	2	-	-	7	-	-
56 hours -----	2	-	-	-	-	-	9	-	-	-	-	-
60 hours -----	2	-	-	-	-	6	-	-	-	-	-	-
Office workers												
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100
35 hours -----	1	5	-	-	-	-	-	-	-	6	-	-
37½ hours -----	1	-	-	2	-	2	-	-	4	-	-	-
38¾ hours -----	(²)	-	-	-	-	-	(²)	-	-	-	-	1
40 hours -----	87	95	58	65	82	88	85	90	96	94	100	99
41 and 41½ hours -----	2	-	17	-	3	-	5	-	-	-	-	-
42 hours -----	1	-	-	4	-	-	2	-	-	-	-	-
44 hours -----	6	-	12	2	2	9	8	10	-	-	-	-
45 hours -----	1	-	-	10	12	-	-	-	-	-	-	-
48 hours -----	(²)	-	-	4	-	-	-	-	-	-	-	-
50 hours -----	1	-	13	12	-	-	-	-	-	-	-	-

¹ Data relate to the predominant work schedule in each establishment.² Less than 0.5 percent.

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

Table 10. Shift Differential Provisions

(Percent of production workers by shift differential provisions¹ in flour and other grain milling establishments, United States, selected regions, and areas, November 1961)

Shift differential	United States	Regions								Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Minneapolis-St. Paul	Kansas City
<u>Second shift</u>												
Workers in establishments having second-shift provisions	95.8	100.0	53.2	63.6	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
With shift differential	83.6	90.8	19.5	33.6	91.6	83.7	90.4	100.0	100.0	100.0	100.0	100.0
Uniform cents per hour	83.3	90.8	19.5	29.7	91.6	83.7	90.4	100.0	100.0	100.0	100.0	100.0
3 cents	1.1	-	-	9.2	-	-	2.1	-	-	-	-	-
4 cents	3.3	-	-	-	9.9	2.9	7.3	-	-	-	-	-
5 cents	3.9	-	14.4	6.4	10.2	6.7	-	-	-	-	-	-
6 cents7	-	-	9.8	-	-	-	-	-	-	-	-
7 cents	1.9	-	-	-	7.3	4.2	-	-	-	-	-	-
8 cents	10.7	-	-	-	26.0	12.8	10.3	-	21.6	-	-	-
9 cents	3.9	21.7	-	-	-	4.4	-	-	-	7.2	-	-
10 cents	46.3	-	5.1	4.3	20.0	49.8	70.6	100.0	68.5	-	100.0	95.8
11 cents	10.6	69.1	-	-	18.2	-	-	-	9.9	92.8	-	-
15 cents9	-	-	-	-	2.9	-	-	-	-	-	-
Other3	-	-	3.9	-	-	-	-	-	-	-	-
With no shift differential	12.2	9.2	33.8	30.0	8.4	16.3	9.6	-	-	-	-	-
<u>Third or other late shift</u>												
Workers in establishments having third-or other late-shift provisions	90.2	100.0	42.8	50.8	81.7	97.6	92.2	100.0	96.4	100.0	100.0	100.0
With shift differential	83.4	90.8	19.5	29.7	81.7	89.5	88.3	100.0	96.4	100.0	100.0	100.0
Uniform cents per hour	83.4	90.8	19.5	29.7	81.7	89.5	88.3	100.0	96.4	100.0	100.0	100.0
5 cents	2.6	-	-	12.2	-	5.7	-	-	-	-	-	-
6 cents	1.5	-	-	-	-	-	7.3	-	-	-	-	-
7 cents	1.3	-	-	-	-	4.2	-	-	-	-	-	-
8 cents	3.0	-	-	9.8	-	7.4	-	-	-	-	-	-
9 cents	2.5	21.7	-	-	-	-	-	-	-	7.2	-	-
10 cents	11.0	-	14.4	7.7	36.0	13.3	10.3	-	4.7	-	-	4.2
11 cents	11.3	69.1	-	-	18.2	2.5	-	-	9.9	92.8	-	-
12 cents	46.5	-	5.1	-	20.0	52.6	70.6	100.0	64.9	-	93.7	95.8
13 cents	1.8	-	-	-	-	-	-	-	16.9	-	-	-
15 cents6	-	-	-	7.5	-	-	-	-	-	-	-
20 cents	1.2	-	-	-	-	3.8	-	-	-	-	6.3	-
With no shift differential	6.7	9.2	23.3	21.0	-	8.2	3.9	-	-	-	-	-

¹ Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.

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

Table II. Shift Differential Practices

(Percent of production workers employed on late shifts in flour and other grain milling establishments by amount of pay differential. United States, selected regions, and areas, November 1961)

Shift differential	United States	Regions								Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Minneapolis-St. Paul	Kansas City
<u>Second shift</u>												
Workers employed on second shift -----	16.8	21.8	5.2	12.0	16.3	16.4	19.3	13.7	16.7	23.6	15.8	14.2
Receiving shift differential -----	14.8	20.8	2.7	8.0	14.9	14.1	16.0	13.7	16.7	23.6	15.8	14.2
Uniform cents per hour -----	14.8	20.8	2.7	7.5	14.9	14.1	16.0	13.7	16.7	23.6	15.8	14.2
3 cents -----	.3	-	-	2.3	-	-	.5	-	-	-	-	-
4 cents -----	.5	-	-	-	.9	.5	1.1	-	-	-	-	-
5 cents -----	.8	-	1.8	1.1	2.1	1.4	-	-	-	-	-	-
6 cents -----	.2	-	-	3.0	-	-	-	-	-	-	-	-
7 cents -----	.3	-	-	-	.6	.8	-	-	-	-	-	-
8 cents -----	2.3	-	-	-	5.1	2.8	2.6	-	4.4	-	-	1.0
9 cents -----	.7	3.9	-	-	-	.7	-	-	-	.8	-	-
10 cents -----	7.1	-	.9	1.1	2.7	7.1	11.8	13.7	11.1	-	15.8	13.2
11 cents -----	2.4	17.0	-	-	3.6	-	-	-	1.2	22.8	-	-
15 cents -----	.3	-	-	-	-	.8	-	-	-	-	-	-
Other -----	(¹)	-	-	.5	-	-	-	-	-	-	-	-
Receiving no shift differential -----	2.0	1.0	2.5	4.0	1.4	2.2	3.3	-	-	-	-	-
<u>Third or other late shift</u>												
Workers employed on third or other late shifts -----	11.2	17.3	2.2	6.5	9.4	11.0	12.8	11.3	9.4	17.5	8.8	12.0
Receiving shift differential -----	10.6	16.3	1.4	3.7	9.4	10.7	11.9	11.3	9.4	17.5	8.8	12.0
Uniform cents per hour -----	10.6	16.3	1.4	3.7	9.4	10.7	11.9	11.3	9.4	17.5	8.8	12.0
5 cents -----	.6	-	-	2.9	-	1.4	-	-	-	-	-	-
6 cents -----	.2	-	-	-	-	-	1.1	-	-	-	-	-
7 cents -----	.2	-	-	-	-	.7	-	-	-	-	-	-
8 cents -----	.5	-	-	.4	-	1.5	-	-	-	-	-	-
9 cents -----	.4	3.9	-	-	-	-	-	-	-	.8	-	-
10 cents -----	1.3	-	.5	.4	5.7	1.2	1.8	-	.2	-	-	-
11 cents -----	1.7	12.4	-	-	1.3	.2	-	-	.5	16.7	-	-
12 cents -----	5.2	-	.9	-	1.7	5.5	9.1	11.3	6.7	-	8.4	12.0
13 cents -----	.2	-	-	-	-	-	-	-	2.0	-	-	-
15 cents -----	.1	-	-	-	.7	-	-	-	-	-	-	-
20 cents -----	.1	-	-	-	-	.3	-	-	-	-	.4	-
Receiving no shift differential -----	.6	1.0	.7	2.8	-	.3	.9	-	-	-	-	-

¹ Less than 0.05 percent.

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

Table 12. Paid Holidays

(Percent of production and office workers in flour and other grain milling establishments with formal provisions for paid holidays, United States, selected regions, and areas, November 1961)

Number of paid holidays	United States	Regions								Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Minneapolis-St. Paul	Kansas City
Production workers												
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	96	100	73	84	90	98	100	100	100	100	100	100
1 day	1	-	-	3	8	-	-	-	-	-	-	-
3 days	(¹)	-	-	-	3	-	-	-	-	-	-	-
4 days	2	-	10	26	-	-	-	-	-	-	-	-
5 days	2	-	15	17	-	-	2	-	-	-	-	-
6 days	11	9	18	23	7	6	22	-	4	-	-	-
6 days plus 1 half day	1	-	-	-	10	-	-	-	-	-	-	-
6 days plus 2 half days	3	-	-	-	-	10	-	-	-	-	-	-
7 days	9	-	10	10	21	15	7	-	-	-	-	-
7 days plus 1 half day	(¹)	-	-	-	-	-	1	-	-	-	-	4
7 days plus 2 half days	2	-	-	-	-	6	-	-	-	-	-	-
8 days	65	91	19	4	41	60	68	100	96	100	100	96
Workers in establishments providing no paid holidays	4	-	27	16	10	2	-	-	-	-	-	-
Office workers												
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	99	100	87	93	100	100	100	100	100	100	100	100
1 day	1	-	-	4	4	-	-	-	-	-	-	-
3 days	1	-	-	6	6	-	-	-	-	-	-	-
4 days	1	-	10	18	-	-	-	-	-	-	-	-
5 days	2	-	37	16	-	-	-	-	-	-	-	-
6 days	21	9	15	33	17	24	37	-	6	-	-	-
6 days plus 1 half day	2	-	-	-	18	3	-	-	-	-	-	-
6 days plus 2 half days	2	-	-	-	-	5	-	-	-	-	-	-
7 days	14	-	8	11	7	13	28	-	19	-	-	33
7 days plus 1 half day	(¹)	-	-	-	-	(¹)	1	-	-	-	5	2
7 days plus 2 half days	6	25	-	-	-	1	11	-	-	31	13	34
8 days	42	43	17	4	44	45	22	90	71	41	51	31
8 days plus 1 half day	5	7	-	-	4	9	2	10	4	8	31	-
8 days plus 2 half days	1	12	-	-	-	-	-	-	-	14	-	-
9 days plus 1 half day	1	5	-	-	-	-	-	-	-	6	-	-
Workers in establishments providing no paid holidays	1	-	13	7	-	-	-	-	-	-	-	-

¹ Less than 0.5 percent.

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

Table 13. Paid Vacations

(Percent of production and office workers in flour and other grain milling establishments with formal provisions for paid vacations, United States, selected regions, and areas, November 1961)

Vacation provision	United States	Regions								Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Minneapolis-St. Paul	Kansas City
Production workers												
All workers	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>												
Workers in establishments providing paid vacations	98	100	86	84	92	100	100	100	100	100	100	100
Length-of-time payment	96	100	86	84	92	98	97	100	100	100	100	100
Percentage payment	1	-	-	-	-	2	3	-	-	-	-	-
Workers in establishments providing no paid vacations	2	-	14	16	8	-	-	-	-	-	-	-
<u>Amount of vacation pay¹</u>												
<u>After 1 year of service:</u>												
1 week	83	100	72	66	92	100	93	53	20	100	100	100
Over 1 and under 2 weeks	11	-	-	-	-	-	-	47	75	-	-	-
2 weeks	1	-	14	3	-	-	-	-	5	-	-	-
<u>After 2 years of service:</u>												
1 week	27	26	67	72	34	33	15	-	5	-	-	4
Over 1 and under 2 weeks	1	-	-	-	3	-	-	19	-	-	-	-
2 weeks	59	74	19	7	55	67	85	53	20	100	100	96
Over 2 and under 3 weeks	10	-	-	-	-	-	-	28	75	-	-	-
<u>After 3 years of service:</u>												
1 week	15	26	67	62	10	14	2	-	-	-	-	-
2 weeks	71	74	19	17	82	86	98	72	13	100	100	100
Over 2 and under 3 weeks	10	-	-	-	-	-	-	28	75	-	-	-
3 weeks	1	-	-	-	-	-	-	-	12	-	-	-
<u>After 5 years of service:</u>												
1 week	8	-	42	50	10	6	-	-	-	-	-	-
2 weeks	79	100	45	34	82	94	100	72	13	100	100	100
Over 2 and under 3 weeks	10	-	-	-	-	-	-	28	75	-	-	-
3 weeks	1	-	-	-	-	-	-	-	12	-	-	-
<u>After 10 years of service:</u>												
1 week	6	-	42	40	10	4	-	-	-	-	-	-
2 weeks	21	9	40	39	31	22	30	-	-	-	-	-
3 weeks	61	91	5	4	51	75	70	72	25	100	100	100
Over 3 and under 4 weeks	10	-	-	-	-	-	-	28	75	-	-	-
<u>After 15 years of service:</u>												
1 week	6	-	42	40	10	4	-	-	-	-	-	-
2 weeks	12	9	29	39	18	4	19	-	-	-	-	-
3 weeks	69	91	16	4	64	92	81	72	13	100	100	100
Over 3 and under 4 weeks	10	-	-	-	-	-	-	28	75	-	-	-
4 weeks	1	-	-	-	-	-	-	-	12	-	-	-
<u>After 20 years of service:</u>												
1 week	6	-	42	40	10	4	-	-	-	-	-	-
2 weeks	11	9	29	39	18	2	19	-	-	-	-	-
3 weeks	20	16	10	-	23	33	19	-	8	-	-	4
4 weeks	55	74	5	4	41	60	61	72	60	100	100	96
Over 4 weeks	5	-	-	-	-	-	-	28	32	-	-	-
<u>After 25 years of service:</u>												
1 week	6	-	42	40	10	4	-	-	-	-	-	-
2 weeks	11	9	29	39	18	2	19	-	-	-	-	-
3 weeks	15	16	10	-	23	22	18	-	4	-	-	-
4 weeks	60	74	5	4	41	72	63	72	64	100	100	100
Over 4 weeks	5	-	-	-	-	-	-	28	32	-	-	-

See footnote at end of table.

Table 13. Paid Vacations—Continued

(Percent of production and office workers in flour and other grain milling establishments with formal provisions for paid vacations, United States, selected regions, and areas, November 1961)

Vacation provision	United States	Regions								Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Minneapolis-St. Paul	Kansas City
Office workers												
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment												
Workers in establishments providing paid vacations	99	100	100	100	96	100	100	100	100	100	100	100
Length-of-time payment	99	100	100	100	96	100	100	100	100	100	100	100
Workers in establishments providing no paid vacations	(²)	-	-	-	4	-	-	-	-	-	-	-
Amount of vacation pay ¹												
After 1 year of service:												
1 week	47	27	73	52	41	40	57	44	57	11	18	44
Over 1 and under 2 weeks	(²)	-	-	4	-	-	-	-	-	-	-	-
2 weeks	52	73	27	31	54	60	42	56	43	89	82	56
After 2 years of service:												
1 week	17	18	53	61	14	23	11	-	-	-	-	2
Over 1 and under 2 weeks	7	-	-	4	3	-	-	44	29	-	-	-
2 weeks	66	52	42	29	56	74	77	56	71	64	59	67
Over 2 and under 3 weeks	10	29	5	4	22	3	12	-	-	36	41	31
After 3 years of service:												
1 week	10	18	53	42	-	13	2	-	-	-	-	-
Over 1 and under 2 weeks	6	-	-	4	-	-	-	44	29	-	-	-
2 weeks	74	52	42	47	73	84	86	56	71	64	59	69
Over 2 and under 3 weeks	10	29	5	4	22	3	12	-	-	36	41	31
After 5 years of service:												
1 week	4	-	45	34	-	5	-	-	-	-	-	-
Over 1 and under 2 weeks	6	-	-	4	-	-	-	44	29	-	-	-
2 weeks	80	71	50	58	73	92	88	56	71	64	59	69
Over 2 and under 3 weeks	10	29	5	4	22	3	12	-	-	36	41	31
After 10 years of service:												
1 week	4	-	45	34	-	4	-	-	-	-	-	-
Over 1 and under 2 weeks	(²)	-	-	4	-	-	-	-	-	-	-	-
2 weeks	29	14	50	58	31	27	37	-	23	6	-	-
3 weeks	51	57	-	-	42	66	51	56	48	58	59	69
Over 3 and under 4 weeks	16	29	5	4	22	3	12	44	29	36	41	31
After 15 years of service:												
1 week	4	-	45	34	-	4	-	-	-	-	-	-
Over 1 and under 2 weeks	(²)	-	-	4	-	-	-	-	-	-	-	-
2 weeks	19	14	42	58	27	4	35	-	10	6	-	-
3 weeks	61	57	8	-	46	89	53	56	61	58	59	69
Over 3 and under 4 weeks	16	29	5	4	22	3	12	44	29	36	41	31
After 20 years of service:												
1 week	4	-	45	34	-	4	-	-	-	-	-	-
Over 1 and under 2 weeks	(²)	-	-	4	-	-	-	-	-	-	-	-
2 weeks	18	14	42	58	20	2	35	-	10	6	-	-
3 weeks	28	9	8	-	25	36	29	-	53	-	-	35
4 weeks	34	48	-	-	28	55	24	56	8	58	59	34
Over 4 weeks	16	29	5	4	22	3	12	44	29	36	41	31
After 25 years of service:												
1 week	4	-	45	34	-	4	-	-	-	-	-	-
Over 1 and under 2 weeks	(²)	-	-	4	-	-	-	-	-	-	-	-
2 weeks	18	14	42	58	20	2	35	-	10	6	-	-
3 weeks	23	9	8	-	25	28	28	-	37	-	-	32
4 weeks	38	48	-	-	28	63	25	56	24	58	59	37
Over 4 weeks	16	29	5	4	22	3	12	44	29	36	41	31

¹ Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progressions. For example, the changes in proportions indicated at 10 years' may include changes occurring between 5 and 10 years.

² Less than 0.5 percent.

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

Table 14. Health, Insurance, and Pension Plans

(Percent of production and office workers in flour and other grain milling establishments with specified health, insurance, and pension plans, United States, selected regions, and areas, November 1961)

Type of plan ¹	United States	Regions								Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Minneapolis-St. Paul	Kansas City
Production workers												
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:												
Life insurance	91	100	55	81	89	86	96	100	100	100	94	100
Accidental death and dismemberment insurance	40	58	36	29	34	41	35	-	68	56	-	4
Sickness and accident insurance or sick leave or both ²	79	100	55	31	69	82	88	78	74	100	100	100
Sickness and accident insurance	76	100	55	31	69	79	88	78	57	100	100	100
Sick leave (full pay, no waiting period)	2	-	10	-	-	-	3	-	12	-	-	-
Sick leave (partial pay or waiting period)	6	-	-	-	-	8	3	-	30	-	-	-
Hospitalization insurance	92	100	64	92	81	89	94	100	100	100	100	100
Surgical insurance	91	100	64	83	81	89	94	100	100	100	100	100
Medical insurance	75	75	16	17	52	75	94	100	95	79	100	100
Catastrophe insurance	11	5	15	16	25	10	6	-	17	7	-	-
Retirement pension	68	91	53	12	36	70	64	100	91	100	100	89
Retirement severance pay	4	-	-	9	15	6	-	-	-	-	-	-
No health, insurance, or pension plan	5	-	36	2	3	9	4	-	-	-	-	-
Office workers												
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:												
Life insurance	89	100	55	84	88	74	100	100	100	100	87	100
Accidental death and dismemberment insurance	51	59	43	33	58	55	57	-	47	61	23	33
Sickness and accident insurance or sick leave or both ²	80	100	65	40	41	93	87	90	54	100	95	75
Sickness and accident insurance	62	100	55	40	27	55	81	90	23	100	90	75
Sick leave (full pay, no waiting period)	26	84	18	22	14	29	14	-	13	81	23	10
Sick leave (partial pay or waiting period)	8	-	-	-	-	21	-	-	19	-	-	-
Hospitalization insurance	93	100	65	88	84	87	98	100	100	100	100	100
Surgical insurance	93	100	65	90	84	87	98	100	100	100	100	100
Medical insurance	80	91	13	20	52	79	96	100	84	100	100	100
Catastrophe insurance	45	77	25	28	52	32	37	64	58	95	59	59
Retirement pension	73	91	55	30	51	70	78	100	77	100	100	91
Retirement severance pay	6	-	-	14	21	12	-	-	-	-	-	-
No health, insurance, or pension plan	2	-	35	2	2	3	-	-	-	-	-	-

¹ Includes only those plans for which at least part of the cost is borne by the employer. Legally required plans such as workmen's compensation and social security were excluded; however, those plans required by Temporary Disability Insurance Laws were included if financed at least in part by the employer.

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

Table 15. Paid Funeral Leave, Jury-Duty Leave, and Technological Severance Pay

(Percent of production and office workers in flour and other grain milling establishments with provisions for paid funeral leave, jury-duty leave, and technological severance pay, United States, selected regions, and areas, November 1961)

Item	United States	Regions								Areas		
		Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	Buffalo	Minneapolis-St. Paul	Kansas City
Production workers												
Workers in establishments with provisions for:												
Paid funeral leave	77	91	38	8	66	87	80	100	80	100	100	100
Paid jury-duty leave	73	74	19	30	72	69	82	100	95	100	100	100
Technological severance pay	43	74	5	4	29	37	37	78	70	100	100	57
Office workers												
Workers in establishments with provisions for:												
Paid funeral leave	49	84	28	2	7	63	57	46	16	92	10	44
Paid jury-duty leave	69	82	18	39	62	68	69	100	68	100	82	75
Technological severance pay	15	41	-	-	4	11	17	46	-	50	41	25

Appendix A: Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in milling flour or meal from grain, except rice (industry 2041 as defined in the Standard Industrial Classification Manual, 1957 edition, prepared by the U. S. Bureau of the Budget). Establishments primarily engaged in cleaning and polishing rice, and manufacturing rice flour or meal (industry 2044) or manufacturing prepared flour mixes from purchased ingredients (industry 2045) were excluded from the survey. Separate auxiliary units such as central offices also were excluded.

The establishments studied were selected from those employing 20 or more workers at the time of reference of the data used in compiling the universe lists.

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

Estimated number of establishments and workers within scope of survey and number studied,
flour and other grain milling establishments, November 1961

Region ¹ and area ²	Number of establishments ³		Workers in establishments—			
	Within scope of study	Studied	Within scope of study			Studied
			Total ⁴	Production workers	Office workers	
United States -----	235	140	21,398	15,984	2,153	16,084
Middle Atlantic ⁵ -----	17	9	2,501	1,834	260	2,028
Buffalo -----	7	7	1,895	1,366	212	1,895
Border States -----	18	9	784	554	60	559
Southeast -----	28	19	1,583	1,131	97	1,284
Southwest -----	20	16	1,968	1,377	178	1,728
Great Lakes -----	57	30	6,495	5,025	612	4,586
Minneapolis—Sr. Paul -----	7	7	858	730	39	858
Rest of region -----	50	23	5,637	4,295	573	3,728
Middle West -----	54	35	4,594	3,364	559	3,384
Kansas City -----	6	6	873	598	131	873
Rest of region -----	48	29	3,721	2,766	428	2,511
Mountain -----	21	9	1,299	1,020	118	650
Pacific -----	20	13	2,174	1,679	269	1,865

¹ The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; Mountain—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and Pacific—California, Nevada, Oregon, and Washington.

² Standard Metropolitan Statistical Areas, as defined by the U. S. Bureau of the Budget.

³ Includes only establishments with 20 or more workers at the time of reference of the unemployment insurance listings.

⁴ Includes executive, professional, and other workers excluded from the separate production and office worker categories.

⁵ Includes data for other areas in addition to Buffalo.

Method of Study

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

Establishment Definition

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

Employment

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

Production Workers

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

Occupations Selected for Study

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

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses, were included as part of the workers' regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal rather than actual hours.⁹

Comparison With Other Statistics

The straight-time hourly earnings presented in this report differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated from the weighted data by summing individual hourly earnings and dividing by the number of individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

⁹ Average hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers, were obtained by weighting each rate (or hourly earnings) by the number of workers receiving the rate.

Size of Community

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

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

Establishment Practices and Supplementary Wage Provisions

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

Weekly Hours. Data relate to the predominant work schedule for production workers (or office workers) employed on the day shift, regardless of sex.

Shift Provisions and Practices. Data relate to the provisions in establishments having formal provisions for late-shift operations and to the practices in those establishments operating extra shifts during the payroll period studied.

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

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

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

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

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

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

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

Tabulations of retirement plans provide information separately for: (1) Those that provide regular payments upon retirement for the remainder of the worker's life, and (2) those that provide a lump-sum amount to the worker upon retirement, commonly referred to as "retirement severance pay."

Paid Funeral Leave, Jury-Duty Leave, and Technological Severance Pay. Tabulations of paid funeral and jury-duty leave are limited to formal plans which provide at least partial payment for time lost as a result of attending funerals of certain family members or serving as a juror. Technological severance pay plans are limited to formal plans providing pay to workers separated from employment because of technological changes or closing of mills.

Appendix B: Occupational Descriptions

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

BOLTER

(Sifter operator)

Sifts ground grain in the sifting machines to remove the broken kernels and lumps to be returned to grinding mills for further processing; and adjusts feed slides so machine can take in only as much grain as it will sift.

CLEANER, GRAIN

(Separator man)

Operates machine to remove dirt, chaff, stones, and other foreign matter from grain. The grain passes over shaker screens where the dirt and dust are removed by a blower or suction system. The grain falls through the screens while the foreign matter such as stones, sticks, etc., are ejected into a bag or container from the screen.

GRAIN-ELEVATOR OPERATOR

Has charge of grain unloading from trucks or railroad cars. Tends elevating machinery, and may do minor repair and maintenance work on elevating machinery. Sees that various grades of grain go to separate bins. Determines where grain is to be stored and is responsible for sending desired grain to mill. May actually do unloading, and may also run grain through original screening or cleaning process which removes large pieces of foreign matter.

GRINDING-MACHINE OPERATOR, FEED

(Hammer-mill operator; pulverizer; grinder operator; crusher-machine operator)

Operates one or more of several types of machines for cracking, pulverizing, grinding, or chopping materials. Is responsible for proper operation of machine, regulates flow of materials, relieves chokeups, and makes minor adjustments or repairs. May, in addition to being responsible for operation of machine, dump material into machine, take out, and sack and weigh it.

JANITOR, PORTER, AND CLEANER

(Sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by hand truck, car, or wheelbarrow. Longshoremen, who load and unload ships, are excluded.

MILLER, FLOUR (HEAD)

Oversees workers engaged in cleaning, grinding, and bolting (sifting) to insure milling of grain according to formula. Plans schedule according to amount of grain to be ground during period specified. Inspects grain at various stages of manufacture to determine if fineness is according to specifications. May adjust or instruct and/or assist various machine operators in adjusting machinery.

MILLER, FLOUR (SECOND MILLER)

Performs any or all necessary cleaning, grinding, bolting (sifting), and packing jobs in a grain mill. Starts machinery and examines grain at various stages of manufacture to determine degree of fineness. Inspects various mills for proper operation and makes any necessary adjustments.

MILLWRIGHT

Installs new machines or heavy equipment and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; alining and balancing of equipment; selecting standard tools, equipment, and parts to be used; installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

OILER

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment of an establishment.

PACKER

Tends a machine that sacks and weighs finished products or materials; places empty sack or bag over discharge nozzle or spout of packing machine; starts flow of product or material into sack; shuts off or stops flow of product or material when specified weight or amount has entered the sack (machine may do this automatically). May seal or close sacks by hand or machine. May make adjustments and minor repairs.

For wage study purposes, packers are classified by product, as follows:

Packer, flour
Packer, feed

ROLL TENDER

Regulates flow of grain between grinding rollers of a rolling mill. Work includes: Moving rollers together so that grain passing between them will be crushed; starts feeder roll which moves grain out of supply hopper of mill and causes it to fall between rotating grinding rolls.

SMUTTER

Washes and scours grain which is infested with smut, by operating a washing machine and a scouring machine. May also weigh, temper, and condition grain for grinding. May clean, adjust, and assist in repairing machinery.

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

INDUSTRY WAGE STUDIES

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

I. Occupational Wage Studies

Manufacturing

Apparel:

- Men's Dress Shirts and Nightwear, 1950 - Series 2, No. 80
- Men's and Boys' Dress Shirts and Nightwear, 1954 - BLS Report No. 74
- *Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1956 - BLS Report 116
- Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1961 - BLS Bulletin No. 1323 (40 cents)
- Men's and Boys' Suits and Coats, 1958 - BLS Report No. 140
- Women's and Misses' Coats and Suits, 1957 - BLS Report No. 122
- Women's and Misses' Dresses, 1960 - BLS Report No. 193
- Work Clothing, 1953 - BLS Report No. 51
- Work Clothing, 1961 - BLS Bulletin No. 1321 (35 cents)
- *Work Shirts, 1955 and 1956 - BLS Report 115
- *Work Shirts, 1957 - BLS Report No. 124

Chemicals and Petroleum:

- Fertilizer, 1949-50 - Series 2, No. 77
- *Fertilizer Manufacturing, 1955 and 1956 - BLS Report No. 111
- *Fertilizer Manufacturing, 1957 - BLS Report No. 132
- Industrial Chemicals, 1951 - Series 2, No 87
- Industrial Chemicals, 1955 - BLS Report No. 103
- Paints and Varnishes, 1961 - BLS Bulletin No. 1318 (30 cents)
- Petroleum Production and Refining, 1951 - Series 2, No. 83
- Petroleum Refining, 1959 - BLS Report No. 158
- Synthetic Fibers, 1958 - BLS Report No. 143

Food:

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

Leather:

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

Lumber and Furniture:

- Household Furniture, 1954 - BLS Report No. 76
- Lumber in the South, 1949 and 1950 - Series 2, No. 76
- Southern Lumber Industry, 1953 - BLS Report No. 45
- *Southern Sawmills, 1955 and 1956 - BLS Report No. 113
- *Southern Sawmills, 1957 - BLS Report No. 130
- West Coast Sawmilling, 1952 - BLS Report No. 7
- West Coast Sawmilling, 1959 - BLS Report No. 156
- Wood Household Furniture, Except Upholstered, 1959 - BLS Report No. 152
- *Wooden Containers, 1955 and 1956 - BLS Report No. 115
- *Wooden Containers, 1957 - BLS Report No. 126

Paper and Allied Products:

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

Primary Metals, Fabricated Metal Products and Machinery:

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

Rubber and Plastics Products:

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

Stone, Clay, and Glass:

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

Textiles:

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

Tobacco:

- Cigar Manufacturing, 1955 - BLS Report No. 97
- *Cigar Manufacturing, 1956 - BLS Report No. 117
- Cigar Manufacturing, 1961 - BLS Bulletin No. 1317 (30 cents)
- Cigarette Manufacturing, 1960 - BLS Report No. 167
- *Tobacco Stemming and Redrying, 1955 and 1956 - BLS Report No. 117
- *Tobacco Stemming and Redrying, 1957 - BLS Report No. 136

Transportation:

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

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

I. Occupational Wage Studies—Continued

Nonmanufacturing

Auto Dealers Repair Shops, 1958 - BLS Report No. 141	Electric and Gas Utilities, 1952 - BLS Report No. 12
Banking Industry, 1960 - BLS Report No. 179	Electric and Gas Utilities, 1957 - BLS Report No. 135
Contract Cleaning Services, 1961 - BLS Bulletin No. 1327 (25 cents)	Hospitals, 1960 - BLS Bulletin No. 1294 (50 cents)
Crude Petroleum and Natural Gas Production, 1960 - BLS Report No. 181	Hotels, 1960 - BLS Report No. 173
Department and Women's Ready-to-Wear Stores, 1950 - Series 2, No. 78	Hotels and Motels, 1961 - BLS Bulletin No. 1328 (30 cents)
Eating and Drinking Places, 1961 - BLS Bulletin No. 1329 (40 cents)	Life Insurance, 1961 - BLS Bulletin No. 1324 (30 cents)
Electric and Gas Utilities, 1950 - Series 2, No. 79	Power Laundries and Cleaning Services, 1961 - BLS Bulletin No. 1333 (45 cents)
	Power Laundries and Dry Cleaners, 1960 - BLS Report No. 178

II. Other Industry Wage Studies

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

Retail Trade, Employee Earnings in October 1956:

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

Regional Offices

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

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

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

U. S. Department of Labor
Bureau of Labor Statistics
1365 Ontario Street
Cleveland 14, Ohio

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

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