

INDUSTRY WAGE SURVEY

Pulp, Paper, and Paperboard Mills

JANUARY 1962

Bulletin No. 1341

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
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Preface

The results of a survey of wages and supplementary practices in pulp, paper, and paperboard mills, conducted by the Bureau of Labor Statistics in January 1962, are summarized in this bulletin. A preliminary release was issued a few months after the payroll period to which the data relate.

This bulletin was prepared by George L. Stelluto 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—

Pulp, Paper, and Paperboard Mills, January 1962

Summary

Straight-time hourly earnings of production and related workers in pulp, paper, and paperboard mills (exclusive of those in converted paper products departments) averaged \$2.35 in January 1962, according to a survey conducted by the Bureau of Labor Statistics.¹ Men accounted for about 96 percent of the 166,769 workers to whom these data relate² and averaged \$2.37 an hour, compared with \$1.95 for women. Earnings of 98 percent of the workers were within a range of \$1.50 to \$3.50 an hour. In the earnings array, the middle half of the workers earned between \$2.05 and \$2.57 an hour.

Regionally, average hourly earnings for production workers ranged from \$2.17 in New England to \$2.66 in the Pacific region. The second highest regional average (\$2.47) was recorded in the South, the most important region in terms of employment.³

Nationwide, production workers in paper and in paperboard mills had identical average hourly earnings (\$2.34) and accounted for two-thirds and about three-tenths, respectively, of the workers covered by the study. The comparatively high national average of \$2.57 for workers in separate pulpmills largely reflects the heavy concentration of workers in these mills in the South and Pacific, the two regions with the highest wage levels.

Among the occupations studied separately, national averages for men ranged from \$2.03 for janitors to \$2.98 for recovery operators (sulphate process). Earnings of workers in machine-room jobs varied considerably by type of paper manufactured. Thus, nationwide averages for paper-machine tenders ranged from \$2.52 for those on machines manufacturing special industrial paper to \$3.82 for tenders of machines manufacturing newsprint or groundwood paper. Occupational averages also varied by region, size of mill, size of community, and for machine-room jobs by width of machine.

The study also provides information on certain establishment practices, including hours of work, shift-differential practices, and selected supplementary benefits such as paid holidays and vacations, health and insurance plans, and retirement pension benefits for production and office workers.

¹ See appendix A for scope and method of survey. Wage data contained in this report exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

² Data for an estimated 25,886 workers employed in converted paper products departments of mills covered by the study are excluded from the regular earnings tabulations and are presented separately in table 6. It is estimated that the inclusion of these workers would reduce the nationwide average by about 2 cents an hour.

³ For definition of regions used in this study, see footnote 1 of table in appendix A.

Industry Characteristics

Three types of establishments were included in the study. Establishments where the operations were limited to the manufacture of pulp from wood or other materials (pulpmills) accounted for only about 4 percent of the 192,655⁴ production and related workers within scope of the survey. Approximately two-thirds of the workers were in papermills, and three-tenths were in mills primarily engaged in the manufacture of paperboard. Most commonly, paper and paperboard mills produce at least a part of the pulp used in the manufacturing process. Thus, separate pulpmills and paper and paperboard mills with integrated pulp departments together accounted for two-thirds of the industry's production workers. Most of the pulp produced by pulpmills is used by paper and paperboard mills; some pulp, however, is sold to manufacturers of rayon, plastics, and other materials based on cellulose. More than half of the workers in separate pulpmills were in establishments owned by a paper or paperboard company.

The Southern and Lake States regions each accounted for about a fifth of the industry's work force at the time of the study, with the New England and Middle Atlantic regions each having an additional sixth of the workers. The remaining regions—Central, Midwest, and Pacific—each accounted for slightly fewer than a tenth of the workers. Papermills accounted for a large majority of the workers in all regions except the South where employment, in papermills and in paperboard mills were nearly equal. The South and Pacific were the only regions in which separate pulpmills accounted for as many as a tenth of the workers. The proportions of workers in mills manufacturing some pulp ranged from about a fourth in the Midwest to roughly four-fifths in the Central and Pacific regions and virtually all in the South.

More than 32 million short tons of paper and paperboard (excluding construction paper and board) were produced in 1961.⁵ Most of this was produced from woodpulp. More than four-fifths of the workers in the paper and paperboard mills covered by the study were in mills where the product was made from woodpulp. Virtually all of the remainder were in mills using waste-paper or reclaimed fibers.

The manufacture of woodpulp involves the separation of the cellulose fibers from wood, either by mechanical or chemical processes. The three basic chemical pulping processes are soda, sulphate, and sulphite. In each of these processes, pulpwood logs are reduced to small chips which are then cooked in large tanks called "digesters." Chemicals, steam, and pressure combine to remove lignin and other impurities, leaving a residue of nearly pure cellulose pulp. The pulp is then washed and refined in preparation for the papermaking machines.

The pulp is pumped to the paper machine which forms a smooth wet sheet, presses, and dries it into paper or paperboard. A number of finishing operations, such as slitting, cutting, and testing may then be performed. An estimated 30 percent of the papermills and nearly a fourth of the paperboard mills in the industry had converted paper products departments.

Workers employed in pulp, paper, and paperboard mills are engaged largely in operating and maintaining mechanical and chemical processing equipment, with a minimum of material handling. A typical integrated pulp and

⁴ Includes 25,886 workers in converted paper products departments of mills covered by the study.

⁵ U.S. Department of Commerce, Industry Report, Pulp, Paper, and Board, Annual Review, Vol. XVIII, No. 1, March 1962.

papermill covers several acres. Nearly nine-tenths of the workers covered by the study were in establishments employing 250 or more workers, and nearly half (45 percent) were in mills employing 1,000 or more production workers. As indicated in the following tabulation, average employment in papermills was higher than in the other two types of mills studied.

	Percent of production workers in--		
	Pulpmills	Papermills	Paperboard mills
Total -----	100	100	100
50 to 249 workers -----	8	10	23
250 to 999 workers -----	77	40	40
1,000 workers and over -----	15	50	37

The proportions of workers in these three employment-size groups also varied by region. Thus, for papermills, the proportions of workers in establishments employing 1,000 or more workers were more than four-fifths in the Central region; seven-tenths in the South; nearly half in the Lakes States, Midwest, and Pacific regions; and between a third and two-fifths in the remaining regions.

The proportions of workers employed in metropolitan areas amounted to about half in paperboard mills, about two-fifths in papermills, and an eighth in pulpmills. Regionally, the proportions of papermill workers in metropolitan areas were three-fourths on the Pacific Coast, about three-fifths in the Middle Atlantic and Midwest regions, nearly half (45 percent) in New England, and a third or less in all other regions. Metropolitan areas accounted for a majority of the paperboard mill employment in the Middle Atlantic, New England, South, and Pacific regions; in all other regions, most of the workers were in non-metropolitan areas.

Mills with collective bargaining agreements covering a majority of their production workers accounted for fully nine-tenths of the workers covered by the study. Nearly all workers in separate pulpmills and paperboard mills and almost nine-tenths of the workers in papermills were covered. Regionally, the proportions of workers under labor-management agreement coverage amounted to three-fourths in the Central region, to slightly more than four-fifths in New England and the Midwest, and to nine-tenths or more in the other regions. The United Papermakers and Paperworkers (AFL-CIO) and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-CIO) were the major labor organizations in the industry. Maintenance and other indirect workers in many mills were covered by agreements with other unions. Two-thirds of the production and related workers covered by the study were employed in mills having agreements with two or more unions.

Men accounted for about 96 percent of the production workers, exclusive of those in the converted paper products departments. Except for a few occupations (e.g., paper testers, janitors, and some finishing jobs), all workers in the selected occupations were men. Workers in the occupations selected for separate study accounted for about two-fifths of the industry's production workers. Nearly nine-tenths of the workers in the selected pulp department jobs were in paper and paperboard mills. A third of the 25,886 workers in converted paper products departments were women.

Approximately nine-tenths of the production workers were paid on a time-rate basis. Formalized pay plans providing single rates for individual occupations applied to three-fifths of the workers; a third of the workers were under plans providing ranges of rates for a particular job. Incentive wage plans, usually group bonus systems, applied to fewer than a tenth of the workers.

Average Hourly Earnings

Straight-time hourly earnings of production and related workers (exclusive of those in converted paper products departments) in pulp, paper, and paperboard mills averaged \$2.35 in January 1962 (table 1). The 160,614 men averaged \$2.37 an hour, compared with \$1.95 for the 6,155 women. The average wage advantage for men, as a group, ranged from 22 cents in the Middle Atlantic and Midwest regions to 69 cents in the Pacific and was between 35 and 50 cents an hour in the four other regions.

Regionally, overall average hourly earnings for production workers ranged from \$2.17 in New England to \$2.66 in the Pacific region. The South, with more than a fifth of the industry's employment, had the second highest regional average (\$2.47). Identical averages (\$2.29) were recorded for workers in the Lake States and Midwest regions. Regional variations in all-worker averages were traceable in part to differences in the distribution of employment by type of mill, size of mill, and size of community.

Nationwide, workers in separate pulpmills averaged \$2.57 an hour, compared with \$2.34 in both paper and paperboard mills. It should be noted, however, that nearly three-fourths of the employment in separate pulpmills was concentrated in the South and Pacific, the two highest paying regions. In both of these regions, the averages for pulpmills and papermills varied by only a few cents. Workers in paperboard mills averaged 5 cents an hour less than papermill workers in both regions.

Production workers in mills with 1,000 or more workers had a national average of \$2.43 an hour, compared with \$2.37 in mills with 250-999 workers and \$2.09 in mills with 50-249 workers. In all regions, workers in mills with 250 or more employees had substantially higher earnings than those in smaller establishments.

Although nearly identical national averages (\$2.36 and \$2.35 an hour) were recorded for workers in metropolitan and nonmetropolitan areas, respectively, there were variations among the regions. Thus, in the Lake States, Middle Atlantic, Midwest, and Southern regions, workers in metropolitan areas averaged from 4 to 20 cents an hour more than those in nonmetropolitan areas; the two averages were only 1 cent apart in the Pacific region; and in New England and the Central region, nonmetropolitan-area averages exceeded those in metropolitan areas by 11 and 35 cents, respectively. It is noteworthy that in the Central region seven-tenths of the workers in nonmetropolitan areas were in mills with 1,000 or more workers compared with a fourth in metropolitan areas.

Individual earnings of all but a small proportion (2 percent) of the workers covered by the study ranged from \$1.50 to \$3.50 an hour (table 2). In the earnings array, the middle half of the workers received between \$2.05 and \$2.57. Nearly a fifth of the workers earned less than \$2 an hour, and slightly more than a tenth earned \$3 or more. As indicated in the following tabulation, the proportion of workers earning \$3 or more an hour ranged from more than a fourth in pulpmills to only an eighth in paperboard mills and a tenth in papermills.

	Percentages of production workers earning specified amount of pay in—			
	All mills	Pulpmills	Papermills	Paperboard mills
Total -----	100.0	100.0	100.0	100.0
Under \$1.50 -----	0.5	(1)	0.4	0.8
\$1.50 and under \$2.00 -----	18.4	13.7	17.1	21.8
\$2.00 and under \$2.50 -----	52.2	38.7	54.6	48.1
\$2.50 and under \$3.00 -----	17.8	20.9	18.1	16.6
\$3.00 and under \$3.50 -----	9.7	22.4	8.2	11.7
\$3.50 and over -----	1.5	4.3	1.5	.9

¹ Less than 0.05 percent.

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

The 25,886 production workers employed in converted paper products departments averaged \$2.17 an hour in January 1962 (table 6). Men, accounting for two-thirds of these workers, averaged \$2.28, compared with \$1.93 for women. Regionally, average hourly earnings of workers in these departments ranged from \$1.96 in New England to \$2.25 on the Pacific Coast. In five of the regions, average hourly earnings were between \$2.16 and \$2.20, inclusively.

Occupational Earnings

Occupations for which average hourly earnings are presented in table 7 accounted for approximately two-fifths of the industry's production-worker employment, exclusive of those in converted paper products departments. Nationally, averages for men among all jobs studied separately ranged from \$2.03 an hour for janitors to \$2.98 for recovery operators (sulphate process). Occupational averages were generally highest in the Southern and Pacific regions and lowest in New England. There were, however, exceptions to this broad regional pattern of occupational averages. For example, among other exceptions, lime-kiln operators (sulphate) in the Central region averaged more than their counterparts in the Pacific region, and grinders in the Middle Atlantic region averaged less than workers in this occupation in New England.

Among the pulpmaking department jobs studied separately, cooks (digger operators) averaged \$2.88 an hour; bleachers, \$2.72; cooks' first helpers, \$2.45; and grinders, \$2.22. Earnings of workers in these occupations usually varied by type of pulpmaking process.

Among machine-room jobs, paper-machine tenders averaged \$2.96; backtenders, \$2.64; third hands, \$2.41; fourth hands, \$2.25; and fifth hands, \$2.19. Together, these occupations accounted for more than 19,000 workers. Earnings in machine-room jobs varied considerably according to the width of machine and the types of paper or paperboard manufactured (table 11). Thus, the national average for paper-machine tenders on machines 100 inches or less in width was \$2.51 an hour; on machines 101–150 inches, \$2.90; on machines 151–200 inches, \$3.34; and on machines wider than 200 inches, \$3.94. Within the latter machine-width group, averages for paper-machine tenders ranged from \$3.65 an hour for fine grades of paper to \$4.54 for newsprint and groundwood.

Millwrights, the largest group of workers in the maintenance jobs studied separately, averaged \$2.80 an hour. Maintenance machinists, electricians, and pipefitters averaged \$2.83–\$2.86 an hour. Power truckers, most of whom operated forklift trucks, averaged \$2.21.

For nearly all occupations permitting comparisons, national averages in separate pulpmills exceeded averages in paper and paperboard mills (tables 8, 9, and 10). However, in the South and Pacific regions, job averages for paper or paperboard mills were usually at or above those for separate pulpmills. Occupational averages in papermills generally exceeded those recorded in paperboard mills among the regions for which separate data are presented.

National occupational averages tended to be highest in large mills (1,000 or more workers) (table 12). This pay position for workers in large establishments was also indicated when comparisons were directed to the same community size group (table 14).

In most instances, occupational averages were higher for workers in metropolitan areas than those recorded for workers in smaller communities (table 13). However, nonmetropolitan averages were highest for most occupations permitting comparison in the New England, Central, and Pacific regions.

Individual earnings of workers in the occupations for which separate data are presented in tables 15 through 21 tended to be concentrated within comparatively narrow limits. Thus, nationwide and for most regions for which separate data are presented, earnings of a majority of the crane operators, cooks (sulphate process), grindermen, fourth hands (fine grade paper), and janitors fell within 30-cent-an-hour ranges. Extensive collective bargaining agreement coverage and the widespread use of single-rate wage systems are among the factors contributing to the comparatively narrow range of earnings for workers performing similar tasks.

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules, shift practices, and selected supplementary benefits including paid holidays and vacations; retirement plans; life insurance; sickness and accident insurance; hospitalization, surgical, and medical benefits; paid jury-duty and funeral leave; and nonproduction bonuses for production⁶ and office workers.

Scheduled Weekly Hours. A work schedule of 40 hours a week was in effect in January 1962 in mills employing seven-tenths of the industry's production workers (table 22); most of the others had 48-hour schedules. A majority of the production workers in all regions except one were scheduled to work a 40-hour week; in the Midwest, two-fifths of the workers had 40-hour work schedules and a similar proportion were scheduled to work 48 hours. Three-fourths of the office workers had work schedules of 40 hours a week and nearly a fifth were scheduled to work 37½ hours.

Shift-Differential Practices. Nearly two-thirds of the industry's production workers were assigned to rotating shifts under arrangements whereby individuals worked day, evening, and night schedules during alternate weeks⁷ (table 23). Workers on evening schedules commonly received 5 or 6 cents an hour and those on night schedules, 8 to 12 cents above day rates.⁸ Workers on evening and night schedules in the South generally received 5 and 8 cents, respectively; workers on these schedules in the Pacific region received 9 and 12 cents an hour above day rates. Workers in processing departments were nearly always assigned to rotating shifts, whereas maintenance workers were frequently assigned to fixed shifts.

⁶ Data on establishment practices and supplementary wage benefits relate to all production workers, including those in converted paper products departments.

⁷ In virtually all mills, workers assigned to rotating shifts changed shifts every week.

⁸ Several mills paid the same differential to all rotating-shift workers, regardless of schedule worked.

Paid Holidays. Paid holidays were provided virtually all production and office workers (table 24). Provisions for 7 paid holidays a year applied to a large majority of these workers in each region.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided virtually all workers (table 25). A large majority of the production workers were provided 1 week of vacation pay after 1 year's service; 2 weeks after 3 years; 3 weeks after 10 years; and 4 weeks after 25 years. Vacation provisions were generally similar among the regions. Although vacation provisions for office workers were generally more liberal than those for production workers after 1 and 2 years of service, provisions for paid vacations for the two groups were generally similar after longer periods of service.

Health, Insurance, and Pension Plans. Life, sickness and accident, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to nearly all production workers (table 26). Roughly three-fourths of the production workers were provided accidental death and dismemberment and medical insurance; catastrophe insurance (major medical) applied to a fourth of the workers. The proportion of workers receiving specified benefits among the regions were generally similar to those for the Nation as a whole, with a few noteworthy exceptions. For example, the percent of production workers receiving accidental death and dismemberment insurance ranged from 52 percent in the Central region to 96 percent in the Pacific region. Generally, the proportions of office workers provided selected health and insurance benefits were similar to those for production workers.

Retirement pension benefits (other than benefits available under Federal old-age, survivors, and disability insurance) were provided by mills employing more than nine-tenths of the production workers. A similar proportion of the office workers were in mills providing such benefits.

Nonproduction Bonuses. Nonproduction bonuses, usually paid at Christmas or yearend, were provided a fifth of the production workers and a fourth of the office workers (table 27). Bonus plans (including profit sharing) were most widely reported in the Midwest, Central, and Middle Atlantic regions.

Paid Funeral and Jury-Duty Leave. Paid funeral and jury-duty leave were provided by mills employing a large majority of the production workers (table 28). Seven-eighths or more of the production workers in each region were provided paid funeral leave. Two-thirds or more received paid jury-duty leave in all except the Lake States region, where three-tenths of the workers were provided such leave. Among office workers, three-fourths were in establishments providing paid funeral leave and nearly two-thirds were provided leave for jury duty.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers in pulp, paper, and paperboard mills by selected characteristics, United States and selected regions,² January 1962)

Item	United States ³		New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	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 mills:																
All production workers -----	166,769	\$ 2.35	26,260	\$2.17	26,242	\$ 2.25	15,693	\$ 2.36	37,049	\$ 2.47	30,819	\$ 2.29	13,544	\$ 2.29	15,557	\$ 2.66
Men -----	160,614	2.37	24,678	2.19	25,335	2.26	15,203	2.38	36,446	2.48	29,260	2.31	12,725	2.30	15,408	2.66
Women -----	6,155	1.95	1,582	1.84	907	2.04	490	1.97	603	2.00	1,559	1.91	819	2.08	149	1.97
Type of mill:⁴																
Pulpmills -----	8,039	2.57	-	-	-	-	-	-	4,030	2.52	-	-	-	-	1,883	2.65
Papermills -----	111,259	2.34	23,542	2.17	19,291	2.29	9,241	2.41	16,233	2.49	24,666	2.29	8,227	2.35	10,059	2.67
Paperboard mills -----	47,471	2.34	2,197	2.17	6,951	2.14	5,929	2.31	16,786	2.44	5,884	2.27	5,272	2.20	3,615	2.62
Size of mill:																
50-249 workers -----	24,549	2.09	5,638	2.06	6,041	2.06	1,996	1.89	866	1.84	3,895	2.09	4,183	2.08	1,790	2.59
250-999 workers -----	70,738	2.37	11,987	2.19	12,844	2.27	4,842	2.33	12,602	2.50	13,837	2.27	4,609	2.30	8,552	2.66
1,000 or more workers -----	71,482	2.43	8,635	2.20	7,357	2.37	8,855	2.49	23,581	2.48	13,087	2.36	4,752	2.46	5,215	2.68
Size of community:																
Metropolitan areas ⁵ -----	71,810	2.36	12,143	2.11	17,225	2.30	3,337	2.09	14,032	2.50	6,932	2.33	7,852	2.37	10,149	2.65
Nonmetropolitan areas -----	94,959	2.35	14,117	2.22	9,017	2.15	12,356	2.44	23,017	2.46	23,887	2.27	5,692	2.17	5,408	2.66

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings data for an estimated 25,886 workers employed in converted paper products departments are excluded from this tabulation and are presented separately in table 6.

² For definition of regions used in this and subsequent tables, see footnote 1 of table in appendix A.

³ Includes data for States other than those in the regions for which data are shown separately.

⁴ For purposes of this study, data for pulpmills are limited to workers employed in separate pulpmaking establishments; data for paper and paperboard mills include workers in pulpmaking departments of these mills.

⁵ The term "metropolitan area" as used in this study refers to Standard Metropolitan Statistical Areas established under the sponsorship of 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 Mills

(Percent distribution of production workers in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, January 1962)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Total	Men	Women							
Under \$ 1.50 -----	0.5	0.5	0.9	(³)	0.6	1.5	0.8	0.5	(³)	
\$ 1.50 and under \$ 1.60 -----	.4	.3	3.9	0.3	.2	1.2	.3	.1	1.0	
\$ 1.60 and under \$ 1.70 -----	1.2	1.0	6.6	2.5	1.1	3.2	.6	.8	.7	-
\$ 1.70 and under \$ 1.80 -----	2.0	1.7	9.2	4.7	3.6	3.3	.5	.6	2.1	-
\$ 1.80 and under \$ 1.90 -----	4.0	3.3	20.4	8.9	6.3	2.6	1.5	3.7	3.9	-
\$ 1.90 and under \$ 2.00 -----	10.8	10.0	30.8	15.8	9.4	9.6	15.6	8.5	9.4	0.8
\$ 2.00 and under \$ 2.10 -----	11.5	11.5	11.9	19.2	12.2	10.6	8.8	9.7	21.5	.3
\$ 2.10 and under \$ 2.20 -----	14.1	14.5	4.1	12.1	17.3	13.6	14.1	21.8	12.2	.2
\$ 2.20 and under \$ 2.30 -----	10.7	10.9	3.9	8.3	12.9	7.3	5.9	15.1	11.9	15.8
\$ 2.30 and under \$ 2.40 -----	8.8	9.0	2.2	9.8	8.9	7.8	4.9	10.9	7.7	13.8
\$ 2.40 and under \$ 2.50 -----	7.1	7.3	2.6	5.1	6.6	5.7	6.4	6.3	5.0	17.4
\$ 2.50 and under \$ 2.60 -----	5.5	5.7	.6	4.0	5.9	5.3	4.8	5.3	6.5	9.2
\$ 2.60 and under \$ 2.70 -----	4.1	4.2	.5	2.1	4.1	4.1	4.1	4.3	4.2	6.7
\$ 2.70 and under \$ 2.80 -----	3.6	3.7	.5	2.1	3.1	3.4	2.9	5.3	3.6	5.8
\$ 2.80 and under \$ 2.90 -----	3.0	3.1	.4	1.7	3.3	2.6	3.8	3.5	2.2	3.4
\$ 2.90 and under \$ 3.00 -----	1.6	1.7	.4	.5	1.0	3.4	1.7	1.3	2.2	2.3
\$ 3.00 and under \$ 3.10 -----	4.0	4.2	.3	1.6	.9	6.0	11.7	.7	1.3	1.6
\$ 3.10 and under \$ 3.20 -----	3.4	3.6	.3	.2	.8	4.4	5.0	.8	1.5	15.0
\$ 3.20 and under \$ 3.30 -----	1.0	1.1	.1	.4	.4	1.5	1.7	.5	1.0	2.0
\$ 3.30 and under \$ 3.40 -----	.8	.8	.1	.1	.5	1.0	1.6	.2	.5	1.8
\$ 3.40 and under \$ 3.50 -----	.5	.5	.1	.1	(³)	.7	1.1	.1	.6	.8
\$ 3.50 and over -----	1.5	1.5	.1	.7	.6	1.4	2.4	.2	.9	2.9
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	166,769	160,614	6,155	26,260	26,242	15,693	37,049	30,819	13,544	15,557
Average hourly earnings ¹ -----	\$ 2.35	\$ 2.37	\$ 1.95	\$ 2.17	\$ 2.25	\$ 2.36	\$ 2.47	\$ 2.29	\$ 2.29	\$ 2.66

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

² Includes data for States other than those in the regions for which data are shown separately.

³ Less than 0.05 percent.

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

Table 3. Earnings Distribution: Pulpmills

(Percent distribution of production workers in pulp mills by average straight-time hourly earnings,¹
United States and selected regions, January 1962)

Average hourly earnings ¹	United States ²			South	Pacific
	Total	Men	Women		
Under \$ 1.50 -----	(³)	(³)	2.0	(³)	
\$ 1.50 and under \$ 1.60 -----	0.3	-	43.1	-	-
\$ 1.60 and under \$ 1.70 -----	.3	0.3	11.8	-	-
\$ 1.70 and under \$ 1.80 -----	2.6	2.6	-	0.1	-
\$ 1.80 and under \$ 1.90 -----	1.6	1.6	-	(³)	-
\$ 1.90 and under \$ 2.00 -----	8.9	8.9	3.9	13.3	0.1
\$ 2.00 and under \$ 2.10 -----	4.1	4.1	5.9	5.2	.2
\$ 2.10 and under \$ 2.20 -----	11.0	11.0	15.7	16.8	-
\$ 2.20 and under \$ 2.30 -----	8.7	8.7	7.8	8.2	14.2
\$ 2.30 and under \$ 2.40 -----	7.5	7.6	-	5.6	14.9
\$ 2.40 and under \$ 2.50 -----	7.4	7.4	-	6.2	15.3
\$ 2.50 and under \$ 2.60 -----	5.2	5.1	7.8	4.7	9.3
\$ 2.60 and under \$ 2.70 -----	5.8	5.9	2.0	5.7	8.9
\$ 2.70 and under \$ 2.80 -----	3.8	3.8	-	2.4	7.8
\$ 2.80 and under \$ 2.90 -----	4.3	4.4	-	5.8	4.0
\$ 2.90 and under \$ 3.00 -----	1.8	1.8	-	.9	1.9
\$ 3.00 and under \$ 3.10 -----	8.1	8.1	-	11.6	2.6
\$ 3.10 and under \$ 3.20 -----	8.6	8.6	-	8.4	14.8
\$ 3.20 and under \$ 3.30 -----	2.3	2.3	-	2.5	1.5
\$ 3.30 and under \$ 3.40 -----	2.1	2.1	-	1.8	2.4
\$ 3.40 and under \$ 3.50 -----	1.3	1.3	-	.4	1.7
\$ 3.50 and over -----	4.3	4.3	-	.4	.3
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	8,039	7,988	51	4,030	1,883
Average hourly earnings ¹ -----	\$2.57	\$2.58	\$1.85	\$2.52	\$2.65

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for States other than those in the regions for which data are shown separately.³ Less than 0.05 percent.

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

Table 4. Earnings Distribution: Papermills

(Percent distribution of production workers in papermills by average straight-time hourly earnings,¹ United States and selected regions, January 1962)

Average hourly earnings ¹	United States			New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Total	Men	Women							
Under \$ 1.50 -----	0.4	0.4	0.5	(²)	0.8	1.1	0.2	0.6	(²)	
\$ 1.50 and under \$ 1.60 -----	.4	.2	3.2	0.3	.3	1.1	.3	.2	1.1	
\$ 1.60 and under \$ 1.70 -----	1.1	.8	6.3	2.7	.6	2.4	.2	1.0	.1	
\$ 1.70 and under \$ 1.80 -----	1.6	1.2	9.3	4.4	1.7	2.0	.4	.3	2.0	-
\$ 1.80 and under \$ 1.90 -----	4.0	3.1	21.0	8.7	4.8	1.7	2.8	3.0	1.5	
\$ 1.90 and under \$ 2.00 -----	10.0	8.8	32.4	15.8	9.3	9.4	14.2	7.6	5.5	1.1
\$ 2.00 and under \$ 2.10 -----	12.4	12.5	11.8	20.0	11.8	9.8	10.3	9.4	23.5	.4
\$ 2.10 and under \$ 2.20 -----	14.6	15.2	3.7	11.6	17.7	14.1	13.2	22.9	12.5	(²)
\$ 2.20 and under \$ 2.30 -----	11.5	11.9	3.4	7.9	12.6	8.4	5.4	16.5	11.5	17.8
\$ 2.30 and under \$ 2.40 -----	9.1	9.5	2.2	10.0	9.3	7.9	4.8	10.5	8.4	12.2
\$ 2.40 and under \$ 2.50 -----	7.0	7.3	2.7	4.9	7.1	5.9	6.6	6.4	4.5	17.4
\$ 2.50 and under \$ 2.60 -----	5.6	5.9	.4	3.9	6.6	5.4	5.3	4.8	7.7	8.9
\$ 2.60 and under \$ 2.70 -----	4.0	4.2	.6	2.0	4.9	3.8	3.9	4.4	5.1	5.8
\$ 2.70 and under \$ 2.80 -----	3.8	3.9	.5	2.1	3.1	4.0	3.4	5.3	4.0	5.2
\$ 2.80 and under \$ 2.90 -----	3.1	3.2	.4	1.8	4.1	2.8	3.5	3.6	2.5	2.8
\$ 2.90 and under \$ 3.00 -----	1.6	1.7	.4	.5	1.1	4.6	2.2	1.0	2.2	2.2
\$ 3.00 and under \$ 3.10 -----	2.7	2.9	.3	1.8	1.1	4.1	9.8	.6	1.7	1.7
\$ 3.10 and under \$ 3.20 -----	3.3	3.4	.4	.2	1.0	5.1	5.5	1.0	2.1	16.1
\$ 3.20 and under \$ 3.30 -----	1.0	1.0	.1	.4	.5	2.0	1.7	.5	1.1	1.9
\$ 3.30 and under \$ 3.40 -----	.8	.8	.1	.1	.7	1.4	1.6	.1	.9	1.9
\$ 3.40 and under \$ 3.50 -----	.4	.4	.1	.1	(²)	1.0	.9	.1	.9	.8
\$ 3.50 and over -----	1.5	1.6	.1	.7	.8	1.9	3.8	.2	1.4	3.7
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	111,259	105,617	5,642	23,542	19,291	9,241	16,233	24,666	8,227	10,059
Average hourly earnings ¹ -----	\$ 2.34	\$ 2.36	\$ 1.96	\$ 2.17	\$ 2.29	\$ 2.41	\$ 2.49	\$ 2.29	\$ 2.35	\$ 2.67

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

² Less than 0.05 percent.

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

Table 5. Earnings Distribution: Paperboard Mills

(Percent distribution of production workers in paperboard mills by average straight-time hourly earnings,¹
United States and selected regions, January 1962)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Total	Men	Women							
Under \$ 1.50	0.8	0.8	5.6	0.2	(³)	2.3	1.5	(³)	(³)	
\$ 1.50 and under \$ 1.60	.4	.4	7.4	.2	-	1.4	.5	-	0.6	
\$ 1.60 and under \$ 1.70	1.5	1.4	10.4	.4	2.6	4.4	1.1	(³)	1.5	
\$ 1.70 and under \$ 1.80	2.8	2.7	8.9	4.2	8.9	4.2	.7	2.2	2.2	
\$ 1.80 and under \$ 1.90	4.3	4.2	15.6	8.2	10.6	3.7	.6	6.8	7.7	-
\$ 1.90 and under \$ 2.00	12.8	12.8	14.5	16.7	9.7	9.1	17.4	12.5	15.5	-
\$ 2.00 and under \$ 2.10	10.5	10.5	14.5	11.3	13.5	12.4	8.2	11.2	18.6	0.1
\$ 2.10 and under \$ 2.20	13.3	13.4	8.4	16.2	16.1	13.3	14.3	16.4	11.9	.7
\$ 2.20 and under \$ 2.30	9.1	9.1	8.4	12.8	13.8	5.8	5.8	9.1	12.7	11.3
\$ 2.30 and under \$ 2.40	8.1	8.2	2.8	8.6	8.0	7.4	4.9	12.5	6.6	17.7
\$ 2.40 and under \$ 2.50	7.1	7.2	.6	8.9	5.4	5.2	6.3	6.0	5.9	18.7
\$ 2.50 and under \$ 2.60	5.3	5.3	2.4	6.1	3.7	4.9	4.3	7.4	4.7	10.0
\$ 2.60 and under \$ 2.70	3.8	3.8	-	2.7	1.8	4.1	3.9	3.5	2.9	8.4
\$ 2.70 and under \$ 2.80	3.2	3.3	-	2.0	3.1	1.7	2.4	5.2	2.9	6.5
\$ 2.80 and under \$ 2.90	2.6	2.7	.2	.8	1.0	2.3	3.5	2.7	1.7	4.7
\$ 2.90 and under \$ 3.00	1.7	1.7	.2	.3	.8	1.8	1.4	2.5	2.4	2.8
\$ 3.00 and under \$ 3.10	6.3	6.4	-	.1	.6	9.5	13.5	1.1	.7	.8
\$ 3.10 and under \$ 3.20	3.0	3.0	-	-	.2	3.7	3.7	.3	.7	12.1
\$ 3.20 and under \$ 3.30	1.1	1.1	-	.4	(³)	1.0	1.5	.5	.8	2.5
\$ 3.30 and under \$ 3.40	.7	.7	-	-	-	.5	1.5	.2	-	1.3
\$ 3.40 and under \$ 3.50	.6	.6	-	-	(³)	.3	1.4	-	.1	.2
\$ 3.50 and over	.9	.9	-	-	.1	.9	1.5	-	.1	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	47,471	47,009	462	2,197	6,951	5,929	16,786	5,884	5,272	3,615
Average hourly earnings ¹	\$2.34	\$2.34	\$1.90	\$2.17	\$2.14	\$2.31	\$2.44	\$2.27	\$2.20	\$2.62

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for States other than those in the regions for which data are shown separately.³ Less than 0.05 percent.

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

Table 6. Earnings Distribution: Converted Paper Products Departments¹

(Percent distribution of production workers in converted paper products departments in paper and paperboard mills by average straight-time hourly earnings,² United States and selected regions, January 1962)

Average hourly earnings ²	United States ³			New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Total	Men	Women							
Under \$ 1.50	1.0	0.5	2.0	-	-	1.4	1.9	2.1	0.6	
\$ 1.50 and under \$ 1.60	3.2	.4	9.1	29.3	0.1	.6	.7	.4	.4	-
\$ 1.60 and under \$ 1.70	1.5	1.3	2.0	3.8	2.2	1.9	.4	1.6	2.0	-
\$ 1.70 and under \$ 1.80	4.3	1.3	10.8	6.2	15.2	.5	.9	1.8	6.9	-
\$ 1.80 and under \$ 1.90	5.7	3.3	10.8	10.0	4.0	3.3	11.5	3.3	9.4	0.8
\$ 1.90 and under \$ 2.00	17.3	8.5	36.2	6.1	8.3	19.4	24.0	13.9	11.4	35.0
\$ 2.00 and under \$ 2.10	13.3	12.1	16.0	10.5	18.0	23.8	23.7	7.3	13.0	5.0
\$ 2.10 and under \$ 2.20	13.5	17.7	4.4	8.3	13.1	9.8	9.0	27.1	10.6	3.5
\$ 2.20 and under \$ 2.30	11.3	15.5	2.2	6.3	6.8	10.5	6.9	15.0	11.3	17.3
\$ 2.30 and under \$ 2.40	8.0	11.2	1.0	6.8	5.9	9.8	3.3	8.7	7.3	13.2
\$ 2.40 and under \$ 2.50	6.4	8.0	2.9	4.8	10.1	4.8	1.9	6.8	7.2	7.5
\$ 2.50 and under \$ 2.60	3.6	5.1	.5	2.5	4.2	5.0	.9	3.1	6.1	5.2
\$ 2.60 and under \$ 2.70	3.0	4.4	.1	1.3	4.2	3.1	1.6	4.4	4.0	1.6
\$ 2.70 and under \$ 2.80	2.1	2.9	.3	.9	1.1	1.5	1.3	1.9	3.6	4.0
\$ 2.80 and under \$ 2.90	1.2	1.8	(⁴)	.5	.2	1.2	.7	1.2	2.8	2.2
\$ 2.90 and under \$ 3.00	1.8	2.1	1.1	.3	1.8	.3	4.3	.7	1.8	2.9
\$ 3.00 and under \$ 3.10	1.3	1.9	(⁴)	(⁴)	.3	1.5	5.4	.3	1.1	.7
\$ 3.10 and under \$ 3.20	1.0	1.2	.6	1.4	2.9	.6	1.2	.2	.2	.7
\$ 3.20 and under \$ 3.30 .....	.3	.5	-	.2	1.3	.7	.1	.1	(⁴)	.1
\$ 3.30 and under \$ 3.40 .....	.1	.1	-	.2	-	(⁴)	-	.1	-	.1
\$ 3.40 and under \$ 3.50 .....	.1	.2	-	.2	-	-	.4	.1	.1	-
\$ 3.50 and over .....	.1	.2	-	.4	-	.3	.1	.1	-	.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	25,886	17,622	8,264	2,516	4,016	2,160	3,867	6,522	2,457	4,136
Average hourly earnings ²	\$ 2.17	\$ 2.28	\$ 1.93	\$ 1.96	\$ 2.19	\$ 2.18	\$ 2.16	\$ 2.19	\$ 2.20	\$ 2.25

¹ Earnings data for workers in these departments are excluded from tables 1 through 5.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Includes data for States other than those in the regions for which data are shown separately.
⁴ Less than 0.05 percent.

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

Table 7. Occupational Averages: All Mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, January 1962)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	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
Men																
Pulp																
Woodyard and wood preparation:																
Crane operators	859	\$ 2.78	81	\$ 2.44	34	\$ 2.33	147	\$ 2.86	384	\$ 3.04	128	\$ 2.43	35	\$ 2.18	46	\$ 2.74
Barkers, drum	326	2.12	41	1.99	26	2.05	30	2.10	139	2.12	66	2.18	-	-	21	2.37
Sawyers	236	2.38	18	2.06	22	1.96	-	-	16	2.21	87	2.09	-	-	78	2.67
Chippermen	497	2.22	58	2.00	23	2.21	61	2.30	199	2.21	85	2.16	11	2.05	54	2.43
Knife grinders	126	2.44	12	2.20	9	2.49	14	2.41	54	2.48	20	2.32	-	-	16	2.67
Pulpmaking:																
Cooks (digester operators) ³	752	2.88	73	2.43	63	2.51	85	2.90	216	3.18	121	2.66	35	2.20	147	3.07
Sulphate	390	3.06	19	2.42	18	2.35	56	3.04	200	3.24	26	2.63	-	-	64	3.08
Sulphite	246	2.86	40	2.57	35	2.61	-	-	-	-	73	2.74	-	-	80	3.08
Cook helpers, first ³	738	2.45	62	2.14	41	2.20	84	2.39	307	2.58	109	2.27	-	-	120	2.51
Sulphate	453	2.52	19	2.11	-	-	57	2.42	288	2.61	26	2.23	-	-	44	2.57
Sulphite	224	2.37	41	2.17	13	2.29	-	-	-	-	70	2.31	-	-	76	2.47
Grinder men	1,108	2.22	347	2.16	153	2.03	-	-	84	2.34	216	2.13	-	-	268	2.42
Blow-pit men (sulphite)	205	2.21	49	2.03	19	2.26	-	-	-	-	69	2.16	-	-	64	2.37
Washer operators (sulphate)	304	2.75	11	2.26	14	2.28	42	2.75	148	2.93	26	2.38	-	-	56	2.70
Screenmen ³	621	2.48	97	2.15	36	2.27	62	2.60	163	2.69	124	2.23	-	-	127	2.67
Sulphate	250	2.66	15	2.12	-	-	38	2.74	139	2.73	10	2.22	-	-	40	2.71
Sulphite	227	2.39	47	2.10	16	2.26	-	-	-	-	79	2.22	-	-	73	2.64
Groundwood	101	2.38	32	2.25	12	2.31	-	-	-	-	31	2.25	-	-	14	2.66
Bleacher men ³	578	2.72	58	2.27	103	2.45	64	2.92	111	3.20	137	2.34	-	-	92	3.03
Sulphate	270	2.92	25	2.27	40	2.45	41	3.14	95	3.31	30	2.37	-	-	34	3.08
Sulphite	176	2.71	20	2.25	34	2.51	-	-	-	-	60	2.48	-	-	54	3.03
Wet-machine operators ³	295	2.30	50	2.06	38	2.11	21	2.82	16	3.26	120	2.25	-	-	47	2.31
Sulphate	90	2.52	-	-	-	-	12	2.99	16	3.26	32	2.32	-	-	-	-
Sulphite	113	2.26	-	-	-	-	-	-	-	-	66	2.26	-	-	31	2.29
Pulp testers ³	793	2.28	130	2.07	66	2.15	78	2.22	174	2.23	134	2.17	-	-	189	2.53
Sulphate	409	2.29	30	2.09	28	2.22	63	2.23	174	2.23	27	2.22	-	-	80	2.56
Sulphite	234	2.31	84	2.07	17	2.16	-	-	-	-	60	2.18	-	-	59	2.56
Recovery, caustic, and acidmaking:																
Acidmakers (sulphite)	217	2.57	36	2.36	25	2.45	-	-	-	-	70	2.42	-	-	72	2.76
Evaporator operators (sulphate)	312	2.80	18	2.18	-	-	48	2.82	168	2.96	22	2.30	-	-	41	2.77
Recovery operators (sulphate)	406	2.98	26	2.43	-	-	64	3.12	172	3.21	27	2.40	-	-	96	2.89
Recovery helpers, first (sulphate)	534	2.51	18	2.11	18	2.28	79	2.59	280	2.59	44	2.21	-	-	84	2.49
Caustic operators (causticisers) (sulphate)	315	2.74	20	2.22	14	2.33	41	2.81	152	2.94	35	2.29	-	-	46	2.71
Lime-kiln operators (sulphate)	288	2.67	11	2.19	14	2.23	43	2.81	151	2.77	16	2.27	-	-	46	2.64
Paper and Paperboard																
Stock preparation:																
Head stock preparers, group I ³	338	2.93	37	2.76	101	2.77	34	2.73	68	3.24	71	2.89	-	-	-	-
Fine grades	162	2.92	-	-	66	2.99	-	-	-	-	46	2.87	-	-	-	-
Head stock preparers, group II ³	1,276	2.56	274	2.38	279	2.42	55	2.70	118	3.04	271	2.57	136	2.36	133	2.95
Fine grades	432	2.52	156	2.38	91	2.53	19	2.72	-	-	118	2.66	33	2.49	-	-
Sanitary tissue	93	2.44	18	2.06	34	2.42	-	-	-	-	25	2.41	-	-	-	-
Coarse (kraft)	146	2.89	-	-	-	-	-	-	30	3.23	46	2.82	-	-	27	3.26
Container board	179	2.54	-	-	-	-	-	-	38	3.11	-	-	43	2.13	36	2.77
Boxboard	214	2.46	30	2.35	72	2.27	22	2.40	20	2.83	-	-	28	2.51	23	2.88
Beatermen ³	2,875	2.18	498	2.03	723	2.11	222	2.28	123	2.31	686	2.20	392	2.21	221	2.47
Newsprint and groundwood	136	2.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fine grades	982	2.24	298	2.04	210	2.32	68	2.62	-	-	223	2.24	143	2.35	28	2.53
Sanitary tissue	211	2.11	-	-	45	1.97	-	-	-	-	71	2.21	-	-	28	2.47
Coarse (kraft)	273	2.33	-	-	-	-	21	1.98	32	2.37	120	2.32	-	-	67	2.52
Special industrial	201	2.06	-	-	84	1.89	-	-	-	-	-	-	-	-	-	-
Container board	267	2.22	-	-	-	-	34	2.53	39	2.31	87	2.02	32	2.25	35	2.37
Boxboard	769	2.06	23	2.09	306	2.03	79	1.91	14	2.13	126	2.07	180	2.08	41	2.43

Table 7. Occupational Averages: All Mills—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, January 1962)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	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
<u>Men—Continued</u>																
<u>Paper and Paperboard—Continued</u>																
Stock preparation—Continued																
Hydrapulper operators ³	1,227	\$ 2.12	187	\$ 2.11	262	\$ 2.13	161	\$ 1.88	86	\$ 2.02	264	\$ 2.18	154	\$ 2.13	99	\$ 2.37
Fine grades	336	2.21	59	2.10	97	2.19	15	2.22	-	-	102	2.29	52	2.15	-	-
Sanitary tissue	95	2.19	33	2.04	-	-	-	-	-	-	29	2.28	-	-	-	-
Coarse (kraft)	114	2.15	-	-	-	-	-	-	12	2.16	-	-	-	-	12	2.30
Container board	182	2.07	-	-	-	-	35	1.99	24	2.09	-	-	36	2.07	16	2.43
Boxboard	426	2.01	44	2.05	132	2.10	-	-	-	-	39	2.06	-	-	27	2.38
Machine room:																
Paper-machine tenders ³	4,577	2.96	901	2.69	996	2.73	381	3.00	490	3.62	896	2.92	477	2.69	422	3.63
Newsprint and groundwood	272	3.82	132	3.60	-	-	-	-	36	4.37	-	-	-	-	60	3.96
Fine grades	1,593	2.89	385	2.60	423	2.87	151	2.99	48	3.70	363	3.01	171	2.87	52	3.46
Sanitary tissue	627	2.93	102	2.27	176	2.86	-	-	-	-	195	2.93	-	-	91	3.75
Coarse (kraft)	484	3.26	-	-	-	-	34	2.69	154	3.55	126	3.14	-	-	88	3.80
Special industrial	283	2.52	127	2.51	84	2.35	-	-	22	3.01	-	-	-	-	-	-
Container board	512	3.14	-	-	-	-	91	3.06	158	3.71	81	2.65	85	2.49	64	3.47
Boxboard	640	2.70	67	2.59	208	2.53	61	2.73	56	3.20	81	2.42	112	2.72	55	3.32
Backtenders ³	4,536	2.64	927	2.40	995	2.44	369	2.65	490	3.22	860	2.61	464	2.41	417	3.25
Newsprint and groundwood	260	3.49	129	3.32	-	-	-	-	36	4.03	-	-	-	-	60	3.59
Fine grades	1,596	2.56	388	2.31	434	2.56	149	2.67	48	3.23	352	2.66	173	2.49	52	3.09
Sanitary tissue	644	2.60	109	2.07	185	2.53	-	-	-	-	196	2.63	-	-	91	3.34
Coarse (kraft)	490	2.91	-	-	-	-	32	2.46	155	3.16	126	2.80	-	-	87	3.41
Special industrial	272	2.24	121	2.23	84	2.08	-	-	22	2.70	-	-	-	-	-	-
Container board	499	2.80	-	-	-	-	91	2.74	158	3.29	69	2.39	85	2.20	64	3.06
Boxboard	626	2.41	66	2.25	207	2.27	61	2.41	55	2.83	71	2.21	115	2.42	51	2.98
Third hands ³	4,252	2.41	782	2.22	917	2.24	365	2.39	490	2.92	848	2.41	427	2.20	409	2.83
Newsprint and groundwood	268	3.01	129	2.86	-	-	-	-	36	3.41	-	-	-	-	60	3.05
Fine grades	1,549	2.32	348	2.13	414	2.31	148	2.28	47	2.93	377	2.43	163	2.28	52	2.72
Sanitary tissue	559	2.39	94	1.89	137	2.36	-	-	-	-	186	2.43	-	-	83	2.91
Coarse (kraft)	476	2.65	-	-	-	-	-	-	154	2.87	126	2.52	-	-	83	2.97
Special industrial	231	2.11	76	2.11	88	1.98	-	-	24	2.42	-	-	-	-	-	-
Container board	505	2.55	-	-	-	-	91	2.47	158	3.03	69	2.19	91	2.07	64	2.70
Boxboard	566	2.24	65	2.12	177	2.10	58	2.18	55	2.61	44	2.15	112	2.23	55	2.61
Fourth hands ³	3,496	2.25	583	2.08	592	2.15	334	2.22	508	2.50	707	2.23	397	2.16	361	2.47
Newsprint and groundwood	270	2.53	129	2.42	-	-	-	-	36	2.83	-	-	-	-	60	2.52
Fine grades	1,236	2.19	245	1.99	320	2.18	91	2.18	46	2.62	323	2.24	159	2.19	52	2.45
Sanitary tissue	354	2.21	-	-	52	2.12	-	-	-	-	161	2.22	-	-	48	2.52
Coarse (kraft)	431	2.36	-	-	-	-	-	-	-	154	2.51	99	2.30	-	80	2.53
Special industrial	124	2.05	36	2.04	-	-	-	-	16	2.53	-	-	-	-	-	-
Container board	474	2.33	-	-	-	-	96	2.23	155	2.60	51	2.08	84	2.07	62	2.43
Boxboard	541	2.15	83	2.04	103	2.18	75	2.05	85	2.08	43	2.12	105	2.22	47	2.40
Fifth hands ³	2,240	2.19	327	2.13	292	2.15	223	2.11	443	2.30	464	2.14	189	2.03	294	2.38
Newsprint and groundwood	260	2.39	120	2.31	-	-	-	-	36	2.66	-	-	-	-	60	2.41
Fine grades	651	2.17	108	2.06	184	2.15	43	2.19	40	2.34	196	2.18	40	2.17	40	2.36
Sanitary tissue	124	2.23	-	-	-	-	-	-	-	-	-	-	-	-	32	2.40
Coarse (kraft)	358	2.21	-	-	-	-	-	-	150	2.23	72	2.23	-	-	64	2.42
Container board	438	2.17	-	-	-	-	72	2.15	153	2.30	-	-	-	-	59	2.35
Boxboard	345	2.07	33	2.00	63	2.10	64	1.92	40	2.29	-	-	82	2.03	35	2.34
Finishing, roll:																
Calender operators ³	1,018	2.47	261	2.32	308	2.40	35	2.61	-	-	295	2.52	81	2.66	34	2.93
Fine grades	821	2.46	208	2.35	273	2.36	35	2.61	-	-	220	2.51	68	2.73	-	-
Calender helpers ³	1,000	2.21	249	2.09	244	2.27	-	-	-	-	300	2.23	109	2.15	34	2.46
Fine grades	807	2.22	213	2.11	214	2.25	-	-	-	-	236	2.22	67	2.36	-	-

See footnotes at end of table.

Table 7. Occupational Averages: All Mills—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in pulp, paper, and paperboard mills, United States and selected regions, January 1962)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	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
Men—Continued																
Paper and Paperboard—Continued																
Finishing, roll—Continued																
Rewinder operators ³	1,889	\$ 2.28	414	\$ 2.14	436	\$ 2.30	241	\$ 2.24	100	\$ 2.50	432	\$ 2.32	139	\$ 2.29	119	\$ 2.48
Fine grades	1,178	2.28	273	2.13	345	2.27	187	2.30	-	-	250	2.33	93	2.34	-	-
Coarse (kraft)	244	2.32	-	-	-	-	-	-	17	2.24	131	2.37	-	-	46	2.48
Container board	87	2.26	-	-	-	-	17	2.15	35	2.33	11	2.14	-	-	-	-
Boxboard	92	2.32	-	-	30	2.34	8	2.49	-	-	20	2.10	-	-	16	2.47
Rewinder helpers ³	1,188	2.14	210	2.04	289	2.17	76	2.07	72	2.25	333	2.13	122	2.16	86	2.31
Fine grades	695	2.15	138	2.04	212	2.15	39	2.24	-	-	200	2.14	85	2.18	-	-
Coarse (kraft)	162	2.16	-	-	-	-	-	-	7	2.36	-	-	-	-	41	2.29
Finishing, sheet:																
Cutters, guillotine type (cut and trim) ³	1,395	2.28	342	2.16	246	2.34	124	2.15	63	2.24	340	2.24	205	2.48	69	2.44
Fine grades	838	2.34	270	2.16	103	2.50	55	2.36	31	2.17	222	2.32	155	2.58	-	-
Boxboard	276	2.15	16	2.30	92	2.28	51	1.95	-	-	76	2.01	23	2.18	12	2.47
Cutters, rotary or sheet ³	1,464	2.27	312	2.10	239	2.24	106	2.41	102	2.43	375	2.27	257	2.31	61	2.45
Fine grades	1,064	2.28	246	2.10	155	2.29	93	2.42	44	2.40	317	2.29	198	2.41	-	-
Container board	70	2.21	-	-	-	-	-	-	8	2.45	32	2.09	-	-	-	-
Boxboard	111	2.19	-	-	49	2.21	-	-	-	-	-	-	-	-	-	-
Laboratory:																
Paper testers ³	2,110	2.25	334	2.09	369	2.20	159	2.29	475	2.24	398	2.28	149	2.19	218	2.54
Newsprint and groundwood	115	2.29	51	2.25	-	-	-	-	20	2.16	-	-	-	-	16	2.46
Fine grades	746	2.26	173	2.06	218	2.27	-	-	27	2.13	219	2.31	48	2.42	-	-
Coarse (kraft)	323	2.26	-	-	-	-	-	-	129	2.25	52	2.33	-	-	48	2.60
Special industrial	144	2.14	-	-	32	1.94	-	-	47	2.21	-	-	-	-	-	-
Container board	397	2.23	-	-	-	-	67	2.15	187	2.28	54	2.13	-	-	36	2.43
Boxboard	211	2.22	20	2.11	36	2.07	-	-	57	2.14	28	2.24	28	2.15	30	2.50
Miscellaneous																
Electricians, maintenance	2,698	2.85	345	2.53	412	2.63	337	2.92	587	3.15	475	2.70	212	2.73	309	3.14
Firemen, stationary boiler	2,059	2.42	399	2.28	405	2.34	183	2.46	316	2.63	404	2.36	202	2.32	130	2.82
Janitors	2,537	2.03	208	1.88	462	1.99	297	1.96	308	1.96	695	2.03	216	2.03	309	2.24
Machinists, maintenance	1,886	2.83	307	2.57	319	2.72	155	2.90	425	3.09	323	2.68	156	2.67	192	3.13
Millwrights	5,456	2.80	1,104	2.48	626	2.63	566	2.88	1,248	3.10	890	2.64	361	2.59	610	3.14
Oilers	1,841	2.35	276	2.13	243	2.22	209	2.38	454	2.51	281	2.29	143	2.22	216	2.53
Pipefitters, maintenance	2,354	2.86	332	2.58	304	2.62	255	2.95	692	3.09	388	2.66	130	2.71	238	3.14
Truckers, power	5,233	2.21	586	2.06	891	2.18	492	2.13	853	2.18	997	2.19	627	2.17	747	2.45
Forklift	3,984	2.22	324	2.03	792	2.18	383	2.11	752	2.18	551	2.19	434	2.20	708	2.45
Other than forklift	1,249	2.17	262	2.10	99	2.21	109	2.21	101	2.19	446	2.18	193	2.12	39	2.41
Women																
Paper and Paperboard																
Laboratory:																
Paper testers ³	227	2.02	71	1.82	32	1.92	72	2.17	28	2.20	-	-	-	-	-	-
Fine grades	135	2.01	50	1.85	-	-	48	2.17	-	-	-	-	-	-	-	-
Sanitary tissue	27	2.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Container board	35	2.19	-	-	-	-	24	2.18	11	2.21	-	-	-	-	-	-
Miscellaneous																
Janitors	144	1.81	24	1.67	-	-	13	1.82	23	1.65	27	1.89	16	1.82	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for States other than those in the regions for which data are shown separately.³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 8. Occupational Averages: Pulpmills

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp mills, United States and selected regions, January 1962)

Department and occupation	United States ²		South		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Pulp</u>						
Woodyard and wood preparation:						
Crane operators	108	\$2.93	78	\$3.07	14	\$2.73
Sawyers	45	2.85	-	-	15	2.58
Chippermen	47	2.32	23	2.15	9	2.43
Knife grinders	14	2.55	9	2.52	-	-
Pulpmaking:						
Cooks (digester operators) ³	99	3.12	36	3.25	36	3.10
Sulphate	42	3.19	36	3.25	-	-
Sulphite	47	3.22	-	-	32	3.09
Cook helpers, first ³	103	2.61	52	2.69	32	2.50
Sulphate	58	2.65	52	2.69	-	-
Sulphite	43	2.58	-	-	28	2.49
Blow-pit men (sulphite)	28	2.32	-	-	24	2.40
Washer operators (sulphate)	28	2.83	24	2.88	-	-
Screenmen ³	76	2.69	32	2.66	28	2.69
Sulphate	32	2.66	32	2.66	-	-
Sulphite	44	2.70	-	-	28	2.69
Bleacher men ³	90	3.07	28	3.30	24	3.23
Sulphate	34	3.25	28	3.30	-	-
Sulphite	35	3.25	-	-	20	3.18
Wet-machine operators ³	54	2.40	-	-	-	-
Sulphite	9	2.24	-	-	-	-
Pulp testers ³	87	2.51	28	2.18	36	2.53
Sulphate	36	2.24	28	2.18	-	-
Sulphite	51	2.71	-	-	28	2.55
Recovery, caustic, and acidmaking:						
Acidmakers (sulphite)	43	2.88	-	-	28	2.77
Evaporator operators (sulphate)	32	2.89	28	3.01	-	-
Recovery operators (sulphate)	36	3.21	28	3.37	-	-
Recovery helpers, first (sulphate)	48	2.56	40	2.60	-	-
Caustic operators (causticisers) (sulphate)	36	2.87	28	3.01	-	-
Lime-kiln operators (sulphate)	32	2.66	28	2.67	-	-
<u>Miscellaneous</u>						
Electricians, maintenance	171	3.11	98	3.13	41	3.14
Firemen, stationary boiler	94	2.70	40	2.74	28	2.77
Janitors	152	2.27	46	1.96	44	2.25
Machinists, maintenance	86	3.07	48	3.09	17	3.13
Millwrights	391	3.05	206	3.12	76	3.14
Oilers	88	2.60	36	2.51	30	2.59
Pipefitters, maintenance	161	3.07	111	3.11	34	3.14
Truckers, power	237	2.27	88	2.30	61	2.45
Forklift	202	2.25	68	2.29	48	2.46
Other than forklift	35	2.36	20	2.36	13	2.43

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Includes data for States other than those in the regions for which data are shown separately.
³ Includes data for types of pulp not shown separately.

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

Table 9. Occupational Averages: Papermills

(Number and average straight-time hourly earnings¹ of men in selected occupations in papermills, United States and selected regions, January 1962)

Department and occupation	United States		New England		Middle Atlantic		Central		South		Lakes States		Midwest		Pacific	
	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
Pulp																
Woodyard and wood preparation:																
Crane operators	474	\$ 2.69	72	\$ 2.48	32	\$ 2.33	89	\$ 2.83	142	\$ 3.00	108	\$ 2.42	-	-	20	\$ 2.76
Barkers, drum	190	2.12	37	2.02	22	2.06	13	2.12	45	2.08	59	2.18	-	-	-	-
Sawyers	162	2.30	13	2.02	13	2.05	-	-	-	-	75	2.09	-	-	57	2.70
Chippermen	273	2.23	52	2.02	22	2.22	31	2.47	62	2.23	66	2.17	-	-	36	2.42
Knife grinders	72	2.44	11	2.23	9	2.49	6	2.54	16	2.55	19	2.32	-	-	11	2.60
Pulpmaking:																
Cooks (digester operators) ²	430	2.80	65	2.47	62	2.51	40	3.03	84	3.11	97	2.68	-	-	75	3.10
Sulphate	196	2.97	17	2.46	18	2.35	28	3.06	72	3.26	22	2.66	-	-	36	3.13
Sulphite	168	2.77	36	2.61	34	2.62	-	-	-	-	62	2.75	-	-	36	3.10
Cook helpers, first ²	406	2.38	54	2.18	41	2.20	48	2.45	111	2.51	85	2.28	-	-	64	2.51
Sulphate	215	2.46	17	2.14	-	-	37	2.40	96	2.60	22	2.23	-	-	28	2.57
Sulphite	145	2.31	37	2.20	13	2.29	-	-	-	-	59	2.29	-	-	36	2.46
Grindermen	1,003	2.23	309	2.16	123	2.06	-	-	84	2.34	207	2.14	-	-	248	2.42
Blow-pit men (sulphite)	157	2.17	45	2.04	19	2.26	-	-	-	-	61	2.14	-	-	32	2.37
Washer operators (sulphate)	160	2.67	11	2.26	14	2.28	22	2.70	60	2.91	22	2.41	-	-	28	2.71
Screenmen ²	396	2.40	93	2.16	36	2.27	22	2.80	65	2.66	109	2.23	-	-	71	2.67
Sulphate	112	2.63	15	2.12	-	-	18	2.78	45	2.79	10	2.22	-	-	20	2.78
Sulphite	163	2.28	43	2.12	16	2.26	-	-	-	-	67	2.21	-	-	37	2.61
Groundwood	98	2.39	32	2.25	12	2.31	-	-	-	-	28	2.28	-	-	14	2.66
Bleacher men ²	428	2.59	50	2.28	103	2.45	33	3.03	63	3.13	126	2.31	-	-	52	2.90
Sulphate	184	2.79	23	2.28	40	2.45	29	3.10	47	3.32	26	2.34	-	-	18	2.97
Sulphite	133	2.54	16	2.26	34	2.51	-	-	-	-	53	2.45	-	-	30	2.90
Wet-machine operators ²	206	2.28	26	2.04	26	2.21	15	2.87	-	-	109	2.24	-	-	26	2.29
Sulphate	76	2.40	-	-	-	-	12	2.99	-	-	32	2.32	-	-	-	-
Sulphite	92	2.24	-	-	-	-	-	-	-	-	58	2.23	-	-	22	2.27
Pulp testers ²	535	2.23	126	2.07	63	2.16	42	2.24	79	2.20	109	2.17	-	-	113	2.50
Sulphate	242	2.27	30	2.09	28	2.22	31	2.26	79	2.20	23	2.23	-	-	-	-
Sulphite	171	2.16	80	2.08	17	2.16	-	-	-	-	51	2.13	-	-	23	2.53
Recovery, caustic, and acidmaking:																
Acidmakers (sulphite)	152	2.48	32	2.39	25	2.45	-	-	-	-	63	2.40	-	-	32	2.76
Evaporator operators (sulphate)	157	2.71	14	2.22	-	-	28	2.84	61	2.95	22	2.30	-	-	21	2.78
Recovery operators (sulphate)	206	2.92	22	2.50	-	-	36	3.16	60	3.23	23	2.42	-	-	52	2.92
Recovery helpers, first (sulphate)	260	2.47	14	2.18	18	2.28	39	2.74	94	2.57	-	-	-	-	52	2.48
Caustic operators (causticisers) (sulphate)	163	2.66	16	2.27	14	2.33	21	2.88	56	2.98	31	2.30	-	-	22	2.72
Lime-kiln operators (sulphate)	140	2.63	11	2.19	14	2.23	23	2.83	55	2.82	-	-	-	-	22	2.67
Paper and Paperboard																
Stock preparation:																
Head stock preparers, group I ²	238	2.91	33	2.78	86	2.84	-	-	32	3.25	46	2.87	-	-	-	-
Fine grades	162	2.92	-	-	66	2.99	-	-	-	-	46	2.87	-	-	-	-
Head stock preparers, group II ²	876	2.60	249	2.37	200	2.48	30	2.94	70	3.09	198	2.66	55	\$ 2.49	74	3.06
Fine grades	432	2.52	156	2.38	91	2.53	19	2.72	-	-	118	2.66	33	2.49	-	-
Sanitary tissue	93	2.44	18	2.06	34	2.42	-	-	-	-	25	2.41	-	-	-	-
Coarse (kraft)	142	2.91	-	-	-	-	-	-	30	3.23	46	2.82	-	-	27	3.26

See footnotes at end of table.

Table 9. Occupational Averages: Papermills—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in papermills, United States and selected regions, January 1962)

Department and occupation	United States		New England		Middle Atlantic		Central		South		Lakes States		Midwest		Pacific	
	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
Paper and Paperboard—Continued																
Stock preparation —Continued																
Beatermen ²	1,821	\$ 2.22	466	\$ 2.03	390	\$ 2.16	102	\$ 2.45	68	\$ 2.42	473	\$ 2.25	174	\$ 2.34	148	\$ 2.50
Newsprint and groundwood	127	2.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fine grades	974	2.24	298	2.04	210	2.32	60	2.58	-	-	223	2.24	143	2.35	28	2.53
Sanitary tissue	211	2.11	-	-	45	1.97	-	-	-	-	71	2.21	-	-	28	2.47
Coarse (kraft)	273	2.33	-	-	-	-	21	1.98	32	2.37	120	2.32	-	-	67	2.52
Special industrial	195	2.08	-	-	84	1.89	-	-	-	-	-	-	-	-	-	-
Hydrapulper operators ²	615	2.21	134	2.11	121	2.18	29	2.04	35	2.29	171	2.28	61	2.14	64	2.36
Fine grades	336	2.21	59	2.10	97	2.19	15	2.22	-	-	102	2.29	52	2.15	-	-
Sanitary tissue	95	2.19	33	2.04	-	-	-	-	-	-	29	2.28	-	-	-	-
Coarse (kraft)	110	2.16	-	-	-	-	-	-	12	2.16	-	-	-	-	12	2.30
Machine room:																
Paper-machine tenders ²	3,313	3.00	801	2.70	735	2.82	237	3.09	256	3.73	713	2.99	258	2.79	313	3.72
Newsprint and groundwood	272	3.82	132	3.60	-	-	-	-	-	-	-	-	-	-	60	3.96
Fine grades	1,589	2.89	385	2.60	423	2.87	151	2.99	48	3.70	359	3.01	171	2.87	52	3.46
Sanitary tissue	627	2.93	102	2.27	176	2.86	-	-	-	-	195	2.93	-	-	91	3.75
Coarse (kraft)	438	3.25	37	2.54	-	-	34	2.69	120	3.57	118	3.14	-	-	88	3.80
Special industrial	271	2.52	127	2.51	84	2.35	-	-	-	-	-	-	-	-	-	-
Backtenders ²	3,316	2.67	810	2.42	754	2.50	225	2.72	257	3.34	698	2.66	260	2.47	312	3.34
Newsprint and groundwood	260	3.49	129	3.32	36	4.03	-	-	-	-	-	-	-	-	60	3.59
Fine grades	1,592	2.56	388	2.31	434	2.56	149	2.67	48	3.23	348	2.66	173	2.49	52	3.09
Sanitary tissue	644	2.60	109	2.07	185	2.53	-	-	-	-	-	-	196	2.63	91	3.34
Coarse (kraft)	444	2.90	45	2.33	-	-	32	2.46	121	3.19	-	-	118	2.78	87	3.41
Special industrial	260	2.24	121	2.23	84	2.08	-	-	-	-	-	-	-	-	-	-
Third hands ²	3,107	2.43	690	2.23	706	2.29	223	2.43	255	2.99	713	2.44	220	2.24	300	2.90
Newsprint and groundwood	268	3.01	129	2.86	-	-	-	-	36	3.41	-	-	-	-	60	3.05
Fine grades	1,545	2.32	348	2.13	414	2.31	148	2.28	47	2.93	373	2.43	163	2.28	52	2.72
Sanitary tissue	559	2.39	94	1.89	137	2.36	-	-	-	-	186	2.43	-	-	83	2.91
Coarse (kraft)	430	2.64	25	2.15	-	-	27	2.35	120	2.89	118	2.51	-	-	83	2.97
Special industrial	219	2.11	76	2.11	88	1.98	-	-	-	-	-	-	-	-	-	-
Fourth hands ²	2,443	2.25	497	2.08	473	2.14	161	2.31	254	2.60	592	2.24	204	2.17	262	2.50
Newsprint and groundwood	270	2.53	129	2.42	-	-	-	-	36	2.83	-	-	-	-	60	2.52
Fine grades	1,232	2.19	245	1.99	320	2.18	91	2.18	46	2.62	319	2.24	159	2.19	52	2.45
Sanitary tissue	354	2.21	-	-	52	2.12	-	-	-	-	161	2.22	-	-	48	1.90
Coarse (kraft)	385	2.36	31	1.93	-	-	30	2.09	120	2.53	91	2.29	-	-	80	2.53
Special industrial	120	2.03	36	2.04	-	-	-	-	-	-	-	-	-	-	-	-
Fifth hands ²	1,413	2.23	288	2.14	225	2.17	85	2.22	240	2.32	328	2.18	40	2.17	207	2.40
Newsprint and groundwood	260	2.39	120	2.31	-	-	-	-	36	2.66	-	-	-	-	60	2.41
Fine grades	647	2.17	108	2.06	184	2.15	43	2.19	40	2.34	192	2.18	40	2.17	40	2.36
Sanitary tissue	124	2.23	-	-	-	-	-	-	-	-	-	-	-	-	32	2.40
Coarse (kraft)	312	2.21	-	-	-	-	19	2.05	120	2.23	64	2.22	-	-	64	2.42
Finishing, roll:																
Calender operators ²	973	2.48	237	2.34	298	2.40	35	2.61	-	-	288	2.53	77	2.69	34	2.93
Fine grades	821	2.46	208	2.35	273	2.36	35	2.61	-	-	220	2.51	68	2.73	-	-
Calender helpers ²	947	2.23	235	2.11	237	2.26	-	-	-	-	298	2.23	79	2.33	34	2.46
Fine grades	807	2.22	213	2.11	214	2.25	-	-	-	-	236	2.22	67	2.36	-	-
Rewinder operators ²	1,681	2.29	381	2.14	403	2.30	220	2.25	61	2.62	396	2.34	122	2.30	98	2.49
Fine grades	1,178	2.28	273	2.13	345	2.27	187	2.30	-	-	250	2.33	93	2.34	-	-
Coarse (kraft)	239	2.32	-	-	-	-	-	-	16	2.23	131	2.37	-	-	46	2.48
Rewinder helpers ²	1,051	2.15	203	2.04	278	2.16	60	2.06	43	2.37	288	2.15	105	2.15	74	2.32
Fine grades	695	2.15	138	2.04	212	2.15	39	2.24	-	-	200	2.14	85	2.18	-	-
Coarse (kraft)	157	2.16	-	-	-	-	-	-	-	-	-	-	-	-	41	2.29

See footnotes at end of table.

Table 9. Occupational Averages: Papermills—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in papermills, United States and selected regions, January 1962)

Department and occupation	United States		New England		Middle Atlantic		Central		South		Lakes States		Midwest		Pacific	
	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
<u>Paper and Paperboard—Continued</u>																
Finishing, sheet:																
Cutters, guillotine type (cut and trim) ² ----	1,057	\$ 2.31	313	\$ 2.15	150	\$ 2.39	64	\$ 2.34	49	\$ 2.19	256	\$ 2.30	172	\$ 2.54	-	-
Fine grades -----	838	2.34	270	2.16	103	2.50	55	2.36	31	2.17	222	2.32	155	2.58	-	-
Cutters, rotary or sheet ² -----	1,263	2.28	291	2.09	181	2.27	101	2.41	91	2.43	339	2.29	200	2.41	60	\$ 2.45
Fine grades -----	1,064	2.28	246	2.10	155	2.29	93	2.42	44	2.40	317	2.29	198	2.41	-	-
Special industrial -----	36	2.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laboratory:																
Paper testers ² -----	1,463	2.26	311	2.09	312	2.22	72	2.51	237	2.23	310	2.31	89	2.29	132	2.56
Newsprint and groundwood -----	115	2.29	51	2.25	-	-	-	-	20	2.16	-	-	-	-	16	2.46
Fine grades -----	746	2.26	173	2.06	218	2.27	-	-	27	2.13	219	2.31	48	2.42	-	-
Coarse (kraft) -----	311	2.26	-	-	-	-	-	-	117	2.23	52	2.33	-	-	48	2.60
<u>Miscellaneous</u>																
Electricians, maintenance -----	1,716	2.81	316	2.53	322	2.68	196	2.96	223	3.18	360	2.68	113	2.84	186	3.14
Firemen, stationary boiler -----	1,197	2.42	311	2.28	262	2.41	87	2.48	116	2.70	287	2.35	64	2.33	70	2.86
Janitors -----	1,646	2.05	174	1.89	349	2.02	161	2.05	118	2.02	527	2.04	124	2.06	193	2.25
Machinists, maintenance -----	1,285	2.81	266	2.59	280	2.74	99	2.98	168	3.13	250	2.68	72	2.72	150	3.14
Millwrights -----	3,512	2.77	960	2.51	454	2.67	313	2.95	496	3.14	711	2.66	187	2.63	391	3.14
Oilers -----	1,181	2.33	243	2.14	184	2.21	124	2.46	208	2.53	230	2.28	61	2.29	131	2.52
Pipefitters, maintenance -----	1,485	2.81	311	2.60	243	2.65	142	2.98	258	3.11	310	2.68	72	2.77	149	3.14
Truckers, power -----	3,086	2.21	488	2.07	531	2.18	288	2.24	359	2.20	654	2.21	375	2.14	391	2.49
Forklift -----	2,176	2.22	253	2.02	439	2.18	195	2.23	337	2.21	361	2.20	226	2.14	365	2.50
Other than forklift -----	910	2.18	235	2.11	92	2.22	93	2.26	22	2.02	293	2.22	-	-	26	2.39

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 10. Occupational Averages: Paperboard Mills

(Number and average straight-time hourly earnings¹ of men in selected occupations in paperboard mills, United States and selected regions, January 1962)

Department and occupation	United States ²		New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	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
Pulp																
Woodyard and wood preparation:																
Crane operators	277	\$ 2.88	-	-	-	-	58	\$ 2.92	164	\$ 3.05	15	\$ 2.40	-	-	-	-
Barkers, drum	98	2.12	-	-	-	-	17	2.07	62	2.10	7	2.23	-	-	-	-
Chippermen	177	2.19	-	-	-	-	30	2.13	114	2.20	16	2.12	-	-	-	-
Knife grinders	40	2.41	-	-	-	-	8	2.31	29	2.43	-	-	-	-	-	-
Pulpmaking:																
Cooks (digester operators) ³	223	2.93	-	-	-	-	38	2.84	96	3.23	21	2.53	-	-	36	\$ 2.98
Sulphate	152	3.13	-	-	-	-	28	3.02	92	3.22	-	-	-	-	24	2.98
Cook helpers, first ³	229	2.51	-	-	-	-	36	2.31	144	2.59	21	2.25	-	-	24	2.51
Sulphate	180	2.56	-	-	-	-	20	2.45	140	2.59	-	-	-	-	12	2.58
Washer operators (sulphate)	116	2.85	-	-	-	-	20	2.80	64	2.97	-	-	-	-	24	2.70
Screenmen ³	149	2.61	-	-	-	-	40	2.49	66	2.72	11	2.21	-	-	28	2.64
Sulphate	106	2.70	-	-	-	-	20	2.70	62	2.71	-	-	-	-	20	2.65
Bleachermen ³	60	3.17	-	-	-	-	12	3.24	20	3.30	-	-	-	-	-	-
Sulphate	52	3.19	-	-	-	-	12	3.24	20	3.30	-	-	-	-	-	-
Pulp testers ³	171	2.33	-	-	-	-	36	2.20	67	2.28	20	2.16	-	-	-	-
Sulphate	131	2.33	-	-	-	-	32	2.21	67	2.28	-	-	-	-	-	-
Recovery, caustic, and acidmaking:																
Evaporator operators (sulphate)	123	2.89	-	-	-	-	20	2.81	79	2.95	-	-	-	-	20	2.76
Recovery operators (sulphate)	164	3.01	-	-	-	-	28	3.06	84	3.14	-	-	-	-	40	2.82
Recovery helpers, first (sulphate)	226	2.54	-	-	-	-	40	2.44	146	2.59	-	-	-	-	28	2.47
Caustic operators (causticisers)	116	2.80	-	-	-	-	20	2.74	68	2.88	-	-	-	-	20	2.69
(sulphate)	116	2.73	-	-	-	-	20	2.79	68	2.78	-	-	-	-	20	2.62
Lime-kiln operators (sulphate)																
Paper and Paperboard																
Stock preparation:																
Head stock preparers, group I	100	2.99	-	-	-	-	16	3.13	36	3.23	25	2.92	-	-	-	-
Head stock preparers, group II ³	400	2.48	25	\$ 2.39	79	\$ 2.28	25	2.41	48	2.96	73	2.23	81	\$ 2.28	59	2.81
Container board	176	2.53	-	-	-	-	-	-	38	3.11	-	-	43	2.13	36	2.77
Boxboard	189	2.41	-	-	72	2.27	21	2.35	-	-	-	-	28	2.51	23	2.88
Beatermen ³	1,050	2.11	32	2.12	333	2.04	120	2.14	55	2.17	213	2.08	218	2.10	69	2.39
Container board	249	2.21	-	-	-	-	34	2.53	39	2.31	-	-	32	2.25	-	-
Boxboard	748	2.06	-	-	306	2.03	78	1.89	-	-	126	2.07	180	2.08	37	2.41
Hydrapulper operators ³	608	2.03	53	2.10	141	2.09	132	1.85	51	1.83	93	2.01	93	2.12	31	2.40
Container board	174	2.06	-	-	-	-	35	1.99	24	2.09	-	-	36	2.07	8	2.47
Boxboard	409	2.01	44	2.05	132	2.10	-	-	-	-	39	2.06	-	-	-	-
Machine room:																
Paper-machine tenders ³	1,256	2.84	100	2.60	261	2.49	140	2.86	234	3.50	183	2.62	219	2.57	105	3.38
Container board	478	3.13	-	-	-	-	91	3.06	150	3.70	75	2.63	85	2.49	50	3.45
Boxboard	596	2.66	55	2.63	208	2.53	49	2.47	40	3.00	81	2.42	112	2.72	51	3.35
Backtenders ³	1,212	2.55	117	2.28	241	2.25	140	2.56	233	3.10	162	2.38	204	2.32	101	3.00
Container board	465	2.79	-	-	-	-	91	2.74	150	3.29	63	2.37	85	2.20	50	3.04
Boxboard	582	2.37	54	2.29	207	2.27	49	2.21	39	2.64	71	2.21	115	2.42	47	3.00
Third hands ³	1,136	2.37	92	2.16	211	2.08	137	2.34	235	2.84	135	2.25	207	2.16	105	2.64
Container board	471	2.55	-	-	-	-	91	2.47	150	3.02	63	2.17	91	2.07	50	2.68
Boxboard	522	2.21	53	2.17	177	2.10	46	2.07	39	2.44	44	2.15	112	2.23	51	2.62
Fourth hands ³	1,039	2.23	86	2.07	119	2.16	163	2.14	254	2.40	115	2.16	193	2.15	95	2.41
Container board	440	2.33	-	-	-	-	96	2.23	147	2.59	45	2.06	84	2.07	48	2.42
Boxboard	501	2.13	71	2.06	103	2.18	67	2.01	-	-	43	2.12	105	2.22	43	2.41
Fifth hands ³	825	2.13	39	2.04	67	2.09	136	2.04	203	2.28	136	2.03	149	2.00	87	2.34
Container board	413	2.16	-	-	-	-	72	2.15	145	2.30	-	-	-	-	48	2.35
Boxboard	329	2.06	33	2.00	63	2.10	64	1.92	24	2.27	-	-	82	2.03	35	2.34

See footnotes at end of table.

Table 10. Occupational Averages: Paperboard Mills—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in paperboard mills, United States and selected regions, January 1962)

Department and occupation	United States ²		New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	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
<u>Paper and Paperboard—Continued</u>																
<u>Finishing, roll:</u>																
Rewinder operators	208	\$2.25	-	-	33	\$2.31	21	\$2.15	39	\$2.32	36	\$2.14	17	\$2.25	21	\$2.44
Rewinder helpers	137	2.12	7	\$2.22	-	-	16	2.08	29	2.07	45	2.01	17	2.21	12	2.28
<u>Finishing, sheet:</u>																
Cutters, guillotine type (cut and trim) ³ ---	338	2.16	29	2.32	96	2.27	60	1.95	14	2.40	84	2.03	33	2.13	16	2.45
Boxboard	271	2.14	16	2.30	92	2.28	47	1.87	-	-	76	2.01	23	2.18	12	2.47
Cutters, rotary or sheet ³	201	2.16	21	2.26	58	2.16	-	-	11	2.44	36	2.10	-	-	-	-
Container board	70	2.21	-	-	-	-	-	-	8	2.45	32	2.09	-	-	-	-
Boxboard	105	2.15	-	-	49	2.21	-	-	-	-	-	-	-	-	-	-
<u>Laboratory:</u>																
Paper testers ³	631	2.23	23	2.11	57	2.08	71	2.16	238	2.25	88	2.19	60	2.05	86	2.49
Container board	386	2.23	-	-	-	-	67	2.15	178	2.28	51	2.13	-	-	36	2.43
Boxboard	177	2.20	18	2.13	36	2.07	-	-	33	2.11	28	2.24	28	2.15	30	2.50
<u>Miscellaneous</u>																
Electricians, maintenance	811	2.88	23	2.57	90	2.44	131	2.87	266	3.13	109	2.75	99	2.60	82	3.13
Firemen, stationary boiler	768	2.39	84	2.24	143	2.22	90	2.45	160	2.55	112	2.39	135	2.32	32	2.79
Janitors	739	1.96	30	1.83	113	1.89	126	1.86	144	1.91	156	2.00	92	1.99	72	2.22
Machinists, maintenance	515	2.84	35	2.44	39	2.60	50	2.78	209	3.06	70	2.67	84	2.63	25	3.10
Millwrights	1,553	2.81	104	2.27	172	2.50	224	2.82	546	3.05	172	2.56	173	2.55	143	3.14
Oilers	572	2.36	31	2.07	59	2.23	81	2.26	210	2.50	47	2.36	82	2.17	55	2.51
Pipefitters, maintenance	708	2.90	12	2.39	61	2.52	113	2.92	323	3.05	73	2.58	58	2.64	55	3.13
Truckers, power	1,910	2.19	90	2.07	360	2.18	150	2.04	406	2.15	334	2.14	251	2.23	295	2.39
Forklift	1,606	2.21	65	2.08	353	2.18	134	2.06	347	2.14	181	2.18	207	2.26	295	2.39
Other than forklift	304	2.11	25	2.04	-	-	16	1.94	59	2.20	153	2.11	44	2.08	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for States other than those in the regions for which data are shown separately.³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 11. Occupational Averages: Paper and Paperboard Mills—Machine-Room Occupations by Width of Machine

(Number and average straight-time hourly earnings¹ of men in selected machine-room occupations in paper and paperboard mills by width of machine, United States and selected regions, January 1962)

Occupation and machine width	United States ²		New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Number of workers	Average hourly earnings							
Paper-machine tenders—100 inches and under³	1,409	\$ 2.51	\$ 2.46	\$ 2.40	\$ 2.32	\$ 2.56	\$ 2.72	\$ 2.54	\$ 3.21
Fine grades	328	2.51	2.43	2.58	2.45	-	2.64	2.46	-
Sanitary tissue	201	2.50	-	2.31	-	-	-	-	-
Coarse (kraft)	124	2.82	2.47	-	2.38	-	-	-	-
Special industrial	209	2.44	-	2.35	-	-	-	-	-
Container board	71	2.45	-	-	-	-	-	2.47	-
Boxboard	348	2.46	2.57	2.41	2.44	-	2.27	2.57	3.06
Paper-machine tenders—101 inches to 150 inches³	2,009	2.90	2.71	2.83	2.81	3.30	2.91	2.76	3.44
Newsprint and groundwood	133	3.51	3.39	-	-	-	-	-	-
Fine grades	909	2.88	2.63	2.88	2.75	3.36	2.95	3.01	3.38
Sanitary tissue	273	2.78	-	2.71	-	-	2.92	-	3.39
Coarse (kraft)	172	3.01	-	-	-	3.26	3.15	-	-
Special industrial	49	2.56	-	-	-	-	-	-	-
Container board	206	2.81	-	-	2.92	3.25	-	-	3.31
Boxboard	232	2.85	2.69	2.75	2.92	-	2.53	2.85	3.33
Paper-machine tenders—151 inches to 200 inches³	657	3.34	2.82	3.54	3.46	3.47	3.10	2.92	3.86
Newsprint and groundwood	43	3.75	-	-	-	-	-	-	3.98
Fine grades	263	3.14	2.70	3.13	3.39	4.03	3.20	2.88	-
Sanitary tissue	121	3.65	-	-	-	-	3.00	-	-
Coarse (kraft)	94	3.64	-	-	-	3.53	-	-	3.85
Special industrial	21	2.98	-	-	-	-	-	-	-
Container board	78	3.26	-	-	-	3.25	-	-	3.71
Boxboard	26	3.15	-	-	-	-	-	-	-
Paper-machine tenders—201 inches and over³	502	3.94	4.35	3.61	3.91	3.91	3.70	-	4.26
Newsprint and groundwood	84	4.54	-	-	-	4.37	-	-	-
Fine grades	93	3.65	-	3.44	3.73	-	3.70	-	-
Coarse (kraft)	94	3.93	-	-	-	3.87	-	-	4.22
Container board	157	3.81	-	-	3.76	3.83	-	-	-
Boxboard	34	3.84	-	-	-	3.81	-	-	-
Backtenders—100 inches and under³	1,384	2.25	2.17	2.15	2.06	2.30	2.43	2.34	2.91
Fine grades	331	2.22	2.13	2.29	2.19	-	2.35	2.17	-
Sanitary tissue	201	2.22	-	2.06	-	-	-	-	-
Coarse (kraft)	125	2.52	2.24	-	2.17	-	-	-	-
Special industrial	198	2.17	-	2.08	-	-	-	-	-
Container board	59	2.15	-	-	-	-	-	2.16	-
Boxboard	335	2.20	2.22	2.17	2.17	-	2.07	2.33	2.83
Backtenders—101 inches to 150 inches³	2,008	2.58	2.43	2.54	2.52	2.93	2.61	2.43	3.06
Newsprint and groundwood	130	3.21	3.08	-	-	-	-	-	-
Fine grades	907	2.55	2.34	2.56	2.49	3.01	2.62	2.58	3.02
Sanitary tissue	287	2.51	-	2.47	-	-	2.64	-	3.03
Coarse (kraft)	178	2.68	-	-	-	2.89	2.84	-	-
Special industrial	49	2.29	-	-	-	-	-	-	-
Container board	205	2.49	-	-	2.62	2.87	-	-	2.89
Boxboard	232	2.52	2.37	2.45	2.54	-	2.30	2.50	2.94

See footnotes at end of table.

Table 11. Occupational Averages: Paper and Paperboard Mills—Machine-Room Occupations by Width of Machine—Continued

(Number and average straight-time hourly earnings¹ of men in selected machine-room occupations in paper and paperboard mills by width of machine, United States and selected regions, January 1962)

Occupation and machine width	United States ²		New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Number of workers	Average hourly earnings							
Backtenders—151 inches to 200 inches ³ -----	652	\$ 2.97	\$ 2.53	\$ 3.23	\$ 2.92	\$ 3.07	\$ 2.78	\$ 2.54	\$ 3.46
Newsprint and groundwood -----	43	3.42	-	-	-	-	-	-	3.62
Fine grades -----	265	2.76	2.42	2.81	2.75	3.45	2.84	2.51	-
Sanitary tissue -----	124	3.19	-	-	-	-	2.70	-	-
Coarse (kraft) -----	94	3.27	-	-	-	3.16	-	-	3.46
Special industrial -----	21	2.68	-	-	-	-	-	-	-
Container board -----	78	2.91	-	-	-	2.92	-	-	3.31
Boxboard -----	25	2.73	-	-	-	-	-	-	-
Backtenders—201 inches and over ³ -----	492	3.53	4.05	3.21	3.46	3.49	3.29	2.73	3.81
Newsprint and groundwood -----	75	4.19	-	-	-	4.03	-	-	-
Fine grades -----	93	3.26	-	3.13	3.30	-	3.29	-	-
Sanitary tissue -----	32	3.62	-	-	-	-	-	-	-
Coarse (kraft) -----	93	3.50	-	-	-	3.44	-	-	3.79
Container board -----	157	3.40	-	-	3.46	3.41	-	-	-
Boxboard -----	34	3.39	-	-	-	3.41	-	-	-
Third hands—100 inches and under ³ -----	1,127	2.09	2.04	2.00	1.93	2.07	2.30	2.11	2.55
Fine grades -----	273	2.05	1.96	2.09	2.05	-	2.15	1.98	-
Sanitary tissue -----	131	2.13	-	-	-	-	-	-	-
Coarse (kraft) -----	109	2.32	-	-	-	-	-	-	-
Special industrial -----	171	2.03	-	1.95	-	-	-	-	-
Container board -----	65	2.01	-	-	-	-	-	2.07	-
Boxboard -----	295	2.06	2.10	2.00	1.98	-	-	2.18	2.49
Third hands—101 inches to 150 inches ³ -----	1,944	2.35	2.22	2.30	2.21	2.71	2.39	2.23	2.70
Newsprint and groundwood -----	133	2.78	2.72	-	-	-	-	-	-
Fine grades -----	906	2.31	2.15	2.31	-	2.72	2.39	2.35	2.67
Sanitary tissue -----	276	2.27	-	2.22	-	-	2.40	-	2.68
Coarse (kraft) -----	164	2.46	-	-	-	2.66	2.56	-	-
Container board -----	205	2.29	-	-	2.41	2.71	-	-	2.58
Boxboard -----	209	2.34	2.22	2.28	2.27	-	2.24	2.28	2.60
Third hands—151 inches to 200 inches ³ -----	696	2.63	2.26	2.71	2.61	2.80	2.50	2.34	2.98
Newsprint and groundwood -----	43	2.90	-	-	-	-	-	-	3.07
Fine grades -----	292	2.49	2.21	2.49	2.47	3.12	2.57	2.31	-
Sanitary tissue -----	120	2.77	-	-	-	-	2.41	-	-
Coarse (kraft) -----	110	2.86	-	-	-	2.89	-	-	2.99
Special industrial -----	25	2.44	-	-	-	-	-	-	-
Container board -----	78	2.62	-	-	-	2.67	-	-	2.88
Boxboard -----	28	2.43	-	-	-	-	-	-	-
Third hands—201 inches and over ³ -----	485	3.12	3.31	2.79	3.17	3.15	2.82	2.53	3.20
Newsprint and groundwood -----	83	3.54	-	-	-	3.41	-	-	-
Fine grades -----	78	2.83	-	2.74	-	-	2.82	-	-
Sanitary tissue -----	32	3.14	-	-	-	-	-	-	-
Coarse (kraft) -----	93	3.12	-	-	-	3.11	-	-	3.21
Container board -----	157	3.08	-	-	2.99	3.12	-	-	-
Boxboard -----	34	3.02	-	-	-	3.09	-	-	-
Fourth hands—100 inches and under ³ -----	798	2.02	1.90	2.01	1.91	1.83	2.23	2.13	2.37
Fine grades -----	191	1.93	1.75	-	2.01	-	2.14	2.08	-
Sanitary tissue -----	46	2.15	-	-	-	-	-	-	-
Coarse (kraft) -----	103	2.15	-	-	-	-	-	-	-
Special industrial -----	87	1.97	-	-	-	-	-	-	-
Container board -----	39	1.91	-	-	-	-	-	2.03	-
Boxboard -----	281	2.04	2.01	-	1.98	-	-	2.21	2.39

See footnotes at end of table.

Table 11. Occupational Averages: Paper and Paperboard Mills—Machine-Room Occupations by Width of Machine—Continued

(Number and average straight-time hourly earnings¹ of men in selected machine-room occupations in paper and paperboard mills by width of machine, United States and selected regions, January 1962)

Occupation and machine width	United States ²		New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Number of workers	Average hourly earnings							
Fourth hands—101 inches to 150 inches ³ _____	1,641	\$ 2.20	\$ 2.12	\$ 2.19	\$ 2.10	\$ 2.40	\$ 2.20	\$ 2.14	\$ 2.43
Newsprint and groundwood _____	134	2.35	2.30	-	-	-	-	-	-
Fine grades _____	691	2.20	2.09	2.22	-	2.45	2.22	2.21	2.42
Sanitary tissue _____	225	2.14	-	2.12	-	-	2.17	-	-
Coarse (kraft) _____	141	2.22	-	-	-	2.35	2.28	-	-
Special industrial _____	19	2.10	-	-	-	-	-	-	-
Container board _____	195	2.16	-	-	2.24	2.39	-	-	2.38
Boxboard _____	216	2.20	-	2.16	-	-	2.23	2.22	2.39
Fourth hands—151 inches to 200 inches ³ _____	580	2.35	2.07	2.24	2.31	2.54	2.29	2.25	2.52
Newsprint and groundwood _____	43	2.42	-	-	-	-	-	-	2.49
Fine grades _____	264	2.26	2.05	2.24	2.18	2.78	2.29	2.19	-
Sanitary tissue _____	63	2.39	-	-	-	-	-	-	-
Coarse (kraft) _____	98	2.52	-	-	-	2.57	-	-	2.53
Container board _____	82	2.33	-	-	-	2.32	-	-	2.49
Fourth hands—201 inches and over ³ _____	477	2.65	2.73	2.38	2.67	2.69	2.46	2.45	2.61
Newsprint and groundwood _____	84	2.93	-	-	-	2.83	-	-	-
Fine grades _____	90	2.43	-	2.35	2.46	-	2.46	-	-
Sanitary tissue _____	20	2.61	-	-	-	-	-	-	-
Coarse (kraft) _____	89	2.65	-	-	-	2.66	-	-	2.62
Container board _____	158	2.64	-	-	2.56	2.67	-	-	-
Boxboard _____	28	2.64	-	-	-	2.66	-	-	-
Fifth hands—100 inches and under ³ _____	252	2.06	2.05	2.04	1.95	2.03	2.18	2.00	2.34
Fine grades _____	31	1.93	-	-	-	-	-	-	-
Coarse (kraft) _____	63	2.18	-	-	-	-	-	-	-
Boxboard _____	136	2.01	2.01	-	1.87	-	-	-	-
Fifth hands—101 inches to 150 inches ³ _____	1,051	2.13	2.12	2.17	1.96	2.18	2.11	2.00	2.34
Newsprint and groundwood _____	126	2.27	2.24	-	-	-	-	-	2.38
Fine grades _____	323	2.18	2.12	2.18	-	-	2.16	2.32	-
Sanitary tissue _____	85	2.21	-	-	-	-	-	-	-
Coarse (kraft) _____	120	2.06	-	-	-	2.17	2.21	-	-
Container board _____	206	2.04	-	-	2.04	2.20	-	-	2.33
Boxboard _____	161	2.05	-	-	-	-	-	-	2.33
Fifth hands—151 inches to 200 inches ³ _____	490	2.22	2.02	2.18	2.19	2.27	2.16	2.19	2.40
Newsprint and groundwood _____	43	2.27	-	-	-	-	-	-	2.36
Fine grades _____	226	2.17	1.99	2.18	-	2.51	2.17	2.13	-
Sanitary tissue _____	28	2.30	-	-	-	-	-	-	-
Coarse (kraft) _____	90	2.32	-	-	-	2.22	-	-	2.43
Container board _____	72	2.22	-	-	-	2.26	-	-	2.39
Fifth hands—201 inches and over ³ _____	447	2.38	2.47	2.31	2.36	2.37	2.30	2.34	2.49
Newsprint and groundwood _____	91	2.62	-	-	-	2.66	-	-	-
Fine grades _____	71	2.28	-	2.28	-	-	2.30	-	-
Coarse (kraft) _____	85	2.33	-	-	-	2.32	-	-	2.45
Container board _____	152	2.32	-	-	2.31	2.32	-	-	-
Boxboard _____	32	2.38	-	-	-	2.35	-	-	-

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

² Includes data for States other than those in the regions for which data are shown separately.

³ Includes data for types of paper or paperboard not shown separately.

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

Table 12. Occupational Averages: All Mills by Size of Mill

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, January 1962)

Department and occupation	United States ²						New England			Middle Atlantic			Central		
	50-249 workers		250-999 workers		1,000 or more workers		50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings								
<u>Pulp</u>															
Woodyard and wood preparation:															
Crane operators	68	\$ 2.22	402	\$2.82	389	\$2.85	-	\$2.47	-	-	\$2.34	\$ 2.32	-	\$3.03	\$ 2.81
Barkers, drum	-	-	171	2.10	143	2.14	-	1.98	\$2.01	-	2.05	-	-	2.07	2.14
Sawyers	36	1.96	124	2.49	76	2.39	-	2.07	-	-	1.92	-	-	-	-
Chippermen	19	2.07	226	2.20	252	2.25	-	1.96	2.05	-	2.19	2.22	-	2.12	2.49
Pulpmaking:															
Cooks (digester operators) ³	100	2.37	368	2.91	284	3.03	-	2.46	2.57	-	2.44	2.65	-	2.98	3.01
Sulphate	-	-	196	3.04	182	3.10	-	-	2.44	-	2.35	-	-	3.19	3.03
Sulphite	30	2.71	136	2.85	80	2.93	-	2.52	-	-	2.56	2.65	-	-	-
Cook helpers, first ³	60	2.16	325	2.44	353	2.50	-	2.10	2.20	-	2.13	-	-	2.41	2.47
Sulphate	-	-	190	2.51	259	2.53	-	-	2.12	-	-	-	-	2.46	2.43
Sulphite	32	2.30	125	2.36	67	2.42	-	-	2.12	-	-	-	-	-	-
Blow-pit men (sulphite)	24	2.33	107	2.14	74	2.27	-	1.99	-	-	-	2.28	-	-	-
Washer operators (sulphate)	-	-	159	2.76	141	2.75	-	-	2.26	-	2.28	-	-	2.79	2.72
Screenmen ³	34	2.27	342	2.50	245	2.49	-	2.09	2.24	-	2.18	2.31	-	2.62	2.74
Sulphate	-	-	132	2.71	144	2.60	-	-	2.12	-	-	-	-	2.75	2.74
Sulphite	-	-	130	2.36	85	2.40	-	2.02	-	-	-	2.28	-	-	-
Bleacher men	43	2.26	299	2.70	236	2.84	-	2.25	2.28	-	2.44	2.47	-	2.73	3.06
Wet-machine operators	55	2.09	117	2.34	123	2.36	-	2.05	-	-	-	-	-	-	3.05
Pulp testers ³	29	2.29	452	2.29	312	2.27	-	2.07	2.07	-	2.15	-	-	2.23	2.24
Sulphate	-	-	206	2.31	191	2.26	-	-	2.09	-	2.22	-	-	2.22	2.25
Sulphite	8	2.44	151	2.33	75	2.25	-	2.09	-	-	2.18	-	-	-	-
Recovery, caustic, and acidmaking:															
Acidmakers (sulphite)	30	2.53	115	2.56	72	2.60	-	2.26	-	-	2.45	2.45	-	-	-
Evaporator operators (sulphate)	-	-	153	2.79	151	2.81	-	-	2.23	-	-	-	-	2.89	2.78
Recovery operators (sulphate)	-	-	185	2.99	205	3.00	-	2.35	2.52	-	-	-	-	3.15	3.10
Recovery helpers, first (sulphate)	-	-	254	2.47	272	2.55	-	2.02	-	-	2.28	-	-	2.53	2.65
Caustic operators (causticisers) (sulphate)	-	-	160	2.73	147	2.74	-	-	2.29	-	2.33	-	-	2.79	2.83
<u>Paper and Paperboard</u>															
Stock preparation:															
Head stock preparers, group I	37	2.27	178	2.87	123	3.22	-	2.74	-	\$2.34	2.71	-	-	3.09	-
Head stock preparers, group II ³	510	2.33	494	2.64	272	2.86	\$2.33	2.36	2.49	2.30	2.49	2.72	\$2.33	2.43	3.12
Fine grades	115	2.34	205	2.52	112	2.70	2.33	-	2.53	-	2.53	-	-	-	2.90
Beatermen ³	921	1.99	1,177	2.20	777	2.37	1.96	2.03	-	1.92	2.22	2.34	1.83	1.98	2.83
Fine grades	175	2.01	435	2.21	372	2.39	1.97	1.99	2.14	-	2.27	2.44	-	-	2.78
Boxboard	351	1.95	385	2.17	33	1.90	-	2.09	-	1.90	2.24	-	1.83	-	-
Hydrapulper operators ³	424	1.95	495	2.19	308	2.24	2.14	2.12	-	2.05	2.15	2.36	-	2.04	2.21
Fine grades	19	2.09	216	2.17	101	2.31	-	2.12	-	-	2.16	2.28	-	-	2.22
Machine room:															
Paper-machine tenders ³	1,250	2.46	1,822	3.01	1,505	3.30	2.40	2.81	2.83	2.37	2.76	3.30	2.23	3.00	3.39
Fine grades	229	2.48	754	2.82	610	3.14	2.39	2.60	2.80	-	2.84	2.97	-	-	3.15
Container board	193	2.58	177	3.37	142	3.61	-	-	-	-	-	-	2.27	3.44	-
Boxboard	284	2.41	259	2.93	97	2.98	2.45	2.70	-	2.33	2.83	-	2.33	-	-

See footnotes at end of table.

Table 12. Occupational Averages: All Mills by Size of Mill—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, January 1962)

Department and occupation	United States ²						New England			Middle Atlantic			Central		
	50-249 workers		250-999 workers		1,000 or more workers		50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings								
Paper and Paperboard—Continued															
Machine room—Continued															
Backtenders ³	1,211	\$ 2.19	1,835	\$ 2.70	1,490	\$ 2.92	\$ 2.13	\$ 2.52	\$ 2.54	\$ 2.13	\$ 2.47	\$ 2.87	\$ 1.96	\$ 2.76	\$ 2.96
Fine grades	228	2.16	770	2.53	598	2.76	2.07	2.33	2.50	-	2.55	2.58	-	-	2.80
Container board	181	2.27	177	3.02	141	3.21	-	-	-	-	-	-	1.98	3.20	-
Boxboard	281	2.15	257	2.59	88	2.70	2.14	2.33	-	2.09	2.52	-	2.07	-	-
Third hands ³	1,111	2.03	1,689	2.47	1,452	2.64	1.99	2.34	2.33	1.96	2.30	2.53	1.87	2.48	2.57
Fine grades	221	2.02	736	2.31	592	2.45	1.94	2.16	2.30	-	2.30	2.32	-	-	2.34
Container board	187	2.09	177	2.73	141	2.93	-	-	-	-	-	-	1.84	2.81	-
Boxboard	253	2.00	251	2.37	62	2.68	2.03	2.20	-	1.88	2.33	-	1.96	-	-
Fourth hands ³	724	1.97	1,543	2.27	1,229	2.37	1.87	2.17	2.11	1.96	2.17	2.25	1.85	2.20	2.43
Fine grades	122	1.95	608	2.16	506	2.28	-	2.03	2.09	-	2.16	2.23	-	-	2.26
Container board	164	2.00	173	2.45	137	2.55	-	-	-	-	-	-	1.73	2.49	-
Boxboard	184	1.92	299	2.24	58	2.38	-	-	-	-	2.18	-	1.93	-	-
Fifth hands ³	348	1.98	991	2.23	901	2.23	-	2.20	2.07	-	2.11	2.26	1.87	2.18	2.27
Fine grades	25	1.99	333	2.15	293	2.21	-	2.12	2.04	-	2.12	-	-	2.19	-
Container board	172	1.98	149	2.28	117	2.30	-	-	-	-	-	-	1.84	2.27	-
Finishing, roll:															
Calender operators ³	82	2.25	439	2.40	497	2.56	2.12	2.36	2.37	-	2.33	2.50	-	-	-
Fine grades	34	2.07	390	2.38	397	2.56	-	2.32	-	-	2.29	2.44	-	-	-
Calender helpers	90	1.92	348	2.21	562	2.25	1.87	2.06	2.16	-	2.37	2.22	-	-	-
Rewinder operators	193	2.11	913	2.24	783	2.38	2.00	2.14	2.22	2.13	2.28	2.41	1.79	2.04	2.32
Rewinder helpers ³	106	2.01	575	2.13	507	2.19	-	2.03	2.05	-	2.18	2.28	1.63	1.91	2.25
Fine grades	-	-	421	2.11	262	2.22	-	1.99	-	-	2.15	2.17	-	-	2.26
Finishing, sheet:															
Cutters, guillotine type (cut and trim) ³	413	2.08	590	2.29	392	2.45	2.08	2.11	2.45	2.11	2.50	2.31	1.73	2.11	2.48
Fine grades	218	2.10	318	2.31	302	2.53	2.04	2.10	2.53	-	2.60	-	-	-	2.45
Cutters, rotary or sheet ³	286	2.00	601	2.23	577	2.43	1.95	2.08	-	2.06	2.24	2.43	-	-	2.53
Fine grades	174	2.00	444	2.22	446	2.46	1.92	2.06	-	-	2.24	-	-	-	2.51
Laboratory:															
Paper testers ³	427	2.06	895	2.27	788	2.33	1.98	2.13	2.12	2.02	2.27	2.29	1.98	2.07	2.71
Fine grades	102	1.97	383	2.25	261	2.41	1.87	2.10	-	-	2.28	2.25	-	-	-
Miscellaneous															
Electricians, maintenance	305	2.41	1,178	2.87	1,215	2.95	2.36	2.56	2.57	2.28	2.66	2.80	2.31	2.91	3.01
Firemen, stationary boiler	698	2.18	872	2.53	489	2.57	2.17	2.37	2.36	2.12	2.50	2.49	1.95	2.57	2.74
Janitors	288	1.88	1,182	2.03	1,067	2.07	1.88	1.87	1.89	1.82	1.97	2.06	1.58	1.90	2.08
Machinists, maintenance	202	2.44	805	2.81	879	2.94	2.40	2.60	2.59	2.43	2.69	2.86	2.37	2.88	3.04
Millwrights	777	2.44	2,365	2.81	2,314	2.90	2.27	2.57	2.51	2.31	2.67	2.74	2.29	2.87	2.98
Oilers	258	2.08	862	2.34	721	2.46	2.04	2.14	2.18	2.11	2.18	2.39	1.87	2.27	2.60
Pipefitters, maintenance	172	2.50	1,020	2.84	1,162	2.92	2.37	2.69	2.52	2.46	2.63	2.68	2.26	2.92	3.01
Truckers, power	835	2.09	2,102	2.21	2,296	2.25	2.07	2.05	2.08	2.06	2.17	2.29	1.70	1.99	2.30
Forklift	669	2.12	1,772	2.21	1,543	2.28	2.06	1.99	2.12	2.06	2.18	2.29	1.71	1.99	2.33
Other than forklift	166	1.95	330	2.22	753	2.19	-	2.15	2.07	-	2.09	2.30	1.64	-	2.26

See footnotes at end of table.

Table 12. Occupational Averages: All Mills by Size of Mill—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, January 1962)

Department and occupation	South			Lake States			Midwest			Pacific		
	50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers
Average hourly earnings												
<u>Pulp</u>												
Woodyard and wood preparation:												
Crane operators		\$3.04	\$3.07	\$2.11	\$2.45	\$2.51				\$2.71	\$2.76	\$2.73
Barkers, drum		2.13	2.10	-	2.21	-				-	-	-
Sawyers		2.21	-	-	2.10	2.25				2.62	2.63	2.77
Chippermen		2.18	2.23	-	2.16	2.18				-	2.45	2.42
Pulpmaking:												
Cooks (digester operators) ³		3.21	3.27		2.55	2.83				2.84	3.10	3.19
Sulphate		3.21	3.27	-	-	2.71				-	3.08	3.15
Sulphite		-	-	-	2.61	2.93				2.83	3.12	3.31
Cook helpers, first ³		2.61	2.61	-	2.22	2.37				2.40	2.52	2.54
Sulphate		2.61	2.61	-	-	2.31				-	2.58	2.57
Sulphite		-	-	-	2.24	2.41				2.40	2.48	2.52
Blow-pit men (sulphite)		-	-	-	2.11	2.23				2.33	2.38	2.41
Washer operators (sulphate)		2.93	2.94	-	-	2.36				-	2.67	2.74
Screenmen ³		2.75	2.70	-	2.20	2.26				2.59	2.67	2.69
Sulphate		2.74	2.70	-	-	2.22				-	2.73	-
Sulphite		-	-	-	2.18	2.26				-	2.64	2.69
Bleachermen		3.21	3.40	-	2.29	2.52				-	3.07	3.01
Wet-machine operators		-	-	-	2.28	2.23				-	2.31	-
Pulp testers ³		2.20	2.25	-	2.14	2.25				2.49	2.53	2.53
Sulphate		2.20	2.25	-	-	2.23				-	-	-
Sulphite		-	-	-	2.12	2.29				2.44	2.57	2.60
Recovery, caustic, and acidmaking:												
Acidmakers (sulphite)		-	-		2.35	2.50				2.61	2.78	2.93
Evaporator operators (sulphate)		2.93	2.99	-	-	2.29				-	2.74	2.82
Recovery operators (sulphate)		3.28	3.16	-	-	2.46				-	2.98	2.88
Recovery helpers, first (sulphate)		2.58	2.59	-	-	2.25				-	2.53	2.46
Caustic operators (causticisers) (sulphate)		2.93	2.95			2.30				-	2.73	2.71
<u>Paper and Paperboard</u>												
Stock preparation:												
Head stock preparers, group I		3.16	3.30	-	2.84	3.03				-	-	-
Head stock preparers, group II ³		3.04	3.17	2.25	2.80	2.80	\$2.27	\$2.43		2.82	2.97	3.21
Fine grades		-	-	2.35	2.78	2.85		2.38		-	-	-
Beatermen ³		2.23	2.50	2.04	2.20	2.33	2.12	2.18	\$2.38	2.38	2.49	2.49
Fine grades		-	-	2.07	2.26	2.35		-		-	-	-
Boxboard		2.13	-	-	2.12	-	2.04	2.14		-	2.47	-
Hydrapulper operators ³		-	2.23	-	2.20	2.33	2.04	2.26		-	2.38	2.37
Fine grades		-	-	-	2.24	2.39		2.10		-	-	-
Machine room:												
Paper-machine tenders ³	\$2.42	3.66	3.71	2.55	2.94	3.10	2.48	2.76	3.13	3.31	3.70	3.64
Fine grades		-	3.90	2.60	2.98	3.28	2.41	2.62		-	-	-
Container board		3.67	3.73	-	-	-	2.39	2.93		-	3.58	-
Boxboard		3.12	3.65	-	2.76	-	2.50	3.03		-	3.30	-

See footnotes at end of table.

Table 12. Occupational Averages: All Mills by Size of Mill—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill, United States and selected regions, January 1962)

Department and occupation	South			Lake States			Midwest			Pacific		
	50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers	50-249 workers	250-999 workers	1,000 or more workers
Average hourly earnings												
Paper and Paperboard—Continued												
Machine room—Continued												
Backtenders ³	\$ 2.20	\$ 3.28	\$ 3.29	\$ 2.24	\$ 2.64	\$ 2.78	\$ 2.27	\$ 2.45	\$ 2.67	\$ 2.95	\$ 3.32	\$ 3.25
Fine grades	-	-	3.37	2.25	2.67	2.91	2.10	2.34	-	-	-	-
Container board	-	3.25	3.33	-	-	-	2.11	2.61	-	-	3.17	-
Boxboard	-	2.78	3.21	-	2.47	-	2.28	2.64	-	-	2.92	-
Third hands ³	2.00	2.94	3.00	2.11	2.41	2.56	2.07	2.28	2.40	2.61	2.88	2.84
Fine grades	-	-	3.05	2.10	2.45	2.59	1.93	2.21	-	-	-	-
Container board	-	2.98	3.06	-	-	-	1.99	2.47	-	-	2.78	-
Boxboard	-	2.49	2.97	-	2.23	-	2.12	2.42	-	-	2.58	-
Fourth hands ³	-	2.58	2.60	2.03	2.21	2.33	2.02	2.28	2.22	2.40	2.49	2.47
Fine grades	-	-	2.75	2.09	2.23	2.33	-	2.12	-	-	-	-
Container board	-	2.56	2.62	-	-	-	-	-	-	-	2.44	-
Boxboard	-	-	2.57	-	2.20	-	-	2.40	-	-	2.39	-
Fifth hands ³	-	2.34	2.29	-	2.18	2.19	1.95	2.25	-	2.34	2.39	2.38
Fine grades	-	-	2.49	-	2.18	2.19	-	2.03	-	-	-	-
Container board	-	2.30	2.30	-	-	-	-	-	-	-	2.36	-
Finishing, roll:												
Calender operators ³	-	-	-	-	2.50	2.62	-	-	-	-	-	-
Fine grades	-	-	-	-	2.50	2.68	-	-	-	-	-	-
Calender helpers	-	-	-	-	2.22	2.26	-	2.05	-	-	-	-
Rewinder operators	-	2.33	2.58	2.15	2.27	2.39	2.14	2.20	-	2.50	2.43	2.51
Rewinder helpers ³	-	2.22	2.27	2.04	2.12	2.15	2.00	2.10	-	-	2.30	2.31
Fine grades	-	-	-	-	2.13	2.19	-	2.10	-	-	-	-
Finishing, sheet:												
Cutters, guillotine type (cut and trim) ³	-	2.28	2.29	2.14	2.25	2.30	2.24	2.30	-	-	-	-
Fine grades	-	-	2.26	2.13	2.35	2.46	2.43	2.33	-	-	-	-
Cutters, rotary or sheet ³	-	-	2.49	2.10	2.27	2.35	-	2.24	-	-	-	-
Fine grades	-	-	2.49	2.11	2.27	2.42	-	2.22	-	-	-	-
Laboratory:												
Paper testers ³	1.76	2.28	2.26	2.12	2.30	2.35	2.04	2.17	-	2.44	2.55	2.58
Fine grades	-	-	2.35	-	2.34	2.36	-	2.11	-	-	-	-
Miscellaneous												
Electricians, maintenance	-	3.13	3.16	2.45	2.67	2.79	2.35	2.75	2.96	3.13	3.14	3.14
Firemen, stationary boiler	-	2.66	2.65	2.21	2.39	2.47	2.19	2.53	-	2.71	2.85	2.87
Janitors	-	1.94	2.00	1.79	2.01	2.09	1.98	2.01	2.11	2.27	2.23	2.26
Machinists, maintenance	-	3.08	3.11	2.45	2.62	2.77	2.30	2.74	2.83	3.13	3.13	3.14
Millwrights	-	3.09	3.12	2.47	2.59	2.75	2.35	2.66	2.77	3.13	3.14	3.14
Oilers	-	2.47	2.55	2.06	2.28	2.37	2.03	2.29	-	2.50	2.54	2.51
Pipefitters, maintenance	-	3.10	3.09	2.52	2.60	2.78	2.37	2.68	2.82	3.13	3.14	3.14
Truckers, power	1.59	2.21	2.22	2.03	2.17	2.24	2.05	2.29	2.14	-	2.43	2.51
Forklift	1.64	2.16	2.23	2.07	2.16	2.24	2.08	2.31	-	-	2.43	2.51
Other than forklift	-	2.39	2.17	-	2.18	2.23	1.98	2.21	-	-	2.41	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Includes data for States other than those in the regions for which data are shown separately.
³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 13. Occupational Averages: All Mills by Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of community, United States and selected regions, January 1962)

Department and occupation	United States ²				New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	Metro-politan areas		Non-metro-politan areas		Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings													
Pulp																		
Woodyard and wood preparation:																		
Crane operators	210	\$ 2.83	649	\$ 2.77	-	\$ 2.45	\$ 2.48	\$ 2.17	-	\$ 2.88	\$ 3.08	\$ 3.02	-	\$ 2.41	-	-	\$ 2.76	\$ 2.73
Chippermen	146	2.26	351	2.20	-	2.01	2.28	-	-	2.32	2.25	2.18	-	2.16	-	-	2.43	2.45
Knife grinders	34	2.47	92	2.43	-	2.20	-	-	-	2.49	2.48	2.48	-	2.33	-	-	2.59	2.75
Pulpmaking:																		
Cooks (digester operators) ³	254	2.85	498	2.90	\$ 2.11	2.52	2.58	2.36	\$ 2.43	3.02	3.29	3.13	-	2.65	-	\$ 2.22	3.13	3.02
Sulphate	114	3.13	276	3.03	-	2.45	-	-	-	3.04	3.29	3.21	-	2.63	-	-	3.10	3.06
Sulphite	79	2.91	167	2.83	-	2.57	2.70	2.44	-	-	-	-	-	2.74	-	-	3.16	3.01
Cook helpers, first ³	209	2.50	529	2.43	-	2.14	2.22	2.19	-	2.45	2.62	2.55	-	2.26	-	-	2.51	2.51
Sulphate	133	2.58	320	2.50	-	2.11	-	-	-	2.42	2.62	2.60	-	2.23	-	-	2.56	2.60
Washer operators (sulphate)	106	2.74	198	2.76	-	-	2.28	-	-	2.77	2.95	2.93	-	2.38	-	-	2.67	2.72
Screenmen ³	163	2.58	458	2.45	-	2.16	2.32	-	-	2.77	2.94	2.58	-	2.23	-	-	2.66	2.67
Sulphate	66	2.80	184	2.61	-	2.16	-	-	-	2.74	2.95	2.63	-	2.22	-	-	2.77	2.68
Bleachersmen ³	162	2.76	416	2.71	-	2.28	2.53	2.38	-	3.09	3.44	3.16	-	2.32	-	-	2.97	3.12
Sulphate	49	2.95	221	2.92	-	2.27	-	2.46	-	3.14	3.48	3.28	-	2.37	-	-	3.11	3.04
Sulphite	67	2.78	109	2.66	-	2.25	2.63	2.25	-	-	-	-	-	2.46	-	-	2.94	3.19
Pulp testers ³	216	2.39	577	2.24	-	2.07	2.21	2.06	-	2.23	2.33	2.19	-	2.17	-	-	2.50	2.57
Sulphate	123	2.38	286	2.25	-	-	2.17	-	-	2.23	2.33	2.19	-	2.22	-	-	-	2.58
Recovery, caustic, and acidmaking:																		
Evaporator operators (sulphate)	92	2.87	220	2.77	-	2.16	-	-	-	2.82	3.01	2.94	-	2.30	-	-	2.76	2.78
Recovery operators (sulphate)	121	3.03	285	2.96	-	2.39	-	-	-	3.12	3.26	3.19	-	2.40	-	-	3.00	2.80
Recovery helpers, first (sulphate)	174	2.55	360	2.49	-	2.05	2.28	-	-	2.59	2.63	2.56	-	2.21	-	-	2.53	2.46
Caustic operators (causticisers) (sulphate)	94	2.79	221	2.72	-	2.20	2.33	-	-	2.81	2.97	2.92	-	2.29	-	-	2.73	2.68
Lime-kiln operators (sulphate)	97	2.67	191	2.68	-	-	2.23	-	-	2.81	2.83	2.74	-	2.27	-	-	2.63	2.65
Paper and Paperboard																		
Stock preparation:																		
Head stock preparers, group I	150	3.05	188	2.83	-	2.76	2.94	2.42	-	2.83	3.36	3.14	\$ 2.71	2.95	-	-	-	-
Head stock preparers, group II ³	608	2.55	668	2.58	2.39	2.36	2.50	2.34	2.41	3.07	2.90	3.09	2.64	2.56	\$ 2.31	2.43	2.93	3.02
Fine grades	233	2.44	199	2.61	-	2.38	-	2.50	2.58	-	2.90	-	-	2.59	2.68	2.38	2.77	-
Beatermen ³	1,496	2.22	1,379	2.14	2.07	1.99	2.23	1.87	1.89	2.63	2.26	2.37	2.31	2.16	2.29	2.08	2.45	2.51
Fine grades	580	2.27	402	2.21	2.09	1.97	2.37	2.16	-	2.78	-	-	2.30	2.20	2.39	-	2.53	-
Boxboard	432	2.11	337	2.00	-	-	2.16	1.68	1.91	-	-	-	-	2.08	2.15	2.03	2.42	-
Hydrapulper operators ³	642	2.14	585	2.09	2.17	2.06	2.20	1.98	-	1.94	1.98	2.10	2.33	2.15	2.15	2.12	2.38	2.36
Fine grades	183	2.21	153	2.20	2.12	2.06	2.21	2.14	-	2.22	-	-	2.26	2.30	2.19	2.09	-	-
Machine room:																		
Paper-machine tenders ³	2,230	2.94	2,347	2.97	2.50	2.92	2.90	2.52	2.55	3.18	3.57	3.65	2.94	2.91	2.74	2.61	3.60	3.73
Fine grades	831	2.85	762	2.94	2.54	2.72	2.95	2.78	-	3.15	4.05	3.21	2.79	3.11	2.97	-	3.46	-
Coarse (kraft)	116	3.43	368	3.21	-	-	-	-	-	-	3.59	3.53	-	3.14	-	-	3.79	3.81
Container board	220	3.18	292	3.11	-	-	-	-	-	3.11	3.73	3.67	-	-	-	2.43	3.39	3.58
Boxboard	334	2.74	306	2.66	2.51	2.70	2.73	2.14	2.43	3.17	2.74	3.67	-	2.41	2.81	2.62	3.31	3.34
Backtenders ³	2,211	2.62	2,325	2.66	2.20	2.64	2.62	2.22	2.28	2.80	3.15	3.28	2.63	2.60	2.43	2.37	3.22	3.36
Fine grades	837	2.51	759	2.61	2.23	2.47	2.64	2.45	-	2.80	3.46	2.91	2.49	2.75	2.54	2.41	3.09	-
Coarse (kraft)	113	3.07	377	2.86	-	-	-	-	-	-	3.14	3.17	-	2.80	-	-	3.42	3.40
Container board	219	2.82	280	2.79	-	-	-	-	-	2.78	3.32	3.26	-	2.38	-	2.14	2.97	3.19
Boxboard	335	2.44	291	2.38	2.18	2.35	2.46	1.88	2.16	2.78	2.38	3.26	-	2.20	2.50	2.34	2.93	3.07
Third hands ³	2,051	2.40	2,201	2.42	2.08	2.36	2.36	2.08	2.15	2.48	2.85	2.97	2.41	2.40	2.24	2.14	2.81	2.88
Fine grades	771	2.31	778	2.34	2.10	2.18	2.37	2.23	-	2.34	3.12	2.66	2.31	2.49	2.31	2.22	2.72	-
Coarse (kraft)	120	2.77	356	2.61	-	-	-	-	-	-	2.84	2.89	-	2.52	-	-	3.01	2.93
Container board	220	2.59	285	2.53	-	-	-	-	-	2.49	3.05	3.00	-	2.18	-	2.05	2.63	2.81
Boxboard	318	2.25	248	2.22	2.04	2.24	2.28	-	2.03	2.38	2.21	2.99	-	2.14	2.30	2.15	2.59	2.65

See footnotes at end of table.

Table 13. Occupational Averages: All Mills by Size of Community—Continued

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of community, United States and selected regions, January 1962)

Department and occupation	United States ²				New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	Metro-politan areas		Non-metro-politan areas		Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings													
<u>Paper and Paperboard—Continued</u>																		
Machine room—Continued																		
Fourth hands ³	1,658	\$ 2.24	1,838	\$ 2.25	\$ 2.03	\$ 2.11	\$ 2.20	\$ 2.07	\$ 2.01	\$ 2.33	\$ 2.43	\$ 2.56	\$ 2.27	\$ 2.21	\$ 2.16	\$ 2.16	\$ 2.47	\$ 2.49
Fine grades	604	2.21	632	2.17	2.02	1.97	2.22	2.12	-	2.26	2.84	2.34	2.18	2.28	2.22	-	2.45	-
Coarse (kraft)	107	2.42	324	2.34	-	-	-	-	-	-	2.51	2.51	-	2.30	-	-	2.56	2.50
Container board	211	2.36	263	2.30	-	-	-	-	-	2.23	2.61	2.58	-	2.08	-	2.03	2.40	2.46
Boxboard	352	2.09	189	2.26	2.03	-	2.18	-	1.98	2.26	-	2.59	-	2.12	2.22	2.22	2.39	2.42
Fifth hands ³	987	2.19	1,253	2.19	2.07	2.14	2.16	-	1.95	2.21	2.31	2.30	2.17	2.13	2.06	1.98	2.38	2.39
Fine grades	323	2.21	328	2.14	2.06	2.07	2.16	-	-	2.19	2.53	-	2.15	2.19	2.31	2.05	2.36	-
Coarse (kraft)	88	2.23	270	2.21	-	-	-	-	-	-	2.20	2.24	-	2.23	-	-	2.45	2.39
Container board	188	2.19	250	2.15	-	-	-	-	-	2.16	-	2.28	-	-	-	-	2.34	2.38
Finishing, roll:																		
Calender operators ³	486	2.42	532	2.51	2.25	2.48	2.41	2.40	-	-	-	-	2.30	2.57	-	-	2.97	-
Fine grades	403	2.42	418	2.49	2.29	2.49	2.34	2.38	-	-	-	-	2.30	2.58	-	-	-	-
Calender helpers ³	403	2.24	561	2.21	2.06	2.17	2.42	2.17	-	-	-	-	2.14	2.25	2.19	-	2.48	-
Fine grades	343	2.26	464	2.19	2.10	2.16	2.42	2.16	-	-	-	-	2.14	2.25	-	-	-	-
Rewinder operators ³	802	2.28	1,087	2.29	2.07	2.31	2.44	2.19	-	2.27	2.63	2.30	2.24	2.34	2.36	-	2.48	2.49
Fine grades	486	2.28	692	2.28	-	2.28	2.40	2.18	-	2.30	-	-	2.24	2.38	2.44	-	-	-
Rewinder helpers ³	506	2.17	682	2.12	1.97	2.15	2.29	2.02	-	2.13	2.28	2.20	2.11	2.14	2.22	-	2.32	2.30
Fine grades	308	2.18	387	2.12	1.95	2.12	2.26	2.02	-	2.26	-	-	2.11	2.15	2.24	-	-	-
Finishing, sheet:																		
Cutters, guillotine type (cut and trim) ³	737	2.31	658	2.23	2.20	2.09	2.37	2.14	1.82	2.37	2.30	2.20	2.32	2.22	2.58	2.37	2.45	-
Fine grades	405	2.40	433	2.28	2.22	2.06	2.57	2.18	-	2.45	-	-	-	2.31	2.72	2.42	-	-
Cutters, rotary or sheet ³	736	2.29	728	2.24	2.14	2.02	2.29	2.09	1.81	2.52	2.52	2.35	2.24	2.28	2.53	2.11	2.44	2.48
Fine grades	562	2.30	502	2.26	2.16	1.94	2.30	2.19	-	2.51	-	-	2.26	2.30	2.56	2.22	-	-
Laboratory:																		
Paper testers ³	909	2.25	1,201	2.25	2.07	2.11	2.26	2.12	2.00	2.49	2.27	2.21	2.30	2.28	2.09	2.27	2.53	2.56
Fine grades	345	2.23	401	2.29	2.04	2.07	2.29	2.22	-	-	-	-	2.30	2.32	2.37	-	-	-
<u>Miscellaneous</u>																		
Electricians, maintenance	1,112	2.88	1,586	2.83	2.44	2.57	2.73	2.47	2.68	2.97	3.16	3.13	2.72	2.70	2.81	2.56	3.14	3.14
Firemen, stationary boiler	874	2.44	1,185	2.41	2.25	2.30	2.45	2.20	2.14	2.60	2.61	2.63	2.48	2.34	2.41	2.20	2.85	2.79
Janitors	1,169	2.05	1,368	2.02	1.87	1.90	2.03	1.88	1.82	2.00	1.98	1.95	2.05	2.02	2.10	1.97	2.24	2.24
Machinists, maintenance	847	2.86	1,039	2.80	2.41	2.67	2.86	2.55	2.67	2.99	3.10	3.08	2.69	2.68	2.74	2.57	3.13	3.14
Millwrights	2,061	2.81	3,395	2.79	2.35	2.53	2.71	2.45	2.55	2.96	3.13	3.08	2.63	2.64	2.69	2.44	3.14	3.14
Oilers	773	2.33	1,068	2.36	2.03	2.19	2.28	2.06	2.07	2.48	2.52	2.51	2.37	2.28	2.28	2.09	2.54	2.50
Pipefitters, maintenance	813	2.86	1,541	2.85	2.37	2.65	2.65	2.58	2.67	2.99	3.09	3.08	2.68	2.66	2.84	2.50	3.14	3.14
Truckers, power	2,694	2.23	2,539	2.18	2.04	2.10	2.23	2.07	1.92	2.23	2.18	2.19	2.22	2.17	2.29	2.09	2.44	2.48
Forklift	2,205	2.23	1,779	2.20	2.03	2.04	2.22	2.08	1.83	2.24	2.17	2.19	2.22	2.18	2.29	2.11	2.44	2.49
Other than forklift	489	2.21	760	2.14	2.06	2.15	2.30	2.03	-	2.19	2.19	2.19	2.23	2.15	2.32	-	2.42	2.40

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

² Includes data for States other than those in the regions for which data are shown separately.

³ Includes data for types of pulp, paper, or paperboard not shown separately.

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

Table 14. Occupational Averages: All Mills by Size of Mill and Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in pulp, paper, and paperboard mills by size of mill and size of community, United States and selected regions, January 1962)

Occupation and size of mill	United States ²				New England		Middle Atlantic		Central		South		Lake States		Midwest		Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings													
Crane operators:																		
50 and under 249 workers -----	-	-	45	\$ 2.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-
250 and under 999 workers -----	73	\$ 2.90	329	2.80	-	\$ 2.48	\$ 2.50	\$ 2.14	-	\$ 3.04	\$ 3.07	\$ 3.03	-	\$ 2.11	-	-	-	\$ 2.71
1,000 or more workers -----	114	2.95	275	2.80	-	-	-	-	-	2.81	3.08	3.06	-	2.45	-	-	-	2.72
Cooks (digester operators), sulphate:																		
50 and under 249 workers -----	39	2.07	61	2.56	-	-	-	-	-	-	-	-	-	-	-	-	-	2.84
250 and under 999 workers -----	120	2.88	248	2.92	-	2.48	2.49	-	\$ 2.53	3.19	3.25	3.20	-	2.55	-	-	3.07	3.17
1,000 or more workers -----	95	3.14	189	2.98	-	2.62	-	-	-	3.01	3.32	3.23	-	2.85	-	-	3.28	-
Paper-machine tenders, fine grades:																		
50 and under 249 workers -----	115	2.45	114	2.51	\$ 2.48	-	-	-	-	-	-	-	-	2.58	-	-	-	-
250 and under 999 workers -----	497	2.74	257	2.98	2.41	2.98	2.88	2.75	-	-	-	-	\$ 2.75	3.19	\$ 2.56	-	3.42	-
1,000 or more workers -----	219	3.30	391	3.05	2.78	-	-	2.81	-	3.15	4.05	-	-	3.33	-	\$ 2.70	3.54	-
Fourth hands, fine grades:																		
50 and under 249 workers -----	32	2.02	90	1.92	-	-	-	-	-	-	-	-	-	2.06	-	-	-	-
250 and under 999 workers -----	386	2.15	222	2.18	1.97	2.07	2.18	2.09	-	-	-	-	2.16	2.29	2.11	-	2.43	-
1,000 or more workers -----	186	2.38	320	2.22	2.10	-	2.40	2.15	-	2.26	2.84	-	-	2.34	-	-	2.48	-
Millwrights:																		
50 and under 249 workers -----	349	2.47	428	2.43	2.36	2.13	2.51	2.23	2.37	2.19	-	-	-	2.47	2.36	2.32	-	3.14
250 and under 999 workers -----	815	2.76	1,550	2.84	2.37	2.62	2.69	2.64	2.43	3.08	3.04	3.10	2.60	2.58	2.74	2.49	3.14	3.14
1,000 or more workers -----	897	2.99	1,417	2.84	-	2.53	2.79	-	-	2.97	3.17	3.07	2.68	2.78	-	-	3.14	-
Janitors:																		
50 and under 249 workers -----	139	1.95	149	1.81	1.93	-	1.89	1.74	1.70	1.48	-	-	-	1.75	1.95	2.00	-	2.25
250 and under 999 workers -----	529	2.02	653	2.04	1.82	1.93	2.00	1.88	1.80	1.97	1.88	1.95	1.96	2.02	2.09	1.93	2.23	2.24
1,000 or more workers -----	501	2.10	566	2.05	-	-	2.08	-	-	2.09	2.06	1.93	2.09	2.09	-	-	2.26	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for States other than those in the regions for which data are shown separately.

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

Table 15. Occupational Earnings: Crane Operators

(Percent distribution of crane operators in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, January 1962)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
\$ 1.50 and under \$ 1.60 -----	0.2	-	5.9	-	-	-	-	-
\$ 1.60 and under \$ 1.70 -----	.6	-	5.9	-	-	2.3	-	-
\$ 1.70 and under \$ 1.80 -----	-	-	-	-	-	-	-	-
\$ 1.80 and under \$ 1.90 -----	-	-	-	-	-	-	-	-
\$ 1.90 and under \$ 2.00 -----	4.2	8.6	-	-	1.6	3.1	54.3	-
\$ 2.00 and under \$ 2.10 -----	1.0	7.4	-	-	-	-	8.6	-
\$ 2.10 and under \$ 2.20 -----	1.6	7.4	-	-	-	6.3	-	-
\$ 2.20 and under \$ 2.30 -----	3.4	14.8	14.7	-	.5	4.7	11.4	-
\$ 2.30 and under \$ 2.40 -----	5.8	23.5	5.9	4.8	-	17.2	-	-
\$ 2.40 and under \$ 2.50 -----	9.8	3.7	50.0	15.6	-	27.3	17.1	-
\$ 2.50 and under \$ 2.60 -----	4.3	-	17.6	6.8	-	14.1	2.9	4.3
\$ 2.60 and under \$ 2.70 -----	9.1	14.8	-	8.2	-	25.0	-	47.8
\$ 2.70 and under \$ 2.80 -----	2.6	-	-	-	2.9	-	-	23.9
\$ 2.80 and under \$ 2.90 -----	1.5	-	-	4.1	.3	-	-	13.0
\$ 2.90 and under \$ 3.00 -----	4.1	19.8	-	3.4	1.8	-	5.7	6.5
\$ 3.00 and under \$ 3.10 -----	43.2	-	-	38.1	81.5	-	-	4.3
\$ 3.10 and under \$ 3.20 -----	8.4	-	-	19.0	11.5	-	-	-
\$ 3.20 and over -----	.2	-	-	-	-	-	-	-
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	859	81	34	147	384	128	35	46
Average hourly earnings ¹ -----	\$ 2.78	\$ 2.44	\$ 2.33	\$ 2.86	\$ 3.04	\$ 2.43	\$ 2.18	\$ 2.74

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

² Includes data for States other than those in the regions for which data are shown separately.

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

Table 16. Occupational Earnings: Cooks (Digester Operators) Sulphate

(Percent distribution of cooks (digester operators), sulphate in pulp, paper, and paperboard mills by average straight-time hourly earnings, ¹ United States and selected regions, January 1962)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	Central	South	Lake States	Pacific
\$ 2.10 and under \$ 2.20	0.5	10.5	-	-	-	-	-
\$ 2.20 and under \$ 2.30	3.1	-	44.4	7.1	-	-	-
\$ 2.30 and under \$ 2.40	2.6	21.1	33.3	-	-	-	-
\$ 2.40 and under \$ 2.50	2.8	21.1	-	-	-	15.4	-
\$ 2.50 and under \$ 2.60	6.7	47.4	22.2	7.1	-	34.6	-
\$ 2.60 and under \$ 2.70	.8	-	-	-	-	11.5	-
\$ 2.70 and under \$ 2.80	2.6	-	-	-	-	38.5	-
\$ 2.80 and under \$ 2.90	2.1	-	-	-	-	-	12.5
\$ 2.90 and under \$ 3.00	5.1	-	-	7.1	-	-	25.0
\$ 3.00 and under \$ 3.10	5.4	-	-	8.9	6.0	-	6.3
\$ 3.10 and under \$ 3.20	28.7	-	-	57.1	32.0	-	25.0
\$ 3.20 and under \$ 3.30	30.5	-	-	12.5	44.0	-	31.3
\$ 3.30 and under \$ 3.40	8.2	-	-	-	16.0	-	-
\$ 3.40 and over	1.0	-	-	-	2.0	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	390	19	18	56	200	26	64
Average hourly earnings ¹	\$ 3.06	\$ 2.42	\$ 2.35	\$ 3.04	\$ 3.24	\$ 2.63	\$ 3.08

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for States other than those in the regions for which data are shown separately.

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

Table 17. Occupational Earnings: Grindermen

(Percent distribution of grindermen in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹
United States and selected regions, January 1962)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	South	Lake States	Pacific
Under \$ 1.90	1.9	-	7.8	-	4.2	-
\$ 1.90 and under \$ 2.00	15.0	25.6	32.7	-	12.5	-
\$ 2.00 and under \$ 2.10	.4	1.2	-	-	-	-
\$ 2.10 and under \$ 2.20	32.3	38.0	49.0	28.6	58.8	-
\$ 2.20 and under \$ 2.30	3.6	-	-	-	18.5	-
\$ 2.30 and under \$ 2.40	36.6	35.2	10.5	66.7	4.6	66.4
\$ 2.40 and under \$ 2.50	6.1	-	-	-	-	19.4
\$ 2.50 and under \$ 2.60	3.7	-	-	-	1.4	14.2
\$ 2.60 and over	.4	-	-	4.8	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	1,108	347	153	84	216	268
Average hourly earnings ¹	\$2.22	\$2.16	\$2.03	\$2.34	\$2.13	\$2.42

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

² Includes data for States other than those in the regions for which data are shown separately.

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

Table 18. Occupational Earnings: Paper-Machine Tenders, Fine Grades

(Percent distribution of paper-machine tenders, fine grades, in papermills by average straight-time hourly earnings,¹ United States and selected regions, January 1962)

Average hourly earnings ¹	United States	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
Under \$ 2.10	0.7	-	-	6.0	-	-	1.2	-
\$ 2.10 and under \$ 2.20	3.9	12.5	-	9.3	-	-	-	-
\$ 2.20 and under \$ 2.30	-	-	-	-	-	-	-	-
\$ 2.30 and under \$ 2.40	7.0	25.7	-	-	-	-	7.0	-
\$ 2.40 and under \$ 2.50	8.9	14.8	9.9	-	-	9.9	3.5	-
\$ 2.50 and under \$ 2.60	9.6	12.5	5.4	22.5	-	-	28.1	-
\$ 2.60 and under \$ 2.70	9.4	3.1	20.3	-	-	5.0	19.3	-
\$ 2.70 and under \$ 2.80	11.6	5.2	13.7	-	-	25.3	8.8	-
\$ 2.80 and under \$ 2.90	5.8	1.6	9.0	9.9	-	5.8	7.6	-
\$ 2.90 and under \$ 3.00	4.5	11.4	1.9	2.6	-	2.5	4.1	-
\$ 3.00 and under \$ 3.10	9.0	4.4	17.3	9.9	25.0	5.2	-	15.4
\$ 3.10 and under \$ 3.20	5.4	3.6	3.8	7.9	8.3	9.9	-	7.7
\$ 3.20 and under \$ 3.30	7.6	-	9.5	2.6	-	20.1	-	7.7
\$ 3.30 and under \$ 3.40	3.4	-	5.7	7.9	-	2.8	-	15.4
\$ 3.40 and under \$ 3.50	.2	-	-	-	-	.8	-	-
\$ 3.50 and under \$ 3.60	3.9	5.2	-	-	8.3	4.7	.6	23.1
\$ 3.60 and under \$ 3.70	2.8	-	1.9	2.0	8.3	5.2	2.3	15.4
\$ 3.70 and under \$ 3.80	1.9	-	1.7	9.3	8.3	1.9	3.5	-
\$ 3.80 and under \$ 3.90	1.1	-	-	-	8.3	.8	6.4	-
\$ 3.90 and under \$ 4.00	1.1	-	-	4.6	-	-	4.1	7.7
\$ 4.00 and under \$ 4.10	.2	-	-	-	-	-	1.8	-
\$ 4.10 and under \$ 4.20	1.0	-	-	4.0	10.4	-	.6	7.7
\$ 4.20 and under \$ 4.30	.2	-	-	.7	4.2	-	-	-
\$ 4.30 and under \$ 4.40	.4	-	-	.7	10.4	-	.6	-
\$ 4.40 and over	.3	-	-	-	8.3	-	.6	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	1,589	385	423	151	48	359	171	52
Average hourly earnings ¹	\$2.89	\$2.60	\$2.87	\$2.99	\$3.70	\$3.01	\$2.87	\$3.46

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

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

Table 19. Occupational Earnings: Fourth Hands, Fine Grades

(Percent distribution of fourth hands, fine grades, in papermills by average straight-time hourly earnings,¹ United States and selected regions, January 1962)

Average hourly earnings ¹	United States	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
\$ 1.50 and under \$ 1.60	0.7	-	-	9.9	-	-	-	-
\$ 1.60 and under \$ 1.70	4.4	22.0	-	-	-	-	-	-
\$ 1.70 and under \$ 1.80	-	-	-	-	-	-	-	-
\$ 1.80 and under \$ 1.90	4.1	-	11.3	-	-	3.7	1.9	-
\$ 1.90 and under \$ 2.00	7.6	30.6	5.0	-	-	-	1.9	-
\$ 2.00 and under \$ 2.10	6.4	11.8	6.3	-	-	1.9	15.1	-
\$ 2.10 and under \$ 2.20	29.4	12.2	25.3	47.3	-	39.6	51.6	-
\$ 2.20 and under \$ 2.30	17.6	12.7	26.9	16.5	26.1	17.3	10.7	-
\$ 2.30 and under \$ 2.40	16.1	10.6	11.6	7.7	8.7	26.9	11.3	38.5
\$ 2.40 and under \$ 2.50	6.3	-	9.7	4.4	-	4.3	3.1	46.2
\$ 2.50 and under \$ 2.60	3.6	-	4.1	9.9	8.7	4.3	2.5	-
\$ 2.60 and under \$ 2.70	1.7	-	-	4.4	17.4	-	.6	15.4
\$ 2.70 and under \$ 2.80	.4	-	-	-	2.2	.9	.6	-
\$ 2.80 and under \$ 2.90	1.2	-	-	-	23.9	.9	.6	-
\$ 2.90 and under \$ 3.00	.3	-	-	-	8.7	-	-	-
\$ 3.00 and over	.2	-	-	-	4.3	-	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	1,232	245	320	91	46	319	159	52
Average hourly earnings ¹	\$ 2.19	\$ 1.99	\$ 2.18	\$ 2.18	\$ 2.62	\$ 2.24	\$ 2.19	\$ 2.45

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

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

Table 20. Occupational Earnings: Millwrights

(Percent distribution of millwrights in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, January 1962)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
Under \$ 2.00 -----	1.7	4.0	4.4	1.4	0.4	0.3	1.1	
\$ 2.00 and under \$ 2.10 -----	1.5	6.2	1.9	-	.2	-	-	
\$ 2.10 and under \$ 2.20 -----	2.3	3.4	1.4	1.9	-	5.4	5.8	
\$ 2.20 and under \$ 2.30 -----	1.8	6.2	-	2.1	-	.9	3.3	
\$ 2.30 and under \$ 2.40 -----	10.7	32.3	9.1	6.9	-	5.1	24.1	
\$ 2.40 and under \$ 2.50 -----	4.1	9.1	6.9	3.4	-	5.4	2.8	
\$ 2.50 and under \$ 2.60 -----	9.8	11.9	18.4	6.5	-	17.8	25.8	
\$ 2.60 and under \$ 2.70 -----	5.2	3.7	9.9	6.0	-	13.9	5.5	
\$ 2.70 and under \$ 2.80 -----	9.8	7.6	15.0	4.4	.2	32.4	10.8	
\$ 2.80 and under \$ 2.90 -----	7.9	5.3	28.4	1.2	1.0	18.9	1.4	-
\$ 2.90 and under \$ 3.00 -----	1.7	.2	-	8.3	.8	-	9.7	-
\$ 3.00 and under \$ 3.10 -----	22.9	10.1	3.2	32.7	73.6	-	2.8	0.7
\$ 3.10 and under \$ 3.20 -----	18.2	-	1.3	17.8	20.0	-	2.8	99.3
\$ 3.20 and over -----	2.5	-	-	7.2	3.8	-	4.2	-
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	5,456	1,104	626	566	1,248	890	361	610
Average hourly earnings¹ -----	\$ 2.80	\$ 2.48	\$ 2.63	\$ 2.88	\$ 3.10	\$ 2.64	\$ 2.59	\$ 3.14

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for States other than those in the regions for which data are shown separately.

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

Table 21. Occupational Earnings: Janitors

(Percent distribution of men janitors in pulp, paper, and paperboard mills by average straight-time hourly earnings,¹ United States and selected regions, January 1962)

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
Under \$ 1.50	2.2		1.5	6.1	2.9	3.0	-	
\$ 1.50 and under \$ 1.60	.2	-	-	.3	-	-	1.4	
\$ 1.60 and under \$ 1.70	3.0	9.6	7.4	5.7	-	.3	.9	
\$ 1.70 and under \$ 1.80	4.7	13.9	8.4	6.4	1.9	.7	9.3	
\$ 1.80 and under \$ 1.90	8.1	31.7	6.3	-	2.9	11.9	8.8	
\$ 1.90 and under \$ 2.00	25.7	24.5	21.9	36.0	87.0	13.2	14.8	-
\$ 2.00 and under \$ 2.10	23.1	16.8	24.0	32.0	.6	36.7	40.7	-
\$ 2.10 and under \$ 2.20	14.4	2.4	15.8	3.7	-	34.1	7.9	7.4
\$ 2.20 and under \$ 2.30	14.9	1.0	14.7	1.3	-	-	6.0	92.2
\$ 2.30 and under \$ 2.40	1.0	-	-	1.0	1.0	-	8.3	.3
\$ 2.40 and under \$ 2.50	.5	-	-	2.4	1.0	-	.9	-
\$ 2.50 and over	2.4	-	-	5.1	2.6	-	.9	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	2,537	208	462	297	308	695	216	309
Average hourly earnings ¹	\$ 2.03	\$ 1.88	\$ 1.99	\$ 1.96	\$ 1.96	\$ 2.03	\$ 2.03	\$ 2.24

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

² Includes data for States other than those in the regions for which data are shown separately.

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

Table 22. Scheduled Weekly Hours

(Percent of production and office workers in pulp, paper, and paperboard mills by scheduled weekly hours of day-shift workers, United States and selected regions, January 1962)

Weekly hours	United States ²	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Production workers							
All production workers -----	100	100	100	100	100	100	100	100
36 hours -----	1	-	-	-	-	5	-	-
37½ hours -----	1	-	5	-	-	-	-	-
40 hours -----	71	72	58	90	98	60	41	68
42 hours -----	6	-	2	-	-	8	-	31
Over 42 and under 44 hours -----	(³)	-	-	-	-	-	-	1
44 hours -----	2	7	1	1	-	-	5	-
45 hours -----	1	4	-	-	-	-	9	-
46 hours -----	(³)	-	2	-	-	-	-	-
48 hours -----	17	17	30	7	2	28	39	-
Over 48 hours -----	1	-	1	1	-	-	6	-
	Office workers							
All office workers -----	100	100	100	100	100	100	100	100
Under 37½ hours -----	2	5	2	11	(³)	(³)	1	-
37½ hours -----	18	24	16	14	-	39	5	-
Over 37½ and under 40 hours -----	3	-	5	1	4	1	6	-
40 hours -----	75	71	75	72	94	60	77	100
Over 40 hours -----	2	1	(³)	1	2	(³)	11	-

¹ Data relate to the predominant work schedule in each establishment.² Includes data for States other than those in the regions for which data are shown separately.³ Less than 0.5 percent.

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

Table 23. Shift-Differential Practices

(Percent of production workers employed on late shifts in pulp, paper, and paperboard mills by type of shift and amount of pay differential, United States and selected regions, January 1962)

Shift differential	United States ¹					New England					Middle Atlantic					Central				
	Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³	
	Day sched- ule	Evening sched- ule	Night sched- ule	Evening sched- ule	Night sched- ule	Day sched- ule	Evening sched- ule	Night sched- ule	Evening sched- ule	Night sched- ule	Day sched- ule	Evening sched- ule	Night sched- ule	Evening sched- ule	Night sched- ule	Day sched- ule	Evening sched- ule	Night sched- ule	Evening sched- ule	Night sched- ule
Total workers employed on shifts -----	22.6	21.7	20.1	2.0	0.6	18.9	18.8	17.2	2.4	0.1	25.6	22.0	19.0	2.7	1.5	23.7	23.0	22.7	1.6	0.8
Receiving shift differential -----	1.1	20.2	19.4	1.8	0.6	0.1	17.3	15.7	2.4	0.1	2.0	20.6	17.6	2.6	1.5	5.1	22.6	20.6	1.2	0.7
Uniform cents per hour -----	.6	19.7	18.8	1.7	.6	.1	17.3	15.7	2.4	.1	2.0	20.6	17.6	2.6	1.5	2.0	19.5	17.6	1.2	.7
Under 5 cents -----	.1	.2	(⁴)	.2	.6	-	-	-	-	-	.4	.3	-	(⁴)	-	-	.7	(⁴)	-	-
5 cents -----	(⁴)	8.5	.1	.7	(⁴)	-	10.6	-	1.1	-	.4	9.5	.3	2.1	-	2.0	8.2	.4	.1	(⁴)
5 ¹ / ₂ cents -----	(⁴)	(⁴)	(⁴)	-	-	(⁴)	(⁴)	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-
6 cents -----	(⁴)	4.5	.1	.7	-	.1	2.7	.1	1.3	-	-	5.5	.3	.2	-	-	6.7	-	1.0	-
7 cents -----	-	2.5	.1	.1	(⁴)	-	3.5	-	-	-	-	2.4	.2	.1	-	-	.4	.1	(⁴)	-
7 ¹ / ₂ cents -----	-	.1	-	(⁴)	-	-	-	-	-	-	-	.8	-	-	-	-	-	-	-	-
7 ¹ / ₂ cents -----	-	.1	-	(⁴)	-	-	-	-	-	-	-	.1	-	(⁴)	-	-	-	-	-	-
8 cents -----	-	.2	4.8	-	.1	-	.3	-	-	-	-	.2	-	(⁴)	-	-	.8	5.2	-	-
9 cents -----	.2	2.7	.2	(⁴)	(⁴)	-	-	-	-	-	1.1	1.1	.7	-	-	-	-	-	-	.5
10 cents -----	(⁴)	.6	4.7	-	.2	-	.2	9.8	-	-	(⁴)	.6	6.7	-	1.4	-	2.7	8.3	-	(⁴)
11 cents -----	(⁴)	.1	.3	-	-	-	-	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-
12 cents -----	-	.1	6.0	-	.1	-	-	2.4	-	.1	-	(⁴)	6.1	(⁴)	-	-	-	3.4	-	.2
Over 12 cents -----	-	(⁴)	2.4	-	(⁴)	-	-	3.5	-	-	-	.1	3.3	-	.1	-	-	-	-	-
Uniform percentage -----	-	(⁴)	(⁴)	.1	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 percent -----	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent -----	-	(⁴)	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent -----	-	-	(⁴)	-	(⁴)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period -----	-	.5	.5	-	-	-	-	-	-	-	-	-	-	-	-	-	3.1	3.1	-	-
5 cents -----	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.5	-	-	-
6 cents -----	-	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 cents -----	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.6	-	-	-
8 cents -----	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.5	-	-
11 cents -----	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.6	-	-
12 cents -----	-	-	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers -----	.5	.1	.1	-	-	-	-	-	-	-	-	-	-	-	-	3.1	-	-	-	-
Receiving no shift differential -----	21.4	1.5	.8	.2	(⁴)	18.8	1.4	1.4	(⁴)	(⁴)	23.6	1.4	1.4	(⁴)	(⁴)	18.7	.4	2.1	.4	.1

See footnotes at end of table.

Table 23. Shift-Differential Practices—Continued

(Percent of production workers employed on late shifts in pulp, paper, and paperboard mills by type of shift and amount of pay differential, United States and selected regions, January 1962)

Shift differential	South					Lake States					Midwest					Pacific				
	Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³	
	Day sched-ule	Evening sched-ule	Night sched-ule	Evening sched-ule	Night sched-ule	Day sched-ule	Evening sched-ule	Night sched-ule	Evening sched-ule	Night sched-ule	Day sched-ule	Evening sched-ule	Night sched-ule	Evening sched-ule	Night sched-ule	Day sched-ule	Evening sched-ule	Night sched-ule	Evening sched-ule	Night sched-ule
Total workers employed on shifts -----	22.9	22.9	22.8	1.5	0.3	22.9	22.5	20.3	1.8	0.5	17.6	17.9	16.5	4.5	1.8	25.1	24.2	21.0	0.7	0.1
Receiving shift differential -----	-	22.2	22.2	0.7	0.1	1.3	18.0	20.3	1.8	0.5	0.6	17.7	16.3	4.5	1.8	-	24.2	21.0	0.7	0.1
Uniform cents per hour -----	-	22.2	22.2	.7	.1	.1	16.6	18.9	1.5	.3	.6	17.7	16.3	4.5	1.8	-	24.2	21.0	(⁴)	.1
Under 5 cents -----	-	.3	-	-	-	.1	.1	.1	-	-	.3	-	-	1.9	-	-	-	-	-	-
5 cents -----	-	20.7	.1	.7	-	-	-	-	-	-	.2	3.5	.2	.4	-	-	-	-	-	-
5 ⁷ / ₈ cents -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 cents -----	-	1.2	.3	(⁴)	-	-	6.6	.1	1.2	-	-	12.7	-	2.1	-	-	-	-	-	-
7 cents -----	-	-	.3	-	(⁴)	-	7.9	-	.3	-	-	.8	-	-	-	-	-	-	-	-
7 ¹ / ₃ cents -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 ¹ / ₂ cents -----	-	-	-	-	-	-	-	-	-	-	-	.4	-	(⁴)	-	-	-	-	-	-
8 cents -----	-	-	20.5	-	.1	-	-	-	-	-	-	.3	-	.1	-	1.3	-	-	-	-
9 cents -----	-	-	-	-	-	-	-	.3	-	-	-	-	-	-	-	-	24.2	-	(⁴)	-
10 cents -----	-	-	1.0	-	-	-	1.4	2.9	-	-	-	-	7.3	.1	-	-	-	-	-	-
11 cents -----	-	-	-	-	-	-	-	.6	.6	-	-	-	.8	-	-	-	-	-	-	-
12 cents -----	-	-	-	-	-	-	.6	8.2	-	.2	-	-	6.4	.4	-	-	21.0	-	-	.1
Over 12 cents -----	-	-	-	-	-	-	-	56.6	-	.1	-	-	1.4	-	-	-	-	-	-	-
Uniform percentage -----	-	-	-	-	-	-	.2	.2	.2	.2	-	-	-	-	-	-	-	-	.6	-
4 percent -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 percent -----	-	-	-	-	-	-	.2	-	.2	-	-	-	-	-	-	-	-	-	.6	-
10 percent -----	-	-	-	-	-	-	-	.2	-	.2	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period -----	-	-	-	-	-	-	.8	.8	-	-	-	-	-	-	-	-	-	-	-	-
5 cents -----	-	-	-	-	-	-	.8	-	-	-	-	-	-	-	-	-	-	-	-	-
6 cents -----	-	-	-	-	-	-	.8	-	-	-	-	-	-	-	-	-	-	-	-	-
7 cents -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 cents -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 cents -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 cents -----	-	-	-	-	-	-	-	.8	-	-	-	-	-	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers -----	-	-	-	-	-	1.2	.5	.5	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential -----	22.9	.7	.6	.7	.2	21.6	4.5	-	-	-	17.1	.2	.2	-	-	25.1	-	-	-	-

¹ Includes data for States other than those in the regions for which data are shown separately.² Workers assigned to rotating shifts successively worked on the day, evening, and night schedules.³ Workers assigned to fixed shifts regularly worked either evening or night schedules.⁴ Less than 0.05 percent.⁵ Workers were distributed as follows: 3.4 percent at 13 cents; 3.1 percent at 14 cents; and 0.2 percent at 15 cents.

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

Table 24. Paid Holidays

(Percent of production and office workers in pulp, paper, and paperboard mills with formal provisions for paid holidays, United States and selected regions, January 1962)

Number of paid holidays	United States ¹	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
Production workers								
All production workers -----	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	99	100	100	99	100	100	100	100
Less than 6 days -----	(²)	-	-	2	-	-	2	-
6 days -----	6	15	7	6	2	4	5	-
6 days plus 2 half days -----	1	-	-	-	-	3	3	-
7 days -----	88	77	80	87	97	90	88	96
7 days plus 1 half day -----	(²)	-	-	-	-	1	-	-
8 days -----	4	8	10	6	1	2	2	4
9 days -----	(²)	-	2	-	-	-	-	-
Workers in establishments providing no paid holidays -----	(²)	-	-	1	-	-	-	-
Office workers								
All office workers -----	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	99	100	100	100	100	100	100	99
Less than 6 days -----	(²)	-	-	4	1	-	1	-
6 days -----	8	11	12	7	3	7	9	12
6 days plus 1 or 2 half days -----	2	(²)	1	-	-	5	2	-
7 days -----	79	60	60	86	89	87	88	82
7 days plus 1, 2, or 4 half days -----	2	2	7	-	-	(²)	-	7
8 days -----	6	8	20	3	7	(²)	(²)	-
8 days plus 4 half days -----	(²)	1	(²)	-	-	-	-	-
9 days -----	1	3	(²)	-	-	-	-	-
10 days -----	1	8	-	-	-	-	-	-
10 days plus 1 half day -----	1	6	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	(²)	-	-	-	-	-	-	(²)

¹ Includes data for States other than those in the regions for which data are shown separately.

² Less than 0.5 percent.

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

Table 25. Paid Vacations

(Percent of production and office workers in pulp, paper, and paperboard mills with formal provisions for paid vacations after selected periods of service, United States and selected regions, January 1962)

Vacation policy	United States ¹	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Production workers							
All production workers -----	100	100	100	100	100	100	100	100
<u>Method of payment</u>								
Workers in establishments providing paid vacations -----	100	100	100	100	100	100	100	100
Length-of-time payment -----	69	79	63	75	45	77	54	100
Percentage payment -----	31	21	37	25	55	23	46	-
<u>Amount of vacation pay²</u>								
<u>After 1 year of service</u>								
Under 1 week -----	(³)	-	1	-	-	-	-	-
1 week -----	97	97	89	100	100	98	95	100
Over 1 and under 2 weeks -----	1	-	3	-	-	2	4	-
2 weeks -----	2	3	7	-	-	-	1	-
<u>After 2 years of service</u>								
Under 1 week -----	(³)	-	1	-	-	-	-	-
1 week -----	91	96	81	80	92	98	81	96
Over 1 and under 2 weeks -----	2	2	7	2	-	2	4	-
2 weeks -----	7	3	11	17	8	-	15	4
<u>After 3 years of service</u>								
1 week -----	20	14	16	8	2	68	10	-
Over 1 and under 2 weeks -----	3	1	10	2	-	3	8	-
2 weeks -----	77	86	74	90	98	29	82	100
<u>After 5 years of service</u>								
1 week -----	(³)	-	-	1	-	-	-	-
Over 1 and under 2 weeks -----	(³)	-	1	-	-	-	-	-
2 weeks -----	98	100	94	99	96	98	97	100
Over 2 and under 3 weeks -----	2	-	3	-	4	2	3	-
3 weeks -----	(³)	-	3	-	-	-	-	-
<u>After 10 years of service</u>								
1 week -----	(³)	-	-	1	-	-	-	-
2 weeks -----	9	21	10	20	5	3	12	-
Over 2 and under 3 weeks -----	1	-	3	-	1	-	2	-
3 weeks -----	89	79	86	79	94	95	87	100
Over 3 and under 4 weeks -----	(³)	-	1	-	-	2	-	-
<u>After 12 years of service</u>								
1 week -----	(³)	-	-	1	-	-	-	-
2 weeks -----	5	3	8	17	5	2	9	-
Over 2 and under 3 weeks -----	1	-	3	-	1	-	4	-
3 weeks -----	93	97	89	82	94	96	87	100
Over 3 and under 4 weeks -----	(³)	-	1	-	-	2	-	-
<u>After 15 years of service</u>								
1 week -----	(³)	-	-	1	-	-	-	-
2 weeks -----	2	-	2	3	5	1	3	-
Over 2 and under 3 weeks -----	1	-	3	-	1	-	-	-
3 weeks -----	96	100	94	95	94	97	92	100
Over 3 and under 4 weeks -----	1	-	1	-	-	2	5	-

Table 25. Paid Vacations—Continued

(Percent of production and office workers in pulp, paper, and paperboard mills with formal provisions for paid vacations after selected periods of service, United States and selected regions, January 1962)

Vacation policy	United States ¹	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
Production workers								
<u>Amount of vacation pay²—Continued</u>								
<u>After 20 years of service</u>								
1 week	(³)	-	-	1	-	-	-	-
2 weeks	2	-	2	3	5	1	2	-
Over 2 and under 3 weeks	1	-	3	-	1	-	-	-
3 weeks	74	87	78	79	91	35	54	100
Over 3 and under 4 weeks	1	-	1	-	-	2	5	-
4 weeks	22	13	16	17	3	62	38	-
Over 4 weeks	(³)	-	-	-	-	-	2	-
<u>After 25 years of service</u>								
1 week	(³)	-	-	1	-	-	-	-
2 weeks	2	-	2	3	5	1	2	-
Over 2 and under 3 weeks	1	-	3	-	1	-	-	-
3 weeks	9	5	9	9	11	5	14	4
Over 3 and under 4 weeks	(³)	-	-	-	-	-	1	-
4 weeks	88	95	86	87	83	92	81	96
Over 4 weeks	1	-	1	-	-	2	2	-
Office workers								
All office workers	100	100	100	100	100	100	100	100
<u>Method of payment</u>								
Workers in establishments providing paid vacations	99	100	100	100	100	100	100	99
Length-of-time payment	97	87	97	100	97	100	100	99
Percentage payment	3	13	3	-	3	-	-	-
Workers in establishments providing no paid vacations	(³)	-	-	-	-	-	-	(³)
<u>Amount of vacation pay²</u>								
<u>After 6 months of service</u>								
Under 1 week	4	7	18	(³)	-	-	2	-
1 week	44	40	38	77	38	31	72	45
Over 1 and under 2 weeks	1	2	4	-	-	-	-	-
2 weeks	1	(³)	-	-	4	-	1	-
<u>After 1 year of service</u>								
1 week	29	34	37	29	41	12	19	48
Over 1 and under 2 weeks	1	-	5	-	-	-	1	-
2 weeks	70	66	58	71	59	88	81	52
<u>After 2 years of service</u>								
1 week	21	25	29	19	34	4	18	35
Over 1 and under 2 weeks	1	(³)	7	-	-	-	1	-
2 weeks	78	75	64	81	66	96	81	65
<u>After 3 years of service</u>								
1 week	4	10	11	3	(³)	3	1	-
Over 1 and under 2 weeks	1	(³)	7	-	-	-	1	-
2 weeks	93	90	79	97	97	97	98	99
3 weeks	1	-	3	-	3	-	-	-

See footnotes at end of table.

Table 25. Paid Vacations—Continued

(Percent of production and office workers in pulp, paper, and paperboard mills with formal provisions for paid vacations after selected periods of service, United States and selected regions, January 1962)

Vacation policy	United States ¹	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Office workers							
<u>Amount of vacation pay²—Continued</u>								
<u>After 5 years of service</u>								
1 week	(³)	-	-	1	-	-	-	-
2 weeks	97	100	90	99	97	99	99	90
Over 2 and under 3 weeks	1	-	5	-	-	-	1	-
3 weeks	2	-	5	-	3	(²)	-	10
<u>After 10 years of service</u>								
1 week	(³)	-	-	1	-	-	-	-
2 weeks	10	25	17	19	4	3	5	1
Over 2 and under 3 weeks	1	-	6	-	-	-	1	-
3 weeks	89	75	77	80	96	97	94	99
<u>After 12 years of service</u>								
1 week	(³)	-	-	1	-	-	-	-
2 weeks	7	4	17	18	4	3	5	1
Over 2 and under 3 weeks	1	-	6	-	-	-	1	-
3 weeks	92	96	77	81	96	97	94	99
<u>After 15 years of service</u>								
1 week	(³)	-	-	1	-	-	-	-
2 weeks	4	2	13	4	4	2	1	1
Over 2 and under 3 weeks	1	-	6	-	-	-	-	-
3 weeks	95	98	81	95	96	98	98	99
Over 3 and under 4 weeks	(³)	-	-	-	-	-	1	-
<u>After 20 years of service</u>								
1 week	(³)	-	-	1	-	-	-	-
2 weeks	4	2	13	3	4	2	1	1
Over 2 and under 3 weeks	1	-	6	-	-	-	-	-
3 weeks	61	84	67	71	84	27	42	95
Over 3 and under 4 weeks	(³)	-	-	-	-	-	1	-
4 weeks	34	14	14	25	12	71	55	4
Over 4 weeks	(³)	-	-	-	-	-	1	-
<u>After 25 years of service</u>								
1 week	(³)	-	-	1	-	-	-	-
2 weeks	4	2	13	3	4	2	1	1
Over 2 and under 3 weeks	1	-	6	-	-	-	-	-
3 weeks	8	10	4	9	14	1	11	18
4 weeks	87	88	78	87	81	97	87	81
Over 4 weeks	(³)	-	-	-	-	-	1	-

¹ Includes data for States other than those in the regions for which data are shown separately.

² Vacation pay expressed as a percent of annual earnings was converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

³ Less than 0.5 percent.

Table 26. Health, Insurance, and Pension Plans

(Percent of production and office workers in pulp, paper, and paperboard mills with specified health, insurance, and pension plans, United States and selected regions, January 1962)

Type of plan ¹	United States ²	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
Production workers								
All production workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	99	100	100	100	100	99	100	96
Accidental death and dismemberment insurance	71	74	71	52	75	65	54	96
Sickness and accident insurance or sick leave or both ³	98	100	100	97	98	93	98	100
Sickness and accident insurance	96	100	100	97	98	86	98	100
Sick leave (full pay, no waiting period)	4	-	6	6	2	10		
Sick leave (partial pay or waiting period)	8	-	7	12	20	8	4	-
Hospitalization insurance	99	100	99	98	99	100	100	100
Surgical insurance	99	100	99	97	97	100	100	100
Medical insurance	78	92	76	50	69	85	70	100
Catastrophe insurance	26	15	26	26	20	15	30	71
Retirement pension	93	92	87	96	97	89	96	100
No health, insurance, or pension plan	-	-	-	-	-	-	-	-
Office workers								
All office workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	100	100	100	100	100	100	100	100
Accidental death and dismemberment insurance	61	65	69	60	70	50	43	88
Sickness and accident insurance or sick leave or both ³	90	81	95	72	94	94	95	84
Sickness and accident insurance	77	61	91	55	89	86	63	71
Sick leave (full pay, no waiting period)	54	52	32	46	48	73	64	52
Sick leave (partial pay or waiting period)	3	-	7	6	4	1	2	-
Hospitalization insurance	98	94	99	95	100	100	100	100
Surgical insurance	98	94	99	94	100	100	100	100
Medical insurance	78	88	70	46	61	88	87	100
Catastrophe insurance	44	32	39	62	57	24	51	88
Retirement pension	93	81	88	97	97	96	98	99
No health, insurance, or pension plan	-	-	-	-	-	-	-	-

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 Includes data for States other than those in the regions for which data are shown separately.

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

Table 27. Nonproduction Bonuses

(Percent of production and office workers in pulp, paper, and paperboard mills with specified types of nonproduction bonuses, United States and selected regions, January 1962)

Type of bonus	United States ¹	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Production workers							
All production workers	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses	21	24	34	45	11	13	42	
Christmas or yearend	15	15	27	31	6	9	26	
Profit-sharing	3	6	2	1	1	4	13	
Other	3	2	4	13	4	-	3	-
Workers in establishments with no nonproduction bonuses	79	76	66	55	89	87	58	100
	Office workers							
All office workers	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses	26	29	46	29	13	9	54	18
Christmas or yearend	16	17	31	11	6	8	27	17
Profit-sharing	6	4	12	1	(²)	1	26	-
Other	4	8	4	16	7	-	1	1
Workers in establishments with no nonproduction bonuses	74	71	54	71	87	91	46	82

¹ Includes data for States other than those in the regions for which data are shown separately.² Less than 0.5 percent.

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

Table 28. Paid Funeral and Jury-Duty Leave

(Percent of production and office workers in pulp, paper, and paperboard mills with formal provisions for paid funeral and jury-duty leave, United States and selected regions, January 1962)

Item	United States ¹	New England	Middle Atlantic	Central	South	Lake States	Midwest	Pacific
	Production workers							
All production workers -----	100	100	100	100	100	100	100	100
Workers in establishments with paid funeral leave provisions -----	95	95	92	91	97	100	88	93
Workers in establishments with paid jury-duty leave provisions -----	72	67	72	91	97	29	72	93
	Office workers							
All office workers -----	100	100	100	100	100	100	100	100
Workers in establishments with paid funeral leave provisions -----	77	95	77	51	60	94	93	21
Workers in establishments with paid jury-duty leave provisions -----	64	70	66	61	66	61	90	21

¹ Includes data for States other than those in the regions for which data are shown separately.

Appendix A: Scope and Method of Survey

Scope of Survey

The survey covered establishments primarily engaged in manufacturing (1) pulp from wood or from other materials such as rags, linters, waste paper, and straw; (2) paper (except building paper) from woodpulp and other fibers; and (3) paperboard, including paperboard coated on the paperboard machine, from woodpulp and other fibers (industries 2611, 2621, and 2631 as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). Separate auxiliary units such as central offices were excluded. Data for workers in converted paper products departments of mills covered by the study were excluded from the regular earnings tabulations and are presented separately.

The establishments studied were selected from those employing 50 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 table below.

Estimated number of establishments and workers within scope of survey and number studied,
pulp, paper, and paperboard mills, January 1962

Region ¹	Number of establishments ²		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total ³	Production workers ⁴	Office workers	Total
United States ⁵ -----	497	283	241,947	192,655	19,581	193,927
New England -----	93	38	36,467	28,776	2,715	24,117
Middle Atlantic -----	115	53	38,413	30,258	3,273	26,962
Central -----	40	31	22,714	17,853	1,626	21,667
South -----	51	43	49,216	40,916	3,049	46,456
Lake States -----	86	47	48,713	37,341	5,166	37,154
Midwest -----	60	35	20,785	16,001	2,358	16,910
Pacific -----	47	33	23,460	19,693	1,292	19,185

¹ The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Central—Delaware, District of Columbia, Kentucky, Maryland, North Carolina, Tennessee, Virginia, and West Virginia; South—Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Oklahoma, South Carolina, and Texas; Lake States—Michigan, Minnesota, and Wisconsin; Midwest—Illinois, Indiana, Iowa, Kansas, Missouri, and Ohio; and Pacific—California, Nevada, Oregon, and Washington.

² Includes only establishments with 50 or more workers at the time of reference of the unemployment insurance listings.

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

⁴ Includes workers in converted paper products departments of mills covered by the study.

⁵ Includes data for States, including Alaska, not in the regions for which separate data are presented.

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

Office Workers

The term "office workers," as used in this report, includes all nonsupervisory office workers and excludes administrative, executive, professional, and technical employees.

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

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.

Comparison With Other Statistics

The straight-time hourly earnings presented in this bulletin 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 are calculated from the weighted data by summing individual hourly earnings and dividing by the number of such individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry is divided into the reported payroll totals.

The monthly series for paper and pulp unlike this survey, also includes establishments primarily engaged in manufacturing building paper and building board from wood pulp and other fibrous materials. The monthly series includes data for workers in converted paper products departments of paper and paperboard mills whereas, in this study, data for these workers are excluded from the tabulations for the regular pulp, paper, and paperboard departments and are shown separately.

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 1 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 (or office) 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.

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

Shift Practices and Differentials. Data relate to shift practices of establishments during the payroll period studied, and are presented in terms of the proportion of production workers actually employed under the conditions specified. Workers assigned to rotating shifts variously work on day, evening, and night shifts and workers assigned to fixed shifts regularly work on their assigned shift.

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

Nonproduction Bonuses. Nonproduction bonuses are defined for this study as bonuses that depend on factors other than the output of the individual worker or group of workers. Plans that defer payments beyond 1 year were excluded.

Paid Funeral and Jury-Duty Leave. Tabulations of paid funeral and jury-duty leave relate 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.

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 permits 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.

ACIDMAKER (Sulphite)

Prepares acid for use in cooking sulphite pulp which is to be made into paper. Work involves: Weighing sulphur, and loading or directing the loading of burners with sulphur and other ingredients necessary to make acids of required strength. May operate acid tower.

BACKTENDER

Is stationed at the dry end of a paper machine. Duties involve most of the following: Leading paper to and over driers; regulating heat of driers; adjusting calenders to obtain proper finish and caliper; putting paper on the reel; performing or directing the rewinding or cutting operation; weighing and calipering paper sheets and reporting results to machine tender; observing paper for any imperfections; and assisting machine tender at wet end of machine as directed.

For wage study purposes, backtenders are classified by grade or type of paper and by machine width,¹⁰ as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (kraft)

Special industrial
Container board
Boxboard
Other

BARKER, DRUM

Tends the operation of a drum barker which removes the bark from blocks of pulpwood by tumbling the blocks in a rotating cylinder. Work involves: Feeding pulpwood blocks into machine by hand or mechanical means; starting revolving drum; breaking up jam; and directing workers in sorting blocks. May oversee operation of washing unit or adjust water sprays at end of machine to remove chips or dirt adhering to pulpwood blocks.

¹⁰ Each of the machine-room occupations is to be classified by grade or type of paper and also by width of machine, as follows:

100 inches or less
101 and under 150 inches
151 and under 200 inches
201 inches and over

BEATERMAN

Prepares pulp for processing into paper by means of a beater which hydrates pulp and mixes chemicals or other ingredients with the pulp. Work involves most of the following: Filling beater with pulp, and other ingredients such as starch, alum, and color; opening steam valves to heat contents when necessary; and running beater for prescribed period of time; dropping contents of beater into stock chest. Excludes waste (or broke) beatermen.

For wage study purposes, beatermen are classified by grade or type of paper, as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (kraft)

Special industrial
Container board
Boxboard
Other

BLEACHERMAN

(Bleach-plant operator)

Whitens or bleaches pulp to specified requirements. Work involves most of the following: Pumping and controlling flow of stock to bleaching tanks; adding bleaching solution according to desired strength; and making tests during bleaching process to determine when pulp is properly bleached.

For wage study purposes, bleachermen are classified by process, as follows:

Bleacherman, sulphate process
Bleacherman, sulphite process
Bleacherman, soda process
Bleacherman, groundwood process
Bleacherman, other

BLOW-PIT MAN (Sulphite)

Tends blow pit (storage tank) and assists in discharging (blowing) woodpulp from digester. Work involves: Closing blow-pit hatch and blowing digester by opening valve; washing pulp stock in blow pit by admitting fresh water under pressure; sluicing blow pit with water; and pumping stock to stock chest preparatory to screening.

CALENDER HELPER

Assists calender operator to impart a gloss to surface of paper. Work involves: Trucking or moving rolls of paper; assisting in mounting rolls in calender machine; threading paper through rollers; and removing finished rolls from machine.

For wage study purposes, calender helpers are classified by grade or type of paper, as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue

Coarse (kraft)
Special industrial
Other

CALENDER OPERATOR

(Supercalender operator)

Operates a supercalender or calendering machine to impart a gloss to the paper. Work involves: Positioning roll of paper on the machine and threading it through the calendering rolls; regulating and adjusting pressure of the rolls; and removing the calendered paper.

For wage study purposes, calender operators are classified by grade or type of paper, as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue

Coarse (kraft)
Special industrial
Other

CAUSTIC OPERATOR (CAUSTICISER) (Sulphate)

Makes caustic liquor for digesting wood chips into pulp. Work involves: Placing and mixing lime, soda ash, and water in vat; and agitating mixture mechanically as heat is applied, to produce a uniform solution.

CHIPPERMAN

Feeds logs, blocks, or other wood by hand or with wood pick, from conveyor into hopper of a chipping machine that reduces the wood to chips. May start and stop conveyor to regulate amount of wood to be chipped; may inspect and change knives in machine.

COOK

(Digester operator)

Is responsible for the operation of digester and the cooking process. Work involves: Determining the amount of liquor or acid to be used and the cooking pressure; directing the charging of the digester with chips or fibrous material and liquor or acid; determining through periodic tests when contents are ready for removal; directing the blowing of the contents of the digester; and keeping records and making reports on tonnage, liquor analysis, etc.

For wage study purposes, cooks are classified by process, as follows:

Cook (digester operator), sulphate process
Cook (digester operator), sulphite process
Cook (digester operator), soda process
Cook (digester operator), other

COOK HELPER, FIRST

(Digester-operator helper, first helper)

Assists cook in cooking wood chips or fibrous materials to make pulp. Work involves: Loading and capping the digester (or directing the loading and capping, if done by other helpers); adjusting valves to build up heat and pressure in digester; making tests; and opening valves to blow pulp to blow pit. May perform other duties, as directed by cook.

For wage study purposes, cook helpers, first are classified by process, as follows:

Cook helper, first, sulphate process
Cook helper, first, sulphite process
Cook helper, first, soda process
Cook helper, first, other

CRANE OPERATOR

Operates crane to hoist and move logs of pulpwood in the woodyard of a pulp or papermill. Work involves: Manipulating controls to raise and lower loadline and to move the load to desired location.

CUTTER OPERATOR

(Cutterman; cutoff man; power cutter; rotary cutter; trimmer)

Operates or tends the operation of one or more of the varieties of machines that cut or trim paper or paperboard to specified sizes; sets and adjusts knives, guides, stops, or clamps. The cutting equipment may be of the automatic type or may be hand controlled or operated; and the stock may be fed by hand or mechanical devices.

CUTTER OPERATOR—Continued

For wage study purposes, cutters are classified by type of cutter and by grade or type of paper, as follows:

Cutter, guillotine type (cut and trim)

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (kraft)

Special industrial
Container board
Boxboard
Other

Cutter, rotary or sheet

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (kraft)

Special industrial
Container board
Boxboard
Other

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions in the installation, maintenance, or repair of equipment for the generating, distribution, and/or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

EVAPORATOR OPERATOR (Sulphate)

In the recovery process, operates an evaporator to concentrate the solution used in cooking sulphate pulp. Work involves: Pumping liquid into evaporator tank or pan; maintaining specified pressure and temperature; periodically testing concentration of solution and adjusting feeds, temperature, and pressure in accordance with these tests; and pumping concentrated liquors to storage or to recovery furnace.

FIFTH HAND

Assists in the tending of the winder and calender sections of a paper machine. Works with other crew members in transferring paper roll from reel to reeling-off stand, threading paper through winder, in tending calender, in splicing broken paper at reeling-off stand, and unloading finished rolls from winder.

For wage study purposes, fifth hands are classified by grade or type of paper and by machine width,¹¹ as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (kraft)

Special industrial
Container board
Boxboard
Other

FIREMAN, STATIONARY BOILER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

¹¹ Ibid.

FOURTH HAND

Prepares calender stacks and driers for operation, assists the third hand in the winding operation of a paper machine and usually removes rolls of paper from rewinder and weighs them; and assists at wet end in putting on felts and wires and in washing up.

For wage study purposes, fourth hands are classified by grade or type of paper and by machine width,¹² as follows:

<u>Newsprint and groundwood</u>	<u>Special industrial</u>
<u>Fine grades</u>	<u>Container board</u>
<u>Sanitary tissue</u>	<u>Boxboard</u>
<u>Coarse (kraft)</u>	<u>Other</u>

GRINDERMAN

Tends grinding machine that reduces blocks of wood to pulp. (Grinding machines are of three general types—pocket, magazine, and continuous—based on the method of feeding the wood to the grinder.) Work involves keeping machine supplied with wood and regulating machine to prevent burning of stock or glazing of grindstone.

HEAD STOCK PREPARER

(Beater engineer)

Is in charge of stock preparation process in a papermill, and directs a crew of beatermen and beater helpers or other stock preparation workers.

For wage study purposes, head stock preparers are classified by group and grade or type of paper, as follows:

Group I. A beater engineer in charge of the beating process where stock preparations are varied and require the application of technical knowledge to achieve specified results; and also where color formulas have to be developed to meet special requirements.

<u>Newsprint and groundwood</u>	<u>Special industrial</u>
<u>Fine grades</u>	<u>Container board</u>
<u>Sanitary tissue</u>	<u>Boxboard</u>
<u>Coarse (kraft)</u>	<u>Other</u>

Group II. A beater engineer in charge of the beating process where stock preparation is a routine mechanical process and the attainment of specific colors is based on definite, standard formulas which, however, may be altered slightly to meet varying stock conditions.

<u>Newsprint and groundwood</u>	<u>Special industrial</u>
<u>Fine grades</u>	<u>Container board</u>
<u>Sanitary tissue</u>	<u>Boxboard</u>
<u>Coarse (kraft)</u>	<u>Other</u>

HYDRAPULPER OPERATOR

Prepares pulp for processing into paper by means of a hydrapulper which mixes pulp and waste with water and chemicals. Work involves: Filling hydrapulper with required amount of water, loading designated quantities and types of pulp or waste into hydrapulper, adding designated chemicals, running agitators for required time, inspecting mixture for consistency and freedom from lumps, and dumping contents of hydrapulper into stock chest.

For wage study purposes, hydrapulper operators are classified by grade or type of paper, as follows:

<u>Newsprint and groundwood</u>	<u>Special industrial</u>
<u>Fine grades</u>	<u>Container board</u>
<u>Sanitary tissue</u>	<u>Boxboard</u>
<u>Coarse (kraft)</u>	<u>Other</u>

¹² Ibid.

JANITOR

(Day porter; sweeper; charwoman; janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping and/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.

KNIFE GRINDER

Grinds and sharpens on power-driven grinding machine, the knives or cutters used in chipping or other wood-preparation machines. Work involves mounting knives or cutters in grinding machine and adjusting and operating the machine. May hone cutting edges.

LIME-KILN OPERATOR (Sulphate)

Burns lime sludge in oil or gas burner kiln to recover lime. Work involves: Controlling operation of oil burners to regulate kiln temperature; adjusting flow of lime sludge into kiln; and starting and stopping conveyor that carries lime from bottom of kiln.

MACHINIST, MAINTENANCE

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

MILLWRIGHT

Maintains and repairs machinery and equipment in pulp and papermill, largely on a routine basis, but may be called upon to do repairs on machinery when difficulties in operation occur. Work involves most of the following: Examining paper-machine rolls, bearings, pumps, and other parts to insure all are in proper working condition; dismantling and repairing any of these parts, as necessary; sending defective parts to machine shop for repair; some sheet-metal work, welding, pipefitting and related jobs, as required. Performs similar operations on pulpmill digesters and other equipment. Works with the production crew to restore normal operation of machine or equipment when breakdown occurs.

OILER

(Greaser; lubricator)

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment in an establishment. Observes operation of machines and reports to maintenance foreman or other supervisor any defective operation observed.

PAPER-MACHINE TENDER

Is in charge of the operation of a papermaking machine. Duties involve most of the following: Regulating and controlling flow of stock onto Fourdrinier wire or cylinder molds; setting and adjusting presses; regulating speed of various sections of machine; interpreting tests as to quality of product and making necessary adjustments to meet specifications; and replacing wires and felts. Machine tender is usually stationed at wet end of machine and directs the backtender and other members of paper-machine crew.

PAPER-MACHINE TENDER—Continued

For wage study purposes, paper-machine tenders are classified by grade or type of paper and by machine width,¹³ as follows:

<u>Newsprint and groundwood</u>	<u>Special industrial</u>
<u>Fine grades</u>	<u>Container board</u>
<u>Sanitary tissue</u>	<u>Boxboard</u>
<u>Coarse (kraft)</u>	<u>Other</u>

PAPER TESTER

Uses special testing equipment to conduct physical tests such as weight, strength, moisture, tear, tensile, fold and absorption, to determine if paper meets specifications.

For wage study purposes, paper testers are classified by grade or type of paper, as follows:

<u>Newsprint and groundwood</u>	<u>Special industrial</u>
<u>Fine grades</u>	<u>Container board</u>
<u>Sanitary tissue</u>	<u>Boxboard</u>
<u>Coarse (kraft)</u>	<u>Other</u>

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machine; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

PULP TESTER

(Stock tester)

Tests pulp for moisture content, color, purity, and strength. Work involves: Making physical tests such as tests for strength or color; and making chemical tests necessary to maintain uniformity and quality of paper stock desired.

For wage study purposes, pulp testers are classified by process, as follows:

<u>Pulp tester, sulphate process</u>	<u>Pulp tester, semichemical</u>
<u>Pulp tester, sulphite process</u>	<u>process</u>
<u>Pulp tester, soda process</u>	<u>Pulp tester, other</u>

RECOVERY HELPER, FIRST (Sulphate)

Works under the direction of the recovery operator and receives verbal and/or written instructions outlining the specific duties to be performed; operates recovery boilers and auxiliary equipment; maintains correct A test on green liquor, adding salt cake to maintain specified sulphidity; makes liquor tests for laboratory; checks ash hoppers and maintains proper tests of liquor in chemical ash tanks; responsible for proper burning of concentrated black liquor or oil; maintains correct furnace conditions to produce maximum reduction and steam from liquor available; operates cascade evaporators; maintains correct water level in boilers; blows down boilers as required; changes charts and takes specified readings for log sheets; checks on functioning of pumps; and keeps firing floor and recovery panels clean.

¹³ Ibid.

RECOVERY OPERATOR (Sulphate)

In charge of the process of recovering sodium compounds from the liquor which has been washed from a previous batch of sulphate (or soda) pulp. Spray of liquor is admitted into contact with hot air in recovery furnace and the molten black ash is then conveyed from furnace to leaching tanks where the soda is washed from the carbon.

REWINDER HELPER

Assists rewinder operator by performing any one or combination of the following: Transporting rolls of paper from stockpile to machine; mounting rolls on machine; assisting in setting slitters, threading paper into machine, and splicing paper. May assist rewinder operator by performing other duties, as assigned.

For wage study purposes, rewinder helpers are classified by grade or type of paper, as follows:

<u>Newsprint and groundwood</u>	<u>Special industrial</u>
<u>Fine grades</u>	<u>Container board</u>
<u>Sanitary tissue</u>	<u>Boxboard</u>
<u>Coarse (kraft)</u>	<u>Other</u>

REWINDER OPERATOR

Operates slitting and rewinding machine to slit rolls of paper, and to rewind material in order to obtain compact rolls of desired size. Work involves: Setting slitters to obtain desired width; positioning roll in machine; threading material through machine and engaging ends on rewinding rolls or spools; starting machine and controlling tension and speed of machine to insure even winding and slitting; examining material during rewinding; and removing rolls when specified diameter is attained.

For wage study purposes, rewinder operators are classified by grade or type of paper, as follows:

<u>Newsprint and groundwood</u>	<u>Special industrial</u>
<u>Fine grades</u>	<u>Container board</u>
<u>Sanitary tissue</u>	<u>Boxboard</u>
<u>Coarse (kraft)</u>	<u>Other</u>

SAWYER

Cuts logs to desired size for pulping process. Operates one of the following types of saws: Swinging circular cutoff saw; stationary slasher consisting of one or more circular saw blades mounted in a saw table; and bandsaw. May make adjustments on machine.

SCREENMAN

(Screen tender)

Screens wood pulp to remove knots, slivers, and other foreign matter and to separate fine from coarse fibers. Work involves: Adjusting valves, pumps, and flow gates to control flow of pulp and wash water through filter screen and thereby regulate consistency of stock; observing level of liquid to avoid overloading the screen; examining usable fiber for slivers; and replacing defective screen plates.

For wage study purposes, screenmen are classified by process, as follows:

<u>Screenman, sulphate process</u>	<u>Screenman, defibrated or</u>
<u>Screenman, sulphite process</u>	<u>exploded process</u>
<u>Screenman, soda process</u>	<u>Screenman, semichemical process</u>
<u>Screenman, groundwood process</u>	<u>Screenman, other</u>

THIRD HAND

(Winder man)

Performs the winding operation of the dry end of a paper machine. Duties involve the following: Setting slitters in accordance with required width of rolls of paper; making splices in paper when necessary; running rolls to proper diameter; inspecting paper for imperfections during rewinding process; removing rolls with assistance of other members of crew; keeping record of weight and number of rolls made; and assisting backtender and machine tender as necessary.

For wage study purposes, third hands are classified by grade or type of paper and by machine width,¹⁴ as follows:

Newsprint and groundwood
Fine grades
Sanitary tissue
Coarse (kraft)

Special industrial
Container board
Boxboard
Other

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)

WASHER OPERATOR (Sulphate)

Operates washer or diffusers to clean and to thin the pulp preparatory to screening. Work involves: Controlling the flow of pulp through washers; and regulating the spraying of pulp with proper solution in primary washers, and with hot water in secondary washers.

WET-MACHINE OPERATOR

(Wet-machine tender; lapman; roll skinner; sheet taker)

Operates a wet-machine to produce pulp in lap form. Work involves: Maintaining uniform flow of pulp onto accumulating roll of machine; building sheet up to desired thickness; cutting sheet from machine; and folding and loading laps on trucks or skids.

For wage study purposes, wet-machine operators are classified by process, as follows:

Wet-machine operator, sulphate process
Wet-machine operator, sulphite process
Wet-machine operator, soda process
Wet-machine operator, groundwood
process

Wet-machine operator, defibrated
or exploded process
Wet-machine operator,
semichemical process
Wet-machine operator, other

¹⁴ Ibid.

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 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 1323 (40 cents)
- Men's and Boys' Suits and Coats, 1958 - BLS Report 140
- Women's and Misses' Coats and Suits, 1957 - BLS Report 122
- Women's and Misses' Dresses, 1960 - BLS Report 193
- Work Clothing, 1953 - BLS Report 51
- Work Clothing, 1961 - BLS Bulletin 1321 (35 cents)
- *Work Shirts, 1955 and 1956 - BLS Report 115
- *Work Shirts, 1957 - BLS Report 124

Chemicals and Petroleum:

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

Food:

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

Leather:

- Footwear, 1953 - BLS Report 46
- *Footwear, 1955 and 1956 - BLS Report 115
- Footwear, 1957 - BLS Report 133
- Leather Tanning and Finishing, 1954 - BLS Report 80
- Leather Tanning and Finishing, 1959 - BLS Report 150

Lumber and Furniture:

- Household Furniture, 1954 - BLS Report 76
- Lumber in the South, 1949 and 1950 - Series 2, No. 76
- Southern Lumber Industry, 1953 - BLS Report 45
- *Southern Sawmills, 1955 and 1956 - BLS Report 113
- *Southern Sawmills, 1957 - BLS Report 130
- West Coast Sawmilling, 1952 - BLS Report 7
- West Coast Sawmilling, 1959 - BLS Report 156
- Wood Household Furniture, Except Upholstered, 1959 - BLS Report 152
- *Wooden Containers, 1955 and 1956 - BLS Report 115
- *Wooden Containers, 1957 - BLS Report 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 123
- Gray Iron Foundries, 1959 - BLS Report 151
- Nonferrous Foundries, 1951 - Series 2, No. 82
- Nonferrous Foundries, 1960 - BLS Report 180
- Machinery Industries, 1953-54 - BLS Bulletin 1160 (40 cents)
- Machinery Industries, 1954-55 - BLS Report 93
- Machinery Manufacturing, 1955-56 - BLS Report 107
- Machinery Manufacturing, 1957-58 - BLS Report 139
- Machinery Manufacturing, 1958-59 - BLS Report 147
- Machinery Manufacturing, 1959-60 - BLS Report 170
- Machinery Manufacturing, 1961 - BLS Bulletin 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 168

Stone, Clay, and Glass:

- Pressed or Blown Glass and Glassware, 1960 - BLS Report 177
- Structural Clay Products, 1954 - BLS Report 77
- Structural Clay Products, 1960 - BLS Report 172

Textiles:

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

Tobacco:

- Cigar Manufacturing, 1955 - BLS Report 97
- *Cigar Manufacturing, 1956 - BLS Report 117
- Cigar Manufacturing, 1961 - BLS Bulletin 1317 (30 cents)
- Cigarette Manufacturing, 1960 - BLS Report 167
- *Tobacco Stemming and Redrying, 1955 and 1956 - BLS Report 117
- *Tobacco Stemming and Redrying, 1957 - BLS Report 136

Transportation:

- Motor Vehicles and Parts, 1950 - BLS Bulletin 1015 (20 cents)
- Motor Vehicles and Motor Vehicle Parts, 1957 - BLS Report 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 141
Banking Industry, 1960 - BLS Report 179
Contract Cleaning Services, 1961 - BLS Bulletin 1327 (25 cents)
Crude Petroleum and Natural Gas Production, 1960 -
BLS Report 181
Department and Women's Ready-to-Wear Stores, 1950 -
Series 2, No. 78
Eating and Drinking Places, 1961 - BLS Bulletin 1329 (40 cents)
Electric and Gas Utilities, 1950 - Series 2, No. 79
Electric and Gas Utilities, 1952 - BLS Report 12
Electric and Gas Utilities, 1957 - BLS Report 135
Hospitals, 1960 - BLS Bulletin 1294 (50 cents)
Hotels, 1960 - BLS Report 173
Hotels and Motels, 1961 - BLS Bulletin 1328 (30 cents)
Life Insurance, 1961 - BLS Bulletin 1324 (30 cents)
Power Laundries and Cleaning Services, 1961 -
BLS Bulletin 1333 (45 cents)
Power Laundries and Dry Cleaners, 1960 - BLS Report 178

II. Other Industry Wage Studies

Communications Workers, Earnings in October 1956 - BLS Report 121
Communications Workers, Earnings in October 1957 - BLS Report 138
Communications Workers, Earnings in October 1958 - BLS Report 149
Communications Workers, Earnings in October 1959 - BLS Report 171
Communications, October 1960 - BLS Bulletin 1306 (20 cents)
Factory Workers' Earnings - Distributions by Straight-Time Hourly Earnings, 1954 - BLS Bulletin 1179 (25 cents)
Factory Workers' Earnings - 5 Industry Groups, 1956 - BLS Report 118
Factory Workers' Earnings - Distribution by Straight-Time Hourly Earnings, 1958 - BLS Bulletin 1252 (40 cents)
Factory Workers' Earnings - Selected Manufacturing Industries, 1959 - BLS Bulletin 1275 (35 cents)
Wages in Nonmetropolitan Areas, South and North Central Regions, October 1960 - BLS Report 190

Retail Trade, Employee Earnings in October 1956:
Initial Report - BLS Report 119 (30 cents)
Building Materials and Farm Equipment Dealers - BLS Bulletin 1220-1 (20 cents)
General Merchandise Stores - BLS Bulletin 1220-2 (35 cents)
Food Stores - BLS Bulletin 1220-3 (30 cents)
Automotive Dealers and Gasoline Service Stations - BLS Bulletin 1220-4 (35 cents)
Apparel and Accessories Stores - BLS Bulletin 1220-5 (45 cents)
Furniture, Home Furnishings, and Appliance Stores - BLS Bulletin 1220-6 (35 cents)
Drug Stores and Proprietary Stores - BLS Bulletin 1220-7 (15 cents)
Summary Report - BLS Bulletin 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.