

INDUSTRY WAGE SURVEY

Footwear

APRIL 1962

Bulletin No. 1360

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 the footwear manufacturing industry in April 1962, conducted by the Bureau of Labor Statistics, are summarized in this bulletin. Separate releases for 15 areas, issued within a few months after the payroll period studied, may be obtained from the Bureau of Labor Statistics, Washington 25, D.C., or from any of its regional offices.

This bulletin was prepared by Fred W. Mohr of the Bureau's Division of Occupational Pay, under the general direction of H. M. Douty, Assistant Commissioner for Wages and Industrial Relations. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

Other reports available from the Bureau's program of industry wage studies as well as the addresses of the Bureau's six regional offices are listed at the end of this bulletin.

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Industry Wage Survey—

Footwear, April 1962

Summary

Production workers in the footwear manufacturing industry averaged \$1.64 an hour in April 1962, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts. A fifth of the 182,449 workers covered by a Bureau of Labor Statistics survey¹ earned between \$1.15 and \$1.20 an hour; earnings of the remainder of the workers were widely dispersed, as would be expected in an industry that is broadly distributed geographically, employs workers with a variety of skills, and pays most of them on a piecework basis.

Pay levels varied from \$1.79 an hour in New England to \$1.41 in the Southwest. Among nine product branches, nationwide average hourly earnings ranged from \$1.46 to \$1.79. Earnings data were also tabulated by size of community and plant employment, and for selected representative occupations.

Plants employing a substantial majority of the workers had work schedules of 40 hours a week and provided at least 6 paid holidays a year, paid vacations, life insurance, and various types of health insurance benefits.

Industry Characteristics

In the first 11 months of 1962, the shoe manufacturing industry in the United States produced nearly 577 million pairs of footwear, except rubber,² about 5 percent above the corresponding 1961 period.

Shoes are produced in a wide variety of sizes, styles, and shapes, and by many different methods of construction.³ Classification by type of shoe refers basically to the means by which the outsole is attached to the remainder of the shoe. Thus, shoes are designated as sewed, cemented, or nailed. Within these groups there are distinctive methods such as Goodyear-welt, McKay-welt, and stitchdown sewed shoes, and conventional-lasting and slip-lasting cemented shoes. The major types of shoe construction, based on production-worker employment in April 1962, were women's cement-process (conventional-lasting) and men's Goodyear-welt dress shoes (79,000 and 36,000 workers, respectively). Among seven other types for which separate data are presented in table 1, production-worker employment ranged from 3,300 in establishments making primarily men's cement-process shoes to 10,700 in misses' and children's cement-process (conventional-lasting) shoes.

¹ See appendix A for scope and method of survey; also for definition of regions and the term "production workers" as used in this study.

² Current Industrial Reports, January 17, 1963, Series M31A (62)-11, U.S. Department of Commerce, Bureau of the Census.

³ A description of the various methods of construction appears in How American Shoes are Made (United Shoe Machinery Corporation, 1960).

Four regions together accounted for more than four-fifths of the work force: New England, one-third; Middle Atlantic, one-fifth; Great Lakes, one-sixth; and the Middle West, one-eighth.

The relative importance of the different types of shoes manufactured differed among the regions. For example, plants manufacturing women's cement-process (conventional-lasted) shoes accounted for more than half of the workers in New England compared with slightly more than a third in the Middle Atlantic and Great Lakes regions. Plants primarily manufacturing men's Goodyear-welt dress shoes accounted for a fifth of the workers in New England and more than a third in the Great Lakes region. Three-fifths of the women's McKay shoe plant workers were in New England; half of the women's cement-process (slip-lasted) shoe plant workers were in the Middle Atlantic region.

Slightly more than two-fifths of the workers were employed in metropolitan areas⁴ in April 1962. The proportions differed, however, among the major regions—approximately one-tenth in the Middle West, one-fourth in the Great Lakes region, one-half in New England, and four-fifths in the Middle Atlantic region. The proportions also differed by branch of industry.

	Percent of workers in metropolitan areas
Men's Goodyear-welt dress shoes -----	43
Men's Goodyear-welt work shoes -----	30
Men's cement-process shoes -----	5
Women's cement-process (conventional- lasted) shoes -----	46
Women's cement-process (slip-lasted) shoes -----	50
Women's McKay (including Littleway) shoes -----	26
Misses' and children's cement-process (conventional-lasted) shoes -----	35
Misses' and children's Goodyear-welt shoes -----	54
Misses', children's, and infants' stitchdown shoes -----	39

Establishments employing 250 or more workers accounted for nearly three-fourths of the workers in the study; approximately three-fifths in the Middle Atlantic region, three-fourths in New England, four-fifths in the Great Lakes and seven-eighths in the Middle West. The proportions of workers in these larger factories also varied by branch of industry, as indicated in the tabulation on the next page.

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget.

	Percent of workers in establishments with 250 or more workers
Men's Goodyear-welt dress shoes -----	83
Men's Goodyear-welt work shoes -----	71
Men's cement-process shoes -----	81
Women's cement-process (conventional- lasted) shoes -----	83
Women's cement-process (slip-lasting) shoes -----	66
Women's McKay (including Littleway) shoes -----	59
Misses' and children's cement-process (conventional-lasting) shoes -----	71
Misses' and children's Goodyear-welt shoes -----	55
Misses', children's, and infants' stitchdown shoes -----	56

Establishments in which a majority of the workers were covered by terms of labor-management agreements accounted for approximately half of the industry's production workers. About seven-tenths in the Great Lakes and Middle West regions, one-half in New England, and two-fifths of the workers in the Middle Atlantic region were employed in plants with such contract coverage. Nearly three-fifths of the workers in the women's cement-process (conventional-lasting) and men's Goodyear-welt dress shoes branches of the industry were in this category. Unionization was less prevalent in the women's McKay; misses', children's, and infants' stitchdown; and men's cement-process shoe factories than in the other branches of the industry studied separately. The United Shoe Workers of America and the Boot and Shoe Workers' Union (both AFL-CIO) are the two major unions. Nonaffiliated unions also have representation in the industry.

The making of a shoe involves the assembly of many separate parts through a long series of carefully controlled, skillfully executed operations. The types of occupations in shoe factories vary from those requiring a relatively short period of training to highly skilled jobs involving the cutting and trimming of leather parts. Women are commonly employed in stitching operations; men, in the cutting and lasting operations and in plant maintenance work.

Incentive systems of wage payment (usually based on individual piecework) applied to seven-tenths of the production workers. The proportions of incentive workers ranged from nearly half in the Pacific region to approximately four-fifths in the Great Lakes, Middle West, and Southwest. By major type of footwear produced, the proportions ranged from about two-thirds in plants making misses' and children's Goodyear-welt and misses', children's, and infants' stitchdown shoes to slightly more than three-fourths in plants producing men's Goodyear-welt work shoes, men's cement-process shoes, women's McKay (including Littleway) shoes, and misses' and children's cement-process shoes. Workers in most occupations for which separate data were obtained were generally paid incentive rates. However, floor boys and girls, inspectors, janitors, and maintenance mechanics were usually paid on a time basis.

Average Hourly Earnings

Straight-time hourly earnings of production workers in the footwear manufacturing industry averaged \$1.64 in April 1962 (table 1). The estimated 107,146 women in the industry averaged \$1.47, compared with \$1.88 for the

75,303 men. In the major regions of industry concentration (together accounting for more than four-fifths of the work force) New England, Middle Atlantic, Great Lakes, and Middle West, the earnings of all production workers averaged \$1.79, \$1.57, \$1.68, and \$1.53 an hour, respectively. Among the areas for which data are presented for selected branches of the industry, average hourly earnings of production workers ranged from \$1.51 in women's cement-process (conventional-lasted) shoe plants in Missouri, except St. Louis, to \$2.06 in the same branch of the industry in Haverhill, Mass.

Nationwide, average earnings had increased about 12 percent (17 cents) since April 1957, when the Bureau last made a comprehensive study of occupational earnings in the industry.⁵ During this period, the Federal minimum wage was increased from \$1 to \$1.15 an hour (effective September 3, 1961). In April 1962, 20 percent of the workers were in the \$1.15 to \$1.20 earnings interval (table 2);⁶ in April 1957, approximately the same proportion (19 percent) were in the \$1 to \$1.05 interval. As indicated in the following tabulation, the degree of clustering at or just above the Federal minimum wage in effect at the time of the studies varied among regions.

	Percent of production workers with average hourly earnings of—	
	\$1.15 and under <u>\$1.20</u>	\$1.00 and under <u>\$1.05</u>
	April 1962	April 1957
New England -----	14.9	16.7
Middle Atlantic -----	24.2	20.2
Border States -----	29.5	31.9
Southwest -----	35.2	38.7
Great Lakes -----	12.4	12.6
Middle West -----	23.2	22.2
Pacific -----	7.4	17.8

The \$1.15 to \$1.20 earnings interval was the only one in which there was a sizable concentration of workers in April 1962. A small number of workers earned less than \$1.15 an hour;⁷ three percent received \$3 or more. The middle half of the workers had hourly earnings within a range of \$1.24 to \$1.88. Men's earnings were more widely dispersed than women's earnings; the middle half of their earnings ranged from \$1.34 to \$2.26 and \$1.20 to \$1.63, respectively. The comparatively wide dispersion of earnings may be partially attributable to the wide geographical distribution of the industry, the variety of skill and training requirements of the occupations, and the widespread use of incentive wage payments.

⁵ See Wage Structure: Footwear Industry, April 1957 (BLS Report 133, 1958).

⁶ For ease of reading in this and subsequent discussions of tables, the limits of the class (earnings) intervals are designated as \$1.15 to \$1.20 instead of using the more precise terminology of \$1.15 and under \$1.20.

⁷ Under specified conditions, workers certified as learners or handicapped workers may be paid less than the Federal legal minimum.

Among nine product groups for which separate data were tabulated, nationwide average hourly earnings ranged from \$1.46 in plants primarily manufacturing women's cement-process (slip-lasted) shoes and in plants making misses', children's, and infants' stitchdown shoes to \$1.79 in misses' and children's Goodyear-welt shoe plants (tables 3 to 11). Workers in women's cement-process (conventional-lasted) shoe plants averaged \$1.68 an hour compared with \$1.71 in men's Goodyear-welt dress shoe plants.

Earnings relationships among the product groups differed by region. For example, in New England, workers in plants using the cement-process (conventional-lasted) method of producing women's shoes and those in plants manufacturing misses' and children's shoes by this method had approximately the same average hourly earnings (\$1.77 and \$1.78, respectively). In the Great Lakes region, average earnings for the former were 18 cents higher than the average for the latter branch of the industry (\$1.64 and \$1.46, respectively).

Production workers' earnings also differed by plant size. In the New England and Great Lakes regions, average hourly earnings were 7 cents higher in establishments employing 250 or more workers than in smaller establishments (\$1.81 and \$1.74 and \$1.69 and \$1.62, respectively); and in the Middle West, 2 cents more (\$1.54 and \$1.52). In the Middle Atlantic region, however, the hourly average for the smaller establishment size group was 12 cents higher than the larger establishment size average (\$1.65 and \$1.53). Nationwide, the averages differed by 1 cent (\$1.64 and \$1.63), in favor of the larger plants.

Metropolitan area workers averaged 17 cents an hour more than those in nonmetropolitan areas. The difference amounted to 21 cents in New England, 20 cents in the Middle West, 18 cents in the Great Lakes, and 13 cents in the Middle Atlantic region. In the Border States, however, workers in nonmetropolitan areas averaged 5 cents an hour more than those in metropolitan areas.

In considering the wage differences noted in the preceding paragraphs and in the later discussion of occupational earnings, it must be emphasized that it is not possible to isolate and measure the impact on wage levels of any one of these factors. To illustrate their interrelationship, slightly more than half of the New England workers in establishments employing 250 or more workers were in nonmetropolitan areas compared with a third in the smaller establishments. Approximately three-fourths of the workers in both establishment-size groups in the Great Lakes region were in nonmetropolitan areas. Two-fifths of the workers in women's cement-process (conventional-lasted) shoe plants in New England were in metropolitan area establishments with 250 or more workers. The corresponding proportion in the Great Lakes region was one-eighth.

Occupational Earnings

Average hourly earnings of workers in selected occupations for the major branches of the industry are presented in tables 12 through 41. The jobs are grouped according to the general sequence of operations in the manufacture of shoes.

The first of these operations, cutting shoe uppers and linings, is performed by both hand and machine methods. Average earnings of machine cutters (vamp and whole shoe)—predominantly men—ranged from \$1.79 in misses', children's, and infants' stitchdown shoe plants and \$1.83 in women's cement-process (slip-lasted) shoe plants to \$2.54 in the misses' and children's Goodyear-welt branch of the industry.

The fitting operations, assembling and stitching the upper leather parts and the lining together to make a completed upper, were usually performed by women. Fancy stitchers, who sew decorative designs on shoe uppers, were numerically the most important occupation studied. Workers in this job had average hourly earnings ranging from \$1.43 in the misses', children's, and infants' stitchdown branch to \$1.62 in the men's Goodyear-welt work shoe branch of the industry. Average earnings of pasters, backers, or fitters ranged from \$1.27 to \$1.45 an hour among the industry branches.

Lasting, one of the most important parts of the shoemaking process, includes the drawing of the upper and lining over the last and attaching the insole. Machine assemblers for pullover averaged from \$1.46 to \$2.18 an hour among the industry branches; averages for pullover-machine operators in most branches for which comparisons could be made were from 35 to 43 cents an hour higher. Average earnings of heel-seat lasters and side lasters, machine ranged from \$1.60 to \$2.01 and \$1.57 to \$2.43 an hour, respectively, among the industry branches.

The method of attaching the outsole to the shoe, in the bottoming department, differs by type of construction (e.g., Goodyear-welt or cement-process). In the men's Goodyear-welt dress and work shoe branches of the industry, Goodyear stitchers averaged \$2.12 and \$1.97 an hour, respectively. Sole attachers in plants manufacturing women's cement-process shoes averaged \$2.10 an hour in the conventional-lasted branch compared with \$1.62 for these workers in the slip-lasted branch.

Occupational earnings data were tabulated by size of establishment and size of community for the two largest branches of the industry: men's Goodyear-welt dress shoes and women's cement-process (conventional-lasted) shoes. In both of these branches, occupational earnings were almost always higher in metropolitan areas than in nonmetropolitan areas. (See tables 14 and 22.) In the men's Goodyear-welt dress shoe branch, occupational earnings were usually higher in plants with 250 or more employees than in the smaller plants; however, there was a lack of any consistent pattern of wages in the other branch. (See tables 13 and 21.) Tables 15 and 23 provide occupational earnings data in metropolitan and nonmetropolitan areas by establishment size.

Earnings of individuals performing similar tasks also varied within the same industry branch and labor market. This was particularly evident for jobs usually paid on an incentive basis. For example, hourly earnings of women fancy stitchers in plants making men's Goodyear-welt dress shoes in the Brockton, Mass., area ranged from less than \$1.40 to more than \$4.20 (table 16).

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on certain establishment practices such as work schedules, late-shift work and selected supplementary wage benefits including paid holidays and vacations, health, insurance, and pension plans, and nonproduction bonuses.

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week were in effect in establishments with 92 percent of the production workers in April 1962 (table 42). The Southwest and Middle West were the only regions shown in which less than nine-tenths of the workers were scheduled to work 40-hour weeks. In the former region, almost one-fifth had weekly schedules of 45 hours; in the Middle West, about the same proportion had weekly schedules of 32 hours. Second-shift operations accounted for less than 2 percent of the workers (table 43); third-shift operations were almost nonexistent. Most second-shift workers were paid the same rates as day-shift workers.

Paid Holidays. Nine-tenths of the production workers were employed in establishments which provided paid holidays. Almost three-fourths of the workers received 6 or more days annually. Six days a year was the most common provision in all but two of the regions shown in table 44. In New England, three-fifths received at least 7 days and in the Pacific region, almost nine-tenths received 8 days. Holiday provisions differed among the areas for which data were tabulated separately for selected branches of the industry.⁸ For example, 7 days were provided in all women's cement-process (conventional-lasted) shoe plants in Auburn-Lewiston, Maine; and 6 days in this industry branch in St. Louis, Mo.—Ill. Workers in misses', children's, and infants' stitchdown shoes in New York City received either 8 days or 8 days plus 1 half day. Holiday provisions for office workers were generally more liberal than those for production workers.

Paid Vacations. Paid vacations after qualifying periods of service were provided by nearly all establishments studied. Almost all production and office workers were in establishments granting at least 1 week after 1 year of service (table 45). After 5 years of service, nearly four-fifths of the production workers and a slightly larger proportion of the office workers were eligible for 2 weeks. Approximately a fourth of both plant and office workers were in establishments providing 3 weeks' vacation after 15 years of service. Among the four major regions, vacation provisions were generally similar for workers with less than 5 years' service. After longer periods of service, vacation provisions were usually more liberal in the Great Lakes and Middle West. Two-thirds or more of the production workers in these two regions were in establishments granting 3 weeks' vacation pay after 15 years of service; the proportions were about 5 percent in the New England and Middle Atlantic regions.

Although the most common vacation provisions among the areas for which data are available for selected branches of the industry were 1 week after 1 year and 2 weeks after 5 years of service, significant differences were recorded. For example, in the women's cement-process (conventional-lasted) branch, slightly more than a third of the production workers in Maine, except Auburn-Lewiston, were in plants providing 2 weeks' vacation after 5 years' service, compared with all workers in the plants studied in Haverhill. Provisions for 3 weeks' vacation pay after 15 years' service were in effect in all plants studied in this branch of the industry in St. Louis and in plants with two-thirds of the workers in the remainder of Missouri. Such provisions were not common in other areas for which data were tabulated separately, except in men's Goodyear-welt dress shoe plants in Wisconsin.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost were available to four-fifths of both production and office worker groups (table 46). Approximately two-thirds of the workers were in establishments providing sickness and accident insurance and three-fifths in establishments providing medical insurance. Regional variations differed by type of insurance. For example, the proportions of production workers eligible for life insurance ranged from 59 percent in the Southwest to 93 percent in the Middle West; for medical insurance, from 40 percent in the Middle Atlantic to 90 percent in the Middle West.

⁸ Separate area reports which include supplementary benefits data, as well as the wage information shown in tables 16, 17, 24-34, 39, and 41 are available upon request.

Retirement pension benefits (other than those available under Federal old-age, survivors', and disability insurance) were provided by establishments employing two-fifths of the production workers. These establishments accounted for three-fourths of the workers in the Great Lakes and Middle West and seven-tenths in the Pacific region.

Nonproduction Bonuses. Nearly one-fifth of the production workers and two-fifths of the office workers were in establishments which provided nonproduction bonuses, usually at Christmas or yearend. These provisions were more common in the Middle Atlantic and Southwest than in the other regions for which data are shown in table 47.

Table 1. Average Hourly Earnings: By Selected Characteristics—Footwear Industry

(Number and average straight-time hourly earnings¹ of production workers in footwear manufacturing establishments by selected characteristics, United States and selected regions, April 1962)

Item	United States ²		New England		Middle Atlantic		Border States		Southwest		Great Lakes		Middle West		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 workers	182,449	\$1.64	65,688	\$1.79	35,958	\$1.57	7,795	\$1.47	7,509	\$1.41	28,586	\$1.68	21,361	\$1.53	1,589	\$1.73
Men	75,303	1.88	28,691	2.08	16,081	1.81	2,727	1.62	2,475	1.53	10,461	1.95	8,139	1.71	673	1.99
Women	107,146	1.47	36,997	1.57	19,877	1.38	5,068	1.39	5,034	1.34	18,125	1.52	13,222	1.43	916	1.55
Predominant type of shoe: ³																
Men's Goodyear-welt dress shoes	36,037	1.71	13,137	1.87	-	-	-	-	-	-	10,013	1.77	-	-	-	-
Men's Goodyear-welt work shoes	7,046	1.57	1,924	1.58	-	-	-	-	-	-	1,674	1.75	-	-	-	-
Men's cement-process shoes	3,269	1.53	1,626	1.53	-	-	-	-	-	-	-	-	-	-	-	-
Women's cement-process (conventional-lasted) shoes	78,998	1.68	36,404	1.77	13,027	1.66	2,557	1.52	2,372	1.39	10,605	1.64	10,112	1.56	1,317	1.79
Women's cement-process (slip-lasted) shoes	9,407	1.46	-	-	4,674	1.45	-	-	-	-	-	-	823	1.47	-	-
Women's McKay (including Littleway) shoes	6,268	1.59	3,679	1.72	-	-	-	-	-	-	-	-	-	-	-	-
Misses' and children's cement-process (conventional-lasted) shoes	10,744	1.54	2,087	1.78	1,865	1.57	1,155	1.42	-	-	1,209	1.46	2,765	1.51	-	-
Misses' and children's Goodyear-welt shoes	8,806	1.79	-	-	2,807	1.52	-	-	-	-	1,158	1.83	-	-	-	-
Misses', children's, and infants' stitchdown shoes	8,535	1.46	-	-	3,231	1.59	-	-	-	-	1,105	1.41	-	-	-	-
Size of establishment:																
50-249 workers	46,678	1.63	16,464	1.74	13,696	1.65	2,772	1.38	1,805	1.37	6,138	1.62	2,874	1.52	1,039	1.76
250 or more workers	135,771	1.64	49,224	1.81	22,262	1.53	5,023	1.52	5,704	1.42	22,448	1.69	18,487	1.54	-	-
Size of community:																
Metropolitan areas ⁴	80,243	1.74	34,554	1.89	28,655	1.60	3,045	1.44	637	1.46	7,512	1.81	2,420	1.73	1,589	1.73
Nonmetropolitan areas	102,206	1.57	31,134	1.68	7,303	1.47	4,750	1.49	6,872	1.40	21,074	1.63	18,941	1.53	-	-

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

² Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

³ Establishments were classified on the basis of the major types of shoes produced during the preceding year. The all-worker total above includes data for establishments producing other types of shoes in addition to those shown separately.

⁴ The term "metropolitan area" as used in this study refers to the 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: Footwear Industry

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

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
	Total	Men	Women							
Under \$1.15 -----	0.3	0.2	0.4	0.3	0.6	0.1	0.5	(³)	(³)	0.9
\$1.15 and under \$1.20 -----	20.2	12.4	25.7	14.9	24.2	29.5	35.2	12.4	23.2	7.4
\$1.20 and under \$1.25 -----	5.8	3.7	7.4	5.2	6.5	6.7	8.5	4.6	6.3	4.2
\$1.25 and under \$1.30 -----	7.5	5.6	8.8	7.6	8.0	6.5	8.2	6.6	7.6	7.4
\$1.30 and under \$1.35 -----	5.5	3.7	6.8	4.5	5.7	6.6	7.1	5.9	6.3	9.4
\$1.35 and under \$1.40 -----	5.0	3.7	5.8	4.6	4.2	4.9	5.2	5.8	5.8	4.2
\$1.40 and under \$1.45 -----	4.4	3.5	5.0	3.7	4.3	4.6	3.5	5.3	4.7	4.1
\$1.45 and under \$1.50 -----	3.9	2.8	4.7	3.7	3.6	4.3	3.8	4.1	4.8	2.6
\$1.50 and under \$1.60 -----	7.5	6.6	8.1	6.9	7.0	7.6	6.2	9.1	8.3	9.0
\$1.60 and under \$1.70 -----	6.1	5.7	6.4	5.4	6.1	6.9	5.3	7.7	6.5	7.4
\$1.70 and under \$1.80 -----	5.2	5.4	5.0	5.1	4.5	5.7	5.0	6.1	5.4	7.6
\$1.80 and under \$1.90 -----	4.4	5.2	3.8	4.5	4.2	4.1	2.6	5.4	4.4	5.1
\$1.90 and under \$2.00 -----	3.7	4.6	3.0	3.8	3.6	2.8	2.4	4.8	3.1	4.3
\$2.00 and under \$2.10 -----	3.7	5.4	2.6	4.4	3.5	2.7	1.8	4.6	3.2	4.0
\$2.10 and under \$2.20 -----	2.8	4.3	1.7	3.4	2.7	1.3	1.0	3.4	2.3	3.3
\$2.20 and under \$2.30 -----	2.3	3.6	1.3	2.9	2.1	1.4	1.1	2.6	2.0	3.8
\$2.30 and under \$2.40 -----	2.0	3.6	.9	2.6	1.6	1.4	.8	2.6	1.6	2.9
\$2.40 and under \$2.50 -----	1.7	3.0	.7	2.5	1.3	.4	.5	2.0	.9	1.6
\$2.50 and under \$2.60 -----	1.5	2.9	.5	2.1	1.4	.8	.5	1.6	1.0	2.0
\$2.60 and under \$2.70 -----	1.2	2.4	.4	1.8	.9	.6	.2	1.5	.6	2.3
\$2.70 and under \$2.80 -----	.9	1.8	.2	1.5	.6	.4	.2	.9	.4	1.6
\$2.80 and under \$2.90 -----	.8	1.7	.2	1.3	.7	.3	.1	.8	.4	1.2
\$2.90 and under \$3.00 -----	.6	1.3	.1	1.1	.5	.1	.1	.4	.3	1.2
\$3.00 and over -----	3.1	6.9	.4	6.4	2.2	.2	.3	1.9	.8	2.5
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	182,449	75,303	107,146	65,688	35,958	7,795	7,509	28,586	21,361	1,589
Average hourly earnings ¹ -----	\$1.64	\$1.88	\$1.47	\$1.79	\$1.57	\$1.47	\$1.41	\$1.68	\$1.53	\$1.73

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

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

Table 3. Earnings Distribution: Men's Goodyear-Welt Dress Shoes

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

Average hourly earnings ¹	United States ²			New England	Great Lakes
	Total	Men	Women		
Under \$ 1.15 -----	0.1	0.1	0.1	0.2	-
\$ 1.15 and under \$ 1.20 -----	15.5	9.9	20.3	11.6	6.1
\$ 1.20 and under \$ 1.25 -----	5.0	2.8	6.9	4.8	4.2
\$ 1.25 and under \$ 1.30 -----	6.6	4.9	8.1	5.7	6.9
\$ 1.30 and under \$ 1.35 -----	5.4	3.4	7.1	3.9	6.6
\$ 1.35 and under \$ 1.40 -----	5.3	4.5	6.0	4.9	5.8
\$ 1.40 and under \$ 1.45 -----	4.6	3.7	5.3	3.8	4.8
\$ 1.45 and under \$ 1.50 -----	3.9	2.6	4.9	3.0	4.0
\$ 1.50 and under \$ 1.60 -----	7.3	6.4	8.0	6.2	8.1
\$ 1.60 and under \$ 1.70 -----	7.4	6.4	8.3	6.6	8.5
\$ 1.70 and under \$ 1.80 -----	6.1	6.5	5.8	5.9	6.8
\$ 1.80 and under \$ 1.90 -----	4.6	5.3	4.1	4.3	5.1
\$ 1.90 and under \$ 2.00 -----	4.4	5.2	3.7	4.6	5.8
\$ 2.00 and under \$ 2.10 -----	4.5	5.8	3.3	5.1	4.9
\$ 2.10 and under \$ 2.20 -----	2.9	4.3	1.8	3.4	3.6
\$ 2.20 and under \$ 2.30 -----	2.4	3.2	1.8	2.9	2.9
\$ 2.30 and under \$ 2.40 -----	2.5	4.2	1.0	2.9	3.4
\$ 2.40 and under \$ 2.50 -----	2.1	3.4	1.0	3.1	2.5
\$ 2.50 and under \$ 2.60 -----	1.5	2.5	.6	2.3	1.7
\$ 2.60 and under \$ 2.70 -----	1.5	2.7	.5	2.2	1.9
\$ 2.70 and under \$ 2.80 -----	1.0	1.8	.4	1.8	1.2
\$ 2.80 and under \$ 2.90 -----	.9	1.6	.2	1.4	1.1
\$ 2.90 and under \$ 3.00 -----	.7	1.2	.2	1.4	.4
\$ 3.00 and over -----	3.9	7.6	.7	7.7	3.4
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	36,037	16,679	19,358	13,137	10,013
Average hourly earnings ¹ -----	\$1.71	\$1.92	\$1.52	\$1.87	\$1.77

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

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

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

Table 4. Earnings Distribution: Men's Goodyear-Welt Work Shoes

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

Average hourly earnings ¹	United States ²			New England	Great Lakes
	Total	Men	Women		
Under \$ 1.15 -----	0.1	0.2	0.1	0.5	-
\$ 1.15 and under \$ 1.20 -----	22.3	16.1	28.4	15.1	5.0
\$ 1.20 and under \$ 1.25 -----	6.4	5.0	7.7	9.4	2.5
\$ 1.25 and under \$ 1.30 -----	8.9	7.5	10.4	13.7	7.1
\$ 1.30 and under \$ 1.35 -----	5.7	5.1	6.4	5.4	7.9
\$ 1.35 and under \$ 1.40 -----	4.9	3.3	6.5	4.7	5.8
\$ 1.40 and under \$ 1.45 -----	5.4	5.3	5.6	2.7	9.0
\$ 1.45 and under \$ 1.50 -----	3.5	2.8	4.2	4.3	3.3
\$ 1.50 and under \$ 1.60 -----	7.1	7.3	6.9	8.9	8.9
\$ 1.60 and under \$ 1.70 -----	5.8	5.4	6.2	4.2	7.0
\$ 1.70 and under \$ 1.80 -----	5.0	5.3	4.7	6.0	5.9
\$ 1.80 and under \$ 1.90 -----	4.2	5.0	3.5	4.8	5.9
\$ 1.90 and under \$ 2.00 -----	3.8	4.8	2.7	3.0	5.9
\$ 2.00 and under \$ 2.10 -----	3.6	4.7	2.5	4.0	4.1
\$ 2.10 and under \$ 2.20 -----	2.8	4.5	1.0	2.3	3.7
\$ 2.20 and under \$ 2.30 -----	2.0	2.8	1.2	2.0	3.0
\$ 2.30 and under \$ 2.40 -----	1.8	2.9	.8	2.1	2.2
\$ 2.40 and under \$ 2.50 -----	1.4	2.6	.2	1.1	2.6
\$ 2.50 and under \$ 2.60 -----	1.4	2.5	.3	1.1	2.6
\$ 2.60 and under \$ 2.70 -----	.6	.9	.3	.6	1.3
\$ 2.70 and under \$ 2.80 -----	.6	1.2	.1	.6	1.3
\$ 2.80 and under \$ 2.90 -----	.6	1.1	.1	.6	1.2
\$ 2.90 and under \$ 3.00 -----	.6	1.1	-	.7	1.0
\$ 3.00 and over -----	1.4	2.5	.2	2.2	2.9
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	7,046	3,514	3,532	1,924	1,674
Average hourly earnings ¹ -----	\$1.57	\$1.71	\$1.43	\$1.58	\$1.75

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

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

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

Table 5. Earnings Distribution: Men's Cement-Process Shoes

(Percent distribution of production workers by average straight-time hourly earnings,
United States and New England, April 1962)

Average hourly earnings ¹	United States ²			New England
	Total	Men	Women	
Under \$1.15 -----	0.1	0.2	0.1	0.2
\$1.15 and under \$1.20 -----	23.6	13.4	30.2	29.7
\$1.20 and under \$1.25 -----	4.9	4.7	5.0	4.8
\$1.25 and under \$1.30 -----	8.5	11.2	6.7	7.7
\$1.30 and under \$1.35 -----	5.3	4.8	5.6	5.4
\$1.35 and under \$1.40 -----	7.2	6.3	7.7	4.8
\$1.40 and under \$1.45 -----	4.0	3.6	4.3	4.4
\$1.45 and under \$1.50 -----	4.3	3.6	4.8	3.0
\$1.50 and under \$1.60 -----	7.8	7.8	7.7	7.0
\$1.60 and under \$1.70 -----	7.6	7.4	7.8	5.4
\$1.70 and under \$1.80 -----	6.5	6.7	6.4	5.4
\$1.80 and under \$1.90 -----	3.7	4.2	3.4	4.4
\$1.90 and under \$2.00 -----	3.4	4.7	2.5	3.1
\$2.00 and under \$2.10 -----	2.3	2.4	2.3	2.4
\$2.10 and under \$2.20 -----	2.9	4.6	1.8	3.7
\$2.20 and under \$2.30 -----	2.1	2.4	1.9	2.0
\$2.30 and under \$2.40 -----	1.9	4.3	.3	2.0
\$2.40 and under \$2.50 -----	.7	1.2	.3	.6
\$2.50 and under \$2.60 -----	.9	1.4	.5	.9
\$2.60 and under \$2.70 -----	.7	1.4	.3	.7
\$2.70 and under \$2.80 -----	.3	.5	.2	.6
\$2.80 and under \$2.90 -----	.3	.5	.2	.4
\$2.90 and under \$3.00 -----	.3	.5	.2	.6
\$3.00 and over -----	.9	2.0	.1	.9
Total -----	100.0	100.0	100.0	100.0
Number of workers -----	3,269	1,290	1,979	1,626
Average hourly earnings ¹ -----	\$1.53	\$1.65	\$1.45	\$1.53

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

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

Table 6. Earnings Distribution: Women's Cement-Process (Conventional-Lasted) Shoes

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

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
	Total	Men	Women							
Under \$1.15 -----	0.3	0.2	0.3	0.3	0.7	0.4	0.4	0.1	-	0.9
\$1.15 and under \$1.20 -----	18.2	10.6	23.0	15.1	21.8	24.0	41.8	14.6	22.5	6.5
\$1.20 and under \$1.25 -----	5.5	3.3	6.8	5.2	5.9	5.9	4.6	5.2	6.5	3.2
\$1.25 and under \$1.30 -----	7.3	4.9	8.8	7.9	7.1	6.8	8.4	5.5	7.2	4.7
\$1.30 and under \$1.35 -----	5.5	3.3	6.8	4.6	5.4	7.6	10.2	5.2	6.2	9.3
\$1.35 and under \$1.40 -----	5.1	3.2	6.3	4.8	4.4	6.3	4.3	5.8	5.4	3.9
\$1.40 and under \$1.45 -----	4.3	2.9	5.2	3.9	4.0	4.7	3.1	5.5	4.4	3.9
\$1.45 and under \$1.50 -----	4.1	2.5	5.2	4.0	3.9	4.9	3.1	4.4	4.3	2.5
\$1.50 and under \$1.60 -----	7.6	5.9	8.7	7.1	6.8	7.2	4.5	9.8	8.5	9.0
\$1.60 and under \$1.70 -----	5.7	4.6	6.4	5.2	5.4	5.9	4.3	6.9	6.6	7.4
\$1.70 and under \$1.80 -----	5.1	4.8	5.3	4.9	4.1	5.6	4.4	5.9	5.5	8.1
\$1.80 and under \$1.90 -----	4.5	4.9	4.2	4.3	4.5	4.9	1.8	6.0	4.4	5.7
\$1.90 and under \$2.00 -----	3.5	4.5	2.9	3.6	3.6	2.9	2.7	4.1	2.8	4.0
\$2.00 and under \$2.10 -----	4.0	6.0	2.7	4.1	3.8	3.8	1.4	5.1	3.5	4.6
\$2.10 and under \$2.20 -----	2.9	4.6	1.9	3.2	2.9	1.6	.5	3.4	2.5	4.0
\$2.20 and under \$2.30 -----	2.6	4.3	1.5	3.0	2.4	1.4	1.1	2.6	2.3	4.4
\$2.30 and under \$2.40 -----	2.2	4.1	1.1	2.7	1.7	1.8	1.0	2.6	1.6	3.5
\$2.40 and under \$2.50 -----	1.7	3.2	.8	2.3	1.4	.5	.4	1.6	.9	1.6
\$2.50 and under \$2.60 -----	1.8	3.7	.6	2.3	1.8	1.5	.5	1.6	1.2	2.4
\$2.60 and under \$2.70 -----	1.4	2.8	.5	1.8	1.2	.7	.4	1.4	.8	2.7
\$2.70 and under \$2.80 -----	1.0	2.3	.2	1.5	.7	.7	.1	.8	.5	2.0
\$2.80 and under \$2.90 -----	1.0	2.4	.2	1.4	1.1	.6	.3	.6	.7	1.4
\$2.90 and under \$3.00 -----	.8	1.8	.1	1.1	.9	-	.1	.4	.4	1.4
\$3.00 and over -----	3.8	9.1	.5	5.9	4.5	.4	.7	.7	1.3	2.7
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	78,998	30,693	48,305	36,404	13,027	2,557	2,372	10,605	10,112	1,317
Average hourly earnings ¹ -----	\$1.68	\$1.98	\$1.49	\$1.77	\$1.66	\$1.52	\$1.39	\$1.64	\$1.56	\$1.79

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

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

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

Table 7. Earnings Distribution: Women's Cement-Process (Slip-Lasted) Shoes

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

Average hourly earnings ¹	United States ²			Middle Atlantic	Middle West
	Total	Men	Women		
Under \$1.15 -----	0.7	0.8	0.6	1.2	-
\$1.15 and under \$1.20 -----	27.9	20.9	32.1	27.3	31.0
\$1.20 and under \$1.25 -----	8.3	5.8	9.8	9.2	11.7
\$1.25 and under \$1.30 -----	8.1	7.8	8.4	8.3	5.5
\$1.30 and under \$1.35 -----	7.0	5.4	8.0	6.7	5.3
\$1.35 and under \$1.40 -----	4.6	4.9	4.5	3.8	3.8
\$1.40 and under \$1.45 -----	4.4	5.1	4.0	5.0	2.1
\$1.45 and under \$1.50 -----	4.0	4.1	4.0	3.6	3.2
\$1.50 and under \$1.60 -----	7.9	8.5	7.5	8.8	7.0
\$1.60 and under \$1.70 -----	6.5	8.7	5.1	6.3	7.2
\$1.70 and under \$1.80 -----	4.5	5.3	4.1	5.1	5.0
\$1.80 and under \$1.90 -----	3.7	5.2	2.8	3.4	6.0
\$1.90 and under \$2.00 -----	2.8	3.1	2.6	2.8	2.3
\$2.00 and under \$2.10 -----	2.2	2.9	1.8	2.3	3.2
\$2.10 and under \$2.20 -----	2.0	2.9	1.4	1.7	2.4
\$2.20 and under \$2.30 -----	.9	1.2	.8	1.0	.9
\$2.30 and under \$2.40 -----	.7	1.0	.5	.9	.4
\$2.40 and under \$2.50 -----	.9	1.2	.7	.8	-
\$2.50 and under \$2.60 -----	.7	1.5	.2	.5	.7
\$2.60 and under \$2.70 -----	.6	1.3	.2	.2	.4
\$2.70 and under \$2.80 -----	.5	.9	.2	.1	.5
\$2.80 and under \$2.90 -----	.2	.3	.2	.1	-
\$2.90 and under \$3.00 -----	.2	.2	.2	.1	.5
\$3.00 and over -----	.6	1.1	.3	.5	1.1
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	9,407	3,509	5,898	4,674	823
Average hourly earnings ¹ -----	\$1.46	\$1.55	\$1.41	\$1.45	\$1.47

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

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

Table 8. Earnings Distribution: Women's McKay (Including Littleway) Shoes

(Percent distribution of production workers by average straight-time hourly earnings.¹ United States and New England, April 1962)

Average hourly earnings ¹	United States ²			New England
	Total	Men	Women	
Under \$1.15 -----	0.5	0.6	0.5	0.4
\$1.15 and under \$1.20 -----	25.6	14.7	32.5	19.8
\$1.20 and under \$1.25 -----	5.4	3.9	6.3	3.5
\$1.25 and under \$1.30 -----	7.8	5.5	9.3	8.0
\$1.30 and under \$1.35 -----	4.6	2.7	5.8	3.4
\$1.35 and under \$1.40 -----	4.7	3.9	5.2	3.8
\$1.40 and under \$1.45 -----	3.8	3.2	4.2	3.3
\$1.45 and under \$1.50 -----	3.3	1.9	4.2	3.2
\$1.50 and under \$1.60 -----	7.2	7.0	7.4	6.5
\$1.60 and under \$1.70 -----	5.6	6.1	5.2	5.2
\$1.70 and under \$1.80 -----	4.5	4.9	4.2	4.8
\$1.80 and under \$1.90 -----	4.9	6.6	3.8	6.2
\$1.90 and under \$2.00 -----	3.8	4.4	3.4	4.4
\$2.00 and under \$2.10 -----	3.8	5.9	2.4	5.0
\$2.10 and under \$2.20 -----	3.4	5.4	2.1	4.7
\$2.20 and under \$2.30 -----	2.4	4.3	1.1	3.3
\$2.30 and under \$2.40 -----	1.4	3.0	.4	2.4
\$2.40 and under \$2.50 -----	1.5	2.6	.7	2.2
\$2.50 and under \$2.60 -----	1.0	2.0	.3	1.5
\$2.60 and under \$2.70 -----	.7	1.4	.2	1.1
\$2.70 and under \$2.80 -----	1.3	2.6	.4	2.1
\$2.80 and under \$2.90 -----	.1	.3	-	.2
\$2.90 and under \$3.00 -----	.6	1.3	.1	1.0
\$3.00 and over -----	2.4	5.7	.3	4.1
Total -----	100.0	100.0	100.0	100.0
Number of workers -----	6,268	2,440	3,828	3,679
Average hourly earnings ¹ -----	\$1.59	\$1.82	\$1.44	\$1.72

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

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

Table 9. Earnings Distribution: Misses' and Children's Cement-Process (Conventional-Lasted) Shoes

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

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Great Lakes	Middle West
	Total	Men	Women					
Under \$ 1.15 -----	0.2	0.2	0.4	0.6	0.6	0.1	-	0.1
\$ 1.15 and under \$ 1.20 -----	24.8	18.3	28.6	9.9	20.2	36.1	29.0	24.4
\$ 1.20 and under \$ 1.25 -----	8.1	4.7	10.1	11.1	6.8	7.7	5.2	4.7
\$ 1.25 and under \$ 1.30 -----	7.5	6.2	8.4	6.7	10.7	4.2	9.7	7.5
\$ 1.30 and under \$ 1.35 -----	5.3	4.1	6.1	3.1	5.1	6.3	5.5	6.5
\$ 1.35 and under \$ 1.40 -----	5.0	4.1	5.5	3.0	3.9	5.3	6.7	6.6
\$ 1.40 and under \$ 1.45 -----	4.3	3.3	4.9	3.1	3.3	6.8	3.5	5.0
\$ 1.45 and under \$ 1.50 -----	3.7	3.3	4.0	4.0	3.9	2.9	2.2	4.8
\$ 1.50 and under \$ 1.60 -----	7.9	7.4	8.3	6.2	9.0	5.2	10.9	10.2
\$ 1.60 and under \$ 1.70 -----	5.8	6.3	5.6	6.3	6.7	6.5	5.7	5.3
\$ 1.70 and under \$ 1.80 -----	4.8	5.2	4.6	4.4	4.5	6.2	4.7	5.9
\$ 1.80 and under \$ 1.90 -----	4.3	5.5	3.6	6.3	2.8	2.2	6.0	5.1
\$ 1.90 and under \$ 2.00 -----	3.6	4.8	2.8	5.1	4.9	2.8	2.2	3.3
\$ 2.00 and under \$ 2.10 -----	3.3	4.9	2.4	5.6	4.0	3.5	3.0	2.7
\$ 2.10 and under \$ 2.20 -----	2.1	3.3	1.4	3.5	2.6	1.4	1.5	1.7
\$ 2.20 and under \$ 2.30 -----	1.5	2.6	.8	2.3	2.4	1.8	1.7	.8
\$ 2.30 and under \$ 2.40 -----	1.3	2.4	.7	3.0	1.9	.1	.5	1.2
\$ 2.40 and under \$ 2.50 -----	1.2	2.3	.6	2.6	1.3	-	1.5	.9
\$ 2.50 and under \$ 2.60 -----	1.3	2.5	.5	2.7	1.1	.1	.2	1.7
\$ 2.60 and under \$ 2.70 -----	1.0	2.4	.2	2.3	.9	.5	.2	.9
\$ 2.70 and under \$ 2.80 -----	.6	1.4	.1	1.1	1.0	.3	-	.4
\$ 2.80 and under \$ 2.90 -----	.6	1.5	.1	2.0	1.1	-	-	.1
\$ 2.90 and under \$ 3.00 -----	.4	.9	.1	1.0	.6	.3	-	.2
\$ 3.00 and over -----	1.0	2.4	.2	4.3	.8	-	-	.1
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	10,744	4,011	6,733	2,087	1,865	1,155	1,209	2,765
Average hourly earnings ¹ -----	\$ 1.54	\$ 1.72	\$ 1.43	\$ 1.78	\$ 1.57	\$ 1.42	\$ 1.46	\$ 1.51

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

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

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

Table 10. Earnings Distribution: Misses' and Children's Goodyear-Welt Shoes

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

Average hourly earnings ¹	United States ²			Middle Atlantic	Great Lakes
	Total	Men	Women		
Under \$ 1.15 -----	(³)	0.1	-	-	-
\$ 1.15 and under \$ 1.20 -----	16.8	9.4	22.9	23.9	3.8
\$ 1.20 and under \$ 1.25 -----	4.5	2.3	6.3	5.2	4.6
\$ 1.25 and under \$ 1.30 -----	6.7	4.5	8.5	9.5	7.1
\$ 1.30 and under \$ 1.35 -----	4.5	2.9	5.8	4.5	4.8
\$ 1.35 and under \$ 1.40 -----	4.1	2.7	5.2	4.7	4.4
\$ 1.40 and under \$ 1.45 -----	4.2	2.3	5.7	5.6	3.5
\$ 1.45 and under \$ 1.50 -----	4.0	3.5	4.3	4.0	4.0
\$ 1.50 and under \$ 1.60 -----	7.1	5.5	8.3	8.3	8.1
\$ 1.60 and under \$ 1.70 -----	6.8	7.3	6.4	6.4	8.6
\$ 1.70 and under \$ 1.80 -----	5.7	6.4	5.1	5.9	6.0
\$ 1.80 and under \$ 1.90 -----	5.4	6.9	4.1	6.4	6.0
\$ 1.90 and under \$ 2.00 -----	4.1	4.7	3.6	3.7	7.3
\$ 2.00 and under \$ 2.10 -----	3.6	4.7	2.6	3.3	6.0
\$ 2.10 and under \$ 2.20 -----	3.1	4.8	1.7	2.2	4.3
\$ 2.20 and under \$ 2.30 -----	2.7	3.9	1.7	1.3	2.0
\$ 2.30 and under \$ 2.40 -----	2.2	3.5	1.1	1.6	2.2
\$ 2.40 and under \$ 2.50 -----	2.1	3.4	.9	1.1	3.4
\$ 2.50 and under \$ 2.60 -----	1.8	3.0	.8	.6	4.6
\$ 2.60 and under \$ 2.70 -----	1.5	2.4	.7	.5	2.8
\$ 2.70 and under \$ 2.80 -----	.7	.9	.4	.3	1.3
\$ 2.80 and under \$ 2.90 -----	1.0	1.4	.7	.4	1.6
\$ 2.90 and under \$ 3.00 -----	.8	1.2	.4	.2	.6
\$ 3.00 and over -----	6.9	11.8	2.9	.5	3.1
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	8,806	4,002	4,804	2,807	1,158
Average hourly earnings ¹ -----	\$ 1.79	\$ 2.03	\$ 1.60	\$ 1.52	\$ 1.83

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

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

Table 11. Earnings Distribution: Misses', Children's, and Infants' Stitchdown Shoes

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

Average hourly earnings ¹	United States ²			Middle Atlantic	Great Lakes
	Total	Men	Women		
Under \$ 1.15 -----	(³)	-	0.1	-	-
\$ 1.15 and under \$ 1.20 -----	35.1	21.9	43.3	23.2	37.5
\$ 1.20 and under \$ 1.25 -----	6.4	5.1	7.3	7.7	4.3
\$ 1.25 and under \$ 1.30 -----	8.9	7.3	9.8	9.5	7.1
\$ 1.30 and under \$ 1.35 -----	6.8	4.5	8.3	8.6	5.7
\$ 1.35 and under \$ 1.40 -----	4.1	3.3	4.7	4.5	5.2
\$ 1.40 and under \$ 1.45 -----	3.9	4.4	3.7	2.5	6.4
\$ 1.45 and under \$ 1.50 -----	3.4	3.2	3.5	2.8	3.3
\$ 1.50 and under \$ 1.60 -----	6.7	7.9	5.9	6.6	6.4
\$ 1.60 and under \$ 1.70 -----	4.4	5.5	3.8	4.5	5.5
\$ 1.70 and under \$ 1.80 -----	3.2	4.2	2.5	3.5	3.0
\$ 1.80 and under \$ 1.90 -----	3.3	4.8	2.3	3.3	5.2
\$ 1.90 and under \$ 2.00 -----	2.8	4.4	1.8	3.3	3.2
\$ 2.00 and under \$ 2.10 -----	2.4	3.9	1.4	3.0	3.0
\$ 2.10 and under \$ 2.20 -----	1.3	2.5	.6	2.3	1.7
\$ 2.20 and under \$ 2.30 -----	1.3	2.9	.3	2.9	.5
\$ 2.30 and under \$ 2.40 -----	.9	2.1	.2	1.6	.7
\$ 2.40 and under \$ 2.50 -----	1.0	2.4	.1	2.0	-
\$ 2.50 and under \$ 2.60 -----	1.1	2.6	.2	2.3	.5
\$ 2.60 and under \$ 2.70 -----	.7	1.8	-	1.1	.1
\$ 2.70 and under \$ 2.80 -----	.4	1.0	(³)	.9	-
\$ 2.80 and under \$ 2.90 -----	.5	1.2	-	.8	.1
\$ 2.90 and under \$ 3.00 -----	.2	.6	-	.5	-
\$ 3.00 and over -----	1.1	2.6	.2	2.5	.5
Total -----	100.0	100.0	100.0	100.0	100.0
Number of workers -----	8,535	3,283	5,252	3,231	1,105
Average hourly earnings ¹ -----	\$ 1.46	\$ 1.67	\$ 1.32	\$ 1.59	\$ 1.41

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

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

Table 12. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		New England		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting:						
Cutters, cloth lining, machine	157	\$ 1.87	61	\$ 2.18	40	\$ 1.88
Men	126	1.94	57	2.24	24	2.02
Women	31	1.55	-	-	16	1.66
Cutters, leather lining, machine	410	1.82	120	2.17	124	1.85
Men	217	1.96	95	2.19	38	2.05
Women	193	1.66	25	2.12	86	1.75
Cutters, vamp and whole shoe, hand (57 men, 3 women)	60	2.46	10	2.70	-	-
Cutters, vamp and whole shoe, machine	1,405	2.37	495	2.87	400	2.29
Men	1,126	2.51	490	2.87	251	2.49
Women	279	1.80	-	-	149	1.96
Fitting:						
Fancy stitchers (1,195 women, 5 men)	1,200	1.56	282	1.85	248	1.68
Pasters, backers, or fitters, upper, hand (517 women, 14 men)	531	1.37	156	1.39	202	1.39
Top stitchers (871 women, 7 men)	878	1.64	287	1.87	246	1.77
Vampers	1,013	1.73	318	2.06	250	1.84
Men	93	2.26	71	2.34	-	-
Women	920	1.68	247	1.97	237	1.83
Lasting:						
Assemblers for pullover, machine	359	1.98	126	2.56	91	1.75
Men	305	2.08	116	2.63	67	1.83
Women	54	1.46	10	1.71	24	1.54
Bed-machine operators (all men)	102	2.27	35	2.22	-	-
Heel-seat lasters (149 men, 5 women)	154	1.95	43	2.40	48	1.91
Pullover-machine operators (442 men, 1 woman)	443	2.36	144	2.91	127	2.52
Side lasters, machine (all men)	434	2.11	142	2.47	121	2.19
Toe lasters, automatic or semiautomatic (397 men, 1 woman)	398	2.16	129	2.53	121	2.33
Bottoming and making:						
Bottom fillers	147	1.63	51	1.81	38	1.67
Men	85	1.69	36	1.90	16	1.61
Women	62	1.55	15	1.59	22	1.71
Edge trimmers (540 men, 1 woman)	541	2.55	186	3.23	147	2.50
Goodyear stitchers (588 men, 16 women)	604	2.12	172	2.52	193	2.15
Heel attachers, machine (258 men, 8 women)	266	2.10	87	2.43	76	2.24
Inseamers (324 men, 7 women)	331	2.40	120	2.85	91	2.53
Jointers, machine	62	1.97	38	2.09	12	2.13
Men	51	2.09	38	2.09	-	-
Women	11	1.41	-	-	-	-
Rough rounders (274 men, 3 women)	277	2.24	83	2.77	80	2.34
Shank tackers	47	1.59	17	2.01	-	-
Men	25	1.66	15	1.99	-	-
Women	22	1.52	-	-	-	-
Sole levelers, machine (100 men, 5 women)	105	1.65	41	1.70	28	1.89

See footnotes at end of table.

Table 12. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations,
United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		New England		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Finishing:						
Bottom scourers	201	\$ 1.89	51	\$ 2.29	87	\$ 1.87
Men	165	1.96	51	2.29	54	2.10
Women	36	1.53	-	-	33	1.50
Edge setters (all men)	340	2.57	156	2.90	105	2.54
Repairers	464	1.51	151	1.67	121	1.51
Men	39	1.82	13	1.96	-	-
Women	425	1.48	138	1.64	121	1.51
Treers	405	1.83	102	2.37	149	1.78
Men	168	2.11	90	2.44	-	-
Women	237	1.63	12	1.83	141	1.76
Miscellaneous:						
Floor boys (or girls)	462	1.39	156	1.36	158	1.50
Men	162	1.35	58	1.31	-	-
Women	300	1.41	98	1.38	123	1.48
Inspectors (crowners)	721	1.54	291	1.53	191	1.67
Men	341	1.64	159	1.63	67	1.92
Women	380	1.44	132	1.42	124	1.54
Janitors	297	1.31	71	1.33	98	1.41
Men	272	1.32	67	1.33	83	1.43
Women	25	1.25	-	-	15	1.31
Mechanics, maintenance (all men)	173	2.01	33	2.21	61	2.23

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

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

Table 13. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, by Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Sex, department, and occupation	United States ²				New England				Great Lakes			
	Establishments with—											
	50-249 workers		250 or more workers		50-249 workers		250 or more workers		50-249 workers		250 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>												
Cutting:												
Cutters, cloth lining, machine	24	\$1.85	102	\$1.97	13	\$2.03	44	\$2.30	-	-	15	\$2.20
Cutters, leather lining, machine	34	2.05	183	1.94	21	2.12	74	2.21	11	\$1.93	27	2.10
Cutters, vamp and whole shoe, machine	188	2.27	938	2.56	94	2.46	396	2.97	56	2.09	195	2.60
Fitting:												
Vampers	20	2.08	73	2.30	19	2.11	52	2.42	-	-	-	-
Lasting:												
Assemblers for pullover, machine	69	2.21	236	2.04	28	2.84	88	2.57	28	1.73	39	1.90
Bed-machine operators	18	1.98	84	2.33	13	1.92	22	2.39	-	-	-	-
Heel-seat lasters	42	1.89	107	2.00	16	2.05	27	2.61	20	1.61	25	2.72
Pullover-machine operators	84	2.47	358	2.34	32	2.83	112	2.94	38	2.37	89	2.59
Side lasters, machine	88	2.12	346	2.11	33	2.29	109	2.53	37	2.04	84	2.26
Toe lasters, automatic or semiautomatic	80	2.17	317	2.16	33	2.44	96	2.56	37	2.01	83	2.49
Bottoming and making:												
Bottom fillers	24	1.54	61	1.75	10	1.60	26	2.01	-	-	9	1.79
Edge trimmers	91	2.57	449	2.55	33	3.22	152	3.24	39	2.25	108	2.59
Goodyear stitchers	117	2.13	471	2.13	35	2.44	135	2.54	62	1.97	117	2.32
Heel attachers, machine	60	1.97	198	2.14	25	2.03	61	2.60	23	1.97	52	2.35
Inseamers	70	2.47	254	2.39	24	2.93	91	2.87	29	2.37	60	2.62
Jointers, machine	9	1.79	42	2.16	7	1.71	31	2.17	-	-	-	-
Rough rounders	56	2.29	218	2.23	20	2.66	63	2.81	24	2.14	53	2.45
Sole levelers, machine	31	1.64	69	1.65	15	1.50	26	1.82	12	1.88	13	1.96
Finishing:												
Bottom scourers	23	1.95	142	1.97	7	1.89	44	2.35	9	1.98	45	2.12
Edge setters	64	2.53	276	2.58	25	2.82	31	2.91	23	2.43	82	2.57
Treers	26	2.32	142	2.07	22	2.39	68	2.45	-	-	-	-
Miscellaneous:												
Floor boys	12	1.27	150	1.35	10	1.23	48	1.33	-	-	-	-
Inspectors (crowners)	76	1.69	265	1.63	49	1.61	110	1.64	12	2.15	55	1.87
Janitors	28	1.33	244	1.32	11	1.32	56	1.34	9	1.41	74	1.44
Mechanics, maintenance	35	2.25	138	1.95	-	-	30	2.23	25	2.31	36	2.17
<u>Women</u>												
Cutting:												
Cutters, leather lining, machine	39	1.59	154	1.68	-	-	23	2.11	35	1.52	51	1.92
Fitting:												
Fancy stitchers	252	1.60	943	1.55	93	1.72	189	1.91	83	1.60	164	1.72
Pasters, backers, or fitters, upper, hand	149	1.31	368	1.38	48	1.32	108	1.43	67	1.26	135	1.46
Top stitchers	152	1.64	719	1.64	50	1.69	231	1.89	71	1.65	175	1.81
Vampers	161	1.68	759	1.68	56	1.82	191	2.02	74	1.62	163	1.93
Lasting:												
Assemblers for pullover, machine	7	1.27	47	1.49	-	-	10	1.71	7	1.27	17	1.65
Bottoming and making:												
Bottom fillers	8	1.52	54	1.55	-	-	15	1.59	7	1.48	15	1.82
Finishing:												
Repairers	78	1.55	347	1.47	29	1.86	109	1.58	35	1.33	86	1.59
Treers	51	1.81	186	1.58	-	-	-	-	35	1.82	106	1.74
Miscellaneous:												
Floor girls	53	1.43	247	1.41	17	1.35	81	1.39	26	1.45	97	1.49
Inspectors (crowners)	76	1.44	304	1.44	15	1.38	117	1.42	47	1.49	77	1.57

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

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

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

Table 14. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, by Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Sex, department, and occupation	United States ²				New England				Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas	
	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										
Cutting:										
Cutters, cloth lining, machine	54	\$ 2.04	72	\$ 1.87	29	\$ 2.34	28	\$ 2.13	18	\$ 1.98
Cutters, leather lining, machine	117	2.14	100	1.76	73	2.18	22	2.21	26	1.72
Cutters, vamp and whole shoe, machine	552	2.66	574	2.37	304	2.81	186	2.98	168	2.24
Fitting:										
Vampers	72	2.38	21	1.83	58	2.41	13	2.03	-	-
Lasting:										
Assemblers for pullover, machine	122	2.46	183	1.82	71	2.88	45	2.25	59	1.84
Heel-seat lasters	62	2.16	87	1.83	27	2.47	16	2.29	36	1.84
Pullover-machine operators	190	2.63	252	2.17	86	3.03	58	2.74	94	2.35
Side lasters, machine	198	2.28	236	1.97	86	2.63	56	2.23	84	2.12
Toe lasters, automatic or semiautomatic	161	2.46	236	1.96	77	2.71	52	2.26	89	2.16
Bottoming and making:										
Bottom fillers	44	1.83	41	1.55	27	2.00	9	1.57	16	1.61
Edge trimmers	232	2.86	308	2.32	108	3.39	77	3.01	105	2.39
Goodyear stitchers	242	2.32	346	2.00	99	2.69	71	2.29	135	2.06
Heel attachers, machine	110	2.30	148	1.95	55	2.53	31	2.25	56	2.04
Inseamers	129	2.69	195	2.22	58	3.14	57	2.62	69	2.32
Jointers, machine	32	2.15	19	1.99	24	2.08	14	2.10	-	-
Rough rounders	113	2.40	161	2.13	43	2.99	40	2.54	56	2.22
Sole levelers, machine	51	1.74	49	1.56	30	1.78	11	1.48	18	1.80
Finishing:										
Bottom scourers	84	2.07	81	1.85	40	2.29	11	2.28	29	1.93
Edge setters	179	2.71	161	2.41	95	2.98	61	2.77	62	2.34
Triers	94	2.17	74	2.04	70	2.28	20	2.99	-	-
Miscellaneous:										
Floor boys	62	1.44	100	1.29	29	1.30	29	1.32	7	1.32
Inspectors (crowners)	173	1.72	168	1.56	107	1.71	52	1.48	42	1.89
Janitors	130	1.37	142	1.28	41	1.36	26	1.30	43	1.34
Mechanics, maintenance	47	2.13	126	1.97	19	2.16	14	2.28	50	2.19
Women										
Fitting:										
Fancy stitchers	329	1.74	866	1.49	174	1.91	108	1.74	200	1.62
Pasters, backers, or fitters, upper, hand	205	1.41	312	1.33	92	1.45	64	1.32	171	1.36
Top stitchers	394	1.69	477	1.60	167	1.91	114	1.77	190	1.68
Vampers	357	1.74	563	1.63	126	2.01	121	1.94	180	1.73
Bottoming and making:										
Bottom fillers	20	1.67	42	1.49	-	-	12	1.54	16	1.56
Finishing:										
Repairers	221	1.47	204	1.50	88	1.52	50	1.85	83	1.45
Miscellaneous:										
Floor girls	85	1.47	215	1.39	41	1.38	57	1.38	88	1.43
Inspectors (crowners)	161	1.44	219	1.44	78	1.41	54	1.43	94	1.50

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

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

Table 15. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, by Size of Establishment and Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and New England, April 1962)

Sex, department, occupation, and community size	United States ²				New England			
	Establishments with—							
	50-249 workers		250 or more workers		50-249 workers		250 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>								
Cutting:								
Cutters, cloth lining, machine:								
Metropolitan areas	10	\$ 2.16	44	\$ 2.01	10	\$ 2.16	19	\$ 2.44
Nonmetropolitan areas	14	1.63	58	1.93	-	-	25	2.19
Cutters, leather lining, machine:								
Metropolitan areas	19	2.06	98	2.15	18	2.07	55	2.22
Nonmetropolitan areas	15	2.05	85	1.70	-	-	19	2.18
Cutters, vamp and whole shoe, machine:								
Metropolitan areas	82	2.47	470	2.69	66	2.48	238	2.90
Nonmetropolitan areas	106	2.11	468	2.42	-	-	158	3.08
Lasting:								
Assemblers for pullover, machine:								
Metropolitan areas	23	2.97	99	2.35	17	3.37	54	2.73
Nonmetropolitan areas	46	1.83	137	1.82	11	2.02	34	2.32
Heel-seat lasters:								
Metropolitan areas	13	1.98	49	2.21	9	1.87	18	2.77
Nonmetropolitan areas	29	1.85	58	1.83	7	2.27	9	2.30
Pullover-machine operators:								
Metropolitan areas	27	2.80	163	2.60	20	3.05	66	3.02
Nonmetropolitan areas	57	2.30	195	2.13	12	2.46	46	2.82
Side lasters, machine:								
Metropolitan areas	29	2.26	169	2.29	21	2.34	65	2.73
Nonmetropolitan areas	59	2.05	177	1.95	12	2.20	44	2.24
Toe lasters, automatic or semiautomatic:								
Metropolitan areas	26	2.56	135	2.44	23	2.65	54	2.74
Nonmetropolitan areas	54	1.98	182	1.95	10	1.95	42	2.33
Bottoming and making:								
Bottom fillers:								
Metropolitan areas	13	1.68	31	1.89	9	1.57	18	2.22
Nonmetropolitan areas	11	1.36	30	1.62	-	-	8	1.55
Edge trimmers:								
Metropolitan areas	29	3.00	203	2.84	21	3.24	87	3.43
Nonmetropolitan areas	62	2.36	246	2.31	12	3.18	65	2.98
Goodyear stitchers:								
Metropolitan areas	34	2.51	208	2.29	25	2.57	74	2.72
Nonmetropolitan areas	83	1.98	263	2.01	10	2.11	61	2.31
Heel attachers, machine:								
Metropolitan areas	20	2.03	90	2.36	13	2.18	42	2.64
Nonmetropolitan areas	40	1.94	108	1.96	12	1.86	19	2.50
Inscamers:								
Metropolitan areas	21	2.70	108	2.69	12	3.29	46	3.10
Nonmetropolitan areas	49	2.37	146	2.17	12	2.56	45	2.64
Rough rounders:								
Metropolitan areas	19	2.43	94	2.39	12	2.69	31	3.11
Nonmetropolitan areas	37	2.21	124	2.10	8	2.61	32	2.52
Sole levelers, machine:								
Metropolitan areas	15	1.53	36	1.82	12	1.56	18	1.94
Nonmetropolitan areas	16	1.75	33	1.47	-	-	8	1.55

See footnotes at end of table.

Table 15. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, by Size of Establishment and Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations,
United States and New England, April 1962)

Sex, department, occupation, and community size	United States ²				New England			
	Establishments with—							
	50-249 workers		250 or more workers		50-249 workers		250 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men—Continued</u>								
Finishing:								
Bottom scourers:								
Metropolitan areas	8	\$ 1.90	76	\$ 2.09	7	\$ 1.89	33	\$ 2.38
Nonmetropolitan areas	15	1.98	66	1.82	-	-	11	2.28
Edge setters:								
Metropolitan areas	32	2.66	147	2.72	22	2.88	73	3.01
Nonmetropolitan areas	32	2.39	129	2.41	-	-	58	2.79
Miscellaneous:								
Inspectors (crowners):								
Metropolitan areas	45	1.66	128	1.74	37	1.70	70	1.71
Nonmetropolitan areas	31	1.74	137	1.52	-	-	40	1.52
Janitors:								
Metropolitan areas	16	1.31	114	1.37	7	1.38	34	1.35
Nonmetropolitan areas	12	1.36	130	1.27	-	-	22	1.31
<u>Women</u>								
Fitting:								
Fancy stitchers:								
Metropolitan areas	114	1.57	215	1.84	65	1.67	109	2.06
Nonmetropolitan areas	138	1.62	728	1.46	28	1.85	80	1.70
Pasters, backers, or fitters, upper, hand:								
Metropolitan areas	60	1.39	145	1.42	36	1.32	56	1.53
Nonmetropolitan areas	89	1.26	223	1.36	-	-	52	1.32
Top stitchers:								
Metropolitan areas	48	1.71	346	1.68	34	1.78	133	1.95
Nonmetropolitan areas	104	1.61	373	1.60	16	1.52	98	1.81
Vampers:								
Metropolitan areas	55	1.66	302	1.76	32	1.78	94	2.09
Nonmetropolitan areas	106	1.69	457	1.62	-	-	97	1.95
Finishing:								
Repairers:								
Metropolitan areas	29	1.58	192	1.45	21	1.60	67	1.50
Nonmetropolitan areas	49	1.53	155	1.50	-	-	42	1.72
Miscellaneous:								
Floor girls:								
Metropolitan areas	6	1.31	79	1.48	6	1.31	35	1.39
Nonmetropolitan areas	47	1.44	168	1.37	-	-	46	1.38
Inspectors (crowners):								
Metropolitan areas	16	1.34	145	1.45	-	-	70	1.42
Nonmetropolitan areas	60	1.47	159	1.43	-	-	47	1.43

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

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

Table 16. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, Brockton, Mass.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.20	\$1.20 and under \$1.30	\$1.30-\$1.40	\$1.40-\$1.50	\$1.50-\$1.60	\$1.60-\$1.70	\$1.70-\$1.80	\$1.80-\$1.90	\$1.90-\$2.00	\$2.00-\$2.10	\$2.10-\$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.20	\$3.20-\$3.40	\$3.40-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00-\$4.20	and over	
All production workers -----	4,529	\$ 1.98	307	506	353	333	255	294	295	175	214	274	171	155	119	145	107	94	90	75	43	132	95	95	67	52	23	60	
Men -----	2,458	2.24	102	151	111	114	79	109	176	116	164	169	121	88	91	88	80	69	70	60	34	106	87	89	58	49	20	57	
Women -----	2,071	1.66	205	355	242	219	176	185	119	59	50	105	50	67	28	57	27	25	20	15	9	26	8	6	9	3	3	3	
Selected occupations																													
Men																													
Cutting:																													
Cutters, cloth lining, machine -----	17	2.23	-	-	-	-	-	1	2	2	1	2	2	1	1	1	-	-	-	1	2	-	-	-	-	-	-	-	-
Time -----	9	1.90	-	-	-	-	-	1	2	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	8	2.61	-	-	-	-	-	-	-	-	1	-	-	1	1	1	-	-	-	1	1	2	-	-	-	-	-	-	-
Cutters, leather lining, machine ^{2b/} -----	40	2.13	-	-	1	5	2	-	5	5	3	3	3	2	2	2	-	-	-	-	2	3	-	-	-	2	-	-	
Cutters, vamp and whole shoe, hand ² -----	10	2.70	-	-	-	-	-	-	-	-	-	-	-	-	3	1	3	-	-	-	-	2	1	-	-	-	-	-	
Cutters, vamp and whole shoe, machine ^{2b/} -----	171	2.93	-	-	-	-	-	-	-	6	-	13	2	5	3	12	15	8	14	7	7	23	21	15	10	4	2	4	
Fitting: Vampers ^{2b/} -----	44	2.38	-	-	2	2	-	2	1	5	-	7	-	-	1	3	2	2	6	3	-	6	2	-	-	-	-	-	-
Lasting:																													
Assemblers for pullover, machine ^{2b/} -----	38	3.21	-	-	-	-	-	1	3	-	1	2	1	-	1	-	1	3	3	2	2	-	1	4	3	5	3	5	3
Bed-machine operators ^{2a/} -----	13	2.14	-	-	-	-	-	-	-	-	10	1	-	-	1	-	1	-	1	-	-	-	-	-	-	4	-	-	3
Heel-seat lasters ^{2b/} -----	23	2.35	-	-	-	2	-	-	-	3	2	1	3	1	3	2	2	-	1	1	1	1	1	1	1	1	1	1	1
Pullover-machine operators ^{2b/} -----	50	3.27	-	-	-	-	-	-	-	-	-	2	-	2	2	1	1	5	4	4	4	4	4	7	3	5	1	5	
Side lasters, machine ^{2b/} -----	58	2.60	-	-	-	-	-	1	2	-	-	4	3	6	6	3	6	5	5	6	1	3	4	2	-	-	1	-	
Toe lasters, automatic or semiautomatic ^{2b/} -----	43	2.92	-	-	-	-	-	-	-	-	-	4	-	-	5	3	6	2	1	4	2	4	-	2	6	1	2	1	
Bottoming and making:																													
Bottom fillers ^{2b/} -----	15	2.07	-	-	2	-	1	2	1	1	2	-	1	2	2	2	5	-	-	-	-	-	-	1	-	-	-	-	-
Edge trimmers ^{2b/} -----	58	3.41	-	-	-	-	-	-	-	-	1	1	-	2	1	4	5	-	6	-	-	-	5	5	7	3	6	3	4
Goodyear stitchers ^{2b/} -----	68	2.64	-	-	-	-	1	1	3	2	3	12	2	3	4	4	5	4	2	4	4	9	7	4	2	1	2	1	2
Heel attachers, machine -----	32	2.44	-	-	-	-	-	-	4	2	7	3	3	2	-	2	-	1	-	2	3	-	-	2	1	-	-	-	
Time -----	6	1.91	-	-	-	-	-	-	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	26	2.56	-	-	-	-	-	-	1	1	5	3	3	2	-	2	-	2	1	-	2	3	5	3	2	1	-	-	
Inseamers ^{2b/} -----	36	3.35	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	3	1	4	3	3	5	3	2	-	5	3	
Jointers, machine ^{2b/} -----	18	1.92	-	3	-	-	-	5	2	-	2	3	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	
Rough rounders ^{2b/} -----	26	3.20	-	-	-	-	-	-	-	-	2	1	-	-	3	1	3	1	1	-	2	1	2	3	2	1	1	5	3
Shank tackers ^{2b/} -----	11	2.00	-	2	-	-	1	-	-	2	3	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Sole levelers, machine -----	21	1.79	-	1	6	3	3	-	2	-	2	-	-	2	1	-	-	-	-	-	1	-	-	-	-	-	-	-	
Incentive -----	17	1.84	-	1	5	2	1	-	2	-	2	-	-	2	1	-	-	-	-	-	1	-	-	-	-	-	-	-	
Finishing:^{2b/}																													
Bottom scourers -----	19	2.23	-	2	1	-	-	4	-	2	-	-	1	3	-	2	2	2	4	1	1	2	9	7	5	4	1	2	2
Edge setters -----	52	3.01	-	-	-	-	-	-	-	2	2	-	4	3	2	2	4	1	1	2	-	9	7	5	4	-	2	2	
Treers -----	51	2.30	-	-	-	-	2	15	-	1	-	6	5	2	2	3	2	7	2	-	1	2	-	-	-	-	-	1	
Other:																													
Floor boys ^{2a/} -----	16	1.29	6 ³	11	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) -----	72	1.79	-	6	1	6	10	12	2	30	3	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	
Time -----	64	1.78	-	6	-	6	4	12	2	30	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	8	1.87	-	-	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	
Janitors ^{2a/} -----	25	1.35	6 ⁵	7	3	5	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 16. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, Brockton, Mass.—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.20	\$1.20 and under \$1.30	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over
Selected occupations—Continued																												
<u>Women</u>																												
Fitting:																												
Fancy stitchers	137	\$ 1.98	-	-	1	11	32	12	9	13	11	7	7	5	8	3	2	1	3	3	-	1	2	2	2	-	1	1
Incentive	116	2.06	-	-	1	11	14	10	9	12	11	7	7	5	8	3	2	1	3	3	-	1	2	2	2	-	1	1
Pasters, backers, or fitters, upper, hand																												
Time	65	1.46	10	28	4	2	4	5	4	-	2	1	-	-	2	1	-	-	1	-	1	-	-	-	-	-	-	
Incentive	35	1.25	6	10	21	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Top stitchers ² b/	30	1.71	-	7	3	1	3	4	4	-	2	1	-	-	2	1	-	-	1	-	1	-	-	-	-	-	-	
Vampers	77	1.93	-	2	4	7	6	9	7	3	3	8	6	9	3	3	1	1	1	2	-	2	-	-	-	-	-	
Incentive	62	2.17	-	-	-	1	3	5	8	3	8	5	4	1	7	2	3	1	4	-	4	1	1	-	-	1	-	
Incentive	56	2.21	-	-	-	1	3	5	4	3	7	4	4	1	7	2	3	1	4	-	4	1	1	-	-	1	-	
Finishing:																												
Repairers	46	1.59	4	1	9	9	3	6	4	7	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Time	23	1.41	6	3	1	8	8	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	23	1.76	1	-	1	1	2	4	4	7	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Other: ² a/																												
Floor girls	28	1.37	-	7	11	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	31	1.52	2	5	3	11	2	3	1	1	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.
³ All workers were at \$ 4.20 to \$ 4.40.
⁴ Workers were distributed as follows: 5 at \$ 4.20 to \$ 4.40; 2 at \$ 4.40 to \$ 4.60; 1 at \$ 4.80 to \$ 5; and 2 at \$ 5.20 to \$ 5.40.
⁵ Workers were distributed as follows: 2 at \$ 4.20 to \$ 4.40; and 1 at \$ 5.60 to \$ 5.80.
⁶ All workers were at \$ 1.10 to \$ 1.20.

Table 17. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, Wisconsin

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.15 and under	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10 and over	
			\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	and over	
All production workers -----	4,447	\$ 1.76	278	138	266	340	225	201	194	185	217	140	197	316	245	262	229	172	155	146	129	96	103	72	36	25	29	51	
Men -----	1,633	2.05	69	18	53	42	72	24	24	66	54	34	47	91	93	67	106	82	107	110	93	81	96	69	33	24	27	51	
Women -----	2,814	1.59	209	120	213	298	153	177	170	119	163	106	150	225	152	195	123	90	48	36	36	15	7	3	3	1	2	-	
<u>Selected occupations</u>																													
<u>Men</u>																													
Cutting: ² b/																													
Cutters, cloth lining, machine -----			6	2.39	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	1	1	-	-	-	
Cutters, leather lining, machine -----			11	1.97	-	-	-	-	-	3	-	-	1	-	1	2	1	-	-	1	1	-	-	1	-	-	-	-	
Cutters, vamp and whole shoe, machine -----			132	2.42	-	-	-	3	3	-	4	1	-	1	6	10	5	7	2	5	5	9	16	8	28	-	6	2	11
Lasting:																													
Assemblers for pullover, machine ² b/ -----			25	2.02	1	-	-	5	-	-	-	-	1	2	1	2	-	1	6	-	4	-	-	-	-	1	-	1	
Heel-seat lasters -----			22	2.04	-	-	4	-	-	-	1	-	1	-	2	3	-	1	1	3	-	1	1	1	-	-	2	1	
Incentive -----			17	2.25	-	-	-	-	-	-	-	-	1	-	2	3	-	1	1	3	-	1	1	1	-	-	2	1	
Pullover-machine operators ² b/ -----			51	2.58	-	-	-	1	-	-	-	-	-	-	-	2	1	4	-	9	3	6	10	2	2	5	3	3	
Side lasters, machine ² b/ -----			47	2.26	-	-	-	-	-	-	-	-	3	2	4	3	3	2	5	7	6	4	5	2	1	-	-	-	
Toe lasters, automatic or semiautomatic ² b/ -----			63	2.33	-	-	-	4	1	-	-	-	3	-	4	2	2	2	7	10	5	2	10	5	2	2	1	1	
Bottoming and making: ² b/																													
Edge trimmers -----			62	2.56	-	-	1	-	-	-	-	-	-	-	-	4	4	1	6	3	8	12	1	5	3	2	9	3	
Goodyear stitchers -----			71	2.38	-	-	-	-	1	-	2	2	-	-	1	4	2	9	3	2	10	4	8	8	5	2	4	-	4
Heel attachers, machine -----			31	2.20	-	-	-	-	1	-	-	-	-	2	7	-	1	4	3	5	4	-	3	-	-	-	-	1	
Inseamers -----			39	2.51	-	-	-	-	-	-	-	-	-	-	1	3	2	3	-	5	-	8	2	5	4	1	4	1	
Rough rounders -----			28	2.45	-	-	-	-	-	-	-	-	2	-	-	-	1	4	3	2	4	4	1	3	-	1	-	3	
Sole levelers, machine -----			13	1.87	-	2	-	-	-	-	-	1	1	1	1	-	-	-	3	4	-	-	-	-	-	-	-	-	
Finishing: ² b/																													
Bottom scourers -----			30	2.17	-	-	-	1	1	-	2	-	2	1	1	3	3	2	4	1	2	2	-	3	-	-	-	2	
Edge setters -----			48	2.36	-	-	1	-	-	2	3	-	1	1	1	1	1	2	4	12	1	3	7	-	3	-	-	4	
Triers -----			8	2.14	-	-	-	-	-	-	-	-	-	-	2	1	-	1	1	1	2	-	-	-	-	-	-	-	
Other:																													
Inspectors (crowners) -----			33	1.95	-	-	1	-	-	-	3	-	-	-	8	5	4	2	2	1	5	1	-	-	1	-	-	-	
Time -----			23	1.82	-	-	-	-	-	-	3	-	-	-	8	5	4	2	1	-	-	-	-	-	-	-	-	-	
Janitors ² a/ -----			40	1.38	-	2	7	1	19	3	1	3	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance ² a/ -----			20	2.45	-	-	-	-	-	-	-	-	-	-	-	-	3	6	-	-	2	-	4	-	1	-	3	1	
<u>Women</u>																													
Cutting: ² b/																													
Cutters, cloth lining, machine -----			15	1.65	-	1	-	4	1	-	-	1	-	5	1	-	-	1	-	-	1	-	-	-	-	-	-	-	
Cutters, leather lining, machine -----			42	1.93	-	-	-	2	1	3	-	1	-	6	2	7	3	5	1	5	1	1	-	4	-	-	-	-	
Cutters, vamp and whole shoe, machine -----			72	2.01	-	-	-	-	2	2	1	8	-	4	5	11	10	6	4	3	2	4	2	3	-	2	1	2	

See footnotes at end of table.

Table 17. Occupational Earnings: Men's Goodyear-Welt Dress Shoes, Wisconsin—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.15 and under	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 and over	
Selected occupations—Continued																												
Women—Continued																												
Fitting:																												
Fancy stitchers	135	\$1.70	6	5	2	10	9	-	6	8	10	5	9	14	7	16	17	6	2	1	1	-	-	-	1	-	-	-
Time	15	1.56	-	1	-	-	3	-	4	-	-	-	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	120	1.72	6*	4	2	10	6	-	2	8	10	5	6	10	7	16	17	6	2	1	1	-	-	-	1	-	-	-
Pasters, backers, or fitters, upper, hand																												
Time	21	1.19	16	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	104	1.41	16	6	11	17	7	5	16	5	-	3	7	6	2	1	2	-	-	-	-	-	-	-	-	-	-	-
Top stitchers																												
Time	113	1.77	1	-	5	3	8	4	9	6	8	9	3	7	8	8	8	7	10	6	2	1	-	-	-	-	-	-
Incentive	13	1.46	-	-	3	-	3	-	1	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vampers																												
Time	100	1.81	1	-	2	3	5	4	9	5	8	3	3	7	8	8	7	10	6	2	1	-	-	-	-	-	-	-
Incentive	123	1.81	1	8	8	2	4	3	4	9	7	3	3	11	9	14	8	6	5	3	7	5	-	3	-	-	-	-
Time	12	1.47	-	6	-	-	1	-	1	1	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	111	1.85	1	2	8	2	3	3	3	8	7	3	3	11	9	14	5	6	5	3	7	5	-	3	-	-	-	-
Lasting:																												
Assemblers for pullover, machine																												
Time	16	1.56	3	3	-	1	-	-	-	-	1	-	-	5	1	-	1	-	1	-	-	-	-	-	-	-	-	-
Incentive	10	1.78	-	-	-	1	-	-	-	-	1	-	-	5	1	-	1	-	1	-	-	-	-	-	-	-	-	-
Bottoming and making:																												
Bottom fillers																												
Time	18	1.54	1	1	4	1	-	1	-	-	1	2	2	-	3	1	1	-	-	-	-	-	-	-	-	-	-	-
Incentive	7	1.48	-	1	3	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Finishing:																												
Bottom scourers² b/																												
Time	14	1.59	-	-	3	1	-	1	-	-	2	2	1	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Repairers																												
Time	48	1.49	2	1	7	6	9	10	-	3	-	3	1	1	3	1	-	1	-	-	-	-	-	-	-	-	-	-
Incentive	32	1.44	-	-	1	3	6	8	9	-	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Treers² b/																												
Time	16	1.61	2	-	-	4	-	1	1	-	1	-	-	1	1	3	1	-	1	-	-	-	-	-	-	-	-	-
Incentive	38	1.79	-	2	1	2	1	1	-	4	1	2	-	7	3	5	-	2	4	2	1	-	-	-	-	-	-	-
Other:																												
Floor girls² a/																												
Time	50	1.45	1	1	1	9	9	9	2	6	1	-	8	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)																												
Time	49	1.53	-	3	5	5	5	1	3	2	7	2	10	1	-	1	3	1	-	-	-	-	-	-	-	-	-	-
Incentive	27	1.42	-	3	5	2	3	1	3	1	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitresses² a/																												
Time	22	1.67	-	-	-	3	2	-	-	1	2	-	8	1	-	1	3	1	-	-	-	-	-	-	-	-	-	-
Incentive	11	1.28	1	2	3	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 18. Occupational Earnings: Men's Goodyear-Welt Work Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		New England		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting:						
Cutters, vamp and whole shoe, machine	394	\$ 2.13	95	\$ 2.34	103	\$ 2.16
Men	333	2.19	87	2.39	77	2.24
Women	61	1.79	8	1.80	26	1.93
Fitting:						
Fancy stitchers (123 women, 1 man)	124	1.62	22	1.67	63	1.77
Pasters, backers, or fitters, upper, hand (all women)	136	1.27	57	1.31	22	1.40
Top stitchers (all women)	66	1.36	14	1.71	-	-
Vampers (49 women, 3 men) ..	52	1.64	17	1.83	-	-
Lasting:						
Assemblers for pullover, machine (78 men, 2 women)	80	1.79	14	1.88	17	2.00
Heel-seat lasters (37 men, 3 women)	40	1.60	11	1.61	7	1.75
Side lasters, machine (all men) ..	106	1.97	22	2.16	21	2.39
Toe lasters, automatic or semiautomatic (18 men, 1 woman)	19	1.90	8	1.92	-	-
Bottoming and making:						
Bottom fillers	33	1.63	-	-	10	2.09
Men	24	1.59	-	-	-	-
Women	9	1.74	-	-	7	1.89
Edge trimmers (all men)	108	2.22	21	2.52	36	2.39
Goodyear stitchers (145 men, 6 women)	151	1.97	41	2.11	24	2.48
Heel attachers, machine (46 men, 1 woman)	47	1.95	12	1.96	11	2.34
Inseamers (all men)	74	2.03	15	2.52	16	2.64
Rough rounders (63 men, 2 women)	65	1.99	15	2.15	13	2.55
Sole levelers, machine (all men) ..	13	1.58	-	-	7	1.72
Finishing:						
Repairers (50 women, 4 men) ..	54	1.49	14	1.48	19	1.49
Miscellaneous:						
Floor boys (or girls)	79	1.35	26	1.33	14	1.48
Men	40	1.32	9	1.31	-	-
Women	39	1.37	17	1.33	13	1.49
Inspectors (crowners)	117	1.37	42	1.33	19	1.47
Men	43	1.42	9	1.58	-	-
Women	74	1.34	-	-	-	-
Janitors (65 men, 4 women)	69	1.28	10	1.33	21	1.38
Mechanics, maintenance (all men)	51	1.91	7	2.10	17	2.06

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

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

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

Table 19. Occupational Earnings: Men's Cement-Process Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and New England, April 1962)

Department, occupation, and sex	United States ²		New England	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting:				
Cutters, vamp and whole shoe, machine	170	\$ 2.01	57	\$ 2.26
Men	109	2.27	54	2.29
Women	61	1.56	-	-
Fitting:				
Fancy stitchers (all women)	101	1.45	21	1.64
Pasters, backers, or fitters, upper, hand (all women)	75	1.29	29	1.28
Top stitchers (all women)	16	1.70	-	-
Vampers (all women)	26	1.94	-	-
Lasting:				
Assemblers for pullover, machine	29	1.70	12	2.15
Men	17	1.82	9	2.15
Women	12	1.53	-	-
Heel-seat lasters (11 men, 1 woman)	12	1.92	7	1.96
Side lasters, machine (all men)	15	2.05	6	2.24
Toe lasters, automatic or semiautomatic (all men)	12	1.85	-	-
Bottoming and making:				
Edge trimmers (all men)	41	2.21	21	2.56
Sole attachers, cement process (20 men, 8 women)	28	1.84	10	1.91
Finishing:				
Repairers (all women)	55	1.30	42	1.21
Miscellaneous:				
Floor boys (or girls)	63	1.28	41	1.25
Men	24	1.22	-	-
Women	39	1.32	21	1.30
Inspectors (crowners)	50	1.39	-	-
Men	8	1.55	-	-
Women	42	1.36	-	-

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

² Includes data for regions in addition to New England.

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

Table 20. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Border States		Southwest		Great Lakes		Middle West		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
Cutting:																
Cutters, cloth lining, machine -----	437	\$ 2.07	181	\$ 2.40	49	\$ 2.03	21	\$ 1.37	27	\$ 1.60	91	\$ 1.83	36	\$ 2.03	6	\$ 2.30
Men -----	317	2.26	158	2.50	43	2.06	-	-	14	1.97	36	2.21	22	2.25	-	-
Women -----	120	1.60	23	1.71	6	1.79	7	1.44	13	1.19	55	1.58	14	1.70	-	-
Cutters, leather lining, machine ----	519	1.97	177	2.36	56	2.19	27	1.94	13	1.36	106	1.61	118	1.76	-	-
Men -----	321	2.14	159	2.41	45	2.23	-	-	-	-	21	1.57	66	1.73	-	-
Women -----	198	1.71	18	1.92	11	2.05	17	1.70	12	1.31	85	1.62	52	1.78	-	-
Cutters, vamp and whole shoe, hand -----	462	2.46	23	2.31	189	2.80	27	1.77	-	-	68	2.19	136	2.38	10	2.30
Men -----	418	2.55	21	2.31	189	2.80	15	1.92	-	-	54	2.31	128	2.42	10	2.30
Women -----	44	1.62	-	-	-	-	-	-	-	-	14	1.75	8	1.69	-	-
Cutters, vamp and whole shoe, machine -----	2,368	2.26	1,178	2.59	319	1.88	65	1.89	81	1.87	317	2.09	244	1.89	39	2.48
Men -----	1,887	2.39	1,114	2.62	215	1.96	33	2.04	45	2.24	202	2.25	145	1.98	34	2.49
Women -----	481	1.76	64	1.99	104	1.71	32	1.73	36	1.40	115	1.79	99	1.77	-	-
Fitting:																
Fancy stitchers -----	3,609	1.60	1,435	1.75	645	1.54	144	1.34	72	1.30	541	1.54	537	1.45	109	1.84
Men -----	136	2.30	10	1.99	60	2.78	-	-	-	-	-	-	-	-	51	1.88
Women -----	3,473	1.58	1,425	1.75	585	1.41	140	1.35	72	1.30	535	1.53	537	1.45	58	1.80
Pasters, backers, or fitters, upper, hand -----	2,536	1.42	1,110	1.41	498	1.46	65	1.37	94	1.34	307	1.45	315	1.44	-	-
Men -----	55	1.73	-	-	30	2.04	-	-	-	-	-	-	-	-	-	-
Women -----	2,481	1.42	1,108	1.41	468	1.42	64	1.37	94	1.34	306	1.45	315	1.44	-	-
Top stitchers -----	1,995	1.75	977	1.93	289	1.83	84	1.42	28	1.28	244	1.46	258	1.54	38	1.85
Men -----	120	2.41	27	2.13	69	2.70	-	-	-	-	-	-	-	-	13	1.81
Women -----	1,875	1.71	950	1.92	220	1.55	80	1.39	28	1.28	240	1.44	258	1.54	25	1.86
Vampers -----	846	1.54	304	1.78	303	1.35	35	1.49	-	-	105	1.49	34	1.48	10	1.99
Men -----	53	1.66	15	1.84	-	-	-	-	-	-	-	-	-	-	-	-
Women -----	793	1.54	289	1.78	271	1.33	35	1.49	-	-	105	1.49	34	1.48	-	-
Lasting:																
Assemblers for pullover, machine -----	940	2.18	409	2.52	160	1.99	40	1.60	35	1.34	118	2.15	117	2.06	14	2.36
Men -----	794	2.23	342	2.56	131	2.08	27	1.66	31	1.36	105	2.19	108	2.07	13	2.33
Women -----	146	1.93	67	2.29	29	1.61	13	1.48	-	-	13	1.88	9	1.92	-	-
Bed-machine operators (1,031 men, 5 women) -----	1,036	2.48	513	2.79	143	2.18	46	2.00	42	1.78	123	2.28	160	2.28	-	-
Heel-seat lasters (414 men, 10 women) -----	424	2.01	172	2.27	88	1.99	19	1.56	16	1.55	57	1.94	50	1.67	6	2.30
Pullover-machine operators (762 men, 1 woman) -----	763	2.56	336	2.96	136	2.25	25	2.28	30	1.64	101	2.31	92	2.51	6	2.84
Side lasters, machine (1,130 men, 5 women) -----	1,135	2.43	514	2.85	190	2.23	47	1.90	47	1.59	159	2.17	124	2.16	8	2.44
Toe lasters, automatic or semiautomatic (782 men, 5 women) -----	787	2.21	294	2.84	190	1.90	-	-	26	1.27	93	1.86	94	1.91	7	2.21
Bottoming and making:																
Bottom fillers -----	151	1.69	16	1.88	52	1.67	-	-	9	2.54	37	1.54	18	1.53	6	1.82
Men -----	34	1.85	-	-	21	2.07	-	-	-	-	8	1.37	-	-	-	-
Women -----	117	1.65	16	1.88	31	1.40	-	-	9	2.54	29	1.59	17	1.56	-	-
Edge trimmers (787 men, 21 women) -----	808	2.45	334	2.87	114	2.39	35	1.97	34	1.75	124	2.06	124	2.21	7	2.52
Heel attachers, machine (297 men, 22 women) -----	319	1.93	73	2.14	114	1.89	-	-	9	1.56	59	1.87	35	1.70	7	2.33
Rough rounders -----	182	1.71	6	2.67	18	1.80	-	-	-	-	65	1.69	59	1.73	-	-
Men -----	126	1.77	6	2.67	18	1.80	-	-	-	-	33	1.79	44	1.76	-	-
Women -----	56	1.59	-	-	-	-	-	-	-	-	-	-	15	1.61	-	-
Shank tackers -----	128	1.60	-	-	47	1.51	-	-	7	1.43	19	1.70	40	1.66	7	2.08
Men -----	96	1.62	-	-	36	1.52	-	-	-	-	16	1.75	26	1.70	6	1.99
Women -----	32	1.57	-	-	11	1.47	-	-	-	-	-	-	14	1.60	-	-

See footnotes at end of table.

Table 20. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Border States		Southwest		Great Lakes		Middle West		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
Bottoming and making—Continued																
Sole attachers, cement process -----	871	\$ 2.10	391	\$ 2.38	139	\$ 2.01	39	\$ 1.49	26	\$ 1.54	133	\$ 1.82	99	\$ 1.96	12	\$ 2.33
Men -----	710	2.21	343	2.46	103	2.20	37	1.51	17	1.57	76	2.02	91	1.99	11	2.41
Women -----	161	1.60	48	1.80	36	1.45	-	-	9	1.50	-	-	8	1.62	-	-
Wood-heel seat fitters, hand (28 men, 1 woman) -----	29	2.12	13	2.22	-	-	-	-	-	-	-	-	8	1.89	-	-
Wood-heel seat fitters, machine (127 men, 4 women) -----	131	2.23	65	2.42	-	-	7	2.12	-	-	29	2.05	15	1.93	-	-
Finishing:																
Bottom scourers -----	291	2.01	43	2.09	95	2.16	15	1.85	7	1.16	49	2.10	59	1.81	-	-
Men -----	255	2.09	42	2.11	83	2.26	15	1.85	-	-	48	2.12	44	1.87	-	-
Women -----	36	1.44	-	-	12	1.41	-	-	-	-	-	-	15	1.61	-	-
Edge setters (409 men, 9 women) -----	418	2.51	183	2.81	74	2.67	18	1.96	-	-	73	2.07	58	2.12	6	2.91
Repairers -----	2,183	1.43	1,239	1.39	332	1.62	49	1.47	45	1.27	181	1.48	235	1.38	57	1.54
Men -----	109	2.27	-	-	92	2.44	-	-	-	-	-	-	-	-	-	-
Women -----	2,074	1.39	1,231	1.39	240	1.31	49	1.47	40	1.29	179	1.49	234	1.38	56	1.54
Treers -----	1,596	1.84	677	2.25	199	1.57	66	1.40	71	1.31	252	1.62	258	1.56	6	1.63
Men -----	854	2.18	616	2.30	85	1.98	-	-	-	-	76	1.87	48	2.02	-	-
Women -----	742	1.45	61	1.78	114	1.27	54	1.37	58	1.34	176	1.51	210	1.46	-	-
Miscellaneous:																
Floor boys (or girls) -----	1,232	1.36	581	1.37	181	1.33	41	1.29	56	1.20	166	1.42	154	1.37	6	1.48
Men -----	479	1.33	222	1.30	109	1.32	-	-	24	1.19	37	1.54	61	1.36	-	-
Women -----	753	1.38	359	1.41	72	1.34	36	1.29	32	1.21	129	1.39	93	1.37	-	-
Inspectors (crowners) -----	1,172	1.44	345	1.44	237	1.42	56	1.40	54	1.34	207	1.51	208	1.42	18	1.59
Men -----	338	1.59	120	1.57	85	1.63	-	-	10	1.41	36	1.72	64	1.54	-	-
Women -----	834	1.38	225	1.38	152	1.30	53	1.40	44	1.33	171	1.47	144	1.36	16	1.56
Janitors (427 men, 21 women) -----	448	1.28	154	1.23	91	1.29	27	1.20	12	1.17	64	1.45	75	1.22	7	1.44
Mechanics, maintenance (all men) ---	275	2.12	51	2.61	56	2.15	17	1.95	15	1.76	69	2.02	55	1.87	-	-

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

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

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

Table 21. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, by Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Sex, department, and occupation	United States ²				New England				Middle Atlantic				Great Lakes		Middle West			
	Establishments with—																	
	50-249 workers		250 or more workers		50-249 workers		250 or more workers		50-249 workers		250 or more workers		250 or more workers		50-249 workers		250 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men																		
Cutting:																		
Cutters, cloth lining, machine	84	\$2.13	233	\$2.30	49	\$2.39	109	\$2.54	12	\$2.05	31	\$2.07	30	\$2.24	.	.	22	\$2.25
Cutters, leather lining, machine	94	2.18	227	2.12	41	2.37	118	2.42	26	2.18	19	2.30	17	1.59	.	.	53	1.78
Cutters, vamp and whole shoe, hand	151	2.88	267	2.36	-	-	17	2.38	117	3.06	72	2.40	36	2.20	.	.	126	2.43
Cutters, vamp and whole shoe, machine	299	2.53	1,588	2.36	242	2.66	872	2.61	16	2.05	199	1.95	190	2.30	.	.	133	1.97
Lasting:																		
Assemblers for pullover, machine	136	2.41	658	2.19	57	2.70	285	2.54	-	-	91	1.87	99	2.17	11	\$1.79	97	2.10
Bed-machine operators	161	2.83	870	2.43	89	3.14	424	2.71	39	2.40	104	2.10	115	2.29	-	-	143	2.27
Heel-seat lasters	74	2.27	340	1.97	35	2.46	136	2.22	20	2.51	68	1.84	51	2.00	-	-	45	1.63
Pullover-machine operators	137	2.77	625	2.51	77	3.08	259	2.92	29	2.66	107	2.14	99	2.30	9	2.53	82	2.51
Side lasters, machine	204	2.73	926	2.37	99	3.20	414	2.76	44	2.90	145	2.03	147	2.16	15	1.90	107	2.21
Toe lasters, automatic or semiautomatic	121	2.31	661	2.19	77	2.73	217	2.88	8	1.91	179	1.89	86	1.85	-	-	90	1.93
Bottoming and making:																		
Edge trimmers	130	2.56	657	2.46	53	2.83	280	2.88	37	2.72	75	2.24	106	2.09	10	2.17	110	2.26
Heel attachers, machine	71	2.24	226	1.88	25	2.03	46	2.19	34	2.40	74	1.71	50	1.93	-	-	28	1.74
Rough rounders	23	1.96	103	1.72	-	-	-	-	7	1.91	-	-	31	1.78	7	1.49	37	1.82
Sole attachers, cement process	119	2.37	591	2.18	68	2.34	275	2.49	25	3.09	78	1.92	74	2.01	7	1.68	84	2.01
Wood-heel seat fitters, machine	27	2.43	100	2.21	13	2.75	52	2.34	-	-	-	-	27	2.10	-	-	11	1.98
Finishing:																		
Bottom scourers	61	2.48	194	1.97	11	2.11	31	2.11	35	2.71	48	1.93	44	2.16	-	-	40	1.87
Edge setters	87	2.85	322	2.44	37	2.96	146	2.77	31	3.06	41	2.44	65	2.07	-	-	50	2.17
Treers	169	2.04	685	2.22	109	2.05	507	2.36	47	2.18	38	1.72	76	1.87	-	-	45	2.03
Miscellaneous:																		
Floor boys	108	1.31	371	1.33	40	1.29	182	1.30	45	1.33	64	1.31	37	1.54	-	-	44	1.37
Inspectors (crowners)	57	1.74	281	1.55	12	1.57	108	1.57	32	1.89	53	1.48	32	1.71	7	1.26	57	1.57
Janitors	85	1.28	342	1.28	34	1.22	119	1.23	25	1.39	56	1.27	59	1.46	6	1.20	61	1.23
Mechanics, maintenance	37	2.30	238	2.09	10	2.70	41	2.59	-	-	53	2.12	65	2.02	7	1.86	48	1.87
Women																		
Cutting:																		
Cutters, cloth lining, machine	17	1.27	103	1.65	-	-	21	1.69	-	-	6	1.79	51	1.61	-	-	14	1.70
Cutters, leather lining, machine	18	1.62	180	1.72	-	-	18	1.92	-	-	-	-	83	1.62	-	-	48	1.83
Cutters, vamp and whole shoe, machine	72	1.53	409	1.80	-	-	61	1.99	-	-	97	1.72	109	1.79	17	1.53	82	1.82

See footnotes at end of table.

Table 21. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, by Size of Establishment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Sex, department, and occupation	United States ²				New England				Middle Atlantic				Great Lakes		Middle West			
	Establishments with—																	
	50-249 workers		250 or more workers		50-249 workers		250 or more workers		50-249 workers		250 or more workers		250 or more workers		50-249 workers		250 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women—Continued</u>																		
Fitting:																		
Fancy stitchers	559	\$1.63	2,914	\$1.56	319	\$1.74	1,106	\$1.76	-	-	519	\$1.40	517	\$1.53	49	\$1.57	488	\$1.44
Pasters, backers, or fitters, upper, hand	540	1.43	1,941	1.41	251	1.40	857	1.41	152	\$1.52	316	1.37	274	1.47	29	1.51	286	1.44
Top stitchers	287	1.84	1,588	1.69	186	1.99	764	1.91	-	-	189	1.56	228	1.45	16	1.73	242	1.53
Vampers	115	1.66	678	1.51	72	1.71	217	1.80	-	-	263	1.32	97	1.51	7	1.84	27	1.38
Lasting:																		
Assemblers for pullover, machine	38	2.19	108	1.84	23	2.65	44	2.11	-	-	27	1.62	11	1.95	-	-	7	2.12
Bottoming and making:																		
Bottom fillers	16	2.13	101	1.57	-	-	12	1.95	-	-	28	1.40	29	1.59	-	-	17	1.56
Sole attachers, cement process	26	1.57	135	1.60	16	1.70	32	1.85	-	-	36	1.45	-	-	-	-	-	-
Finishing:																		
Repairers	369	1.45	1,705	1.38	253	1.43	978	1.38	20	1.62	220	1.28	165	1.49	-	-	207	1.36
Treers	75	1.46	667	1.45	-	-	53	1.74	-	-	109	1.27	156	1.52	-	-	193	1.46
Miscellaneous:																		
Floor girls	106	1.37	647	1.38	59	1.39	300	1.41	15	1.45	57	1.31	123	1.39	7	1.36	86	1.37
Inspectors (crowners)	144	1.31	690	1.40	54	1.31	171	1.40	20	1.31	132	1.30	155	1.48	14	1.33	130	1.37

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

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

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

Table 22. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, by Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Sex, department, and occupation	United States ²		New England				Middle Atlantic				Southwest		Great Lakes				Middle West				Pacific			
	Metro-politan areas		Nonmetro-politan areas		Metro-politan areas		Nonmetro-politan areas		Metro-politan areas		Nonmetro-politan areas		Metro-politan areas		Nonmetro-politan areas		Metro-politan areas		Nonmetro-politan areas		Metro-politan areas			
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings		
Men																								
Cutting:																								
Cutters, cloth lining, machine	165	\$ 2.35	152	\$ 2.16	109	\$ 2.59	49	\$ 2.29	28	\$ 1.97	15	\$ 2.22	14	\$ 1.97	-	-	31	\$ 2.24	-	-	19	\$ 2.22	-	-
Cutters, leather lining, machine	167	2.35	154	1.91	114	2.36	45	2.52	41	2.28	-	-	-	-	-	-	21	1.57	10	\$ 2.54	56	1.59	-	-
Cutters, vamp and whole shoe, hand	308	2.76	110	1.95	19	2.31	-	-	165	2.94	-	-	-	-	-	-	23	2.14	74	2.78	54	1.92	10	\$ 2.30
Cutters, vamp and whole shoe, machine	897	2.57	990	2.22	670	2.69	444	2.51	110	2.08	105	1.83	45	2.24	30	\$ 2.06	172	2.29	17	3.05	128	1.84	34	2.49
Lasting:																								
Assemblers for pullover, machine	363	2.48	431	2.01	198	2.73	144	2.34	99	2.13	32	1.92	31	1.36	13	2.41	92	2.16	22	2.75	86	1.90	13	2.33
Bed-machine operators	407	2.69	624	2.36	252	2.93	261	2.65	80	2.28	63	2.05	42	1.78	16	2.31	107	2.27	26	2.97	131	2.17	-	-
Heel-seat lasters	193	2.16	221	1.91	99	2.31	72	2.21	66	2.04	22	1.85	15	1.57	6	2.06	49	1.96	6	2.01	43	1.62	6	2.30
Pullover-machine operators	322	2.87	440	2.33	182	3.20	154	2.67	86	2.39	50	2.02	30	1.64	10	2.41	91	2.30	21	2.78	70	2.43	6	2.84
Side lasters, machine	516	2.69	614	2.21	308	2.93	205	2.73	121	2.39	68	1.96	46	1.60	22	2.52	137	2.12	25	2.76	97	2.03	8	2.44
Toe lasters, automatic or semiautomatic	330	2.61	452	1.92	171	3.04	123	2.56	119	2.03	-	-	26	1.27	-	-	86	1.77	-	-	79	1.74	7	2.21
Bottoming and making:																								
Edge trimmers	353	2.72	434	2.27	194	2.94	139	2.78	79	2.49	33	2.24	28	1.87	18	2.39	98	2.04	29	2.84	91	2.06	7	2.52
Heel attachers, machine	139	2.17	158	1.78	46	2.19	25	2.03	65	2.19	43	1.53	6	1.77	-	-	41	1.90	8	1.86	25	1.69	7	2.33
Sole attachers, cement process	341	2.39	369	2.05	194	2.59	149	2.28	83	2.22	20	2.11	17	1.57	10	2.40	66	1.96	15	2.45	76	1.90	11	2.41
Wood-heel seat fitters, machine	66	2.44	61	2.05	39	2.52	26	2.27	-	-	-	-	-	-	8	2.50	19	1.93	-	-	9	1.76	6	1.88
Finishing:																								
Bottom scourers	105	2.41	150	1.87	23	2.17	19	2.04	46	2.67	37	1.76	-	-	10	2.21	38	2.09	12	2.20	32	1.75	7	2.81
Edge setters	230	2.73	179	2.26	128	2.76	55	2.94	50	2.94	22	2.19	-	-	20	2.30	51	2.01	15	3.00	38	1.78	6	2.91
Trees	493	2.28	361	2.05	372	2.36	244	2.22	71	2.10	-	-	-	-	-	-	68	1.82	30	2.01	18	2.04	-	-
Miscellaneous:																								
Floor boys	220	1.34	259	1.32	119	1.32	103	1.27	78	1.36	-	-	24	1.19	-	-	35	1.56	8	1.38	53	1.36	-	-
Inspectors (crowners)	194	1.69	144	1.45	91	1.63	29	1.37	76	1.65	-	-	10	1.41	10	2.17	26	1.55	12	2.05	52	1.42	-	-
Janitors	215	1.27	212	1.30	91	1.24	62	1.21	64	1.31	17	1.30	11	1.17	-	-	55	1.46	19	1.25	48	1.22	7	1.44
Mechanics, maintenance	88	2.38	187	2.00	27	2.50	24	2.74	30	2.39	26	1.91	15	1.76	-	-	63	2.01	8	2.33	47	1.79	-	-
Women																								
Cutting:																								
Cutters, leather lining, machine	32	2.15	166	1.62	-	-	-	-	-	-	11	2.05	12	1.31	-	-	77	1.59	14	2.52	38	1.51	-	-
Cutters, vamp and whole shoe, machine	104	1.83	377	1.74	9	2.36	55	1.93	74	1.69	30	1.77	36	1.40	-	-	115	1.79	-	-	94	1.74	-	-

See footnotes at end of table.

Table 22. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, by Size of Community— Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Sex, department, and occupation	United States ²				New England				Middle Atlantic				Southwest		Great Lakes				Middle West				Pacific	
	Metro-politan areas		Nonmetro-politan areas		Metro-politan areas		Nonmetro-politan areas		Metro-politan areas		Nonmetro-politan areas		Nonmetro-politan areas		Metro-politan areas		Nonmetro-politan areas		Metro-politan areas		Nonmetro-politan areas		Metro-politan areas	
	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings	Num-ber of work-ers	Aver-age of hourly earn-ings
<u>Women—Continued</u>																								
Fitting:																								
Fancy stitchers	1,430	\$ 1.68	2,043	\$ 1.50	856	\$ 1.77	569	\$ 1.73	211	\$ 1.45	374	\$ 1.39	72	\$ 1.30	118	\$ 1.63	417	\$ 1.50	101	\$ 1.68	436	\$ 1.40	58	\$ 1.80
Pasters, backers, or fitters, upper, hand	1,189	1.46	1,292	1.38	700	1.45	408	1.35	261	1.50	207	1.32	94	1.34	50	1.57	256	1.43	66	1.49	249	1.43	60	1.47
Top stitchers	776	1.84	1,099	1.62	510	1.95	440	1.89	100	1.65	120	1.47	28	1.28	35	1.49	205	1.44	53	1.78	205	1.48	25	1.86
Vampers	360	1.56	433	1.52	141	1.79	148	1.77	180	1.38	-	-	-	-	-	-	100	1.48	7	1.56	27	1.46	-	-
Bottoming and making:																								
Bottom fillers	42	1.65	75	1.65	16	1.88	-	-	12	1.39	19	1.40	9	2.54	-	-	24	1.55	-	-	14	1.53	-	-
Finishing:																								
Repairers	933	1.45	1,141	1.34	655	1.45	576	1.31	105	1.35	-	-	40	1.29	27	1.80	152	1.43	52	1.42	182	1.37	56	1.54
Treers	206	1.50	536	1.43	45	1.74	16	1.88	78	1.29	36	1.22	58	1.34	38	1.61	138	1.48	15	2.03	195	1.42	-	-
Miscellaneous:																								
Floor girls	290	1.44	463	1.34	179	1.47	180	1.35	47	1.37	25	1.29	32	1.21	24	1.34	105	1.40	20	1.53	73	1.33	-	-
Inspectors (crowners)	327	1.35	507	1.40	136	1.38	89	1.37	88	1.25	64	1.38	44	1.33	30	1.43	141	1.48	24	1.29	120	1.30	16	1.56

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

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

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

Table 23. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes,
by Size of Establishment and Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations,
United States and New England, April 1962)

Sex, department, occupation, and community size	United States ²				New England			
	Establishments with—							
	50-249 workers		250 or more workers		50-249 workers		250 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>								
Cutting:								
Cutters, cloth lining, machine:								
Metropolitan areas	65	\$ 2.14	100	\$ 2.48	37	\$ 2.47	72	\$ 2.66
Nonmetropolitan areas	19	2.09	133	2.17	-	-	37	2.31
Cutters, leather lining, machine:								
Metropolitan areas	59	2.29	108	2.38	31	2.38	83	2.36
Nonmetropolitan areas	35	1.99	119	1.88	-	-	35	2.56
Cutters, vamp and whole shoe, machine:								
Metropolitan areas	216	2.60	681	2.56	180	2.70	490	2.69
Nonmetropolitan areas	83	2.35	907	2.20	62	2.52	382	2.51
Lasting:								
Assemblers for pullover, machine:								
Metropolitan areas	103	2.59	260	2.44	47	2.82	151	2.69
Nonmetropolitan areas	33	1.86	398	2.03	10	2.12	134	2.36
Bed-machine operators:								
Metropolitan areas	107	2.99	300	2.58	67	3.27	185	2.80
Nonmetropolitan areas	54	2.52	570	2.35	22	2.75	239	2.64
Heel-seat lasters:								
Metropolitan areas	51	2.38	142	2.07	27	2.49	72	2.24
Nonmetropolitan areas	23	2.02	198	1.89	8	2.34	64	2.19
Pullover-machine operators:								
Metropolitan areas	83	3.10	239	2.79	54	3.34	128	3.14
Nonmetropolitan areas	54	2.25	386	2.34	23	2.49	131	2.71
Side lasters, machine:								
Metropolitan areas	136	3.01	380	2.58	79	3.19	229	2.84
Nonmetropolitan areas	68	2.18	546	2.22	-	-	185	2.67
Toe lasters, automatic or semiautomatic:								
Metropolitan areas	71	2.54	259	2.63	52	2.85	119	3.13
Nonmetropolitan areas	50	1.97	402	1.91	-	-	98	2.58
Bottoming and making:								
Edge trimmers:								
Metropolitan areas	85	2.75	268	2.71	41	2.86	153	2.96
Nonmetropolitan areas	45	2.19	389	2.28	-	-	127	2.78
Heel attachers, machine:								
Metropolitan areas	49	2.42	90	2.04	17	2.14	29	2.21
Nonmetropolitan areas	22	1.84	136	1.77	8	1.79	17	2.15
Sole attachers, cement process:								
Metropolitan areas	86	2.58	255	2.33	52	2.48	142	2.63
Nonmetropolitan areas	33	1.83	336	2.07	16	1.88	133	2.33
Finishing:								
Bottom scourers:								
Metropolitan areas	38	2.80	67	2.19	-	-	18	2.23
Nonmetropolitan areas	23	1.97	127	1.86	-	-	13	1.95
Edge setters:								
Metropolitan areas	63	3.15	167	2.57	30	3.08	98	2.66
Nonmetropolitan areas	24	2.06	155	2.30	-	-	48	3.01
Triers:								
Metropolitan areas	139	2.13	354	2.34	88	2.12	284	2.43
Nonmetropolitan areas	30	1.66	331	2.09	-	-	223	2.26

See footnotes at end of table.

Table 23. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes,
by Size of Establishment and Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations,
United States and New England, April 1962)

Sex, department, occupation, and community size	United States ²				New England			
	Establishments with—							
	50-249 workers		250 or more workers		50-249 workers		250 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men—Continued								
Miscellaneous:								
Floor boys:								
Metropolitan areas	81	\$ 1.32	139	\$ 1.35	32	\$ 1.32	87	\$ 1.33
Nonmetropolitan areas	27	1.27	232	1.32	-	-	95	1.28
Inspectors (crowners):								
Metropolitan areas	46	1.83	148	1.65	11	1.58	80	1.64
Nonmetropolitan areas	11	1.38	133	1.45	-	-	28	1.36
Janitors:								
Metropolitan areas	62	1.32	153	1.25	26	1.23	65	1.25
Nonmetropolitan areas	23	1.18	189	1.31	8	1.20	54	1.21
Mechanics, maintenance:								
Metropolitan areas	17	2.68	71	2.31	8	2.60	19	2.46
Nonmetropolitan areas	20	1.98	167	2.00	-	-	22	2.71
Women								
Cutting:								
Cutters, vamp and whole shoe, machine:								
Metropolitan areas	17	1.80	87	1.83			6	2.49
Nonmetropolitan areas	55	1.44	322	1.79			55	1.93
Fitting:								
Fancy stitchers:								
Metropolitan areas	320	1.72	1,110	1.67	256	1.74	600	1.79
Nonmetropolitan areas	239	1.51	1,804	1.50	63	1.77	506	1.72
Pasters, backers, or fitters, upper, hand:								
Metropolitan areas	388	1.47	801	1.46	237	1.39	463	1.48
Nonmetropolitan areas	152	1.34	1,140	1.38	-	-	394	1.34
Top stitchers:								
Metropolitan areas	157	1.98	619	1.81	132	1.99	378	1.94
Nonmetropolitan areas	130	1.67	969	1.61	54	1.99	386	1.88
Vampers:								
Metropolitan areas	60	1.82	300	1.51	49	1.81	92	1.78
Nonmetropolitan areas	55	1.49	378	1.52	23	1.51	125	1.82
Finishing:								
Repairers:								
Metropolitan areas	253	1.50	680	1.43	194	1.47	461	1.44
Nonmetropolitan areas	116	1.34	1,025	1.34	59	1.30	517	1.32
Treers:								
Metropolitan areas	23	1.69	183	1.48	-	-	37	1.68
Nonmetropolitan areas	52	1.34	484	1.44			16	1.88
Miscellaneous:								
Floor girls:								
Metropolitan areas	59	1.43	231	1.44	38	1.44	141	1.47
Nonmetropolitan areas	47	1.29	416	1.34	21	1.28	159	1.35
Inspectors (crowners):								
Metropolitan areas	71	1.37	256	1.34	38	1.37	98	1.39
Nonmetropolitan areas	73	1.25	434	1.43	-	-	73	1.41

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

² Includes data for regions in addition to New England.

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

Table 24. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Auburn—Lewiston, Maine

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.10	\$1.10 and under \$1.20	\$1.20-\$1.30	\$1.30-\$1.40	\$1.40-\$1.50	\$1.50-\$1.60	\$1.60-\$1.70	\$1.70-\$1.80	\$1.80-\$1.90	\$1.90-\$2.00	\$2.00-\$2.10	\$2.10-\$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	and over	
All production workers -----	2,613	\$ 1.66	3	216	499	294	207	231	150	162	120	150	102	108	75	63	45	51	34	20	18	12	6	12	12	2	3	18	
Men -----	1,076	1.83	3	87	151	63	60	72	54	45	72	81	63	51	45	42	33	39	33	17	15	12	6	12	9	2	-	9	
Women -----	1,537	1.55	-	129	348	231	147	159	96	117	48	69	39	57	30	21	12	12	1	3	3	-	-	-	3	-	9		
Selected occupations																													
Men																													
Cutting: ² b/ Cutters, cloth lining, machine -----	11	2.20	-	-	-	2	-	-	1	1	-	1	-	1	1	2	-	-	-	1	-	-	-	-	-	1	-	-	
Cutters, leather lining, machine -----	16	2.07	-	5	-	-	1	-	-	-	1	2	-	-	1	-	1	2	1	-	-	1	-	-	-	1	-	-	
Cutters, vamp and whole shoe, machine -----	96	2.28	-	-	2	2	9	5	2	3	5	3	15	6	6	7	5	6	5	3	5	2	2	2	-	-	1		
Lasting: ² b/ Assemblers for pullover, machine -----	24	2.33	-	-	-	-	-	-	1	-	1	3	4	3	3	2	1	4	1	1	-	-	-	-	-	-	-	-	
Bed-machine operators -----	47	2.16	-	1	-	1	2	4	3	3	2	3	4	5	3	2	-	4	3	2	3	-	-	-	-	-	-	2	
Heel-seat lasters -----	12	1.56	-	4	2	1	1	1	1	1	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	
Pullover-machine operators -----	17	2.43	-	-	-	1	-	-	-	-	-	1	1	1	4	2	2	2	1	-	2	-	-	-	-	-	-	-	
Side lasters, machine -----	42	2.25	-	-	-	1	2	2	1	1	4	1	5	7	5	1	4	2	3	-	-	2	1	-	-	-	-	-	
Bottoming and making: ² b/ Edge trimmers -----	25	2.10	-	-	-	1	3	1	1	5	4	2	1	1	1	-	-	1	1	-	1	1	-	-	-	-	1		
Sole attachers, cement process -----	20	2.24	-	1	-	-	1	1	-	1	2	1	2	3	1	2	-	1	2	-	1	-	1	-	-	-	-		
Finishing: ² b/ Edge setters -----	26	1.97	-	-	-	1	4	2	3	5	4	2	2	2	1	1	1	1	-	-	-	-	-	-	-	-	-	-	
Treers -----	46	1.92	-	3	-	5	7	3	4	1	1	7	1	4	4	3	1	1	-	-	-	-	-	-	-	1	-		
Other: Floor boys ² a/ -----	11	1.28	-	1	8	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) ² b/ -----	20	1.30	-	11	7	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors ² a/ -----	7	1.21	-	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women																													
Fitting: ² b/ Fancy stitchers -----	164	1.59	-	4	19	38	15	20	11	26	7	8	2	3	5	1	-	2	1	2	-	-	-	-	-	-	-	-	
Pasters, backers, or fitters, upper, hand -----	50	1.51	-	5	15	3	4	3	5	4	4	2	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Top stitchers -----	88	1.77	-	2	2	6	7	6	10	14	13	10	5	8	1	3	-	1	-	-	-	-	-	-	-	-	-	-	
Vampers -----	17	1.68	-	3	3	-	1	-	1	4	4	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Finishing: Repairers -----	70	1.44	-	17	30	7	2	5	3	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time -----	27	1.34	-	5	21	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	43	1.50	-	12	9	6	2	5	3	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other: ² a/ Floor girls -----	31	1.42	-	1	10	6	2	4	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) -----	28	1.31	-	-	14	12	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 25. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Maine (Except Auburn-Lewiston)

(Number and average straight-time hourly earnings ¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.10	\$1.10 and under \$1.20	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	and over
All production workers	6,734	\$1.60	7	1,595	952	771	466	469	318	287	223	192	167	193	175	138	106	100	59	41	32	35	24	15	5	10	46		
Men	2,627	1.82	1	378	332	221	147	164	116	90	123	117	103	92	136	132	95	86	66	43	36	30	28	17	5	10	44		
Women	4,107	1.46	6	1,217	620	550	319	305	202	197	185	106	89	75	57	43	20	34	16	5	2	7	7	-	-	-	2		
Selected occupations																													
Men																													
Cutting: ² b/ Cutters, cloth lining, machine	17	2.10	-	-	-	3	-	-	4	2	-	1	2	-	1	-	-	-	-	1	1	1	-	1	-	-	-	-	-
Cutters, vamp and whole shoe, machine	184	2.35	-	-	4	3	13	6	7	9	19	6	6	16	7	15	10	7	12	9	11	8	6	6	-	1	3		
Lasting: ² b/																													
Assemblers for pullover, machine	59	2.16	-	-	3	3	9	-	1	6	8	-	5	4	-	4	-	4	4	2	2	1	-	-	2	-	1		
Bed-machine operators	122	2.44	-	-	-	2	-	8	1	-	4	9	8	10	8	28	14	3	7	3	-	7	4	1	-	2	3		
Heel-seat lasters	33	1.96	-	2	4	1	1	2	3	-	5	3	3	-	4	-	1	2	-	-	-	1	1	-	-	-	-		
Pullover-machine operators	60	2.47	-	-	1	2	1	4	1	-	3	2	4	4	10	4	3	4	2	2	-	-	2	2	-	3	5		
Side lasters, machine	79	2.46	-	-	-	-	2	2	1	6	2	6	7	5	7	1	7	5	9	9	6	1	-	-	1	-	2		
Toe lasters, automatic or semiautomatic	39	2.04	-	-	1	1	3	3	4	4	3	5	2	3	2	2	1	1	1	3	-	-	-	-	-	-	-		
Bottoming and making: ² b/																													
Edge trimmers	64	2.48	-	-	-	3	-	-	2	3	3	5	9	8	5	3	-	6	2	-	-	2	2	3	-	2	6		
Heel attachers, machine	16	2.17	-	-	-	-	-	-	2	3	1	1	2	-	4	-	2	-	1	-	-	-	-	-	-	-	-		
Sole attachers, cement process	70	1.95	-	4	2	2	5	6	3	8	6	7	8	3	3	-	3	2	3	-	-	1	-	-	2	1	1		
Wood-heel seat fitters, machine	21	2.38	-	-	2	-	-	-	2	-	2	-	-	2	2	1	2	2	4	-	-	-	-	-	-	1	1		
Finishing: ² b/																													
Bottom scourers	8	1.91	-	-	-	-	1	1	-	-	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Edge setters	16	3.04	-	-	-	-	-	-	-	-	3	1	2	2	2	-	2	-	-	-	-	-	-	-	-	-	3		
Trees	95	2.16	-	-	-	1	2	5	7	8	9	5	8	13	23	4	3	3	-	4	-	-	-	-	-	-	-		
Other: ² a/																													
Floor boys	38	1.29	-	13	12	7	2	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (crowners)	12	1.26	-	-	11	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Janitors	19	1.21	-	10	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mechanics, maintenance	12	2.81	-	-	-	-	-	-	-	-	-	-	-	3	2	-	1	-	1	-	-	-	3	1	-	-	1		
Women																													
Cutting: ² b/ Cutters, cloth lining, machine	18	1.68	-	2	-	3	1	2	4	1	-	2	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-		
Cutters, vamp and whole shoe, machine	50	1.92	-	-	1	6	5	5	4	3	4	4	2	3	-	3	4	4	-	-	-	2	-	-	-	-			
Fitting: ² b/																													
Fancy stitchers	288	1.62	-	29	37	28	29	40	15	35	18	10	11	6	10	8	4	4	4	-	-	-	-	-	-	-	-		
Pasters, backers, or fitters, upper, hand	199	1.34	1	93	25	21	11	16	18	5	5	1	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-		
Top stitchers	186	1.76	-	-	10	16	10	17	33	25	16	17	14	18	5	1	1	3	-	-	-	-	-	-	-	-	-		
Vampers	70	1.68	-	2	5	9	5	13	9	7	5	2	2	3	4	-	2	2	-	-	-	-	-	-	-	-			
Lasting: ² b/																													
Assemblers for pullover, machine	11	1.71	-	-	2	1	1	2	1	-	-	2	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-		
Bottoming and making: ² b/																													
Sole attachers, cement process	22	1.73	-	-	1	2	5	1	-	2	5	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
Finishing: ² a/																													
Repairers	294	1.29	-	45	64	162	18	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Other: ² a/																													
Floor girls	70	1.31	-	18	15	24	5	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (crowners)	44	1.43	1	7	10	12	-	4	-	3	3	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time	23	1.25	1	6	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	21	1.64	-	1	2	4	-	4	-	3	3	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

³ Workers were distributed as follows: 1 at \$ 3.60 to \$ 3.70; 1 at \$ 4.30 to \$ 4.40; 1 at \$ 4.50 to \$ 4.60; 2 at \$ 4.70 to \$ 4.80; and 1 at \$ 4.90 to \$ 5.

Table 26. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Boston, Mass.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.10 and under	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over	
			\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	over	
All production workers	1,566	\$ 1.98	69	153	123	139	117	91	113	86	69	86	58	67	45	35	32	39	41	26	26	47	29	13	22	10	2	28	
Men	757	2.27	21	39	20	22	43	36	70	41	42	56	33	39	31	22	12	23	37	18	19	43	23	11	21	10	1	24	
Women	809	1.70	48	114	103	117	74	55	43	45	27	30	25	28	14	13	20	16	4	8	7	4	6	2	1	-	1	4	
Selected occupations																													
Men																													
Cutting:																													
Cutters, cloth lining, machine ^{2b/}	8	3.10	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	-	-	-	-	2	-	-	1	1	-	1	
Cutters, vamp and whole shoe, machine	59	2.71	-	-	2	5	2	-	2	1	1	1	6	3	1	1	4	3	2	8	4	2	8	4	2	4	2	1	2
Time	11	1.73	-	-	2	5	-	-	1	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	48	2.94	-	-	-	-	2	-	1	1	1	1	1	1	5	2	1	1	4	3	2	8	4	2	4	2	1	2	
Lasting:^{2b/}																													
Assemblers for pullover, machine	20	2.72	-	-	-	-	-	1	-	-	1	2	-	1	1	1	2	3	1	2	1	3	1	-	-	-	-	-	
Bed-machine operators	15	2.61	-	-	-	-	-	1	-	2	1	-	1	-	1	-	3	-	1	1	2	-	2	-	-	-	-	-	
Pullover-machine operators	15	3.05	-	-	-	-	-	1	-	-	1	-	2	-	1	-	1	-	-	-	3	-	4	2	-	4	2	1	
Side lasters, machine	19	2.93	-	-	-	-	-	-	-	19	-	-	1	1	1	-	3	4	-	2	1	3	2	-	1	-	-	-	
Toe lasters, automatic or semiautomatic	12	2.96	-	-	-	-	-	-	-	1	-	1	-	-	1	-	1	-	1	-	3	1	1	1	2	-	-	-	
Bottoming and making:^{2b/}																													
Edge trimmers	8	3.42	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	1	-	-	3	1	-	1	
Heel attachers, machine	7	2.70	-	-	-	1	1	-	-	-	-	1	-	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Sole attachers, cement process	13	2.77	-	-	-	-	-	1	-	-	-	-	1	1	-	1	-	3	2	1	1	-	1	1	-	1	-	-	
Finishing:																													
Treers ^{2b/}	26	2.12	-	-	1	4	2	1	2	1	4	1	1	-	1	4	1	-	1	1	1	1	-	-	-	-	-	-	-
Other:^{2a/}																													
Floor boys	12	1.36	-	5	2	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors	8	1.41	-	1	3	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women																													
Fitting:																													
Fancy stitchers ^{2b/}	41	1.94	-	-	3	6	4	6	6	2	2	2	1	1	-	3	2	3	-	-	-	-	-	-	-	-	-	-	
Pasters, backers, or fitters, upper, hand	30	1.65	-	-	7	6	3	3	2	3	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	10	1.39	-	-	6	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	20	1.78	-	-	1	4	2	2	2	3	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Top stitchers ^{2b/}	17	2.34	-	-	-	-	-	2	1	1	5	2	-	-	-	-	-	1	1	1	1	2	-	-	-	-	-	-	
Vampers ^{2b/}	12	2.04	-	-	-	-	-	1	1	6	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finishing:																													
Repairers ^{2b/}	40	1.44	1	3	5	20	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other:^{2a/}																													
Floor girls	18	1.42	-	7	2	2	4	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	11	1.52	-	1	-	8	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 27. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Haverhill, Mass.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.10 and under	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over
All production workers -----	4,065	\$2.06	39	389	333	476	379	185	187	178	130	204	157	132	118	93	148	91	85	82	84	154	129	108	69	50	28	37
Men -----	1,798	2.56	10	67	78	38	97	37	41	73	38	87	58	68	75	61	112	59	81	78	81	146	126	105	69	48	28	37
Women -----	2,267	1.66	29	322	255	438	282	148	146	105	92	117	99	64	43	32	36	32	4	4	3	8	3	3	-	2	-	-
<u>Selected occupations</u>																												
<u>Men</u>																												
Cutting: ^{2b/}																												
Cutters, cloth lining, machine -----	28	2.52	-	-	-	-	1	-	1	3	2	1	3	1	2	1	-	-	3	1	1	4	2	1	1	-	-	-
Cutters, leather lining, machine -----	26	2.51	-	-	-	-	1	1	1	3	1	-	-	1	1	2	3	5	-	1	1	1	2	2	-	-	-	-
Cutters, vamp and whole shoe, machine -----	147	2.82	-	-	-	-	-	1	3	5	7	7	5	5	4	12	13	10	5	7	6	18	7	12	6	10	2	2
Lasting: ^{2b/}																												
Assemblers for pullover, machine -----	48	3.09	-	-	-	-	-	1	-	-	2	1	-	-	2	-	4	2	3	2	3	12	6	2	1	2	1	4
Bed-machine operators -----	68	3.36	-	-	-	-	-	-	-	-	-	-	-	-	2	1	4	2	7	5	9	10	8	4	5	6	5	
Heel-seat lasters -----	22	2.61	-	-	-	-	-	1	2	-	1	2	-	3	2	1	1	1	-	3	1	5	-	-	1	-	-	-
Pullover-machine operators -----	47	3.57	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	1	1	1	1	-	3	8	17	6	2	4
Side lasters, machine -----	87	3.39	-	-	-	-	-	-	1	-	-	1	2	2	3	2	2	3	1	1	1	2	10	24	18	6	8	1
Toe lasters, automatic or semiautomatic -----	45	3.39	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	1	3	1	10	7	6	6	2	2	4
Bottoming and making: ^{2b/}																												
Edge trimmers -----	52	3.32	-	-	-	-	-	-	1	1	-	1	2	3	2	2	2	2	4	1	1	2	9	5	-	5	4	3
Sole attachers, cement process -----	53	2.96	-	-	-	-	1	-	1	1	-	-	1	2	4	3	3	3	1	2	12	12	5	1	1	-	-	-
Finishing: ^{2b/}																												
Edge setters -----	40	3.09	-	-	-	-	-	1	-	1	-	1	-	7	1	2	2	-	2	4	5	1	4	1	2	3	3	
Treers -----	111	2.75	-	-	-	-	-	-	-	5	5	8	6	6	4	7	4	16	14	12	6	9	1	4	1	2	1	
Other: ^{2a/}																												
Floor boys -----	26	1.46	-	5	5	5	6	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors -----	14	1.29	4	3	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																												
Fitting:																												
Fancy stitchers ^{2b/}	169	1.82	-	6	2	9	18	30	28	18	14	14	10	13	3	1	1	1	1	-	-	-	-	-	-	-	-	-
Pasters, backers, or fitters, upper, hand -----	191	1.49	1	88	16	23	11	13	10	3	5	7	4	6	2	1	1	-	-	-	-	-	-	-	-	-	-	-
Time -----	59	1.29	-	54	1	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	132	1.58	1	34	15	21	11	13	10	2	5	6	4	6	2	1	1	-	-	-	-	-	-	-	-	-	-	
Top stitchers ^{2b/}	153	1.96	1	-	7	1	14	12	10	24	11	26	16	11	5	4	2	7	1	-	1	-	-	-	-	-	-	
Vampers ^{2b/}	32	1.91	-	-	2	4	3	6	2	1	1	2	3	1	-	1	2	4	-	-	-	-	-	-	-	-	-	
Lasting: ^{2b/}																												
Assemblers for pullover, machine -----	6	3.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	-	-	-	2	-	
Finishing: ^{2a/}																												
Repairers -----	156	1.51	-	1	1	99	49	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other: ^{2a/}																												
Floor girls -----	47	1.62	-	2	2	4	13	9	11	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) -----	14	1.52	-	5	3	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	
Time -----	9	1.38	-	3	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.
³ Workers were distributed as follows: 2 at \$4.20 to \$4.30; 4 at \$4.30 to \$4.40; 1 at \$4.40 to \$4.50; and 1 at \$5.10 to \$5.20.

Table 28. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Lawrence—Lowell, Mass.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.10 and under	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60 and over
All production workers	3,743	\$ 1.77	662	484	353	262	268	208	240	135	99	172	90	77	76	69	68	90	109	77	36	32	41	32	17	14	7	25
Men	1,371	2.17	139	122	81	54	79	75	75	43	19	75	44	33	36	34	43	72	89	68	27	30	38	32	17	14	7	25
Women	2,372	1.54	523	362	272	208	189	133	165	92	80	97	46	44	40	35	25	18	20	9	9	2	3	-	-	-	-	
Selected occupations																												
Men																												
Cutting: ² b/																												
Cutters, cloth lining, machine	28	2.72	-	-	-	1	4	2	2	-	1	-	-	1	-	-	1	1	3	4	2	2	-	-	-	2	2	-
Cutters, leather lining, machine	11	2.03	-	-	2	-	-	2	-	-	2	-	2	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine	120	2.79	-	-	-	-	1	3	5	6	3	8	1	5	5	10	17	19	15	2	6	3	4	4	-	2	1	
Lasting: ² b/																												
Assemblers for pullover, machine	29	2.73	-	-	-	-	-	2	-	2	3	2	2	2	-	2	1	2	1	4	1	3	2	-	-	-	-	-
Bed-machine operators	47	3.42	-	-	-	-	2	-	2	-	4	1	-	-	-	3	5	3	1	-	1	2	9	3	4	1	3	
Heel-seat lasters	24	2.30	-	-	-	-	1	-	6	3	-	-	2	2	2	1	3	2	-	-	-	2	-	-	-	-	-	
Pullover-machine operators	30	3.35	-	-	-	-	-	-	-	-	2	-	-	-	-	6	2	3	-	3	1	6	2	-	-	2	3	
Side lasters, machine	52	3.15	-	-	-	-	-	-	-	-	-	3	1	2	7	1	8	2	7	4	2	3	4	4	2	-	2	
Toe lasters, automatic or semiautomatic	17	3.08	-	-	-	-	-	-	1	-	-	1	-	-	1	1	5	2	1	-	-	-	3	-	-	-	2	
Bottoming and making:																												
Edge trimmers ² b/	29	2.93	-	-	-	-	-	-	-	2	-	1	3	2	1	4	1	4	1	2	3	-	2	1	1	-	1	
Heel attachers, machine ²	8	2.14	-	-	-	-	2	2	-	-	1	-	1	-	-	-	-	-	-	2	-	-	-	-	-	-	-	
Sole attachers, cement process ² b/	32	2.32	-	-	1	3	2	2	2	1	-	2	-	1	4	2	-	4	2	3	1	2	-	-	-	-	-	
Finishing: ² b/																												
Edge setters	15	3.13	-	-	-	-	-	-	1	1	-	-	1	-	1	1	-	1	3	-	1	-	3	-	2	-	-	
Treers	38	1.89	-	-	2	1	3	7	4	6	3	5	-	2	-	2	-	1	-	-	-	-	-	-	-	-	-	
Other: ² a/																												
Floor boys	17	1.25	7	7	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	12	1.36	-	4	3	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors	19	1.18	15	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	6	2.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	
Women																												
Fitting: ² b/																												
Fancy stitchers	169	1.86	-	2	7	11	22	18	28	11	9	24	9	11	5	5	3	2	2	-	-	-	-	-	-	-	-	
Pasters, backers, or fitters, upper, hand	164	1.36	83	19	9	5	13	9	7	9	4	2	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	
Top stitchers	94	2.02	-	-	1	8	8	5	8	12	14	5	6	5	6	2	5	3	3	2	1	-	-	-	-	-	-	
Vampers	40	1.61	-	4	6	3	8	10	4	1	-	2	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	
Lasting:																												
Assemblers for pullover, machine ² b/	8	3.32	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	-	2	3	-	-	-	-	
Finishing:																												
Repairers ² a/	122	1.42	-	5	38	53	5	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other: ² a/																												
Floor girls	34	1.43	3	3	11	4	7	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	47	1.33	5	6	18	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

³ Workers were distributed as follows: 2 at \$4.80 to \$4.90; and 4 at \$5 to \$5.10.

Table 29. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Lynn, Mass.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.10 and under	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60 and over
			\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	
All production workers -----	3,153	\$ 1.87	275	495	215	320	235	166	148	129	81	149	107	90	73	84	81	148	96	64	72	32	38	14	21	4	6	10
Men -----	1,364	2.24	95	117	67	36	71	50	61	48	26	72	58	60	45	59	58	110	89	60	63	32	32	14	21	4	6	10
Women -----	1,789	1.59	180	378	148	284	164	116	87	81	55	77	49	30	28	25	23	38	7	4	9	-	6	-	-	-	-	
Selected occupations																												
Men																												
Cutting: ² b/																												
Cutters, cloth lining, machine -----	12	2.31	-	-	-	-	-	-	-	3	3	-	-	-	1	1	-	1	2	1	-	-	-	-	-	-	-	-
Cutters, leather lining, machine -----	16	2.91	-	-	-	-	-	-	-	1	-	-	-	1	-	2	1	3	2	-	1	4	-	-	1	-	-	-
Cutters, vamp and whole shoe, machine -----	87	3.14	-	-	-	-	-	-	-	1	1	7	4	2	2	7	8	15	6	5	3	10	2	3	1	4	6	
Lasting: ² b/																												
Assemblers for pullover, machine -----	31	2.90	-	-	-	-	-	-	1	-	1	-	1	-	1	5	3	1	1	8	3	4	1	1	-	-	-	-
Bed-machine operators -----	13	2.46	-	-	-	-	-	-	1	-	3	-	1	-	2	-	1	2	1	1	1	-	-	-	-	-	-	-
Heel-seat lasters -----	19	2.25	-	-	-	-	-	1	3	2	2	1	-	-	2	2	1	1	2	-	-	-	-	-	-	-	-	-
Pullover-machine operators -----	28	3.50	-	-	-	-	-	-	-	-	-	1	-	-	-	2	1	3	1	4	4	3	1	3	2	2	1	
Side lasters, machine -----	23	2.75	-	-	-	-	-	2	1	-	1	-	1	-	2	1	1	3	1	4	4	-	-	1	1	-	-	-
Toe lasters, automatic or semiautomatic -----	50	2.92	-	-	-	-	-	-	-	-	-	1	-	3	1	7	3	10	9	2	1	8	2	2	1	-	-	-
Bottoming and making: ² b/																												
Edge trimmers -----	24	2.83	-	-	-	-	-	1	-	1	2	2	-	1	-	1	4	3	4	2	2	-	-	-	-	-	-	1
Heel attachers, machine -----	13	1.77	-	4	4	-	-	-	1	-	-	-	-	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-
Sole attachers, cement process -----	25	2.67	-	-	-	-	3	-	-	1	1	1	2	-	-	-	6	2	3	4	-	2	-	-	-	-	-	-
Wood-heel seat fitters, machine -----	10	2.77	-	-	-	-	-	-	-	-	1	-	-	-	2	1	2	-	3	1	-	-	-	-	-	-	-	-
Finishing: ² b/																												
Bottom scourers -----	8	2.17	-	-	1	-	-	1	-	1	1	-	1	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-
Edge setters -----	14	2.87	-	-	-	-	-	-	-	-	-	-	-	2	2	2	3	1	-	1	2	-	-	1	-	-	-	-
Trees -----	43	2.44	-	-	-	-	2	2	1	2	3	2	6	7	1	3	3	6	3	1	1	-	-	-	-	-	-	-
Other: ² a/																												
Floor boys -----	22	1.31	5	10	2	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) -----	18	1.85	-	-	1	1	1	2	1	5	1	3	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Janitors -----	14	1.24	5	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance -----	6	2.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-
Women																												
Fitting:																												
Fancy stitchers -----	137	1.75	1	-	3	16	30	17	19	19	9	7	6	5	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	52	1.59	-	-	-	14	16	10	7	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	85	1.85	1	-	3	2	14	7	12	14	9	7	6	5	2	2	-	-	-	1	-	-	-	-	-	-	-	-
Pasters, backers, or fitters, upper, hand -----	127	1.45	16	34	24	13	14	8	3	-	7	2	1	1	1	1	1	1	-	1	-	-	-	-	-	-	-	-
Time -----	60	1.27	15	25	17	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	67	1.62	1	9	7	11	13	8	3	-	7	2	1	1	1	1	1	1	-	1	-	-	-	-	-	-	-	-
Top stitchers ² b/ -----	50	2.01	-	-	4	3	1	3	6	4	6	5	4	1	5	1	2	3	-	1	-	-	1	-	-	-	-	-
Vampers ² b/ -----	21	2.09	-	-	1	1	-	2	-	-	4	4	2	2	1	1	1	2	-	-	-	-	-	-	-	-	-	-
Finishing:																												
Repairers ² a/ -----	83	1.47	-	10	-	67	2	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other: ² a/																												
Floor girls -----	13	1.38	3	2	3	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) -----	10	1.27	3	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 30. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Worcester, Mass.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of--																									
			\$1.10 and under	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over
All production workers -----	1,976	\$ 1.80	244	375	209	114	109	93	88	58	74	75	55	50	49	44	51	38	40	33	34	54	24	28	9	12	6	10
Men -----	642	2.37	26	44	25	23	23	13	19	9	18	30	31	33	20	37	30	29	34	30	31	48	24	28	9	12	6	10
Women -----	1,334	1.52	218	331	184	91	86	80	69	49	56	45	24	17	29	7	21	9	6	3	3	6	-	-	-	-	-	-
<u>Selected occupations</u>																												
<u>Men</u>																												
Cutting: ² b/ Cutters, cloth lining, machine -----	11	2.77	-	-	-	-	-	-	-	-	1	-	1	-	1	1	-	1	1	-	2	1	-	-	1	-	-	-
Cutters, vamp and whole shoe, machine -----	50	2.62	-	-	1	1	1	1	1	1	1	2	6	3	3	3	3	2	2	6	2	4	2	1	-	-	1	3
Lasting: ² b/ Assemblers for pullover, machine -----	16	2.54	-	-	-	1	1	1	-	-	-	-	1	1	-	3	-	-	2	2	1	1	-	1	1	-	-	-
Bed-machine operators -----	18	3.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	2	2	3	1	1	1	1	1	1	-
Heel-seat lasters -----	8	2.25	-	-	-	-	2	-	1	-	-	-	-	-	1	1	-	1	-	-	1	-	-	-	-	-	-	-
Pullover-machine operators -----	19	3.19	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	1	1	3	5	1	3	-	1	-	-
Side lasters, machine -----	30	2.99	-	-	-	-	-	1	-	-	-	-	1	-	2	1	2	1	3	6	2	5	5	1	-	-	-	-
Bottoming and making: ² b/ Edge trimmers -----	22	3.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	6	3	-	5	3	1
Sole attachers, cement process -----	23	2.74	-	-	-	-	-	-	-	-	3	1	2	-	-	4	1	1	1	1	2	4	1	3	-	-	-	-
Finishing: ² b/ Treers -----	28	2.19	-	2	3	2	1	3	-	-	-	3	1	1	1	2	1	2	-	1	3	2	-	-	-	-	-	-
Other: Floor boys ² a/ -----	10	1.33	3	3	3	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) ² b/ -----	7	1.63	-	1	-	-	3	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors ² a/ -----	7	1.18	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																												
Fitting: Fancy stichers ² b/ -----	76	1.89	-	1	4	8	5	13	4	9	6	7	6	4	3	1	2	-	-	-	-	1	-	2	-	-	-	-
Pasters, backers, or fitters, upper, hand -----	129	1.44	15	51	12	11	13	6	4	3	3	2	5	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	67	1.60	4	12	7	8	10	5	4	3	3	2	5	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-
Top stichers ² b/ -----	64	1.99	-	1	4	4	3	8	1	5	6	11	5	3	3	1	1	3	2	-	2	1	-	-	-	-	-	-
Finishing: Repairers ² a/ -----	114	1.29	17	47	41	4	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Treers ² b/ -----	28	1.64	-	1	3	2	8	4	4	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other: Floor girls ² a/ -----	32	1.45	3	5	3	8	4	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) -----	21	1.39	5	5	5	-	2	1	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	16	1.28	5	5	5	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 31. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Southeastern New Hampshire

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.10	\$1.10 and under	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over
All production workers	9,369	\$ 1.76	3	1,949	966	777	650	576	475	415	357	366	372	319	300	303	253	216	172	159	124	123	205	135	78	42	25	9
Men	3,718	2.11	-	442	233	172	127	170	129	124	107	148	222	194	181	201	175	151	133	132	116	108	184	130	72	36	22	9
Women	5,651	1.53	3	1,507	733	605	523	406	346	291	250	218	150	125	119	102	78	65	39	27	8	15	21	5	6	6	3	-
Selected occupations																												
Men																												
Cutting:																												
Cutters, cloth lining, machine ² b/	24	2.64	-	-	-	-	-	2	1	-	3	2	1	-	2	1	-	-	3	1	-	2	2	1	1	1	1	1
Cutters, leather lining, machine ² b/	66	2.46	-	-	-	-	1	2	2	3	4	6	5	1	8	5	7	4	5	2	4	2	2	-	2	-	-	1
Cutters, vamp and whole shoe, machine	281	2.55	-	-	5	2	2	3	4	3	4	19	27	28	30	17	19	11	21	20	16	19	20	2	5	4	-	-
Incentive	276	2.56	-	-	5	2	1	3	4	3	4	17	27	26	30	17	19	11	21	20	16	19	20	2	5	4	-	-
Lasting: ² b/																												
Assemblers for pullover, machine	101	2.45	-	-	2	3	-	3	1	3	1	11	12	4	5	8	13	9	8	3	1	6	4	1	2	1	-	-
Bed-machine operators	141	2.78	-	-	-	-	-	-	1	1	1	5	7	6	9	14	14	11	10	8	8	13	17	9	5	2	-	-
Heel-seat lasters	40	2.47	-	-	-	-	1	1	-	1	1	2	8	4	4	4	-	3	2	2	-	3	2	-	1	1	-	-
Pullover-machine operators	99	2.83	-	-	-	-	-	-	-	-	4	-	9	5	4	3	7	10	4	7	11	8	7	16	-	2	1	-
Side lasters, machine	149	2.86	-	-	-	-	1	-	-	-	-	1	6	7	5	13	4	22	11	7	13	29	17	6	3	1	3	-
Toe lasters, automatic or semiautomatic	94	2.91	-	-	1	-	-	-	1	-	3	1	2	2	5	8	6	4	9	10	3	10	6	14	3	4	2	-
Bottoming and making: ² b/																												
Edge trimmers	83	2.91	-	-	-	-	1	-	-	-	1	3	2	2	2	2	1	13	7	7	11	11	5	10	2	2	1	-
Heel attachers, machine	22	2.07	-	-	-	-	3	3	1	2	2	1	3	-	2	-	3	1	-	-	1	-	-	-	-	-	-	-
Sole attachers, cement process	86	2.50	-	2	1	-	6	1	-	-	1	8	10	4	5	2	3	3	8	10	11	5	4	1	-	1	-	-
Finishing: ² b/																												
Edge setters	34	2.75	-	-	-	-	-	-	-	-	-	3	-	3	3	1	4	3	-	1	5	5	4	1	1	-	-	-
Trees	161	2.36	-	-	3	-	2	7	10	5	5	19	16	13	12	17	9	8	6	10	4	5	2	6	-	2	-	-
Other: ² a/																												
Floor boys	53	1.28	-	13	30	5	1	2	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)	38	1.60	-	3	2	13	-	10	3	-	1	-	-	-	-	1	2	1	1	1	-	-	-	-	-	-	-	-
Janitors	51	1.21	-	21	27	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	17	2.44	-	-	-	-	-	-	1	-	2	3	-	1	3	-	2	-	-	1	-	4	-	-	-	-	-	-
Women																												
Fitting: ² b/																												
Fancy stitchers	268	1.81	-	20	11	24	28	21	33	30	24	22	17	16	13	3	2	3	1	-	-	-	-	-	-	-	-	-
Pasters, backers, or fitters, upper, hand	176	1.29	-	114	9	13	12	9	5	6	3	1	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Top stitchers	209	2.07	-	1	4	7	3	9	10	10	22	23	20	26	21	17	9	9	8	5	1	3	-	1	-	-	-	-
Vampers	71	1.74	-	-	9	10	5	4	3	11	8	5	2	6	2	1	1	3	1	-	-	-	-	-	-	-	-	-
Lasting:																												
Assemblers for pullover, machine ² b/	21	1.98	-	-	-	2	-	-	1	1	4	3	3	2	3	1	-	-	-	-	-	1	-	-	-	-	-	-
Bottoming and making:																												
Sole attachers, cement process ² b/	11	2.14	-	-	-	1	1	-	-	-	1	3	-	3	-	-	-	-	-	-	2	-	-	-	-	-	-	-
Finishing:																												
Repairers	249	1.40	-	5	49	116	56	4	1	1	3	4	3	2	1	2	-	-	-	1	-	-	-	-	-	-	-	-
Time	206	1.33	-	1	49	115	40	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	43	1.72	-	4	-	1	16	3	1	1	1	3	4	3	2	1	2	-	-	1	-	-	-	-	-	-	-	-
Other:																												
Floor girls ² a/	87	1.34	-	7	28	20	22	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)	29	1.39	-	5	2	14	-	3	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	20	1.34	-	3	-	14	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	9	1.50	-	2	2	-	-	-	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 32. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, St. Louis, Mo.—III.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.10 and under \$1.20	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over	
All production workers	2,207	\$ 1.78	365	238	177	123	188	90	138	123	84	99	77	75	63	51	63	36	28	54	24	27	21	10	19	6	6	22	
Men	821	2.20	47	37	42	30	47	18	30	42	24	51	48	42	48	33	48	27	27	51	24	27	21	9	18	6	3	21	
Women	1,386	1.53	318	201	135	93	141	72	108	81	60	48	29	33	15	18	15	9	1	3	-	-	-	1	1	-	3	1	
Selected occupations																													
Men																													
Cutting: ² b/																													
Cutters, leather lining, machine			10	2.54	-	-	-	-	-	-	1	1	-	-	-	1	3	1	1	1	-	-	-	1	-	-	-	-	
Cutters, vamp and whole shoe, hand			74	2.78	-	-	-	1	-	-	-	4	1	-	2	3	6	6	7	9	6	7	8	3	3	3	2	-	3
Cutters, vamp and whole shoe, machine			17	3.05	-	-	-	1	-	-	-	1	-	-	1	1	-	-	1	1	-	1	3	-	-	3	2	2	
Lasting: ² b/																													
Assemblers for pullover, machine			22	2.75	-	-	-	-	-	-	-	-	-	-	1	-	3	7	2	3	4	-	-	-	-	-	-	-	2
Bed-machine operators			26	2.97	-	-	-	-	-	-	-	-	-	1	3	-	2	1	-	2	7	-	-	1	2	-	-	3	4
Heel-seat lasters			6	2.01	-	-	-	1	-	1	-	1	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Pullover-machine operators			21	2.78	-	-	-	-	-	-	-	-	-	-	-	1	3	7	1	-	4	2	1	-	-	-	-	-	2
Side lasters, machine			25	2.76	-	-	-	-	-	-	-	-	-	-	1	5	9	-	-	6	1	1	-	-	-	-	-	-	2
Bottoming and making:																													
Edge trimmers ² b/			29	2.84	-	-	-	-	-	-	-	-	-	-	3	-	-	2	2	3	6	2	7	3	-	1	-	-	
Heel attachers, machine ² b/			8	1.86	-	-	1	-	2	-	1	-	-	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Rough rounders ² b/			13	2.14	-	1	1	-	-	1	-	1	1	-	2	-	-	3	1	1	-	-	1	-	-	-	-	-	-
Sole attachers, cement process ² b/			15	2.45	-	-	-	-	1	1	-	-	1	-	2	1	1	2	2	2	1	-	-	-	1	-	-	-	-
Wood-heel seat fitters, hand ² a/			6	2.13	-	-	-	-	-	1	-	2	1	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-
Finishing: ² b/																													
Bottom scourers			12	2.20	-	1	-	-	1	-	1	-	1	-	4	-	1	-	-	1	-	1	-	1	-	1	-	-	-
Edge setters			15	3.00	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	3	1	-	1	3	1	2	1	1	1
Trees			30	2.01	-	-	-	-	1	7	6	1	5	4	1	3	-	1	1	-	-	-	-	-	-	-	-	-	-
Other:																													
Floor boys ² a/			8	1.38	3	3	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)			12	2.05	-	2	-	-	-	1	4	-	1	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	1
Time			7	1.82	-	1	-	-	-	1	3	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors ² a/			19	1.25	6	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance ² a/			8	2.33	-	-	-	-	-	-	-	-	1	1	2	-	2	1	1	1	-	-	-	-	-	-	-	-	-
Women																													
Cutting: ² b/																													
Cutters, leather lining, machine			14	2.52	-	-	-	1	2	-	-	1	-	-	1	1	-	1	1	1	2	-	-	-	1	1	-	-	1
Fitting: ² b/																													
Fancy stitchers			101	1.68	10	7	4	8	12	16	12	7	6	4	7	6	1	1	-	-	-	-	-	-	-	-	-	-	-
Pasters, backers, or fitters, upper, hand			66	1.49	22	5	3	6	5	3	12	2	1	4	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-
Top stitchers			53	1.78	1	3	4	4	6	7	4	7	5	2	3	1	3	1	-	2	-	-	-	-	-	-	-	-	-
Vampers			7	1.56	2	1	-	1	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finishing:																													
Repairers ² a/			52	1.42	3	5	24	7	2	1	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trees ² b/			15	2.03	-	-	-	1	2	-	1	-	1	2	4	2	1	-	-	1	-	-	-	-	-	-	-	-	-
Others: ² a/																													
Floor girls			20	1.53	2	1	2	2	6	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)			24	1.29	7	7	4	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

³ Workers were distributed as follows: 2 at \$3.60 to \$3.70; 1 at \$3.70 to \$3.80; and 1 at \$3.90 to \$4.

Table 33. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Missouri (Except St. Louis)

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.15 and under \$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 and over	
All production workers -----	7,828	\$ 1.51	1,839	547	584	505	483	368	383	364	303	301	274	175	237	315	201	256	177	153	101	58	55	48	24	22	23	32
Men -----	2,511	1.67	345	90	153	132	114	103	120	101	114	97	102	73	82	149	114	157	126	75	71	43	46	36	18	7	17	26
Women -----	5,317	1.43	1,494	457	431	373	369	265	263	263	189	204	172	102	155	166	87	99	51	78	30	15	9	12	6	15	6	6
Selected occupations																												
Men																												
Cutting: ² b/																												
Cutters, cloth lining, machine -----	19	2.22	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	1	6	1	3	-	2	2	-	-	-	1
Cutters, leather lining, machine -----	56	1.59	10	2	3	1	6	-	1	1	5	4	2	2	3	6	2	2	4	-	2	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, hand -----	54	1.92	3	-	3	-	-	1	3	1	2	-	2	1	5	7	2	5	3	6	2	4	1	2	1	-	-	-
Cutters, vamp and whole shoe, machine -----	128	1.84	4	-	8	4	5	7	6	4	7	2	6	7	4	12	11	6	8	5	8	4	6	1	-	3	-	-
Lasting: ³ b/																												
Assemblers for pullover, machine -----	85	1.91	6	2	3	1	1	-	3	3	2	3	3	4	6	5	7	6	6	6	8	4	1	3	-	2	-	-
Bed-machine operators -----	131	2.17	-	-	1	2	-	5	-	8	1	3	4	2	5	9	11	13	10	8	15	11	1	5	1	-	7	9
Heel-seat lasters -----	42	1.63	3	4	4	5	2	-	4	-	-	2	3	-	2	4	1	1	1	1	1	3	1	-	-	-	-	-
Pullover-machine operators -----	69	2.44	2	1	1	-	-	-	1	-	1	-	1	2	-	5	2	3	2	3	9	1	6	8	1	2	7	10
Side lasters, machine -----	95	2.05	3	1	2	2	5	1	1	2	3	2	1	2	5	7	8	8	7	6	8	3	4	7	-	-	2	5
Toe lasters, automatic or semiautomatic -----	77	1.75	10	3	2	2	1	4	2	4	4	4	3	1	2	7	4	7	5	4	-	4	4	-	-	-	-	-
Bottoming and making: ² b/																												
Edge trimmers -----	90	2.07	-	-	-	2	-	-	2	2	4	3	-	4	3	10	3	8	17	16	7	2	2	2	1	-	1	1
Heel attachers, machine -----	24	1.70	4	-	-	-	-	3	-	1	-	2	3	4	3	-	-	-	-	1	1	1	-	1	-	-	-	-
Rough rounders -----	30	1.62	2	1	-	-	1	2	2	4	5	1	2	-	-	3	6	1	-	-	-	-	-	-	-	-	-	-
Shank tackers -----	22	1.59	-	-	2	-	6	1	-	-	1	2	1	-	7	-	2	-	-	-	-	-	-	-	-	-	-	-
Sole attachers, cement process -----	75	1.90	-	1	-	-	1	2	6	3	3	4	2	12	2	9	7	6	-	6	-	2	3	3	3	-	-	-
Wood-heel seat fitters, machine -----	9	1.76	-	-	-	-	1	-	2	2	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-
Finishing: ² b/																												
Bottom scourers -----	32	1.75	6	-	-	2	1	-	-	1	-	3	-	2	-	3	5	-	7	1	1	-	-	-	-	-	-	-
Edge setters -----	38	1.78	2	1	2	4	1	-	-	4	-	-	1	2	3	3	2	2	7	-	2	1	1	1	-	-	-	-
Treers -----	17	2.09	-	-	-	-	-	-	-	-	-	3	2	-	1	-	-	1	2	-	3	1	4	-	-	-	-	-
Other:																												
Floor boys -----	51	1.37	4	7	8	7	5	10	3	-	3	-	1	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	37	1.34	4	7	8	5	5	2	-	-	3	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	14	1.43	-	-	2	-	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) -----	48	1.44	4	5	3	10	4	3	11	2	-	-	-	1	1	1	-	-	1	-	-	1	-	1	-	-	-	-
Time -----	34	1.35	4	5	3	8	4	2	4	1	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Incentive -----	14	1.65	-	-	-	2	-	1	7	1	-	-	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	-
Janitors ² a/ -----	47	1.22	23	4	14	5	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Mechanics, maintenance ² a/ -----	47	1.79	-	-	2	-	-	2	4	-	3	4	4	4	2	9	1	4	2	4	1	-	1	-	-	-	-	-
Women																												
Cutting: ² b/																												
Cutters, cloth lining, machine -----	14	1.70	2	-	-	1	3	-	-	-	-	-	1	2	-	1	-	1	1	-	2	-	-	-	-	-	-	-
Cutters, leather lining, machine -----	36	1.53	3	2	5	2	4	3	2	-	-	4	2	-	2	3	-	1	3	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, hand -----	8	1.69	-	-	-	-	2	-	1	-	-	-	-	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine -----	90	1.75	6	1	1	5	5	2	2	9	2	8	6	1	6	9	4	11	2	-	2	3	2	3	-	-	-	-

See footnotes at end of table.

Table 33. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Missouri (Except St. Louis)—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.15 and under	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 and over
Selected occupations—Continued																												
Women—Continued																												
Fitting: ² b/																												
Fancy stitchers	419	\$1.40	121	30	29	47	32	27	17	22	17	8	15	3	7	18	8	4	4	6	2	2	-	-	-	-	-	-
Pasters, backers, or fitters, upper, hand	242	1.44	71	23	14	11	11	13	6	19	17	9	5	13	-	9	10	6	-	-	1	-	-	-	-	4	-	-
Top stitchers	204	1.48	39	13	39	13	12	10	7	13	7	4	5	5	4	8	2	7	4	4	3	-	-	5	-	-	-	-
Vampers	25	1.42	10	1	2	1	-	2	2	-	1	-	-	3	1	-	-	-	2	-	-	-	-	-	-	-	-	-
Lasting: ² b/																												
Assemblers for pullover, machine	8	2.02	1	-	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2	-	2	-	-	-
Bottoming and making: ² b/																												
Bottom fillers	14	1.53	-	-	4	2	1	-	2	-	-	-	1	1	-	1	-	2	-	-	-	-	-	-	-	-	-	-
Rough rounders	15	1.61	2	-	1	-	4	-	-	-	-	-	-	2	-	2	3	1	-	-	-	-	-	-	-	-	-	-
Shank tackers	12	1.57	3	-	-	-	2	2	-	2	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
Finishing:																												
Bottom scourers ² b/	14	1.62	3	1	-	-	2	-	-	-	3	-	-	-	-	1	-	3	-	-	-	1	-	-	-	-	-	-
Repairs	179	1.37	48	14	18	13	14	14	12	10	6	13	2	7	2	4	1	-	-	1	-	-	-	-	-	-	-	-
Time	46	1.32	17	4	3	4	5	-	-	1	2	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	133	1.38	31	10	15	9	9	14	12	9	4	3	2	7	2	4	1	-	-	1	-	-	-	-	-	-	-	-
Treers ² b/	193	1.42	27	20	18	19	18	22	15	12	6	10	6	1	2	9	3	3	2	-	-	-	-	-	-	-	-	-
Other:																												
Floor girls	73	1.33	9	13	8	14	10	11	2	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	34	1.28	9	7	7	4	3	1	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	39	1.37	-	6	1	10	7	10	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)	118	1.38	24	19	12	11	6	10	8	6	1	4	4	3	5	-	4	-	1	-	-	-	-	-	-	-	-	-
Time	71	1.26	24	15	8	11	4	4	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	47	1.56	-	4	4	-	2	6	5	4	1	4	4	3	5	-	4	-	1	-	-	-	-	-	-	-	-	-

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

³ Workers were distributed as follows: 2 at \$ 3 to \$ 3.10; 2 at \$ 3.20 to \$ 3.30; 2 at \$ 3.40 to \$ 3.50; and 4 at \$ 3.50 and over.

Table 34. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes, Los Angeles—Long Beach, Calif.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.10 and under	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	
			\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over	
All production workers -----	1,317	\$ 1.79	98	104	174	84	119	98	107	75	53	60	53	58	46	21	31	36	26	19	19	8	8	8	4	3	2	3	
Men -----	570	2.06	26	31	25	25	38	37	40	28	26	40	18	34	33	16	25	34	23	19	19	7	7	7	4	3	2	3	
Women -----	747	1.59	72	73	149	59	81	61	67	47	27	20	35	24	13	5	6	2	3	-	-	1	1	1	-	-	-	-	
Selected occupations																													
Men																													
Cutting:																													
Cutters, vamp and whole shoe, hand ² a/ -----	10	2.30	-	-	-	-	-	1	1	-	1	-	2	1	1	-	1	1	1	-	-	-	-	-	-	-	-	-	
Cutters, vamp and whole shoe, machine -----	34	2.49	-	-	-	1	-	1	1	-	4	-	3	2	3	3	6	2	3	3	2	-	-	-	-	-	-	-	
Time -----	8	2.39	-	-	-	-	-	-	1	-	2	-	2	-	1	-	1	-	1	1	-	-	-	-	-	-	-	-	
Incentive -----	26	2.52	-	-	-	1	-	1	-	-	2	-	3	1	3	2	5	2	2	2	2	-	-	-	-	-	-	-	
Fitting:																													
Fancy stitchers -----	51	1.88	-	1	1	2	3	11	12	2	2	4	1	4	4	1	-	2	-	1	-	-	-	-	-	-	-	-	
Time -----	31	1.73	-	1	1	2	3	9	10	1	-	-	3	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	
Incentive -----	20	2.12	-	-	-	-	2	2	1	2	4	1	1	4	1	-	2	-	-	-	-	-	-	-	-	-	-	-	
Top stitchers -----	13	1.81	-	1	1	-	-	3	1	2	1	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	8	1.95	-	-	-	-	2	-	2	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lasting:²b/																													
Assemblers for pullover, machine -----	13	2.33	-	-	-	-	-	1	-	2	2	1	-	-	1	2	2	1	-	1	-	-	-	-	-	-	-	-	
Heel-seat lasters -----	6	2.30	-	-	-	-	-	-	-	-	1	1	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Pullover-machine operators -----	6	2.84	-	-	-	-	-	-	1	-	-	-	-	-	-	1	1	-	-	-	1	-	1	-	-	-	1	-	
Side lasters, machine -----	8	2.44	-	-	-	-	1	-	1	-	-	-	-	1	1	-	-	1	1	1	-	1	-	1	-	-	-	-	
Toe lasters, automatic or semiautomatic -----	7	2.21	-	-	1	-	-	-	2	1	-	-	-	-	1	-	-	-	-	1	1	-	-	-	-	-	-	-	
Bottoming and making:²b/																													
Edge trimmers -----	7	2.52	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	-	-	-	-	-	-	-	-	-	-	-
Heel attachers, machine -----	7	2.33	-	-	-	-	1	1	-	1	-	-	1	2	-	-	-	1	-	-	-	1	-	-	-	-	-	-	
Shank tackers -----	6	1.99	-	-	1	-	-	1	-	-	2	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Sole attachers, cement process -----	11	2.41	-	-	-	2	-	1	-	-	-	1	-	-	1	-	1	2	-	2	-	-	-	-	1	-	-	-	
Finishing:²b/																													
Edge setters -----	6	2.91	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	1	-	-	2	-	1	-	-	-	
Other:																													
Janitors ² a/ -----	7	1.44	-	2	1	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women																													
Fitting:																													
Fancy stitchers -----	58	1.80	-	3	2	2	6	9	11	7	5	3	4	2	2	-	1	-	-	-	-	-	1	-	-	-	-	-	
Time -----	31	1.63	-	3	2	2	5	6	7	2	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	27	1.99	-	-	-	-	1	3	4	5	4	2	2	2	2	-	1	-	-	-	-	1	-	-	-	-	-	-	
Top stitchers -----	25	1.86	-	-	1	-	4	6	2	2	2	2	-	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	
Incentive -----	17	2.01	-	-	-	-	1	3	1	2	2	2	-	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-	
Finishing:																													
Repairers ² a/ -----	56	1.54	3	1	10	5	12	10	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other:																													
Inspectors (crowners) ² a/ -----	16	1.56	-	1	3	4	4	-	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 35. Occupational Earnings: Women's Cement-Process (Slip-Lasted) Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		Middle Atlantic		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting:						
Cutters, vamp and whole shoe, machine		\$ 1.83	155	\$ 1.83	43	\$ 1.72
Men	376	1.88	131	1.88	29	1.85
Women	79	1.63	-	-	-	-
Fitting:						
Fancy stitchers	412	1.44	188	1.47	85	1.46
Men	27	1.57	17	1.60	-	-
Women	385	1.43	171	1.45	85	1.46
Pasters, backers, or fitters, upper, hand (155 women, 8 men)	163	1.34	63	1.25	40	1.37
Platform-cover stitchers	203	1.80	144	1.69	35	1.75
Men	36	1.59	32	1.55	-	-
Women	167	1.84	112	1.73	35	1.75
Sock-lining stitchers	241	1.78	162	1.65	25	1.67
Men	24	1.68	18	1.63	-	-
Women	217	1.79	144	1.65	25	1.67
Lasting:						
Platform-cover laster	87	2.04	57	2.15	20	1.67
Men	78	2.04	57	2.15	15	1.64
Women	9	2.05	-	-	-	-
Bottoming and making:						
Edge trimmers (all men)	47	1.73	15	1.42	16	1.82
Sole attachers, cement process	66	1.62	33	1.63	13	1.61
Men	60	1.62	33	1.63	12	1.58
Women	6	1.66	-	-	-	-
Finishing:						
Repairers (101 women, 2 men)	103	1.37	-	-	10	1.75
Miscellaneous:						
Floor boys (or girls)	172	1.29	70	1.29	13	1.38
Men	77	1.31	41	1.30	-	-
Women	95	1.28	-	-	11	1.39
Inspectors (crowners)	94	1.30	-	-	12	1.28
Men	18	1.26	-	-	-	-
Women	76	1.32	-	-	12	1.28
Janitors (all men)	25	1.26	13	1.29	-	-

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

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

Table 36. Occupational Earnings: Women's McKay (Including Littleway) Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and New England, April 1962)

Department, occupation, and sex	United States ²		New England	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting:				
Cutters, vamp and whole shoe, machine	247	\$2.05	110	\$2.56
Men	154	2.43	104	2.59
Women	93	1.42	-	-
Fitting:				
Fancy stitchers (259 women, 4 men)	263	1.53	120	1.76
Pasters, backers, or fitters, upper, hand (153 women, 2 men)	155	1.31	103	1.33
Vampers (64 women, 6 men)	70	1.40	16	1.67
Lasting:				
Assemblers for pullover, machine	62	1.70	27	1.92
Men	35	1.77	15	2.08
Women	27	1.60	12	1.71
Heel-seat lasters (24 men, 5 women)	29	1.78	14	2.15
Pullover-machine operators (all men)	19	2.13	10	2.61
Side lasters, machine (37 men, 14 women)	51	2.08	22	2.62
Bottoming and making:				
Edge trimmers (60 men, 8 women)	68	2.08	33	2.34
Heel attachers, machine (23 men, 12 women)	35	1.66	16	1.89
Littleway stitchers	101	1.77	50	1.98
Men	79	1.84	45	2.03
Women	22	1.53	-	-
Finishing:				
Bottom scourers (all men)	13	2.24	10	2.44
Edge setters (all men)	13	1.96	10	2.05
Repairers (109 women, 4 men)	113	1.32	62	1.32
Miscellaneous:				
Floor boys (or girls)	154	1.26	106	1.26
Men	60	1.25	53	1.25
Women	94	1.26	53	1.26
Inspectors (crowners)	93	1.36	68	1.35
Men	16	1.51	11	1.50
Women	77	1.33	57	1.32

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

² Includes data for regions in addition to New England.

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

Table 37. Occupational Earnings: Misses' and Children's Cement-Process (Conventional-Lasted) Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Border States		Great Lakes		Middle West	
	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
Cutting:												
Cutters, vamp and whole shoe, machine -----	342	\$ 1.98	55	\$ 2.45	73	\$ 2.10	43	\$ 1.67	22	\$ 1.90	103	\$ 1.88
Men -----	252	2.07	40	2.67	73	2.10	-	-	-	-	91	1.87
Women -----	90	1.73	-	-	-	-	29	1.62	17	1.80	12	1.93
Fitting:												
Fancy stitchers (534 women, 9 men) -----	543	1.46	105	1.78	112	1.39	77	1.41	44	1.39	126	1.39
Pasters, backers, or fitters, upper, hand (304 women, 18 men) -----	322	1.39	52	1.67	59	1.31	-	-	27	1.33	86	1.42
Top stitchers (all women) -----	42	1.63	17	1.95	-	-	-	-	-	-	-	-
Vampers (61 women, 9 men) -----	70	1.71	21	2.03	33	1.74	-	-	-	-	-	-
Lasting:												
Assemblers for pullover, machine -----	154	1.70	26	2.39	23	1.53	25	1.36	15	1.56	41	1.75
Men -----	93	1.81	17	2.51	23	1.53	13	1.44	-	-	27	1.87
Women -----	61	1.53	-	-	-	-	-	-	-	-	14	1.52
Bed-machine operators (all men) -----	152	1.93	25	2.73	32	2.26	-	-	24	1.57	-	-
Heel-seat lasters (55 men, 11 women) -----	66	1.88	11	2.39	16	1.90	6	1.88	7	1.71	16	1.71
Pullover-machine operators (all men) -----	39	2.05	6	3.05	20	2.10	-	-	-	-	-	-
Side lasters, machine (121 men, 5 women) -----	126	1.89	24	2.53	13	1.70	10	1.37	-	-	35	1.80
Bottoming and making:												
Edge trimmers (168 men, 10 women) -----	178	1.87	22	2.33	26	2.20	25	1.74	28	1.83	50	1.76
Heel attachers, machine (38 men, 4 women) -----	42	1.80	11	1.90	13	1.94	-	-	-	-	-	-
Rough rounders (31 men, 4 women) -----	35	1.72	7	2.31	-	-	-	-	-	-	-	-
Sole attachers, cement process -----	139	1.77	26	2.37	27	1.85	20	1.53	12	1.48	28	1.61
Men -----	104	1.86	22	2.41	21	1.88	20	1.53	7	1.48	18	1.75
Women -----	35	1.49	-	-	-	-	-	-	-	-	-	-
Finishing:												
Edge setters (32 men, 11 women) -----	43	1.67	-	-	-	-	-	-	-	-	10	1.97
Repairers (195 women, 6 men) -----	201	1.42	46	1.56	31	1.34	17	1.46	23	1.25	50	1.51
Miscellaneous:												
Floor boys (or girls) -----	213	1.29	56	1.29	-	-	20	1.25	31	1.39	36	1.30
Men -----	93	1.26	34	1.31	-	-	-	-	-	-	17	1.33
Women -----	120	1.31	22	1.27	-	-	20	1.25	-	-	19	1.28
Inspectors (crowners) -----	259	1.37	41	1.36	40	1.45	29	1.31	15	1.40	74	1.44
Men -----	58	1.52	-	-	-	-	-	-	-	-	21	1.63
Women -----	201	1.33	34	1.31	33	1.46	24	1.29	-	-	53	1.37

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

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

Table 38. Occupational Earnings: Misses' and Children's Goodyear-Welt Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		Middle Atlantic		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting:						
Cutters, cloth lining, machine (33 men, 8 women) -----	41	\$1.61	34	\$1.64	-	-
Cutters, leather lining, machine (21 men, 3 women) -----	24	1.84	19	1.85	-	-
Cutters, vamp and whole shoe, machine -----	322	2.54	96	2.10	43	\$2.38
Men -----	295	2.59	86	2.13	34	2.44
Women -----	27	1.96	10	1.89	9	2.17
Fitting:						
Fancy stitchers (337 women, 17 men) -----	354	1.58	105	1.40	52	1.75
Pasters, backers, or fitters, upper, hand (253 women, 2 men) -----	255	1.45	121	1.27	14	1.40
Top stitchers (all women) -----	109	1.49	75	1.45	15	1.84
Vampers (all women) -----	141	1.47	96	1.46	17	1.82
Lasting:						
Assemblers for pullover, machine -----	104	1.84	27	1.65	18	1.74
Men -----	84	1.91	23	1.65	-	-
Women -----	20	1.55	-	-	11	1.54
Bed-machine operators (74 men, 3 women) -----	77	2.17	25	1.90	-	-
Heel-seat lasters (58 men, 4 women) -----	62	2.00	16	1.79	11	1.83
Pullover-machine operators (all men) -----	55	1.94	39	1.89	7	2.38
Side lasters, machine (all men) -----	150	2.42	30	1.82	17	2.54
Toe lasters, automatic or semiautomatic (all men) -----	42	1.97	26	1.95	7	2.38
Bottoming and making:						
Bottom fillers -----	43	1.81	18	1.34	6	1.52
Men -----	20	2.10	8	1.35	-	-
Women -----	23	1.56	10	1.33	-	-
Edge trimmers (180 men, 3 women) -----	183	2.59	53	2.10	26	2.49
Goodyear stitchers (all men) -----	182	2.19	44	1.90	28	2.38
Heel attachers, machine (all men) -----	44	2.27	20	1.71	7	2.25
Inseamers (88 men, 1 woman) -----	89	2.64	27	1.91	13	2.43
Rough rounders (all men) -----	65	2.23	19	1.93	12	2.36
Sole levelers, machine -----	31	1.88	12	1.61	6	1.81
Men -----	23	2.00	9	1.68	-	-
Women -----	8	1.54	-	-	-	-
Finishing:						
Bottom scourers (32 men, 2 women) -----	34	1.82	7	1.66	7	2.03
Edge setters (75 men, 1 woman) -----	76	2.68	22	2.38	12	2.59
Repairers -----	168	1.57	81	1.34	18	1.82
Men -----	31	1.51	17	1.44	-	-
Women -----	137	1.58	64	1.32	18	1.82
Treers (52 women, 5 men) -----	57	1.55	-	-	13	1.98
Miscellaneous:						
Floor boys (or girls) (66 women, 46 men) -----	112	1.41	7	1.56	14	1.47
Inspectors (crowners) -----	120	1.58	34	1.57	19	1.54
Men -----	43	1.57	15	1.54	-	-
Women -----	77	1.58	19	1.59	14	1.42
Mechanics, maintenance (all men) -----	17	1.89	13	1.80	-	-

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

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

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

Table 39. Occupational Earnings: Misses' and Children's Goodyear-Welt Shoes, Southeastern Pennsylvania

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.15 and under	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	and over
			\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	and over
All production workers	1,494	\$ 1.55	226	84	172	71	82	73	73	63	63	71	57	63	43	63	38	68	54	37	21	19	15	9	5	2	9	13	
Men	727	1.71	70	15	48	22	29	21	36	23	29	40	33	49	28	50	27	47	49	33	18	15	13	6	5	2	9	10	
Women	767	1.41	156	69	124	49	53	52	37	40	34	31	24	14	15	13	11	21	5	4	3	4	2	3	-	-	-	3	
<u>Selected occupations</u>																													
<u>Men</u>																													
<u>Cutting:</u>																													
Cutters, cloth lining, machine ² a/	10	1.69	-	-	-	-	-	-	2	4	1	-	-	-	-	-	-	1	-	-	2	-	-	-	-	-	-	-	
Cutters, leather lining, machine ² a/	10	1.59	-	-	-	-	-	-	2	-	4	2	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Cutters, vamp and whole shoe, machine ² b/	51	2.12	-	1	3	-	-	-	-	-	2	3	-	4	2	3	6	4	2	2	2	3	3	-	2	-	2	7	
<u>Lasting:</u>																													
Assemblers for pullover, machine ² b/	18	1.67	2	-	1	-	1	-	1	-	-	-	-	3	-	6	1	3	-	-	-	-	-	-	-	-	-	-	
Heel-seat lasters ² b/	9	1.81	-	-	-	1	-	2	-	-	-	-	-	1	-	2	-	-	1	-	2	-	-	-	-	-	-	-	
Pullover-machine operators	21	1.78	-	2	-	1	-	1	-	2	-	4	1	-	-	-	-	-	9	1	-	-	-	-	-	-	-	-	
Time	12	1.67	-	2	-	-	1	-	-	2	-	-	3	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	
Incentive	9	1.93	-	-	-	-	-	1	-	-	-	-	1	1	-	-	-	-	5	1	-	-	-	-	-	-	-	-	
Side lasters, machine	18	1.85	-	-	-	1	-	-	-	-	2	-	2	3	6	-	1	-	-	-	2	-	-	-	1	-	-	-	
Incentive	6	2.02	-	-	-	1	-	-	-	-	1	-	-	1	-	-	-	-	-	-	2	-	-	1	-	-	-	-	
Toe lasters, automatic or semiautomatic ² b/	16	1.94	-	-	1	-	-	-	-	1	-	2	-	1	-	2	2	-	5	2	-	-	-	-	-	-	-	-	
<u>Bottoming and making:</u>																													
Edge trimmers ² b/	26	2.29	-	-	1	-	-	-	-	-	-	-	-	-	-	2	2	7	3	-	1	1	2	-	-	2	3	2	
Goodyear stitchers ² b/	32	1.91	-	-	1	-	-	-	-	-	-	-	4	2	5	1	11	4	2	-	2	-	-	-	-	-	-	-	
Heel attachers, machine ² a/	10	1.86	-	-	1	-	-	-	1	-	2	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-	
Inseamers ² b/	19	1.85	-	-	-	-	-	-	-	1	4	2	-	4	2	-	4	2	3	2	1	-	-	-	-	-	-	-	
Rough rounders ² b/	14	1.94	-	-	-	-	-	-	-	-	-	2	-	2	2	2	2	2	2	-	2	-	2	-	-	-	-	-	
<u>Finishing:</u> ² b/																													
Edge setters	15	2.26	-	-	1	-	-	-	-	-	-	-	-	2	-	1	-	2	-	2	1	-	2	2	-	1	1	1	
Repairers	9	1.67	-	1	1	-	-	-	-	-	2	-	2	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	
<u>Other:</u> ² a/																													
Inspectors (crowners)	10	1.56	1	-	1	1	-	-	-	2	2	-	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	
Mechanics, maintenance	7	1.85	-	-	-	-	-	-	-	-	2	-	-	-	-	1	3	-	1	-	-	-	-	-	-	-	-	-	
<u>Women</u>																													
<u>Fitting:</u>																													
Fancy stitchers	63	1.42	6	15	8	1	5	2	6	6	1	2	2	-	2	2	3	-	-	1	1	-	-	-	-	-	-	-	
Time	9	1.31	2	2	-	-	1	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	54	1.44	4	13	8	1	4	-	4	6	1	2	2	-	2	2	3	-	-	1	1	-	-	-	-	-	-	-	
<u>Pasters, backers, or fitters,</u>																													
upper, hand	58	1.33	11	5	12	-	10	9	2	2	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	35	1.37	8	1	6	-	4	5	2	2	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Top stitchers	36	1.50	3	2	8	-	2	2	3	6	1	2	2	-	1	-	-	-	-	2	-	2	-	-	-	-	-	-	
Time	15	1.33	2	-	8	-	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	21	1.61	1	2	-	-	2	2	3	3	1	-	2	-	1	-	-	-	2	-	2	-	-	-	-	-	-	-	
Vampers	48	1.50	7	4	4	2	6	3	1	2	3	-	2	2	4	4	2	-	1	-	-	-	-	1	-	-	-	-	
Time	16	1.26	5	2	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	32	1.62	2	2	1	2	-	3	1	2	3	-	2	2	4	4	2	-	1	-	-	-	-	1	-	-	-	-	
<u>Finishing:</u>																													
Repairers	22	1.49	4	-	4	4	-	-	2	-	-	3	-	-	-	-	3	1	-	1	-	-	-	-	-	-	-	-	
Time	12	1.26	4	-	4	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	10	1.76	-	-	-	2	-	-	-	-	-	3	-	-	-	-	3	1	-	1	-	-	-	-	-	-	-	-	
<u>Other:</u> ² a/																													
Floor girls	7	1.56	-	-	-	-	1	1	-	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	15	1.66	2	-	2	4	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	2	1	-	-	-	-	

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

² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 40. Occupational Earnings: Misses', Children's, and Infants' Stitchdown Shoes, All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1962)

Department, occupation, and sex	United States ²		Middle Atlantic		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting:						
Cutters, cloth lining, machine -----	42	\$ 1.51	26	\$ 1.64	-	-
Men -----	24	1.66	17	1.75	-	-
Women -----	18	1.32	9	1.45	-	-
Cutters, vamp and whole shoe, machine -----	364	1.79	149	2.05	52	\$ 1.71
Men -----	204	2.05	105	2.21	26	2.00
Women -----	160	1.44	44	1.64	26	1.42
Fitting:						
Fancy stitchers -----	427	1.43	96	1.69	48	1.30
Men -----	21	2.56	21	2.56	-	-
Women -----	406	1.37	75	1.45	48	1.30
Pasters, backers, or fitters, upper, hand (141 women, 2 men) -----	143	1.27	58	1.29	32	1.29
Top stitchers -----	181	1.49	73	1.84	9	1.32
Men -----	13	2.82	13	2.82	-	-
Women -----	168	1.39	60	1.62	9	1.32
Vampers -----	229	1.46	117	1.67	12	1.31
Men -----	21	2.51	20	2.58	-	-
Women -----	208	1.35	97	1.49	12	1.31
Lasting:						
Assemblers for pullover, machine -----	73	1.46	12	1.58	19	1.46
Men -----	43	1.49	8	1.56	-	-
Women -----	30	1.41	-	-	15	1.39
Heel-seat lasters (23 men, 1 woman) -----	24	1.65	9	1.80	-	-
Side lasters, machine (22 men, 1 woman) -----	23	1.57	7	1.58	8	1.76
Thread lasters (all men) -----	128	2.47	79	2.73	-	-
Toe formers -----	28	1.37	18	1.45	-	-
Men -----	17	1.44	14	1.44	-	-
Women -----	11	1.27	-	-	-	-
Bottoming and making:						
Edge trimmers (174 men, 3 women) -----	177	2.09	63	2.56	23	2.06
Goodyear stitchers (264 men, 5 women) -----	269	1.89	109	2.14	33	1.72
Heel attachers, machine (all men) -----	71	1.78	33	2.04	-	-
Rough rounders (81 men, 2 women) -----	83	1.78	41	1.96	7	1.77
Finishing:						
Edge setters (53 men, 2 women) -----	55	2.01	32	2.29	-	-
Repairers (88 women, 2 men) -----	92	1.30	19	1.37	17	1.27
Miscellaneous:						
Floor boys (or girls) -----	120	1.20	31	1.27	31	1.16
Men -----	59	1.22	25	1.29	-	-
Women -----	61	1.17	6	1.18	30	1.16
Inspectors (crowners) -----	106	1.28	16	1.52	14	1.24
Men -----	16	1.34	-	-	-	-
Women -----	90	1.27	10	1.53	14	1.24
Janitors (43 men, 1 woman) -----	44	1.18	11	1.16	10	1.20
Mechanics, maintenance (all men) -----	38	1.71	6	1.98	10	1.72

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

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

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

Table 41. Occupational Earnings: Misses', Children's, and Infants' Stitchdown Shoes, New York, N.Y.

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1962)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.10 and under \$1.20	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over
All production workers -----	676	\$ 1.99	51	122	41	16	30	24	30	39	22	39	27	22	22	18	36	19	19	15	10	15	7	11	9	1	5	26
Men -----	432	2.29	21	24	14	5	19	11	18	25	17	30	21	20	20	17	35	19	18	15	10	14	7	11	9	1	5	26
Women -----	244	1.45	30	98	27	11	11	13	12	14	5	9	6	2	2	1	1	-	1	-	-	-	-	-	-	-	-	-
<u>Selected occupations</u>																												
<u>Men</u>																												
Cutting:																												
Cutters, cloth lining, machine: ² a/ -----	7	1.77	1	-	1	-	1	1	-	1	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine: ² b/ -----	32	2.67	-	-	-	-	-	-	2	1	-	1	2	1	-	1	3	4	6	4	1	2	-	-	1	-	2	1
Fitting: ² b/																												
Fancy stitchers -----	15	2.79	-	-	-	-	-	-	-	-	2	-	-	1	2	1	-	1	-	4	1	-	1	-	-	-	2	-
Top stitchers -----	13	2.82	-	-	-	-	-	-	-	-	1	-	-	-	-	4	1	-	1	-	2	2	-	-	-	-	-	2
Vampers -----	20	2.58	-	-	-	-	-	-	-	-	3	1	2	2	1	2	1	2	2	1	-	-	1	2	-	-	-	-
Lasting: ² b/																												
Thread lasters -----	33	3.11	-	-	-	1	-	-	-	-	-	1	2	1	1	4	3	3	1	-	1	-	2	2	-	-	3	11
Bottoming and making: ² b/																												
Edge trimmers -----	22	2.81	-	-	-	-	-	1	-	-	-	2	-	2	-	2	1	2	2	1	1	1	2	3	1	-	-	2
Goodyear stitchers -----	32	2.49	-	-	-	-	-	1	2	2	1	1	1	1	7	3	5	3	-	1	2	1	1	1	-	-	1	1
Heel attachers, machine -----	9	2.47	-	-	-	1	-	1	-	-	2	-	-	-	-	-	-	1	1	-	-	2	-	-	-	1	-	-
Rough rounders -----	9	2.25	-	-	-	-	-	1	1	1	2	-	-	-	-	2	1	-	1	-	1	-	-	-	-	-	-	-
Finishing: ² b/																												
Edge setters -----	8	3.10	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	1	-	1	1	-	4
Other: ² a/																												
Floor boys -----	9	1.31	2	3	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																												
Fitting: ² a/																												
Pasters, backers, or fitters, upper, hand -----	9	1.47	-	3	1	-	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.
³ Workers were distributed as follows: 1 at \$3.60 to \$3.70; 5 at \$3.70 to \$3.80; 1 at \$3.80 to \$3.90; and 4 at \$4.10 and over.
⁴ Workers were distributed as follows: 1 at \$3.60 to \$3.70; and 1 at \$4.60 to \$4.70.

Table 42. Scheduled Weekly Hours

(Percent of production and office workers in footwear manufacturing establishments by scheduled weekly hours of first-shift workers, ¹ United States and selected regions, April 1962)

Weekly hours	United States ²	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
Production workers								
All production workers	100	100	100	100	100	100	100	100
Under 32 hours	(³)	-	-	5	-	-	-	-
32 hours	4	-	(³)	-	3	6	17	-
35 or 36 hours	(³)	(³)	(³)	-	-	1	(³)	-
40 hours	92	99	91	95	78	92	78	100
Over 40 and under 45 hours	1	-	2	-	-	1	-	-
45 hours	2	-	3	-	18	(³)	4	-
Over 45 hours	(³)	-	3	-	-	-	-	-
Office workers								
All office workers	100	100	100	100	100	100	100	100
32 hours	(³)	-	-	-	-	1	(³)	-
35 hours	4	6	8	-	-	-	-	-
36 ¹ / ₄ hours	1	1	3	-	-	-	-	-
37 ¹ / ₂ hours	2	3	4	14	-	-	-	-
39 hours	1	-	4	-	-	-	-	-
40 hours	91	90	79	86	76	99	99	100
Over 40 hours	1	(³)	1	-	24	(³)	-	-

¹ Data relate to the predominant work schedule for full-time workers in each establishment.

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

³ Less than 0.5 percent.

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

Table 43. Shift Differential Practices

(Percent of production workers employed on second shifts ¹ in footwear manufacturing establishments by amount of pay differential, United States and selected regions, April 1962)

Shift differential	United States ²	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
Workers employed on second shift	1.4	0.5	2.2	0.1	0.6	3.7	0.1	-
Receiving shift differential .....	.4	.5	.3	.1	(³)	.9	.1	-
Uniform cents per hour .....	.4	.5	.3	-	(³)	.7	.1	-
5 cents .....	.3	.5	-	-	(³)	.7	.1	-
7 cents .....	.1	-	.3	-	-	-	-	-
Uniform percentage	(³)	-	-	-	-	.1	-	-
4 percent	(³)	-	-	-	-	.1	-	-
8 hours' pay for 7 ¹ / ₂ hours' work	(³)	-	-	.1	-	-	-	-
Receiving no shift differential	1.0	-	1.9	-	.5	2.8	-	-

¹ Data for third shifts omitted as less than 0.05 percent were employed on such operations.

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

³ Less than 0.05 percent.

Table 44. Paid Holidays

(Percent of production and office workers in footwear manufacturing establishments with formal provisions for paid holidays, United States and selected regions, April 1962)

Number of paid holidays	United States ¹	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
	Production workers							
All production workers	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	93	97	95	90	92	97	98	87
2 days	1	2	-	3	6	-	-	-
3 days	2	3	3	-	14	(²)	1	-
4 days	5	3	-	15	13	9	3	-
5 days	10	11	20	-	9	2	2	-
5 days plus 2 half days	1	-	-	-	-	4	-	-
6 days	40	14	41	72	41	57	90	-
6 days plus 1 half day	5	1	7	-	-	20	2	-
6 days plus 2 half days	1	1	3	-	-	2	-	-
7 days	16	38	6	-	10	3	-	-
7 days plus 1 half day	(²)	-	2	-	-	-	-	-
7 days plus 2 half days	(²)	1	-	-	-	-	-	-
8 days	8	18	5	-	-	1	-	85
8 days plus 1 half day	1	-	7	-	-	-	-	3
9 days	1	4	-	-	-	-	-	-
Workers in establishments providing no paid holidays	7	3	5	10	8	3	2	13
	Office workers							
All office workers	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	97	99	100	99	92	94	99	83
2 days	1	1	-	1	2	-	-	-
3 days	(²)	-	(²)	-	9	(²)	-	-
4 days	2	(²)	-	7	16	-	2	-
5 days	15	11	30	-	28	2	3	-
5 days plus 2 half days	1	-	-	-	-	4	-	-
6 days	36	18	30	82	27	54	83	-
6 days plus 1 half day	7	1	4	-	-	28	1	9
6 days plus 2 half days	2	1	3	-	-	2	-	-
7 days	12	23	11	2	7	2	7	-
7 days plus 1 half day	1	-	1	-	-	1	2	-
7 days plus 2 half days	1	2	-	-	-	-	-	-
8 days	8	16	7	7	2	1	-	71
8 days plus 1 half day	2	-	10	-	-	-	-	4
9 days	7	18	-	-	-	-	-	-
9 days plus 2 half days	(²)	1	-	-	-	-	-	-
10 days	3	7	-	-	-	-	-	-
11 days plus 1 half day	(²)	-	3	-	-	-	-	-
Workers in establishments providing no paid holidays	3	1	-	1	8	6	1	17

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

² Less than 0.5 percent.

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

Table 45. Paid Vacations

(Percent of production and office workers in footwear manufacturing establishments with formal provisions for paid vacations, United States and selected regions, April 1962)

Vacation policy	United States ¹	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	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	98	99	99	96	96	100	99	100
Length-of-time payment	69	51	76	89	69	78	96	100
Percentage payment	29	47	23	7	27	22	3	-
Other	(²)	1	(²)	-	-	-	-	-
Workers in establishments providing no paid vacations	2	1	1	4	4	-	1	-
<u>Amount of vacation pay³</u>								
<u>After 1 year of service</u>								
Under 1 week	1	3	-	5	-	-	-	-
1 week	95	95	99	91	92	92	99	100
Over 1 and under 2 weeks	1	(²)	-	-	-	2	-	-
2 weeks	1	1	-	-	5	2	-	-
<u>After 3 years of service</u>								
Under 1 week	1	2	-	5	-	-	-	-
1 week	92	94	90	85	91	90	93	97
Over 1 and under 2 weeks	3	1	6	-	-	6	2	-
2 weeks	3	2	3	6	6	4	3	3
<u>After 5 years of service</u>								
Under 1 week	1	1	-	-	-	-	-	-
1 week	17	23	20	18	33	3	4	13
Over 1 and under 2 weeks	2	1	5	-	-	1	2	-
2 weeks	79	72	75	78	63	96	93	87
Over 2 weeks	(²)	1	-	-	-	-	-	-
<u>After 10 years of service</u>								
Under 1 week	1	1	-	-	-	-	-	-
1 week	17	22	20	16	33	3	4	13
Over 1 and under 2 weeks	(²)	1	-	-	-	-	-	-
2 weeks	75	73	74	80	63	73	93	87
Over 2 and under 3 weeks	4	1	1	-	-	23	2	-
3 weeks	1	1	4	-	-	-	-	-
<u>After 15 years of service⁴</u>								
Under 1 week	1	1	-	-	-	-	-	-
1 week	16	22	18	16	33	3	4	13
Over 1 and under 2 weeks	(²)	1	-	-	-	-	-	-
2 weeks	54	70	75	65	28	30	17	87
Over 2 and under 3 weeks	1	(²)	1	-	-	-	2	-
3 weeks	26	4	5	15	35	66	76	-

See footnotes at end of table.

Table 45. Paid Vacations—Continued

(Percent of production and office workers in footwear manufacturing establishments with formal provisions for paid vacations, United States and selected regions, April 1962)

Vacation policy	United States ¹	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
	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	99	99	100	98	100	99	100
Length-of-time payment	89	91	92	94	93	87	99	100
Percentage payment	11	8	6	6	5	13	-	-
Other	(²)	-	(²)	-	-	-	-	-
Workers in establishments providing no paid vacations	1	1	1	-	2	-	1	-
<u>Amount of vacation pay³</u>								
<u>After 1 year of service</u>								
Under 1 week	(²)	-	-	13	-	-	-	-
1 week	69	60	80	80	68	63	79	76
Over 1 and under 2 weeks	1	1	3	-	-	-	-	-
2 weeks	29	38	16	7	29	37	21	24
<u>After 3 years of service</u>								
Under 1 week	(²)	-	-	13	-	-	-	-
1 week	57	51	68	74	65	40	67	41
Over 1 and under 2 weeks	3	2	8	-	-	3	1	-
2 weeks	38	46	23	13	33	54	31	59
Over 2 weeks	1	(²)	-	-	-	4	-	-
<u>After 5 years of service</u>								
1 week	13	17	16	33	17	2	3	-
Over 1 and under 2 weeks	(²)	-	1	-	-	1	1	-
2 weeks	84	81	83	67	81	92	95	100
Over 2 weeks	1	1	-	-	-	4	-	-
<u>After 10 years of service</u>								
1 week	13	16	16	29	17	2	3	-
2 weeks	81	80	83	71	81	77	95	100
Over 2 and under 3 weeks	3	-	-	-	-	16	1	-
3 weeks	2	2	1	-	-	4	-	-
<u>After 15 years of service⁴</u>								
1 week	13	16	16	29	17	2	3	-
2 weeks	59	78	81	49	56	23	24	100
Over 2 and under 3 weeks	(²)	-	-	-	-	-	1	-
3 weeks	27	4	2	22	25	75	71	-

¹ Includes data for regions in addition to those shown separately.² Less than 0.5 percent.³ Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions. For example, the changes in proportions indicated at 5 years may include changes which occurred after 4 years of service.⁴ Vacation provisions were virtually the same after longer periods of service.

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

Table 46. Health, Insurance, and Pension Plans

(Percent of production and office workers in footwear manufacturing establishments with specified health, insurance, and pension plans, United States and selected regions, April 1962)

Type of plan ¹	United States ²	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
Production workers								
All production workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	80	77	85	77	59	77	93	87
Accidental death and dismemberment insurance	26	37	27	21	11	16	18	19
Sickness and accident insurance or sick leave or both ³	65	63	74	59	57	65	84	-
Sickness and accident insurance	65	63	74	59	52	65	84	-
Sick leave (full pay, no waiting period)	(⁴)	-	-	-	1	2	-	-
Sick leave (partial pay or waiting period)	(⁴)	-	-	-	5	-	-	-
Hospitalization insurance	83	78	87	76	89	80	90	87
Surgical insurance	81	78	82	73	89	80	90	87
Medical insurance	59	64	40	64	68	52	90	61
Catastrophe insurance	6	1	23	3	4	1	3	-
Retirement pension	42	27	31	18	35	75	75	71
No health, insurance, or pension plan	8	12	4	11	11	5	5	13
Office workers								
All office workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	82	79	86	67	65	82	95	83
Accidental death and dismemberment insurance	32	46	30	36	31	19	26	26
Sickness and accident insurance or sick leave or both ³	69	72	83	58	62	69	72	45
Sickness and accident insurance	59	61	76	33	39	58	72	-
Sick leave (full pay, no waiting period)	24	35	25	36	3	21	-	45
Sick leave (partial pay or waiting period)	1	-	-	-	20	-	-	-
Hospitalization insurance	85	79	92	62	91	90	87	83
Surgical insurance	84	78	87	56	91	90	87	83
Medical insurance	58	66	40	41	67	55	87	45
Catastrophe insurance	4	2	14	1	5	1	5	-
Retirement pension	31	13	16	21	25	77	46	45
No health, insurance, or pension plan	5	8	1	12	9	2	3	17

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 regions in addition to those shown separately.

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

⁴ Less than 0.5 percent.

Table 47. Nonproduction Bonuses

(Percent of production and office workers in footwear manufacturing establishments with specified types of nonproduction bonuses, United States and selected regions, April 1962)

Type of bonus	United States ¹	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
Production workers								
All production workers -----	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses -----	17	7	35	15	33	22	4	-
Christmas or yearend -----	13	6	33	7	23	9	1	-
Profit sharing -----	3	1	-	8	10	11	3	-
Other -----	1	(²)	2	-	-	3	-	-
Workers in establishments with no nonproduction bonuses -----	83	93	65	85	67	78	96	100
Office workers								
All office workers -----	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses -----	38	39	56	34	40	30	10	33
Christmas or yearend -----	33	36	55	29	40	16	1	33
Profit sharing -----	4	2	-	5	-	10	9	-
Other -----	1	1	1	-	-	3	-	-
Workers in establishments with no nonproduction bonuses -----	62	61	44	66	60	70	90	67

¹ Includes data for regions in addition to those shown separately.² Less than 0.5 percent.

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

Appendix A: Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in the production of boots and shoes (except houseslippers and rubber footwear) designed primarily for street, work, play or sportswear (industry 3141 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.

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 within the scope of the survey during the payroll period studied, are shown in the table on the following page.

Industry Branches

The classification of establishments by industry branch was determined on the basis of the principal type of footwear manufactured. For example, if the value of an establishment's product was 60 percent women's McKay shoes and 40 percent women's cement-process (conventional-lasted) shoes, all workers in that establishment were included in the women's McKay shoe branch.

Method of Study

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

Establishment Definition

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

Employment

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

Production Workers

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

Office Workers

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

Estimated number of establishments and workers within scope of survey and number studied,
footwear manufacturing establishments, April 1962

Industry branch, region, ¹ and area ²	Number of establishments ³		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total ⁴	Production workers	Office workers	
All establishments:						
United States ⁵	727	486	203,231	182,449	9,328	151,676
New England	258	173	73,418	65,688	3,726	55,653
Middle Atlantic	175	92	39,511	35,958	1,463	23,409
Border States	30	22	8,410	7,795	153	6,606
Southwest	30	20	8,220	7,509	258	6,207
Great Lakes	106	76	32,480	28,586	1,906	27,362
Middle West	71	63	23,642	21,361	1,042	20,997
Pacific	13	11	1,941	1,589	82	1,723
Men's Goodyear-welt dress shoes:						
United States ⁵	124	81	41,304	36,037	2,823	30,000
New England ⁶	50	32	14,984	13,137	1,041	10,687
Brockton, Mass.	21	15	5,202	4,529	367	4,392
Great Lakes ⁶	35	22	12,046	10,013	1,149	9,702
Wisconsin	20	14	5,406	4,447	600	4,591
Men's Goodyear-welt work shoes:						
United States ⁵	26	23	7,886	7,046	346	7,037
New England	9	9	2,169	1,924	120	2,169
Great Lakes	7	6	1,903	1,674	95	1,732
Men's cement-process shoes:						
United States ⁵	12	10	3,602	3,269	146	3,266
New England	6	4	1,827	1,626	101	1,491
Women's cement-process (conventional-lasted) shoes:						
United States ⁵	273	196	87,094	78,998	3,674	68,062
New England ⁶	127	93	39,913	36,404	1,628	32,104
Auburn-Lewiston, Maine	7	7	2,865	2,613	130	2,865
Maine (except Auburn-Lewiston)	17	12	7,280	6,734	307	5,314
Boston, Mass.	9	8	1,752	1,566	73	1,690
Haverhill, Mass.	17	13	4,479	4,065	194	3,858
Lawrence-Lowell, Mass.	16	11	4,084	3,743	141	3,146
Lynn, Mass.	13	11	3,490	3,153	162	3,326
Worcester, Mass.	5	5	2,155	1,976	82	2,155
Southeastern New Hampshire	31	21	10,317	9,369	417	8,105
Middle Atlantic	54	31	14,747	13,027	835	9,256
Border States	9	6	2,711	2,557	46	2,007
Southwest	7	6	2,559	2,372	74	2,443
Great Lakes	28	20	11,508	10,605	334	9,334
Middle West ⁶	33	26	11,362	10,112	626	9,090
St. Louis, Mo.-Ill.	6	6	2,586	2,207	243	2,586
Missouri (except St. Louis)	26	19	8,635	7,828	373	6,363
Pacific	8	8	1,452	1,317	59	1,452
Los Angeles-Long Beach, Calif.	8	8	1,452	1,317	59	1,452
Women's cement-process (slip-lasted) shoes:						
United States ⁵	43	21	10,402	9,407	243	5,168
Middle Atlantic	20	8	5,033	4,674	114	2,261
Middle West	5	5	895	823	20	895
Women's McKay (including Littleway) shoes:						
United States ⁵	30	18	6,879	6,268	278	4,567
New England	18	10	4,109	3,679	198	2,754
Misses¹ and children's cement-process (conventional-lasted) shoes:						
United States ⁵	41	32	11,988	10,744	383	10,098
New England	11	8	2,343	2,087	103	1,843
Middle Atlantic	9	5	2,042	1,865	66	1,321
Border States	4	4	1,461	1,155	23	1,461
Great Lakes	4	4	1,300	1,209	31	1,300
Middle West	8	7	3,053	2,765	122	2,680
Misses¹ and children's Goodyear-welt shoes:						
United States ⁵	36	26	9,958	8,806	453	7,773
Middle Atlantic ⁶	15	9	3,071	2,807	106	1,828
Southeastern Pennsylvania	9	6	1,693	1,494	92	1,142
Great Lakes	7	7	1,412	1,158	121	1,412
Misses¹, children's, and infants¹ stitchdown shoes:						
United States ⁵	51	34	9,102	8,535	242	6,653
Middle Atlantic ⁶	23	14	3,539	3,231	84	2,161
New York, N.Y.	8	8	757	676	25	757
Great Lakes	8	6	1,185	1,105	34	1,099

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; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and Pacific—California, Nevada, Oregon, and Washington.

² The areas studied separately were: Auburn-Lewiston, Maine—the cities of Auburn and Lewiston; Boston, Mass.—Boston, Cambridge, Chelsea, and Everett; Brockton, Mass.—Abington, Avon, Braintree, Bridgewater, Brockton, Middleboro, Rockland, Stoughton, Weymouth, and Whitman, Mass.; Haverhill, Mass.—the city of Haverhill; Lawrence-Lowell, Mass.—Lawrence, Lowell, and Methuen, Mass.; Los Angeles-Long Beach, Calif.—Los Angeles and Orange Counties; Lynn, Mass.—Beverly, Lynn, Salem, Stoneham, and Wakefield, Mass.; St. Louis, Mo.-Ill.—St. Louis City and Jefferson, St. Charles, and St. Louis Counties, Mo.; and Madison and St. Clair Counties, Ill.; Southeastern New Hampshire—the area extending south from Farmington and Pittsfield and east from Manchester and Nashua; Southeastern Pennsylvania—Berks, Dauphin, Lancaster, Lebanon, and Schuylkill Counties; and Worcester, Mass.—Hudson, Marlboro, Spencer, Ware, Webster, and Worcester.

³ Includes only establishments with 50 or more workers at the time of reference of the unemployment insurance listings.

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

⁵ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

⁶ Includes data for areas in addition to those shown separately.

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 worker's regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal rather than actual hours.⁹

Comparison with Other Statistics

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

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by 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 or more inhabitants. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Establishment Practices and Supplementary Wage Provisions

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

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.

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

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

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

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

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

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

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

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they 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 upon a worker's retirement provide regular payments for the remainder of his 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.

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 inter-area 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.

ASSEMBLER FOR PULLOVER, MACHINE

Prepares the upper for lasting by assembling the counter and upper and operating a machine to tack the upper to the wooden last. Work involves: Placing counters on rack of pan containing cement, lowering rack into pan to apply cement to counters; inserting cemented counter between lining and upper at the heel; setting a piece of wax or tissue paper next to lining to facilitate removal of last after completion of operations; placing upper on last making certain that heel seam is in center of rear of last; setting last on a jack and pushing jack into machine which automatically drives tacks through the upper into the heel seat and heel seam.

BED-MACHINE OPERATOR

(Bed laster; bed-lasting-machine operator; heel and forepart laster)

Completes the operations of drawing the toe, or toe and heel, of the upper of a shoe tightly over the last. Work involves: Setting shoe on machine with sole up, and manipulating hand levers controlling a series of wipers (friction pullers) which draw the upper over edge of insole at toe or toe and heel; holding upper in place with the wipers; securing upper at the toe in one of the following ways: (1) McKay system—tacking upper, using automatically-fed hand tacking device, the tacks remaining in the finished shoe. (2) Welt system—passing a wire from an anchor tack, which he drives on one side of the shoe, around the drawn-in upper at the toe, to the opposite side where he winds it around another anchor tack, to hold upper in place until it is stitched to insole by a later operation; or may staple upper instead of using above methods. (3) Cement system—wiping toe in place and holding it with wiper; trimming off surplus toe box, lining and upper, by hand, close to insole; applying cement to insole between lining and upper at toe and folding over lasting allowance of upper and sticking it in insole. If the heel also is lasted in the process, an automatically-fed hand tacking device is used to drive tacks through the upper at the heel.

BOTTOM FILLER

(Cushion cementer; insole filler)

Fills depression in forepart of shoe with composition paste of ground cork and cement to form cushion for foot.

BOTTOM SCOURER

(Bottom buffer; bottom sander)

Smooths and cleans outsoles of completely constructed shoes by holding against revolving abrasive-covered wheel of buffing machine.

CUTTER, LINING, MACHINE

Cuts parts of shoe lining from leather or fabricated materials, by means of a clicking machine. Work involves: Setting lining material, usually in multiple plies, on cutting table of machine; selecting proper die and setting it in place on material; depressing lever to cause upper arm to drop automatically on the die with sufficient force to cut material to the shape and size of die.

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

Cloth lining
Leather lining

CUTTER, VAMP AND WHOLE SHOE, HAND

(Carver; cutter, outside, hand; cutter, sampler; cutterout, upper; upper leather cutter)

Cuts vamps and uppers of shoes from skins or hides with a hand knife. Work involves most of the following: Selecting hides or skins of desired thickness and quality; noting location of defective spots in material, and direction of grain of leather, setting pattern on material in such a way as to obtain a maximum number of pieces, and in such relation to the grain of the leather that there will be a minimum of stretching of material in processing shoe; drawing knife along edge of pattern, cutting part to desired shape; bundling cut pieces and marking size on top piece for identification.

CUTTER, VAMP AND WHOLE SHOE, MACHINE

Cuts parts of shoe uppers from hides, skins, or fabricated materials, by means of a clicking machine. Work involves: Setting leather or other shoe material on cutting table of machine; selecting proper die and setting it in place on material; depressing lever to cause upper arm to drop automatically on the die with sufficient force to cut material to the size and shape of the die.

EDGE SETTER

(Edge burnisher; edge kitter)

Shapes and polishes the edge of the sole of the shoe by holding it against the hot iron of an edge-setting machine. Work involves: Brushing a filler solution over edge of sole as far back as the heel line, to fill any small holes and to soften the leather for the burnishing operation; selecting proper size iron burnishing block and setting stem of block into machine holder; heating iron to proper temperature; holding edge of sole against revolving surface of heated iron, manipulating shoe until entire edge has been burnished; applying a coating of wax to edge of sole and repeating burnishing operation.

EDGE TRIMMER

(Edge-trimming-machine operator; trimmer, apex; trimmer, margin)

Trims, cuts to size, and smooths the edge of shoes by turning and manipulating the side surfaces of the soles against the revolving cutting tool of an edge-trimming machine.

FANCY STITCHER

(Applique stitcher; blind-row stitcher; etching stitcher; eyelet-row stitcher; stripper, stitching; trimming stitcher)

Operates a power-driven sewing machine to stitch decorative designs on shoe uppers, such as outlining eyelet row, stitching imitation foxings or fancy panel designs, running extra rows of stitching, and stitching piping and ornamental leather strips (applique). Work involves: Inserting material under the presser foot and needle of machine; depressing lever to start machine; guiding material by hand (usually along previously marked lines on material) as stitching is performed.

FLOOR BOY

(Assembly boy; floorman; router)

Keeps stock and distributes partially finished materials used in the manufacture of footwear to various departments to keep workers supplied with material, using truck or carrying material. May perform simple machine operations under direction of foreman, such as tempering soles and molding edges of soles.

GOODYEAR STITCHER

Operates a Goodyear stitching machine to attach the outsole to the welt of the shoe. Work involves: Setting the shoe, sole side up, on table rest of machine underneath needle, and guiding shoe with hand as needle sews around shank and forepart of shoe, the stitch extending from a channel that was cut for it in bottom of outsole, through outsole to upper surface of welt. The welt extends around the edge of the sole as far back as the breast of the heel.

HEEL ATTACHER, MACHINE

(Leather or rubber heel attacher; heeling-machine operator; leather heeler)

Nails leather and rubber heels to shoes by machine. Work involves: Placing shoe on a metal mold and putting heel in position on shoe; swinging nail plate into place over the heel where nails are dropped automatically into another plate over the heel; manipulating foot lever to drive nails through heel and heel seat and clinch them to insole on inside of shoe.

HEEL-SEAT LASTER

Operates a heel-seat lasting machine which draws the heel section of shoe upper tightly over the last and automatically tacks the edges to the heel seat of the insole. Work involves: Setting shoe on machine and manipulating controls which cause the wiper plates to draw the upper and lining evenly over the heel seat and machine automatically drives tacks through upper and insole.

INSEAMER

(Goodyear-welt-sewing-machine operator; welt sewer; eppler welter)

Operates a Goodyear stitching machine that sews a narrow strip of leather (welt) automatically fed from a roll on the machine to the lip of the insole of the shoe. Work involves: Guiding shoe, sole upward, under needle of machine and stitching through welt, upper, and lining, and insole lip against which upper and lining have been lasted.

INSPECTOR (CROWNER)

(Examiner)

Examines shoe parts, partly finished shoes in various stages of manufacture, or finished shoes before packing. Work involves inspecting for the following imperfections: Irregularity of leather surfaces; misplaced or incompletely driven tacks; unevenness and incorrect amount of stitching; inside misalignment; improper proportion of toe tip. May correct minor defects or imperfections and reject major defects for reprocessing in proper department.

JANITOR

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

JOINTER, MACHINE

(Joint cutter, machine; jointer; joint maker, machine)

Trims and shapes on a jointing machine the edge of the shank sole of shoes at the joint between shank and heel, starting where edge trimmer leaves off and continuing to the heel line. Holds shoe against knife of jointing machine; moves shoe against knife to maintain even pressure for a neat trimming.

LITTLEWAY STITCHER

Operates a lockstitch sewing machine to attach the outsole by stitching through the upper, lining, and insole of shoe, except at heel seat. Work involves: Setting the shoe, sole side up, on shoe rest of machine beneath needle and guiding shoe with hand as needle sews around the shank and forepart of shoe.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines, and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

PASTER, BACKER, OR FITTER, UPPER, HAND

(Backer; backing paster; backing cementer; canvas backer, upper; cementer, upper to lining; fitter, upper to lining; paster, line and brush, hand; paster; plain paster; reinforcer; quarter and lining fitter; upper doubler)

Reinforces vamps, tops, straps, and other parts of shoes, by pasting to each a piece of cut-to-size canvas, thin leather, or other lining material (doubler). Work involves one or more of the following: Pressing doubler against cement-covered roll and sticking doubler to leather parts; using backing tape which is so prepared that it sticks when pressed on other material with a hot iron. May paste reinforcing over only a portion of upper that is exposed to extra wear or strain.

PLATFORM-COVER LASTER (SLIP-LASTED SHOES)

(Wrapper laster)

Operates a machine to smooth platform cover or wrapper around the platform or platform and heel. Work involves: Setting upper (into which last had been inserted and platform or platform and heel had been previously positioned) into machine; starting machine which wipes previously cemented cover or wrapper tightly around platform or platform and heel; removing work from machine and examining for maintenance of quality standards.

PLATFORM-COVER STITCHER (SLIP-LASTED SHOES)

(Wrapper stitcher)

Operates a power-driven sewing machine to stitch platform covers and also heel covers on shoe uppers which are to be processed by the slip-lasted method. Work involves: Fitting the platform and heel cover (strip of leather or cloth) to the upper; placing work under needle, starting machine, steering work against guide for proper stitching; and removing completed work from machine.

PULLOVER-MACHINE OPERATOR

(Puller-over, machine)

Operates a machine in which the upper at the toe and along the sides of the front of the shoe is pulled over and tacked temporarily to the last to give preliminary shaping to the front part of the upper and to attach it to the insole and the last. Work involves: Setting shoe in holding jig of machine; depressing lever to rotate mechanism that closes top and side jaws on edge of upper; positioning upper on last by manipulating tip levers to align center of upper on center of last; depressing lever to rotate mechanism through second half of travel, and to drive tacks at toe and along the side of the shoe, which hold upper in position until stapled or tacked along entire edge.

REPAIRER

(Blemish remover)

Corrects imperfections in the finish of the completed shoe. Work involves most of the following: Removing stains, scratches, blemishes, and loose threads; blending various shades of fluid, wax filler or crayon to affected part of shoe. May use hand spray gun with colored dope to cover blemished area.

ROUGH ROUNDNER

(Forepart rounder; rough-rounding-machine operator; sole rounder)

Trims the edge of outsole and welt of the shoe, by use of a rounding and channeling machine so that the edge will extend the desired distance from shoe upper. Work involves: Setting shoe in machine so that bottom of shoe is toward the cutting knife, and bottom of guide rests against upper of shoe; guiding shoe in vertical position along bottom of guide so that edge is trimmed at right angles to the bottom of the shoe entirely around the perimeter of the sole of the shoe. The machine may also cut a channel in bottom of outsole near edge, in which the thread is embedded when sole stitching is done.

SHANK TACKER

(Shanker; shank-piece placer; shank-piece tacker)

Tacks a fabric-covered metal shank piece to the shank section of a welt-type shoe to support the arch of the shoe.

SIDE LASTER, MACHINE

Operates a machine to last the sides and shanks of the upper. Work involves: Drawing out lining and upper with hand pincers, holding shoe so that pincers of machine grasp edges of upper and draw them evenly and closely about the last, and manipulating lever of machine to operate device which drives staples or tacks through the upper at the sides and shanks.

SOCK-LINING STITCHER (SLIP-LASTED SHOES)

Operates a power-driven sewing machine to stitch sock linings to uppers which will be slip-lasted. Work involves: Fitting the upper to the sock lining according to markings; lowering presser foot to hold materials, starting machine, feeding sock lining and upper under needle, steering material against pin guides; and removing completed work from machine.

SOLE ATTACHER, CEMENT PROCESS

(Compo-conveyor operator; sole layer, machine; sole-laying machine operator; soler)

Operates a sole-laying machine to cement outsoles permanently to the uppers of shoes. Work involves: Setting toe part of shoe on which outsole has been positioned and heel part of last directly below corresponding jacks (lugs) of machine; pressing air pedal (which opens valve on pipe leading to air compressor storage tank) to fill the air cushion and force the shoe against the jacks which hold the outsole firmly in place while the cement dries. May also, prior to permanent attachment of outsole, brush a coat of solvent over the inner surface of the outsole from the heel seat to the toe and press outer sole on shoe, being certain that edges of sole project evenly over edges of shoe.

SOLE LEVELER, MACHINE

(Beater-out, leveling machine; inseam leveler; leveler)

Flattens the insoles or outsoles of shoes which have had a ridge raised around the sole by the stitching machines. Sets shoe on last of machine with sole uppermost; depresses treadle to start machine and guides the shoe on the form under the roller back and forth and from side to side.

THREAD LASTER (STITCHDOWN SHOES)

(Stitchdown-thread laster; Puritan laster)

Operates a stitchdown thread-lasting machine to last shoes by sewing shoe uppers to insoles. Work involves: Pulling shoe upper over last to which an insole has been tacked; setting last and upper into machine, starting machine which sews the upper to the insole, and guiding the shoe in such a manner that the feeder guide pulls the upper tightly around last.

TOE FORMER (STITCHDOWN SHOES)

Operates machine to smooth and shape the upper leather at toe of shoe to conform to the shape of the last. Work involves: Closing switch to start electrical heating unit; setting shoe on machine with bottom of sole flat on bottom plate of unit and with projecting edge of outsole at toe of shoe under the wiper plate and the heel against the back rest; depressing lever, causing wiper plates to move forward against toe of shoe and then slide down the toe, smoothing the leather. If machine is not equipped with heating element, shoe is heated in steam box before pressing.

This operation is usually performed after thread lasting. On some infants' shoes, however, this operation eliminates thread lasting; cement is applied to edges of upper, lining, and outsole, and machine simultaneously lasts and smooths out the toe.

TOE LASTER, AUTOMATIC OR SEMIAUTOMATIC

Operates an automatic or semiautomatic machine to draw the toe section of shoe upper tightly over the last. Work involves: Making adjustments on machine to govern action of wipers, placing shoe in steamer to soften toe section; inserting shoe in machine and operating foot treadle to bring wipers against shoe upper and draw edges against the last; wrapping wire loop around temporary anchor tacks on side of shoe to hold toe section in place or by means of cement, tacks, or staples fastens upper to innersole.

TOP STITCHER

Operates a sewing machine to stitch the lining to the upper part of a shoe and to trim off excess edges of lining. Work involves: Fitting lining to upper to obtain proper allowance for insertion of counter or receiving upper and lining already fitted or cemented together; setting parts into machine at heel seam; lowering guide down to the edge of top of upper, and guiding parts through machine by hand to complete stitching and trimming operation.

TREER

(Polisher, uppers; shoe treer)

Cleans and finishes shoes by removing spots and discolorations, and rubbing uppers with a hot iron to smooth out wrinkles. Work involves most of the following: Setting shoe on a treeing form, the shape of the last, and depressing lever expanding form so that shoe will fit tightly over it; brushing, cleaning, dressing, and finishing shoe according to the kind of leather or material; applying color stain or bleach to blemished spots; smoothing out wrinkles in the uppers with a hot iron.

Does not include shoe dressers, who may be called treers in some plants but perform only a minor part of the work described above.

VAMPER

(Vamp closer; vamp stitcher; zigzag seamer)

By use of a power-driven sewing machine, sews together the forepart of the upper (tip and vamp) and the two quarters of a shoe. Work involves: Setting overlapped edges together under presser foot and needle of machine; depressing lever to start machine and guiding material through stitching process; sewing top to entire lower part of upper when shoe has a cut separate from quarters, or has a whole vamp. Parts are sometimes first pasted together by another worker to insure more accurate stitching.

WOOD-HEEL SEAT FITTER, HAND

Trims the heel seat of a shoe by hand in preparation for attaching the wood heel. Work involves: Using a hand knife to trim the heel seat of the outside of the shoe to give it a concave shape and molding the heel seat by pounding with a hammer, then shaping it to conform with the base of the heel that is to be attached. This operation is usually performed on women's high quality shoes.

WOOD-HEEL SEAT FITTER, MACHINE

Operates a machine to cut out a piece around the outer margin of the heel seat, preparatory to heel attaching. Work involves: Setting gage on machine for size of heel to be fitted and adjusting pin stop for right or left shoe; pressing shoe against stationary horizontal knife in machine to cut through the heel seat between the upper and the sole until counter of shoe strikes a stop gage; operating machine which automatically cuts out a U-shaped piece from the heel seat so that the wood heel fits properly when attached. This machine operation is usually performed on women's popular- and medium-priced shoes.

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
- Flour and Other Grain Mill Products, 1961 - BLS Bulletin 1337 (30 cents)
- 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. 81
- Pulp, Paper, and Paperboard Mills, 1962 - BLS Bulletin 1341 (40 cents)

Primary Metals, Fabricated Metal Products and Machinery:

- Basic Iron and Steel, 1951 - Series 2, No. 91
- Basic Iron and Steel, 1962 - BLS Bulletin 1358 (30 cents)
- 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)
- Machinery Manufacturing, 1962 - BLS Bulletin 1352 (40 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
- Hosiery, 1962 - BLS Bulletin 1349 (45 cents)
- 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	Electric and Gas Utilities, 1952 - BLS Report 12
Banking Industry, 1960 - BLS Report 179	Electric and Gas Utilities, 1957 - BLS Report 135
Contract Cleaning Services 1961 - BLS Bulletin 1327 (25 cents)	Hospitals, 1960 - BLS Bulletin 1294 (50 cents)
Crude Petroleum and Natural Gas Production, 1960 - BLS Report 181	Hotels, 1960 - BLS Report 173
Department and Women's Ready-to-Wear Stores, 1950 - Series 2, No. 78	Hotels and Motels, 1961 - BLS Bulletin 1328 (30 cents)
Eating and Drinking Places, 1961 - BLS Bulletin 1329 (40 cents)	Life Insurance, 1961 - BLS Bulletin 1324 (30 cents)
Electric and Gas Utilities, 1950 - Series 2, No. 79	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)
Communications, 1961 - BLS Bulletin 1343 (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 June 1961:

Building Materials, Hardware, and Farm Equipment Dealers - BLS Bulletin 1338-1 (25 cents)
General Merchandise Stores - BLS Bulletin 1338-2 (40 cents)
Food Stores - BLS Bulletin 1338-3 (35 cents)
Automotive Dealers and Gasoline Service Stations - BLS Bulletin 1338-4 (40 cents)
Apparel and Accessory Stores - BLS Bulletin 1338-5 (40 cents)
Furniture, Home Furnishings, and Household Appliance Stores - BLS Bulletin 1338-6 (40 cents)
Miscellaneous Retail Stores - BLS Bulletin 1338-7 (35 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.