

INDUSTRY WAGE SURVEY

Fertilizer Manufacturing

APRIL 1962

Bulletin No. 1362

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner



INDUSTRY WAGE SURVEY

Fertilizer Manufacturing

APRIL 1962

Bulletin No. 1362

May 1963

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C. - Price 40 cents

This bulletin summarizes wage and supplementary practices information for the fertilizer manufacturing industry in April 1962.

Separate releases were issued earlier, usually within a few months of the payroll period to which the data relate, for the States of Alabama, California, Florida, Georgia, Illinois, Maryland, North Carolina, Ohio, South Carolina, Tennessee, and Virginia. Copies of these releases are available from the Bureau of Labor Statistics, Washington 25, D.C., or any of its regional offices.

This bulletin was prepared by Charles M. O'Connor in 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.

Contents

	Page
Summary	1
Industry characteristics	1
Average hourly earnings	3
Occupational earnings	5
Establishment practices and supplementary wage provisions	5
Scheduled weekly hours	5
Shift provisions and practices	5
Paid holidays	5
Paid vacations	6
Health, insurance, and pension plans	6
Severance pay and supplementary unemployment benefits	6
Nonproduction bonuses	6
 Tables:	
Average hourly earnings:	
1. By selected characteristics	7
 Earnings distribution:	
2. All establishments	8
3. All establishments by type of market	9
4. Complete (integrated) establishments	10
5. Superphosphate establishments	11
6. Mixing establishments	12
 Occupational averages:	
7. All establishments	13
8. All establishments by type of market	14
9. Complete (integrated) establishments	15
10. Complete (integrated) establishments by size of community	16
11. Complete (integrated) establishments by size of establishment	17
12. Superphosphate establishments	18
13. Superphosphate establishments by size of community	19
14. Superphosphate establishments by size of establishment	20
15. Mixing establishments	21
16. Mixing establishments by size of community	22
17. Mixing establishments by size of establishment	23
 Occupational earnings:	
18. Alabama	24
19. California	24
20. Florida	25
21. Georgia	26
22. Illinois	27
23. Maryland	27
24. North Carolina	28
25. Ohio	28
26. South Carolina	29
27. Tennessee	29
28. Virginia	30

Contents—Continued

Page

Tables—Continued

Establishment practices and supplementary wage provisions:	
29. Scheduled weekly hours: All establishments	30
30. Shift differential provisions: All establishments	31
31. Shift differential practices: All establishments	32
32. Paid holidays: All establishments	33
33. Paid holidays: Complete (integrated) establishments	33
34. Paid holidays: Superphosphate establishments	34
35. Paid holidays: Mixing establishments	34
36. Paid vacations: All establishments	35
37. Paid vacations: Complete (integrated) establishments	37
38. Paid vacations: Superphosphate establishments	38
39. Paid vacations: Mixing establishments	40
40. Health, insurance, and pension plans: All establishments	42
41. Health, insurance, and pension plans: Complete (integrated) establishments	42
42. Health, insurance, and pension plans: Superphosphate establishments	43
43. Health, insurance, and pension plans: Mixing establishments	43

Appendixes:

A. Scope and method of survey	45
B. Occupational descriptions	49

Industry Wage Survey—

Fertilizer Manufacturing, April 1962

Summary

Straight-time earnings of production and related workers in fertilizer manufacturing establishments averaged \$1.67 an hour in April 1962. Fifteen percent of the 26,150 workers covered by the study¹ earned \$1.15 but less than \$1.20 an hour; earnings of the remaining workers were distributed over a comparatively broad range.

Workers in the Southeast, accounting for two-fifths of the industry's work force, averaged \$1.34 an hour. Average earnings in other regions for which separate data are reported ranged from \$1.61 in the Border States to \$2.35 on the Pacific Coast.²

In each of the regions where comparisons were possible, earnings varied by type and size of establishment, type of sales market, size of community, and extent of labor-management contract coverage.

Among the occupations studied separately, national averages ranged from \$1.44 for truckdrivers to \$2.28 for maintenance mechanics. Material handling laborers, accounting for a fourth of the workers, averaged \$1.53 an hour.

Most of the workers were in establishments providing paid holidays, paid vacations, and at least part of the cost of retirement pension plans, life, hospitalization, and surgical insurance for their regular workers.

Industry Characteristics

Fertilizer is manufactured in nearly all sections of the country; however, the industry is concentrated in or near agricultural areas where demand for the product is greatest. The Southeast region accounted for nearly two-fifths of the production and related workers within scope of the survey in April 1962. A fifth of the workers were in the Great Lakes region and an eighth in the Border States.

Employment in the industry is highly seasonal. It reaches its peak during the months just before the spring planting season and drops off sharply during the summer months. Many of the smaller establishments suspend their operations during the summer and reopen in the fall. This is particularly true of plants that do not manufacture fertilizer ingredients but which mix materials purchased from others.

The industry is composed of three different types of establishments. Complete or integrated plants manufacture the acids which are used in the production of superphosphate, and combine this product with other fertilizer materials to make a finished product. Superphosphate plants purchase the necessary acids, produce the superphosphate, and make a finished fertilizer by mixing with other materials. Finally, as indicated previously, some plants are engaged only in

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

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

mixing ingredients purchased from others. Nationwide, mixing plants employed 38 percent of the workers covered by the study; complete (or integrated) plants, 35 percent; and superphosphate plants, 27 percent. This relationship, however, was not consistent among the regions, as indicated in the following tabulation:

	<u>Percent of production workers in—</u>		
	Complete plants	Super-phosphate plants	Mixing plants
United States -----	35	27	38
Middle Atlantic -----	37	39	24
Border States -----	36	12	52
Southeast -----	36	24	40
Southwest -----	41	37	22
Great Lakes -----	28	42	30
Middle West -----	26	33	41
Mountain -----	85	-	15
Pacific -----	26	28	46

More than three-fourths of the workers within the scope of the survey were in plants which indicated that they were engaged in interstate commerce. Mixing plants accounted for the large majority of the plants reportedly engaged in intrastate commerce. The Pacific was the only region in which the majority of the workers were in intrastate plants.

In terms of employment, fertilizer plants are comparatively small. Only 6 of the 657 plants within scope of the study had as many as 300 workers; the median-size plant employed 31 workers. Establishments employing fewer than 100 workers at the time of the study accounted for a fifth of the workers in complete (integrated) plants, slightly more than half of those in superphosphate plants, and nearly nine-tenths of those in mixing plants.

Establishments employing approximately three-fifths of the fertilizer production workers were in metropolitan areas. Regionally, the proportions ranged from a fourth in the Middle West to approximately four-fifths in the Border States, Southwest, and Pacific. Most of the complete and superphosphate plants were in metropolitan areas, whereas three-fifths of the mixing plants were in nonmetropolitan areas.

Establishments with labor-management agreements covering a majority of their workers accounted for three-fifths of the production and related workers in the fertilizer industry. The proportions were seven-eighths in complete or integrated plants, slightly more than three-fifths in superphosphate plants, and a third in mixing plants. Regionally, the proportions of workers in union establishments were a third in the Middle West, approximately one-half in the Southeast and Pacific, and seven-tenths or more in each of the other regions. District 50, United Mine Workers of America (Ind.), the International Chemical Workers Union (AFL-CIO), and the Oil, Chemical and Atomic Workers International Union (AFL-CIO) were the major unions in the industry.

Virtually all of the production workers were paid on a time-rate basis. Formal rate structures consisting of single rates were the predominant type in establishments employing nearly three-fourths of the workers; wage structures of this type were more prevalent in complete and superphosphate plants than in mixing plants.

About 1 percent of the workers were in establishments having formal provisions for cost-of-living wage adjustments.

Average Hourly Earnings

Straight-time average hourly earnings of the 26,150 production workers within scope of the study averaged \$1.67 an hour in April 1962—an increase of 25 percent since April 1956, when the Bureau also made a nationwide study of wages in the industry.³ Workers in the Southeast, accounting for two-fifths of the industry's work force, averaged \$1.34 an hour—33 cents below the nationwide average. In the other seven regions for which separate data were tabulated, averages ranged from \$1.61 in the Border States to \$2.35 in the Pacific region.

Workers in the Southwest averaged 42 cents an hour more than those in the Southeast. This interregional differential, larger than in most industries, results principally from two factors. First, the Southwest average was increased considerably by the inclusion of workers in the fertilizer operations of a major chemical company who were paid wage rates that conformed to those paid to workers in the company's industrial chemicals plant. These rates were substantially higher than those paid by the fertilizer industry generally. Second, the establishments limited to mixing purchased fertilizer ingredients, which have a generally lower level of wages than the plants manufacturing the ingredients, accounted for a much larger proportion of the workers in the Southeast than in the Southwest.

Information was developed separately for 11 States (tables 18 through 28). Averages above the national level were recorded in four States—California, Illinois, Maryland, and Ohio; in the other seven States the averages ranged from 8 to 48 cents below the industry average.

Nationwide, wages in complete (integrated) fertilizer plants averaged \$1.84 an hour, compared with \$1.81 in superphosphate plants, and \$1.41 in mixing plants. Whereas pay relationships between integrated and superphosphate plants varied among the regions, wages in both these types of plants averaged substantially more than those in mixing plants in each of the regions where comparison was possible.

Establishments reported as engaged in interstate commerce employed seven-tenths or more of the workers in all regions but one—the Pacific region, where approximately four-fifths of the workers were in plants limited to intrastate commerce. In 5 of the 6 regions in which comparisons could be made, wages in plants engaged in interstate commerce averaged substantially more than wages in the other plants, with differentials ranging from 21 cents an hour in the Great Lakes region to 54 cents in the Middle Atlantic region. These large differences reflect, at least partly, a heavier concentration of low-wage mixing plants among those reported engaged only in intrastate commerce. Plants limited to intrastate commerce accounted for 46 percent of the workers in mixing plants, compared with 12 percent in superphosphate plants and 5 percent in integrated plants.

Earnings data of production workers were also tabulated according to size of community, size of establishment, and labor-management contract coverage. Nationwide, and in nearly all regions, earnings were substantially higher in metropolitan areas than in nonmetropolitan areas, in plants with 100 or more workers than in smaller establishments, and in plants with union agreements covering a majority of their workers than in plants without such coverage. However,

³ See Wage Structure: Fertilizer Manufacturing, April 1956 (BLS Report 111, 1957).

because of the interrelationships of these and other factors, it is not possible to determine the exact influence of each characteristic on pay levels. As indicated in the following tabulation, for example, the proportion of workers covered by the terms of labor-management contracts was much larger in metropolitan areas than in the smaller communities and larger in plants engaged in interstate commerce than in plants limited to intrastate commerce.

Percent of production workers in fertilizer plants having labor-management contracts, by selected characteristics—

	Complete plants	Super-phosphate plants	Mixing plants
Type of market:			
Interstate -----	88	64	50
Intrastate -----	75	46	12
Size of community:			
Metropolitan area -----	94	79	53
Nonmetropolitan area -----	75	19	14
Size of establishment:			
8-49 workers -----	87	41	13
50-99 workers -----	76	45	48
100 or more workers -----	89	85	93

In April 1962, 15 percent of the workers covered by the study earned between \$1.15 and \$1.20 an hour. Other than the clustering at or near the Federal minimum wage,⁴ the dispersion of wages in the industry was comparatively wide. In the earnings array, the middle half of the workers fell between \$1.25 and \$2 an hour. Nearly a tenth of the workers earned \$2.40 or more an hour. Earnings below \$1.15 an hour were received by 4.4 percent of the workers. Almost all of these workers were employed in the Southeast region by plants reported as engaged in intrastate commerce and thus not subject to the Federal minimum. This wide earnings dispersion is expected of an industry that extends to nearly all sections of the country and consists of several different types of operations with varying occupational requirements. The concentration of production workers earning between \$1.15 and \$1.20 varied considerably among the regions, as indicated in the following tabulation:

Percent of production workers earning—

	Less than \$1.15	\$1.15 and under \$1.20	\$1.20 and under \$1.25
United States -----	4.4	14.7	5.5
Middle Atlantic -----	-	2.8	.5
Border States -----	-	12.1	2.3
Southeast -----	11.1	27.3	11.2
Southwest -----	-	22.3	7.6
Great Lakes -----	.3	2.5	-
Middle West -----	-	6.4	4.1
Mountain -----	-	.9	.4
Pacific -----	-	-	-

⁴ The 1961 amendments to the Fair Labor Standards Act raised the Federal minimum wage for workers in manufacturing establishments engaged in interstate commerce to \$1.15 an hour, effective September 3, 1961.

Occupational Earnings

The 18 occupations for which average straight-time hourly earnings are presented in table 7 accounted for two-thirds of the production and related workers in the industry. Material handling laborers, accounting for a fourth of the production workers, averaged \$1.53 an hour. Lower averages (\$1.44 to \$1.50) were recorded for bag sewers, den diggers, truckdrivers, and watchmen. Highest wages were received by maintenance mechanics (\$2.28) and maintenance carpenters (\$2.21).

Regionally, occupational earnings were generally lowest in the Southeast with earnings of 12 of the 18 occupations averaging below \$1.35. In the Pacific region, average pay rates exceeded \$2 in all jobs shown.

Occupational average earnings in integrated and superphosphate plants typically exceeded those of corresponding occupations in mixing plants by substantial margins (tables 9, 12, and 15).

Occupational earnings also varied by type of market, size of community, and size of establishment. With few exceptions, where comparisons were possible, occupational earnings were higher in plants engaged in interstate commerce than in those reported only in intrastate commerce (table 8); in metropolitan areas than in nonmetropolitan areas (tables 10, 13, and 16); and in plants employing 100 or more workers than in smaller plants (tables 11, 14, and 17).

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules and selected supplementary benefits. The information on paid holidays, paid vacations, and health, insurance, and pension benefits summarized in the following paragraphs, relates to provisions that applied to regular workers. Somewhat different provisions applied, in most establishments, to workers employed on a seasonal basis for only a few months during the year.

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in establishments employing approximately three-fifths of the production workers in the industry at the time of the survey (table 29). Work schedules of 48 hours or more, frequently reported in most of the regions, applied to another three-tenths of the work force.

Shift Provisions and Practices. A large majority of the production and related workers were in establishments with provisions for late-shift work (table 30). Nearly one-fifth of the production workers were employed on late shifts (table 31), which were more prevalent in integrated and superphosphate establishments than in mixing establishments. Most workers on late shifts received cents-per-hour differentials over day rates, with payments ranging from 3 to 8 cents an hour for second-shift and from 5 to 16 cents for third-shift work. Regionally, the proportions of workers employed on late shifts ranged from approximately a tenth in the Middle Atlantic region and Border States to a third in the Mountain region.

Paid Holidays. Paid holidays, most commonly 6, 7, or 8 days annually, were provided by establishments employing nine-tenths of the workers in the industry (table 32). Regionally, the proportions ranged from four-fifths in the Southeast and nine-tenths in the Border, Southwest, and Pacific to virtually all in the remaining regions.

Paid Vacations. Paid vacations to workers with qualifying periods of service were provided by establishments employing nine-tenths of the production and related workers (table 36). A large majority of the workers were in establishments providing a week's vacation pay after 1 year of service, 2 weeks after 3 years, and 3 weeks after 15 years. Establishments providing 4 or more weeks of vacation pay after 25 years of service employed a third of the workers. Vacation provisions were generally less liberal in the Southeast than in the other seven regions.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance for which employers paid at least part of the cost were reported by establishments employing three-fourths or more of the industry's work force (table 40). Half of the workers were in establishments providing sickness and accident insurance benefits; approximately two-fifths were in establishments providing accidental death and dismemberment insurance and medical insurance. Regionally, the proportion of workers in establishments providing health and insurance benefits varied considerably. For example, approximately two-thirds of the workers in the Southeast region were in establishments providing hospitalization insurance; in the Border States and Mountain region, more than nine-tenths of the workers were in such establishments.

Pension plans, providing regular payments to workers upon retirement (in addition to those available under Federal old-age, survivors, and disability insurance) were reported by establishments employing approximately three-fifths of the production workers. A majority of the workers in all the regions, except the Pacific, were in establishments having these pension plans.

Severance Pay and Supplementary Unemployment Benefits. Provisions for retirement severance pay, technological severance pay, and supplementary unemployment benefits were practically nonexistent in the industry.

Nonproduction Bonuses. Nonproduction bonuses, usually paid at Christmas or yearend, were provided by establishments employing a fifth of the industry's production workers. Establishments reporting bonus plans (including profit sharing) accounted for a larger proportion of workers in the Southeast and Pacific regions than in the other six regions.

In general, the supplementary wage practices discussed above were not as common among establishments limited to mixing operations as they were in the other two types of establishments.

Table 1. Average Hourly Earnings: By Selected Characteristics

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

Item	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		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	Number of workers	Average hourly earnings
All workers ³	26,150	\$1.67	1,505	\$2.00	3,027	\$1.61	10,253	\$1.34	1,581	\$1.76	4,995	\$1.93	2,157	\$1.80	974	\$2.32	1,116	\$2.35
Type of establishment:																		
Complete or integrated	9,250	\$1.84	563	\$2.39	1,086	\$1.75	3,679	\$1.40	652	\$2.36	1,408	\$2.07	559	\$1.84	825	\$2.48	-	-
Superphosphate	7,106	1.81	582	1.90	370	1.68	2,432	1.57	583	1.38	2,106	1.96	720	2.15	-	-	313	\$2.62
Mixing only	9,794	1.41	360	1.57	1,571	1.51	4,142	1.16	346	1.26	1,481	1.76	878	1.48	149	1.44	509	2.03
Type of market:																		
Interstate	20,114	1.74	1,037	2.17	2,631	1.67	7,199	1.44	1,493	1.79	4,349	1.96	1,870	1.85	901	2.41	217	2.06
Intrastate	6,036	1.46	468	1.63	396	1.24	3,054	1.13	-	-	646	1.75	287	1.50	-	-	899	2.42
Size of community:																		
Metropolitan areas ⁴	15,488	1.78	737	1.89	2,389	1.72	5,547	1.46	1,314	1.85	3,497	1.99	523	1.96	397	2.33	900	2.38
Nonmetropolitan areas	10,662	1.52	768	2.11	638	1.22	4,706	1.20	267	1.32	1,498	1.78	1,634	1.75	577	2.32	216	2.20
Size of establishment:																		
8-49 workers	8,241	1.40	699	1.76	918	1.32	3,471	1.14	452	1.37	1,350	1.74	716	1.40	-	-	437	2.08
50-99 workers	6,412	1.54	-	-	586	1.60	3,118	1.30	551	1.37	1,378	1.95	436	1.82	-	-	196	2.25
100 or more workers	11,497	1.94	763	2.24	1,523	1.79	3,664	1.58	578	2.43	2,267	2.03	1,005	2.08	901	2.41	483	2.63
Labor-management contracts:																		
Establishments with majority of workers covered	15,553	1.85	1,107	2.14	2,073	1.75	5,294	1.51	1,086	1.98	3,512	2.03	721	1.97	825	2.48	622	2.49
Establishments with minority or none of workers covered	10,597	1.40	398	1.63	954	1.32	4,959	1.16	495	1.27	1,483	1.70	1,436	1.72	149	1.44	494	2.17

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

² Includes data for regions in addition to those shown separately. For definition of regions as shown in this or subsequent tables, see footnote 1, appendix A table.

³ Virtually all production workers were men.

⁴ The term "metropolitan area" as used in this study refers to the Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget.

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

Table 2. Earnings Distribution: All Establishments

(Percent distribution of production workers by average straight-time hourly earnings¹ in fertilizer manufacturing establishments, United States and selected regions, April 1962)

Average hourly earnings ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Under \$1.15 -----	4.4	-	-	11.1	-	0.3	-	-	-
\$1.15 and under \$1.20 -----	14.7	2.8	12.1	27.3	22.3	2.5	6.4	0.9	-
\$1.20 and under \$1.25 -----	5.5	.5	2.3	11.2	7.6	-	4.1	.4	-
\$1.25 and under \$1.30 -----	5.7	1.3	4.2	8.7	4.4	1.6	8.3	7.3	0.4
\$1.30 and under \$1.35 -----	4.6	1.9	7.5	8.0	2.3	.4	1.1	.5	-
\$1.35 and under \$1.40 -----	3.4	1.7	4.1	4.3	6.6	1.0	3.8	.9	.6
\$1.40 and under \$1.45 -----	3.4	2.9	.8	5.3	4.2	2.4	2.5	.4	-
\$1.45 and under \$1.50 -----	3.7	1.1	12.3	3.0	2.9	.7	3.9	.1	-
\$1.50 and under \$1.60 -----	3.6	3.4	3.0	3.3	1.2	6.4	2.8	1.3	3.1
\$1.60 and under \$1.70 -----	5.9	7.8	19.0	2.3	7.0	7.0	5.1	.7	1.6
\$1.70 and under \$1.80 -----	7.2	14.6	2.4	4.9	6.8	13.7	8.5	.6	8.4
\$1.80 and under \$1.90 -----	7.3	8.2	13.5	2.5	4.0	13.9	9.2	.2	8.2
\$1.90 and under \$2.00 -----	5.5	5.4	8.8	1.6	5.6	10.8	9.2	.4	6.3
\$2.00 and under \$2.10 -----	4.3	2.5	2.5	1.1	1.9	10.5	8.1	7.3	7.9
\$2.10 and under \$2.20 -----	3.9	10.5	1.4	1.4	.6	6.6	7.2	11.1	5.5
\$2.20 and under \$2.30 -----	3.7	8.5	1.8	.9	2.7	7.6	6.4	3.4	6.9
\$2.30 and under \$2.40 -----	3.5	7.6	4.0	.6	1.3	4.5	6.0	15.7	6.7
\$2.40 and under \$2.50 -----	2.0	5.9	.1	1.7	2.5	3.1	1.0	.9	3.2
\$2.50 and under \$2.60 -----	2.3	3.9	.2	.5	.9	2.8	2.9	19.9	5.3
\$2.60 and under \$2.70 -----	1.6	6.4	.1	.1	.2	1.5	.3	11.9	10.6
\$2.70 and under \$2.80 -----	.9	1.5	-	.1	1.8	1.3	2.8	.6	4.1
\$2.80 and under \$2.90 -----	.7	.6	.1	-	.7	.6	-	10.0	4.4
\$2.90 and under \$3.00 -----	.4	.3	-	-	2.0	.3	-	5.2	1.1
\$3.00 and over -----	1.5	.7	-	.1	10.6	.6	.4	.1	³ 15.7
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	26,150	1,505	3,027	10,253	1,581	4,995	2,157	974	1,116
Average hourly earnings ¹ -----	\$1.67	\$2.00	\$1.61	\$1.34	\$1.76	\$1.93	\$1.80	\$2.32	\$2.35

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 Workers were distributed as follows: 5 percent at \$3 and under \$3.10; 4.2 percent at \$3.10 and under \$3.20; and 6.5 percent at \$3.20 and over.

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

Table 3. Earnings Distribution: All Establishments by Type of Market

(Percent distribution of production workers by average straight-time hourly earnings¹ in fertilizer manufacturing establishments by type of market (interstate or intrastate commerce), United States and selected regions, April 1962)

Average hourly earnings ¹	United States ²		Middle Atlantic		Border States		Southeast		Southwest	Great Lakes		Middle West		Mountain	Pacific	
	Inter-state	Intra-state	Inter-state	Intra-state	Inter-state	Intra-state	Inter-state	Intra-state	Inter-state	Inter-state	Intra-state	Inter-state	Intra-state	Inter-state	Inter-state	Intra-state
Under \$1.15 -----	(³)	19.1	-	-	-	-	(³)	⁴ 37.2	-	(³)	1.9	-	-	-	-	-
\$1.15 and under \$1.20 -----	12.4	22.4	-	9.0	8.3	37.1	24.6	33.7	20.8	1.3	10.2	6.7	4.2	1.0	-	-
\$1.20 and under \$1.25 -----	6.0	3.9	0.2	1.3	1.6	7.6	13.8	5.1	7.6	-	-	3.3	9.1	.4	-	-
\$1.25 and under \$1.30 -----	4.6	9.3	.1	4.1	1.6	21.2	8.9	8.1	4.6	1.3	3.7	5.2	27.9	1.0	1.8	-
\$1.30 and under \$1.35 -----	4.5	5.0	-	6.2	5.2	22.7	9.1	5.2	2.5	.1	2.0	.9	2.4	.6	-	-
\$1.35 and under \$1.40 -----	3.0	4.7	-	5.6	3.0	10.9	5.3	2.0	5.0	.3	5.3	2.1	15.0	.1	3.2	-
\$1.40 and under \$1.45 -----	3.4	3.4	-	9.4	.9	-	6.2	3.2	4.4	1.8	6.7	1.9	6.6	.4	-	-
\$1.45 and under \$1.50 -----	4.6	.7	.2	3.0	14.1	-	3.9	.9	3.1	.9	-	4.5	-	.1	-	-
\$1.50 and under \$1.60 -----	4.2	1.8	2.8	4.7	3.4	.5	4.3	1.2	.9	6.9	3.1	3.0	1.7	1.1	8.8	1.8
\$1.60 and under \$1.70 -----	7.1	2.0	5.7	12.6	21.8	-	3.0	.6	7.3	7.5	3.7	5.8	.3	.8	3.2	1.2
\$1.70 and under \$1.80 -----	7.9	5.1	15.1	13.5	2.8	-	6.9	.3	7.2	12.9	18.7	8.4	9.1	.7	2.8	9.8
\$1.80 and under \$1.90 -----	8.5	3.2	7.5	9.6	15.5	-	3.0	1.2	4.2	14.6	9.4	9.5	7.7	.2	30.0	3.0
\$1.90 and under \$2.00 -----	6.4	2.8	3.3	10.0	10.1	-	2.2	.2	6.0	11.5	6.2	10.1	3.8	.4	1.8	7.3
\$2.00 and under \$2.10 -----	4.6	3.4	1.2	5.3	2.9	-	1.4	.4	2.0	10.4	11.3	8.4	5.9	7.9	5.1	8.6
\$2.10 and under \$2.20 -----	4.7	1.4	14.5	1.7	1.6	-	1.9	.1	.6	7.3	1.5	7.9	2.8	12.0	1.8	6.3
\$2.20 and under \$2.30 -----	4.2	1.9	11.9	1.1	2.0	-	1.2	.3	2.8	8.0	5.0	7.4	-	3.7	4.6	7.5
\$2.30 and under \$2.40 -----	4.2	1.0	11.0	-	4.6	-	.8	-	1.4	4.6	3.7	7.0	-	17.0	18.0	4.0
\$2.40 and under \$2.50 -----	2.3	1.0	8.6	-	.2	-	2.4	(³)	2.6	3.2	2.2	.6	3.5	1.0	-	4.0
\$2.50 and under \$2.60 -----	2.5	1.4	4.8	1.7	.2	-	.7	.2	.9	2.9	2.3	3.4	-	21.5	-	6.6
\$2.60 and under \$2.70 -----	1.6	1.8	9.0	.6	.1	-	.1	-	.2	1.5	1.5	.4	-	12.9	11.1	10.5
\$2.70 and under \$2.80 -----	.9	.9	1.9	.6	-	-	(³)	.1	1.9	1.4	.6	3.2	-	.7	-	5.1
\$2.80 and under \$2.90 -----	.7	.8	.9	-	.1	-	-	-	.7	.5	.9	-	-	10.8	3.2	4.7
\$2.90 and under \$3.00 -----	.5	.2	.4	-	-	-	-	-	2.1	.4	-	-	-	5.7	-	1.3
\$3.00 and over -----	1.2	2.7	1.1	-	-	-	.1	-	11.2	.7	-	.4	-	.1	4.6	18.3
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	20,114	6,036	1,037	468	2,631	396	7,199	3,054	1,493	4,349	646	1,870	287	901	217	899
Average hourly earnings ¹ -----	\$1.74	\$1.46	\$2.17	\$1.63	\$1.67	\$1.24	\$1.44	\$1.13	\$1.79	\$1.96	\$1.75	\$1.85	\$1.50	\$2.41	\$2.06	\$2.42

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.

⁴ Workers were distributed as follows: 2.9 percent under \$0.75; 7.9 percent at \$0.75 to \$0.80; 4.4 percent at \$0.85 to \$0.95; 18.7 percent at \$1 to \$1.05; and 3.3 percent at \$1.05 to \$1.15.

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

Table 4. Earnings Distribution: Complete (Integrated) Establishments

(Percent distribution of production workers by average straight-time hourly earnings¹ in complete (integrated) fertilizer establishments, United States and selected regions, April 1962)

Average hourly earnings ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain
\$1.15 and under \$1.20 -----	6.6		4.1	15.4	0.2			
\$1.20 and under \$1.25 -----	6.7	-	-	16.9	-	-		
\$1.25 and under \$1.30 -----	3.8	0.2	-	9.4	-	0.3	-	
\$1.30 and under \$1.35 -----	5.5	-	8.5	11.4	-	-	-	
\$1.35 and under \$1.40 -----	3.7	-	.9	9.1	-	-	0.2	
\$1.40 and under \$1.45 -----	4.5	-	.7	11.2	-	-	.2	
\$1.45 and under \$1.50 -----	4.5	-	9.0	6.1	4.9	-	10.7	
\$1.50 and under \$1.60 -----	2.7	.2	.9	4.9	-	3.6	.7	
\$1.60 and under \$1.70 -----	6.1	.4	26.1	3.7	10.1	2.8	7.0	-
\$1.70 and under \$1.80 -----	5.2	-	3.7	4.6	10.6	5.8	21.5	-
\$1.80 and under \$1.90 -----	8.8	.2	18.0	1.8	8.7	21.6	21.5	-
\$1.90 and under \$2.00 -----	6.0	-	11.4	1.3	8.6	12.8	20.4	0.4
\$2.00 and under \$2.10 -----	3.9	.2	4.7	1.1	2.1	10.3	2.0	8.4
\$2.10 and under \$2.20 -----	6.1	23.3	2.9	1.0	.2	12.7	3.9	12.4
\$2.20 and under \$2.30 -----	4.8	19.0	3.5	.6	6.3	9.2	5.7	4.0
\$2.30 and under \$2.40 -----	4.9	16.7	5.0	.3	3.2	6.0	1.6	17.5
\$2.40 and under \$2.50 -----	2.4	11.9	.1	.4	6.0	5.8	1.3	1.1
\$2.50 and under \$2.60 -----	4.2	7.8	.3	.9	2.1	3.1	2.1	23.5
\$2.60 and under \$2.70 -----	2.7	13.3	-	(³)	.5	1.8	1.3	14.1
\$2.70 and under \$2.80 -----	1.1	3.4	-	(³)	4.4	2.0	-	.7
\$2.80 and under \$2.90 -----	1.7	.9	.2	-	1.7	.9	-	11.8
\$2.90 and under \$3.00 -----	1.0	.7	-	-	4.8	.7	-	6.2
\$3.00 and over -----	2.9	2.0	-	(³)	⁴ 25.6	.6	-	.1
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	9,250	563	1,086	3,679	652	1,408	559	825
Average hourly earnings ¹ -----	\$1.84	\$2.39	\$1.75	\$1.40	\$2.36	\$2.07	\$1.84	\$2.48

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.⁴ Workers were distributed as follows: 2.5 percent at \$3 and under \$3.10; 4.4 percent at \$3.10 and under \$3.20; 16.9 percent at \$3.20 and under \$3.30; and 1.8 percent at \$3.30 and under \$3.40.

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

Table 5. Earnings Distribution: Superphosphate Establishments

(Percent distribution of production workers by average straight-time hourly earnings¹ in superphosphate establishments, United States and selected regions, April 1962)

Average hourly earnings ¹	United States	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Under \$1.15 -----	2.8	-	-	8.0	-	0.1	-	-
\$1.15 and under \$1.20 -----	10.1	-	10.3	20.2	28.8	.9	0.1	-
\$1.20 and under \$1.25 -----	3.3	0.3	-	6.3	-	-	-	-
\$1.25 and under \$1.30 -----	3.6	-	-	6.7	8.7	2.1	.1	-
\$1.30 and under \$1.35 -----	2.7	-	8.6	5.6	3.4	-	.3	-
\$1.35 and under \$1.40 -----	1.8	-	8.6	1.3	9.6	.5	-	-
\$1.40 and under \$1.45 -----	2.5	2.4	-	1.6	11.3	2.3	1.7	-
\$1.45 and under \$1.50 -----	1.4	1.0	11.6	.4	1.7	1.7	-	-
\$1.50 and under \$1.60 -----	5.2	5.7	13.0	3.7	.9	6.7	5.7	1.9
\$1.60 and under \$1.70 -----	5.5	6.2	10.8	3.0	6.2	8.6	2.9	1.0
\$1.70 and under \$1.80 -----	12.1	31.1	3.0	12.5	6.3	13.5	2.9	8.0
\$1.80 and under \$1.90 -----	8.0	16.8	5.7	6.9	.3	11.3	5.3	.6
\$1.90 and under \$2.00 -----	7.0	13.4	8.9	4.6	5.7	9.2	6.7	-
\$2.00 and under \$2.10 -----	6.6	4.8	3.8	2.5	2.4	11.6	14.0	2.6
\$2.10 and under \$2.20 -----	5.1	3.3	-	4.0	.5	5.4	17.9	.4
\$2.20 and under \$2.30 -----	5.3	2.7	.5	2.8	.2	10.6	9.2	.6
\$2.30 and under \$2.40 -----	5.4	3.4	15.1	2.1	-	5.0	15.6	12.1
\$2.40 and under \$2.50 -----	3.4	3.8	-	6.5	-	2.4	1.3	-
\$2.50 and under \$2.60 -----	2.1	1.0	-	.8	-	3.5	6.9	-
\$2.60 and under \$2.70 -----	2.2	3.1	-	.4	-	1.4	-	31.0
\$2.70 and under \$2.80 -----	1.7	.2	-	(²)	-	1.4	8.3	9.9
\$2.80 and under \$2.90 -----	.5	.7	-	-	-	.4	-	6.1
\$2.90 and under \$3.00 -----	.3	-	-	-	-	.3	-	3.8
\$3.00 and over -----	1.4	-	-	.2	-	.9	1.1	³ 22.3
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	7,106	582	370	2,432	583	2,106	720	313
Average hourly earnings ¹ -----	\$1.81	\$1.90	\$1.68	\$1.57	\$1.38	\$1.96	\$2.15	\$2.62

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

² Less than 0.05 percent.

³ Workers were distributed as follows: 7 percent at \$3 and under \$3.10; 7 percent at \$3.10 and under \$3.20; and 8.3 percent at \$3.20 and under \$3.30.

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

Table 6. Earnings Distribution: Mixing Establishments

(Percent distribution of production workers by average straight-time hourly earnings¹ in fertilizer mixing establishments, United States and selected regions, April 1962)

Average hourly earnings ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Under \$1.15 -----	9.8	-	-	³ 22.8	-	0.8	-	-	-
\$1.15 and under \$1.20 -----	25.7	11.7	18.1	42.1	52.9	7.1	15.5	6.0	-
\$1.20 and under \$1.25 -----	6.0	1.7	4.5	9.0	11.3	-	10.0	2.7	-
\$1.25 and under \$1.30 -----	9.0	5.3	8.1	9.2	5.5	2.2	20.2	47.7	0.8
\$1.30 and under \$1.35 -----	5.2	8.1	6.5	6.3	4.9	1.2	2.4	3.4	-
\$1.35 and under \$1.40 -----	4.2	7.2	5.2	2.0	13.9	2.5	9.2	6.0	1.4
\$1.40 and under \$1.45 -----	2.8	8.3	1.0	2.3	-	4.9	4.7	2.7	-
\$1.45 and under \$1.50 -----	4.6	2.8	14.7	1.8	1.2	.1	2.8	.7	-
\$1.50 and under \$1.60 -----	3.4	4.7	2.2	1.7	4.0	8.5	1.8	8.7	5.5
\$1.60 and under \$1.70 -----	5.9	22.2	16.0	.6	2.6	8.6	5.7	4.7	2.9
\$1.70 and under \$1.80 -----	5.5	10.8	1.5	.8	.6	21.4	4.9	4.0	12.6
\$1.80 and under \$1.90 -----	5.4	6.7	12.2	.4	1.2	10.4	4.7	1.3	17.7
\$1.90 and under \$2.00 -----	4.1	.8	6.9	.2	-	11.2	4.2	.7	13.8
\$2.00 and under \$2.10 -----	3.1	2.2	.8	.3	.6	9.0	7.1	1.3	12.6
\$2.10 and under \$2.20 -----	1.0	2.2	.6	.2	1.4	2.4	.5	4.0	4.7
\$2.20 and under \$2.30 -----	1.5	1.4	.8	.1	-	1.9	4.7	-	10.0
\$2.30 and under \$2.40 -----	.7	-	.6	-	-	2.2	1.0	6.0	1.6
\$2.40 and under \$2.50 -----	.7	-	.2	-	-	1.5	.6	-	7.1
\$2.50 and over -----	1.4	3.9	.3	.2	-	4.0	.1	-	9.4
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	9,794	360	1,571	4,142	346	1,481	878	149	509
Average hourly earnings ¹ -----	\$1.41	\$1.57	\$1.51	\$1.16	\$1.26	\$1.76	\$1.48	\$1.44	\$2.03

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 Workers were distributed as follows: 10.4 percent under \$1; and 12.4 percent at \$1 to \$1.15.

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

Table 7. Occupational Averages: All Establishments

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

Occupation	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		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	Number of workers	Average hourly earnings
Baggers	1,494	\$1.66	78	\$1.99	137	\$1.58	539	\$1.29	79	\$1.42	363	\$1.97	157	\$1.83	55	\$2.29	71	\$2.20
Bag printers	202	1.69	-	-	27	1.78	80	1.39	18	1.61	45	2.04	27	1.88	-	-	-	-
Bag sewers, machine	914	1.50	15	1.89	102	1.55	477	1.26	75	1.40	106	1.99	47	1.81	23	2.07	47	2.23
Batch weighers	606	1.58	34	2.02	88	1.64	243	1.22	48	1.41	142	2.00	38	1.99	-	-	7	2.04
Burner men	50	1.83	-	-	14	1.95	11	1.31	-	-	-	-	-	-	-	-	-	-
Carpenters, maintenance	161	2.21	20	2.46	40	1.96	62	1.97	-	-	12	2.63	-	-	-	-	6	2.95
Chambermen	312	1.88	-	-	29	2.06	150	1.43	14	2.29	64	2.26	21	2.35	-	-	12	2.96
Conveyor tenders	401	1.58	-	-	34	1.49	173	1.27	41	1.36	106	1.90	17	2.16	18	2.39	-	-
Den diggers	87	1.46	-	-	23	1.78	43	1.20	-	-	-	-	-	-	-	-	-	-
Laborers, material handling	7,135	1.53	497	1.85	971	1.53	2,783	1.22	348	1.52	1,633	1.81	429	1.72	-	-	162	2.14
Mechanics, maintenance	894	2.28	46	2.34	80	2.20	259	2.03	68	2.38	265	2.39	71	2.20	70	2.74	23	2.87
Millers	223	1.89	6	2.21	32	1.86	96	1.54	16	1.88	34	2.41	-	-	-	-	-	-
Mixers, dry mixing	735	1.61	52	1.97	62	1.59	288	1.25	54	1.50	151	2.00	67	1.72	-	-	43	2.20
Mixers, superphosphate	413	1.87	13	2.37	32	1.73	133	1.42	37	1.52	106	2.14	38	2.03	25	2.33	21	2.86
Truckdrivers	986	1.44	66	1.77	36	1.44	595	1.23	57	1.37	70	1.73	38	1.52	28	1.73	74	2.40
Truckers, power (forklift)	303	1.81	12	1.98	8	1.92	86	1.25	18	1.65	61	1.94	50	2.21	-	-	45	2.27
Truckers, power (other than forklift)	2,225	1.60	109	1.98	266	1.63	986	1.31	119	1.55	451	2.01	201	1.72	-	-	35	2.30
Watchmen	354	1.48	-	-	49	1.48	153	1.22	14	1.66	78	1.76	16	1.54	10	1.64	-	-

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 8. Occupational Averages: All Establishments by Type of Market

(Number and average straight-time hourly earnings¹ of men in selected occupations in fertilizer manufacturing establishments by type of market (interstate or intrastate commerce), United States and selected regions, April 1962)

Occupation	United States ²				Middle Atlantic				Border States					
	Interstate		Intrastate		Interstate		Intrastate		Interstate		Intrastate			
	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		
Baggers	1,099	\$1.73	395	\$1.46	49	\$2.14	29	\$1.73	109	\$1.66	28	\$1.30		
Bag printers	191	1.71	11	1.31	-	-	-	-	25	1.83	-	-		
Bag sewers, machine	615	1.57	299	1.36	11	2.05	-	-	74	1.65	-	-		
Batch weighers	453	1.69	153	1.29	24	2.09	10	1.84	62	1.78	26	1.30		
Burner men	40	1.87	-	-	-	-	-	-	14	1.95	-	-		
Carpenters, maintenance	138	2.27	23	1.87	20	2.46	-	-	30	2.17	-	-		
Chambermen	287	1.87	25	2.04	-	-	-	-	29	2.06	-	-		
Conveyor tenders	306	1.64	95	1.38	-	-	-	-	21	1.65	13	1.22		
Den diggers	69	1.57	18	1.04	-	-	-	-	23	1.78	-	-		
Laborers, material handling	5,713	1.58	1,422	1.30	399	1.95	98	1.43	790	1.60	181	1.20		
Mechanics, maintenance	769	2.30	125	2.20	34	2.53	12	1.80	77	2.23	-	-		
Millers	211	1.90	12	1.62	6	2.21	-	-	32	1.86	-	-		
Mixers, dry mixing	484	1.69	251	1.45	23	2.18	29	1.80	47	1.71	15	1.24		
Mixers, superphosphate	352	1.80	61	2.24	13	2.37	-	-	30	1.74	-	-		
Truckdrivers	380	1.51	606	1.39	-	-	61	1.73	34	1.46	-	-		
Truckers, power (forklift)	215	1.89	88	1.63	10	1.98	-	-	8	1.92	-	-		
Truckers, power (other than forklift)	1,745	1.67	480	1.35	65	2.24	44	1.58	233	1.67	33	1.28		
Watchmen	283	1.53	71	1.28	-	-	-	-	49	1.48	-	-		
	Southeast				Southwest				Great Lakes				Middle West	
	Interstate		Intrastate		Interstate		Interstate		Intrastate		Interstate			
Baggers	338	\$1.39	201	\$1.12	69	\$1.43	322	\$1.96	41	\$2.02	145	\$1.84		
Bag printers	71	1.39	9	1.35	18	1.61	45	2.04	-	-	27	1.88		
Bag sewers, machine	301	1.34	176	1.12	65	1.41	88	2.01	-	-	43	1.82		
Batch weighers	151	1.30	92	1.09	46	1.42	129	2.02	13	1.84	35	1.98		
Burner men	9	1.28	-	-	-	-	-	-	-	-	-	-		
Carpenters, maintenance	54	1.98	8	1.90	-	-	12	2.63	-	-	-	-		
Chambermen	141	1.43	9	1.43	14	2.29	56	2.31	-	-	21	2.35		
Conveyor tenders	125	1.35	48	1.08	41	1.36	80	1.95	26	1.76	17	2.16		
Den diggers	31	1.32	12	.89	-	-	-	-	-	-	-	-		
Laborers, material handling	1,996	1.27	787	1.08	318	1.55	1,488	1.81	145	1.79	389	1.74		
Mechanics, maintenance	223	2.06	36	1.86	66	2.41	225	2.39	40	2.35	63	2.16		
Millers	90	1.56	6	1.34	14	1.92	34	2.41	-	-	-	-		
Mixers, dry mixing	158	1.33	130	1.14	50	1.51	135	2.04	16	1.67	57	1.75		
Mixers, superphosphate	119	1.43	14	1.31	37	1.52	84	2.08	22	2.39	34	2.03		
Truckdrivers	181	1.39	414	1.17	49	1.37	26	1.95	44	1.60	36	1.53		
Truckers, power (forklift)	48	1.27	38	1.23	18	1.65	57	1.99	-	-	43	2.24		
Truckers, power (other than forklift)	688	1.37	298	1.17	117	1.55	411	2.01	40	2.01	187	1.75		
Watchmen	112	1.27	41	1.09	14	1.66	61	1.78	17	1.69	16	1.54		

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

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

Table 9. Occupational Averages: Complete (Integrated) Establishments

(Number and average straight-time hourly earnings¹ of men in selected occupations in complete (integrated) fertilizer establishments, United States and selected regions, April 1962)

Occupation	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes	
	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
Baggers -----	418	\$1.78	-	-	40	\$1.69	178	\$1.42	11	\$2.00	88	\$1.97
Bag printers -----	95	1.73	-	-	13	1.83	41	1.43	6	2.10	14	2.00
Bag sewers, machine -----	232	1.60	-	-	25	1.57	139	1.36	17	1.86	23	2.02
Batch weighers -----	165	1.65	-	-	22	1.75	80	1.31	-	-	38	2.07
Burner men -----	42	1.74	-	-	-	-	11	1.31	-	-	-	-
Carpenters, maintenance -----	84	2.31	-	-	16	2.03	28	1.81	-	-	-	-
Chambermen -----	281	1.82	-	-	25	2.02	148	1.43	14	2.29	51	2.25
Conveyor tenders -----	91	1.76	-	-	-	-	45	1.33	-	-	-	-
Den diggers -----	35	1.55	-	-	-	-	18	1.30	-	-	-	-
Laborers, material handling -----	2,318	1.62	166	\$2.21	253	1.71	1,028	1.27	151	1.84	370	1.92
Mechanics, maintenance -----	379	2.42	19	2.63	33	2.27	91	2.04	45	2.70	85	2.37
Millers -----	120	1.89	-	-	18	1.84	52	1.44	-	-	9	2.19
Mixers, dry mixing -----	149	1.72	9	2.48	16	1.71	65	1.37	-	-	29	2.02
Mixers, superphosphate -----	173	1.79	7	2.35	23	1.72	80	1.44	-	-	24	2.10
Truckdrivers -----	130	1.64	-	-	-	-	72	1.37	-	-	16	2.08
Truckers, power (forklift) -----	61	2.01	-	-	-	-	11	1.35	-	-	27	2.02
Truckers, power (other than forklift) -----	765	1.67	34	2.35	96	1.75	395	1.39	-	-	118	1.99
Watchmen -----	150	1.58	-	-	21	1.44	64	1.27	-	-	26	1.89

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

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

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

Table 10. Occupational Averages: Complete (Integrated) Establishments by Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in complete (integrated) fertilizer establishments in metropolitan and nonmetropolitan areas, United States and selected regions, April 1962)

Occupation	United States ²				Border States		Southeast				Great Lakes	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan 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	Number of workers	Average hourly earnings
Baggers	240	\$1.81	178	\$1.74	32	\$1.79	114	\$1.50	64	\$1.28	41	\$2.00
Bag printers	56	1.72	39	1.73	13	1.83	28	1.47	13	1.33	7	2.13
Bag sewers, machine	145	1.71	87	1.42	17	1.70	75	1.42	64	1.28	-	-
Batch weighers	103	1.65	62	1.66	22	1.75	48	1.32	32	1.30	27	2.10
Carpenters, maintenance	59	2.35	25	2.22	12	2.20	23	1.88	-	-	-	-
Chambermen	185	1.90	96	1.66	25	2.02	86	1.51	62	1.32	42	2.26
Conveyor tenders	39	1.88	52	1.67	-	-	21	1.39	24	1.28	-	-
Den diggers	19	1.59	16	1.51	-	-	11	1.38	7	1.17	-	-
Laborers, material handling	1,507	1.65	811	1.57	213	1.82	685	1.30	343	1.23	261	1.95
Mechanics, maintenance	243	2.43	136	2.39	33	2.27	53	1.98	38	2.11	70	2.37
Millers	90	1.91	30	1.83	18	1.84	40	1.42	12	1.49	8	2.21
Mixers, dry mixing	111	1.78	38	1.55	12	1.85	46	1.42	19	1.24	21	2.07
Mixers, superphosphate	108	1.87	65	1.66	19	1.78	40	1.46	40	1.42	20	2.10
Truckdrivers	46	1.83	84	1.54	-	-	27	1.61	45	1.22	-	-
Truckers, power (other than forklift)	470	1.70	295	1.62	88	1.79	236	1.44	159	1.31	71	2.02
Watchmen	92	1.61	58	1.53	17	1.51	37	1.31	27	1.21	19	1.88

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 11. Occupational Averages: Complete (Integrated) Establishments by Size of Establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in complete (integrated) fertilizer establishments by size of establishment, United States and selected regions, April 1962)

Occupation	United States ²				Border States		Southeast				Southwest		Great Lakes					
	Establishments with—																	
	8-49 workers		50-99 workers		100 or more workers		100 or more workers		8-49 workers		50-99 workers		100 or more workers		100 or more workers			
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		
Baggers	65	\$1.59	65	\$1.53	288	\$1.89	28	\$1.80	21	\$1.21	41	\$1.28	116	\$1.51	10	\$2.01	35	\$2.04
Bag printers	10	1.61	18	1.52	67	1.80	7	1.94	-	-	10	1.33	27	1.49	-	-	7	2.13
Bag sewers, machine	29	1.23	43	1.35	160	1.74	13	1.70	21	1.21	37	1.28	81	1.43	-	-	-	-
Batch weighers	12	1.54	34	1.52	119	1.70	16	1.79	6	1.22	20	1.28	54	1.34	-	-	25	2.13
Carpenters, maintenance	-	-	9	1.88	71	2.41	12	2.20	-	-	8	1.72	20	1.85	-	-	-	-
Chambermen	37	1.26	63	1.62	181	2.00	25	2.02	37	1.26	41	1.39	70	1.54	14	2.29	34	2.35
Conveyor tenders	20	1.60	14	1.23	57	1.95	-	-	-	-	13	1.17	24	1.46	-	-	-	-
Den diggers	-	-	11	1.32	23	1.68	-	-	-	-	10	1.26	7	1.38	-	-	-	-
Laborers, material handling	207	1.45	365	1.36	1,746	1.70	209	1.82	77	1.17	251	1.22	700	1.30	119	1.94	227	1.98
Mechanics, maintenance	-	-	52	2.07	324	2.48	29	2.27	-	-	15	1.79	73	2.09	43	2.71	56	2.49
Millers	-	-	22	1.42	97	2.01	14	1.88	-	-	17	1.32	34	1.50	-	-	8	2.21
Mixers, dry mixing	17	1.48	18	1.36	114	1.81	12	1.85	7	1.24	16	1.29	42	1.42	-	-	21	2.07
Mixers, superphosphate	13	1.39	31	1.53	129	1.89	15	1.81	9	1.38	18	1.31	53	1.49	-	-	16	2.19
Truckdrivers	-	-	42	1.35	74	1.83	-	-	-	-	35	1.20	37	1.52	-	-	-	-
Truckers, power (other than forklift)	100	1.46	122	1.46	543	1.75	86	1.79	56	1.23	94	1.32	245	1.45	-	-	59	2.07
Watchmen	-	-	35	1.38	107	1.67	17	1.51	-	-	24	1.24	36	1.30	-	-	15	2.04

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 12. Occupational Averages: Superphosphate Establishments

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

Occupation	United States ²		Middle Atlantic		Border States		Southeast		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
Baggers -----	414	\$1.84	51	\$1.94	13	\$1.68	99	\$1.40	36	\$1.38	136	\$2.06	59	\$2.08	-	-
Bag printers -----	51	1.77	-	-	-	-	18	1.39	6	1.46	23	2.13	-	-	-	-
Bag sewers, machine -----	224	1.72	-	-	11	1.68	98	1.36	23	1.31	47	2.11	18	2.08	22	\$2.56
Batch weighers -----	192	1.73	24	1.94	-	-	47	1.29	28	1.42	67	2.03	21	2.00	-	-
Carpenters, maintenance -----	50	2.25	-	-	-	-	28	2.12	-	-	-	-	-	-	-	-
Conveyor tenders -----	188	1.64	-	-	13	1.49	72	1.37	24	1.19	60	1.94	-	-	-	-
Laborers, material handling -----	1,813	1.68	225	1.78	80	1.55	528	1.32	117	1.33	658	1.89	149	1.89	56	2.51
Mechanics, maintenance -----	330	2.26	23	2.25	-	-	114	2.13	16	1.76	121	2.41	23	2.33	-	-
Millers -----	90	1.92	-	-	-	-	44	1.67	-	-	25	2.49	-	-	-	-
Mixers, dry mixing -----	170	1.76	32	1.94	6	1.73	40	1.39	20	1.39	58	2.07	14	1.74	-	-
Mixers, superphosphate -----	210	1.88	-	-	7	1.72	53	1.40	29	1.44	68	2.09	30	2.11	17	2.77
Truckdrivers -----	148	1.50	-	-	-	-	62	1.37	27	1.23	34	1.52	-	-	17	2.12
Truckers, power (forklift) -----	117	2.05	8	1.91	-	-	15	1.20	-	-	17	1.94	44	2.27	-	-
Truckers, power (other than forklift) -----	590	1.76	50	2.04	29	1.61	183	1.37	57	1.39	207	2.04	50	2.05	-	-
Watchmen -----	98	1.51	-	-	13	1.45	33	1.27	6	1.42	39	1.68	-	-	-	-

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 Averages: Superphosphate Establishments by Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in superphosphate establishments in metropolitan and nonmetropolitan areas, United States, and selected regions, April 1962)

Occupation	United States ²				Middle Atlantic				Border States		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan 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	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers	288	\$1.92	126	\$1.67	27	\$2.01	24	\$1.85	13	\$1.68	62	\$1.54	37	\$1.18
Bag printers	43	1.81	8	1.57	-	-	-	-	-	-	13	1.42	-	-
Bag sewers, machine	146	1.83	78	1.51	-	-	-	-	-	-	60	1.46	38	1.20
Batch weighers	138	1.79	54	1.59	12	1.92	12	1.96	-	-	25	1.37	22	1.21
Conveyor tenders	123	1.75	65	1.41	-	-	-	-	-	-	46	1.46	26	1.21
Laborers, material handling	1,307	1.75	506	1.49	-	-	34	1.71	64	1.65	303	1.46	225	1.14
Mechanics, maintenance	273	2.33	57	1.97	13	2.30	10	2.18	-	-	98	2.22	16	1.58
Mixers, dry mixing	99	1.89	71	1.59	12	1.94	20	1.94	6	1.73	21	1.51	19	1.25
Mixers, superphosphate	144	1.95	66	1.72	-	-	-	-	7	1.72	28	1.53	25	1.25
Truckdrivers	68	1.68	80	1.35	-	-	-	-	-	-	31	1.68	31	1.06
Truckers, power (other than forklift)	412	1.84	178	1.59	30	2.12	20	1.92	-	-	99	1.50	84	1.22
Watchmen	77	1.55	21	1.33	-	-	-	-	13	1.45	18	1.31	15	1.21
					Southwest				Great Lakes				Middle West	
					Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
Baggers					18	\$1.42	18	\$1.35	115	\$2.09	21	\$1.95	-	-
Bag printers					6	1.46	-	-	20	2.14	-	-	-	-
Bag sewers, machine					11	1.45	-	-	45	2.13	-	-	6	\$1.92
Batch weighers					21	1.37	7	1.60	56	2.03	-	-	21	2.00
Conveyor tenders					-	-	-	-	51	2.03	-	-	-	-
Laborers, material handling					76	1.34	41	1.31	573	1.90	-	-	66	1.88
Mechanics, maintenance					7	1.89	9	1.67	110	2.44	11	2.14	15	2.30
Mixers, dry mixing					-	-	-	-	44	2.17	14	1.74	12	1.72
Mixers, superphosphate					19	1.40	10	1.51	48	2.14	20	1.95	21	1.96
Truckdrivers					14	1.29	-	-	6	1.95	-	-	-	-
Truckers, power (other than forklift)					37	1.35	20	1.47	176	2.07	31	1.87	35	1.99
Watchmen					6	1.42	-	-	33	1.69	-	-	-	-

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 Averages: Superphosphate Establishments by Size of Establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in superphosphate establishments by size of establishment, United States and selected regions, April 1962)

Occupation	United States ²						Middle Atlantic		Southeast					
	Establishments with—													
	8-49 workers		50-99 workers		100 or more workers		8-49 workers		8-49 workers		50-99 workers		100 or more workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers	105	\$1.81	161	\$1.67	148	\$2.06	41	\$1.96	18	\$1.21	64	\$1.42	17	\$1.56
Bag sewers, machine	42	1.41	93	1.55	89	2.04	-	-	28	1.21	51	1.40	19	1.50
Batch weighers	68	1.69	74	1.65	50	1.91	22	1.95	17	1.17	20	1.31	-	-
Conveyor tenders	53	1.41	67	1.54	68	1.90	-	-	-	-	16	1.37	-	-
Laborers, material handling	355	1.58	733	1.55	725	1.87	83	1.82	94	1.17	306	1.26	128	1.59
Mechanics, maintenance	55	2.10	96	2.12	179	2.39	20	2.26	9	1.63	34	1.88	-	-
Mixers, dry mixing	69	1.73	49	1.49	52	2.07	31	1.94	10	1.20	22	1.43	-	-
Mixers, superphosphate	57	1.92	97	1.74	56	2.08	-	-	15	1.32	28	1.39	10	1.52
Truckdrivers	65	1.38	56	1.39	27	2.03	-	-	26	1.09	21	1.29	-	-
Truckers, power (other than forklift)	165	1.71	243	1.66	182	1.95	35	2.14	45	1.23	99	1.37	39	1.53
Watchmen	17	1.52	56	1.38	25	1.77	-	-	-	-	30	1.24	-	-
	Southwest						Great Lakes		Middle West					
	Establishments with—													
	8-49 workers		50-99 workers		50-99 workers		100 or more workers		8-49 workers		50-99 workers			
Baggers	8	\$1.62	28	\$1.31	52	\$2.00	59	\$2.09	7	\$1.77	9	\$1.99		
Bag sewers, machine	-	-	20	1.31	9	2.10	38	2.12	-	-	-	-		
Batch weighers	8	1.56	20	1.37	25	2.04	26	2.04	-	-	-	-		
Conveyor tenders	-	-	-	-	29	1.89	14	2.22	-	-	-	-		
Laborers, material handling	35	1.45	82	1.28	274	1.87	311	1.94	13	1.67	49	1.63		
Mechanics, maintenance	7	1.94	9	1.63	38	2.37	73	2.45	-	-	14	2.28		
Mixers, dry mixing	-	-	-	-	-	-	40	2.20	9	1.61	-	-		
Mixers, superphosphate	10	1.58	19	1.36	37	2.06	20	2.08	-	-	11	1.97		
Truckdrivers	-	-	26	1.23	-	-	-	-	-	-	-	-		
Truckers, power (other than forklift)	28	1.50	29	1.28	94	1.97	83	2.07	9	1.81	-	-		
Watchmen	-	-	-	-	19	1.59	18	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 15. Occupational Averages: Mixing Establishments

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

Occupation	United States ²		Middle Atlantic		Border States		Southeast		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
Baggers	662	\$1.47	9	\$1.55	84	\$1.52	262	\$1.15	32	\$1.26	139	\$1.87	74	\$1.60	43	\$2.00
Bag printers	56	1.54	-	-	12	1.73	21	1.30	-	-	8	1.88	8	1.77	-	-
Bag sewers, machine	458	1.34	-	-	66	1.53	240	1.16	35	1.23	36	1.82	23	1.59	23	1.86
Batch weighers	249	1.43	-	-	61	1.60	116	1.13	16	1.32	37	1.87	-	-	7	2.04
Carpenters, maintenance	27	1.84	-	-	17	1.73	-	-	-	-	-	-	-	-	-	-
Conveyor tenders,	122	1.35	-	-	19	1.45	56	1.10	13	1.19	29	1.82	-	-	-	-
Den diggers	38	1.40	-	-	15	1.73	14	.94	-	-	-	-	-	-	-	-
Laborers, material handling	3,004	1.36	106	1.43	638	1.45	1,227	1.12	80	1.19	605	1.65	113	1.58	74	1.84
Mechanics, maintenance	185	2.04	-	-	19	1.92	54	1.82	7	1.67	59	2.35	16	1.92	7	2.64
Mixers, dry mixing	416	1.51	11	1.64	40	1.53	183	1.17	17	1.32	64	1.93	50	1.69	39	2.17
Truckdrivers	708	1.39	61	1.72	23	1.40	461	1.19	24	1.34	20	1.81	-	-	57	2.49
Truckers, power (forklift)	125	1.50	-	-	-	-	60	1.25	-	-	17	1.82	-	-	25	1.96
Truckers, power (other than forklift)	870	1.43	25	1.35	141	1.54	408	1.20	18	1.29	126	1.97	106	1.52	12	1.85
Watchmen	106	1.31	-	-	15	1.58	56	1.14	-	-	13	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 16. Occupational Averages: Mixing Establishments by Size of Community

(Number and average straight-time hourly earnings¹ of men in selected occupations in fertilizer mixing establishments in metropolitan and nonmetropolitan areas, United States and selected regions, April 1962)

Occupation	United States ²				Border States				Southeast					
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan 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	Number of workers	Average hourly earnings		
Baggers	293	\$1.56	369	\$1.41	50	\$1.68	34	\$1.28	102	\$1.17	160	\$1.14		
Bag printers	41	1.63	15	1.31	10	1.85	-	-	12	1.32	9	1.29		
Bag sewers, machine	196	1.51	262	1.22	36	1.72	-	-	73	1.21	167	1.13		
Batch weighers	102	1.66	147	1.27	37	1.80	-	-	23	1.17	93	1.12		
Conveyor tenders	49	1.38	73	1.33	-	-	6	1.27	18	.99	38	1.15		
Laborers, material handling	1,526	1.47	1,478	1.24	396	1.61	242	1.19	520	1.14	707	1.10		
Mechanics, maintenance	95	2.15	90	1.93	16	2.03	-	-	26	1.92	28	1.72		
Mixers, dry mixing	183	1.66	233	1.38	25	1.73	15	1.21	63	1.23	120	1.14		
Truckdrivers	291	1.60	417	1.24	8	1.84	15	1.17	132	1.22	329	1.19		
Truckers, power (forklift)	61	1.71	64	1.30	-	-	-	-	20	1.28	40	1.23		
Truckers, power (other than forklift)	394	1.54	476	1.34	102	1.65	39	1.26	171	1.26	237	1.17		
Watchmen	43	1.48	63	1.20	14	1.61	-	-	18	1.26	38	1.08		
					Great Lakes				Middle West				Pacific	
					Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
Baggers			60	\$1.91	79	\$1.84	20	\$2.00	54	\$1.46	28	\$1.94		
Bag printers			7	1.87	-	-	-	-	-	-	-	-		
Bag sewers, machine			27	2.02	-	-	8	1.75	-	-	20	1.87		
Batch weighers			15	1.96	22	1.81	-	-	-	-	-	-		
Conveyor tenders			13	1.83	16	1.82	-	-	-	-	-	-		
Laborers, material handling			376	1.71	229	1.56	53	1.83	60	1.37	57	1.86		
Mechanics, maintenance			29	2.36	30	2.34	-	-	10	1.65	-	-		
Mixers, dry mixing			30	2.07	34	1.80	18	2.11	32	1.46	24	2.10		
Truckdrivers			-	-	-	-	-	-	-	-	44	2.65		
Truckers, power (forklift)			12	2.04	-	-	-	-	-	-	21	2.00		
Truckers, power (other than forklift)			63	2.00	63	1.94	23	2.03	83	1.37	8	1.89		
Watchmen			-	-	-	-	-	-	-	-	-	-		

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 17. Occupational Averages: Mixing Establishments by Size of Establishment

(Number and average straight-time hourly earnings¹ of men in selected occupations in fertilizer mixing establishments by size of establishment, United States and selected regions, April 1962)

Occupation	United States ²						Border States						Southeast			
	Establishments with—															
	8-49 workers		50-99 workers		100 or more workers		8-49 workers		50-99 workers		100 or more workers		8-49 workers		50-99 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
Baggers	450	\$1.37	160	\$1.66	52	\$1.79	44	\$1.37	31	\$1.68	-	-	202	\$1.12	55	\$1.26
Bag printers	21	1.37	25	1.58	10	1.81	-	-	-	-	-	-	6	1.18	15	1.36
Bag sewers, machine	325	1.28	108	1.44	25	1.75	40	1.39	13	1.67	13	\$1.80	172	1.12	65	1.23
Batch weighers	164	1.30	61	1.61	24	1.83	32	1.42	13	1.71	16	1.88	89	1.07	25	1.31
Conveyor tenders	83	1.32	39	1.42	-	-	8	1.28	-	-	-	-	42	1.05	14	1.25
Laborers, material handling	1,564	1.26	952	1.40	488	1.61	302	1.27	204	1.56	132	1.68	706	1.08	492	1.17
Mechanics, maintenance	86	1.97	63	2.06	36	2.19	9	1.70	-	-	7	2.12	24	1.81	29	1.83
Mixers, dry mixing	291	1.40	96	1.71	29	1.89	21	1.30	10	1.69	9	1.90	138	1.14	44	1.26
Truckdrivers	559	1.32	112	1.38	37	2.51	19	1.36	-	-	-	-	373	1.16	88	1.33
Truckers, power (forklift)	59	1.44	58	1.52	-	-	-	-	-	-	-	-	27	1.20	33	1.29
Truckers, power (other than forklift)	526	1.33	275	1.56	69	1.67	57	1.41	49	1.66	35	1.61	263	1.16	136	1.27
Watchmen	48	1.25	52	1.33	6	1.72	-	-	10	1.51	-	-	23	1.03	32	1.20
							Great Lakes				Middle West				Pacific	
							Establishments with—									
							8-49 workers		50-99 workers		8-49 workers		50-99 workers		8-49 workers	
Baggers							75	\$1.81	38	\$1.99	57	\$1.47	17	\$2.04	21	\$2.05
Bag printers							-	-	-	-	-	-	-	-	-	-
Bag sewers, machine							30	1.79	-	-	19	1.51	-	-	7	1.76
Batch weighers							21	1.83	12	1.94	-	-	-	-	7	2.04
Conveyor tenders							23	1.81	-	-	-	-	-	-	-	-
Laborers, material handling							292	1.56	91	1.86	67	1.39	46	1.87	38	1.79
Mechanics, maintenance							31	2.41	14	2.23	10	1.65	-	-	-	-
Mixers, dry mixing							40	1.82	12	2.23	34	1.48	-	-	23	2.17
Truckdrivers							18	1.81	-	-	-	-	-	-	30	2.09
Truckers, power (forklift)							8	1.58	-	-	-	-	-	-	11	1.97
Truckers, power (other than forklift)							54	1.96	50	2.05	84	1.38	22	2.03	-	-
Watchmen							13	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 18. Occupational Earnings: Alabama

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$0.75	\$0.75 and under \$0.80	\$0.80 to \$0.85	\$0.85 to \$0.90	\$0.90 to \$0.95	\$0.95 to \$1.00	\$1.00 to \$1.05	\$1.05 to \$1.10	\$1.10 to \$1.15	\$1.15 to \$1.20	\$1.20 to \$1.25	\$1.25 to \$1.30	\$1.30 to \$1.35	\$1.35 to \$1.40	\$1.40 to \$1.45	\$1.45 to \$1.50	\$1.50 to \$1.55	\$1.55 to \$1.60	\$1.60 to \$1.70	\$1.70 to \$1.80	\$1.80 to \$1.90	\$1.90 to \$2.00	\$2.00 to \$2.10	\$2.10 to \$2.20	\$2.20 to \$2.30	\$2.30 and over	
All production workers ²	1,121	\$1.19	40	57	-	6	-	-	108	1	9	445	87	129	68	43	26	2	22	21	29	8	4	2	1	6	3	4	
<u>Selected occupations</u>																													
Baggers	74	1.18	2	5	-	-	-	-	9	-	-	23	6	9	8	5	-	-	-	7	-	-	-	-	-	-	-	-	-
Bag printers	6	1.38	-	5	-	-	-	-	-	-	-	-	-	-	3	2	-	-	-	1	-	-	-	-	-	-	-	-	-
Bag sewers, machine	65	1.17	-	5	-	2	-	-	6	-	1	22	6	11	7	2	-	-	-	3	-	-	-	-	-	-	-	-	-
Batch weighers	16	1.22	-	1	-	-	-	-	3	-	-	1	4	2	1	2	-	-	-	1	-	-	-	-	-	-	-	-	-
Chambermen	22	1.35	-	-	-	-	-	-	-	-	-	8	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Conveyor tenders	11	1.27	-	-	-	-	-	-	3	-	-	1	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling	334	1.15	12	18	-	-	-	-	18	-	-	193	46	17	12	-	4	-	14	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	18	1.75	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	2	1	2	3	-	1	1	1	2	1	
Mixers, dry mixing	24	1.22	-	1	-	2	-	-	-	-	1	6	-	8	2	2	-	-	-	-	2	-	-	-	-	-	-	-	-
Mixers, superphosphate	17	1.33	-	-	-	-	-	-	2	-	1	2	-	6	-	2	1	-	-	-	1	-	2	-	-	-	-	-	-
Truckdrivers	26	1.16	2	-	-	-	-	-	2	-	-	5	14	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Truckers, power (other than forklift)	132	1.25	-	8	-	-	-	-	-	-	5	40	-	46	4	8	11	-	-	-	10	-	-	-	-	-	-	-	-
Watchmen	21	1.18	-	-	-	2	-	-	-	1	-	9	2	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All or a majority of the workers were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 19. Occupational Earnings: California

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.25 and under \$1.30	\$1.30 to \$1.35	\$1.35 to \$1.40	\$1.40 to \$1.45	\$1.45 to \$1.50	\$1.50 to \$1.55	\$1.55 to \$1.60	\$1.60 to \$1.65	\$1.65 to \$1.70	\$1.70 to \$1.80	\$1.80 to \$1.90	\$1.90 to \$2.00	\$2.00 to \$2.10	\$2.10 to \$2.20	\$2.20 to \$2.30	\$2.30 to \$2.40	\$2.40 to \$2.50	\$2.50 to \$2.60	\$2.60 to \$2.70	\$2.70 to \$2.80	\$2.80 to \$2.90	\$2.90 to \$3.00	\$3.00 to \$3.10	\$3.10 to \$3.20	\$3.20 to \$3.30	\$3.30 and over	
All production workers ²	894	\$2.41	4	-	7	-	-	9	8	12	6	82	27	66	67	55	67	36	32	57	94	46	42	12	56	37	70	2	
<u>Selected occupations</u>																													
Baggers	61	2.18	-	-	2	-	-	1	1	-	-	7	1	9	4	-	19	-	1	1	13	-	2	-	-	-	-	-	-
Bag sewers, machine	39	2.22	-	-	2	-	-	-	3	-	-	1	2	7	7	-	1	-	-	-	12	-	4	-	-	-	-	-	-
Laborers, material handling	133	2.12	4	-	-	-	-	2	-	4	2	17	-	15	26	21	5	-	3	30	-	-	4	-	-	-	-	-	-
Mechanics, maintenance	22	2.86	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1	-	-	-	-	-	5	-	-	-	8	2	
Mixers, dry mixing	41	2.20	-	-	-	-	2	-	-	-	-	-	3	8	-	1	11	-	12	4	-	-	-	-	-	-	-	-	
Mixers, superphosphate	19	2.86	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	4	8	-	4	-	
Truckdrivers	64	2.41	-	-	-	-	-	-	-	7	-	15	-	-	6	2	-	-	10	-	-	-	1	-	-	23	-	-	
Truckers, power (forklift)	29	2.13	-	-	1	-	-	-	-	-	1	3	5	6	1	4	-	-	-	-	8	-	-	-	-	-	-	-	-
Truckers, power (other than forklift)	27	2.20	-	-	2	-	-	-	-	-	-	4	1	2	-	2	7	-	-	3	6	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all workers were paid on a time basis.
² All production workers were men.

Table 20. Occupational Earnings: Florida

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.00 and under	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70 and over
			\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	over
All production workers ²	2,383	\$1.59	³ 28	48	24	361	172	218	283	75	102	71	9	14	5	2	195	27	121	114	44	105	82	53	165	46	9	10
<u>Selected occupations</u>																												
Baggers	76	1.31	-	-	2	12	12	23	4	9	5	2	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-
Bag printers	6	1.42	-	-	-	-	1	-	2	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bag sewers, machine	71	1.31	-	-	2	4	25	20	4	2	-	7	-	-	-	-	3	-	4	-	-	-	-	-	-	-	-	-
Batch weighers	27	1.31	-	-	4	-	8	3	6	-	2	-	2	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
Carpenters, maintenance	27	2.17	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	3	-	10	-	-	-	9	1	-
Chambermen	14	1.43	-	-	-	-	1	2	-	5	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Conveyor tenders	47	1.51	-	-	-	14	1	-	1	4	-	3	-	-	-	-	10	4	10	-	-	-	-	-	-	-	-	-
Laborers, material handling	350	1.29	6	12	4	187	26	25	13	-	11	-	-	-	-	42	13	11	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	104	2.28	-	-	-	-	-	-	-	-	2	-	-	-	1	-	8	-	7	6	4	12	-	-	35	16	9	4
Mixers, dry mixing	68	1.29	-	-	-	4	14	20	10	10	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mixers, superphosphate	11	1.75	-	-	-	-	1	-	-	-	2	4	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-
Truckdrivers	261	1.32	2	16	8	44	34	57	18	4	38	14	2	-	-	-	-	-	3	14	-	7	-	-	-	-	-	-
Truckers, power (forklift)	45	1.29	-	-	-	4	-	28	7	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (other than forklift)	161	1.32	-	10	4	24	25	24	30	7	8	12	-	-	-	-	-	-	15	-	2	-	-	-	-	-	-	-
Watchmen	35	1.10	³ 10	-	-	7	3	4	2	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All workers were paid on a time basis.
² Virtually all production workers were men; data for selected occupations were limited to men workers.
³ Includes 8 workers at \$0.65 to \$0.70; and 2 at \$0.75 to \$0.80.

Table 21. Occupational Earnings: Georgia

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of--																										
			\$0.75 and under \$.80	\$0.80 \$.85	\$0.85 \$.90	\$0.90 \$.95	\$0.95 \$1.00	\$1.00 \$1.05	\$1.05 \$1.10	\$1.10 \$1.15	\$1.15 \$1.20	\$1.20 \$1.25	\$1.25 \$1.30	\$1.30 \$1.35	\$1.35 \$1.40	\$1.40 \$1.45	\$1.45 \$1.50	\$1.50 \$1.55	\$1.55 \$1.60	\$1.60 \$1.65	\$1.65 \$1.70	\$1.70 \$1.75	\$1.75 \$1.80	\$1.80 \$1.90	\$1.90 \$2.00	\$2.00 \$2.10	\$2.10 \$2.20	\$2.20 and over	
All production workers ²	2,273	\$1.20	114	-	42	84	-	129	-	17	904	295	211	126	162	45	31	12	17	12	10	3	10	8	9	11	11	10	
<u>Selected occupations</u>																													
Baggers -----	120	1.16	4	-	6	7	-	6	-	-	45	19	7	12	11	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Bag printers -----	17	1.37	-	-	-	-	-	-	-	-	1	2	2	2	2	5	-	2	1	-	-	-	-	-	-	-	-	-	-
Bag sewers, machine -----	97	1.17	4	-	3	7	-	4	-	-	31	15	9	6	13	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Batch weighers -----	82	1.16	8	-	3	-	-	-	-	2	31	18	8	7	1	-	2	2	-	-	-	-	-	-	-	-	-	-	-
Carpenters, maintenance -----	8	1.75	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	2	-	3	-	-	
Chambermen -----	39	1.37	-	-	-	-	-	-	-	-	6	7	-	4	4	7	4	-	4	3	-	-	-	-	-	-	-	-	-
Conveyor tenders -----	23	1.21	-	-	-	-	-	-	-	-	14	5	1	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling -----	634	1.17	24	-	-	21	-	37	-	-	297	83	139	18	12	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance -----	40	1.82	-	-	-	-	-	-	-	-	-	1	1	4	-	2	1	-	4	1	1	2	4	7	4	4	4	4	4
Millers -----	23	1.37	-	-	-	-	-	-	-	-	3	2	-	1	7	6	2	2	-	-	-	-	-	-	-	-	-	-	-
Mixers, dry mixing -----	87	1.18	4	-	3	7	-	-	-	2	37	7	2	11	8	-	3	3	-	-	-	-	-	-	-	-	-	-	-
Mixers, superphosphate -----	26	1.33	-	-	-	-	-	-	-	-	2	7	2	2	7	1	3	-	2	-	-	-	-	-	-	-	-	-	-
Truckdrivers -----	165	1.10	12	-	9	-	-	23	-	2	97	11	4	-	5	-	-	-	-	1	1	-	-	-	-	-	-	-	-
Truckers, power (forklift) -----	7	1.15	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (other than forklift) -----	189	1.24	-	-	3	14	-	15	-	-	28	31	5	25	60	5	-	3	-	-	-	-	-	-	-	-	-	-	-
Watchmen -----	30	1.23	-	-	-	-	-	-	-	-	15	4	-	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All or a majority of the workers were paid on a time basis.² Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 22. Occupational Earnings: Illinois

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			\$1.00 and under	\$1.10	\$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 and over			
			\$1.10	\$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			
All production workers ²	1,275	\$2.21	2	18	33	6	37	18	12	18	1	88	49	211	283	174	118	78	40	34	17	11	9	18		
Selected occupations																										
Baggers	79	2.30	-	-	-	-	-	-	-	-	-	-	6	3	46	1	19	-	-	1	2	-	1	-	-	
Bag printers	13	2.33	-	-	-	-	-	-	-	-	-	-	-	-	9	3	-	1	-	-	-	-	-	-	-	
Bag sewers, machine	28	2.42	-	-	-	-	-	-	-	-	-	-	-	1	9	3	12	-	-	-	2	-	1	-	-	
Batch weighers	24	2.28	-	-	-	-	-	-	-	2	-	-	-	2	13	2	1	3	-	-	-	-	-	-	1	
Chambermen	22	2.34	-	-	-	-	-	-	-	-	-	-	-	-	6	16	-	-	-	-	-	-	-	-	-	
Conveyor tenders	25	2.03	-	6	-	-	-	-	-	-	-	-	-	-	15	-	4	-	-	-	-	-	-	-	-	
Laborers, material handling	315	2.15	-	-	-	-	4	-	-	-	-	73	20	131	11	44	8	14	5	3	1	-	-	1	-	
Mechanics, maintenance	84	2.64	-	-	-	-	-	1	-	-	-	-	-	-	-	26	11	15	10	8	5	6	2	-		
Mixers, dry mixing	47	2.17	-	-	-	-	6	4	-	-	-	-	2	3	9	13	10	-	-	-	-	-	-	-	-	
Mixers, superphosphate	39	2.33	-	-	3	-	-	1	-	-	-	-	2	-	6	4	5	12	1	5	-	-	-	-	-	
Truckers, power (forklift)	26	2.18	-	-	-	4	-	-	-	-	-	-	-	-	2	17	2	-	1	-	-	-	-	-	-	
Truckers, power (other than forklift)	93	2.36	-	-	-	-	-	-	-	-	-	-	4	4	26	35	9	8	1	-	3	2	-	1		
Watchmen	23	1.90	-	-	-	-	-	-	-	11	-	-	8	-	4	-	-	-	-	-	-	-	-	-	-	

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

² Includes 40 women workers; data for selected occupations were limited to men workers.

Table 23. Occupational Earnings: Maryland

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

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	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40 and over	
			\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35	\$2.40		
All production workers ²	1,076	\$1.85	99	-	67	-	2	-	28	-	-	3	-	1	-	205	164	132	119	20	38	7	20	26	14	39	79	13	
Selected occupations																													
Baggers	33	1.84	4	-	-	-	-	-	1	-	-	-	-	-	-	6	8	8	6	-	-	-	-	-	-	-	-	-	-
Bag printers	10	2.03	-	-	-	-	-	-	-	-	-	-	-	-	1	-	8	6	-	1	-	-	-	-	-	-	1	-	
Bag sewers, machine	22	1.92	-	-	-	-	-	1	-	-	-	-	-	-	2	7	10	-	2	-	-	-	-	-	-	-	-	-	
Batch weighers	38	1.83	4	-	-	-	-	1	-	-	-	-	-	-	8	11	12	-	2	-	-	-	-	-	-	-	-	-	
Carpenters, maintenance	14	2.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	5	6	3	
Chambermen	17	2.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	4	4	5	-	-	
Conveyor tenders	8	1.97	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	-	-	-	-	-	-	-	-	-	-	
Den diggers	15	1.84	-	-	-	-	-	1	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	409	1.73	34	-	34	-	-	15	-	-	-	-	-	195	65	51	15	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	50	2.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	13	34	2		
Millers	19	1.99	-	-	-	-	-	-	-	-	-	-	-	-	7	-	7	-	-	-	-	5	-	-	-	-	-	-	
Mixers, dry mixing	25	1.75	6	-	-	-	-	1	-	-	-	-	-	2	4	8	2	2	2	4	-	-	-	-	-	-	-	-	
Mixers, superphosphate	11	1.98	-	-	-	-	-	-	-	-	-	-	-	2	2	3	-	4	-	-	-	-	-	-	-	-	-	-	
Truckdrivers	10	1.91	-	-	-	1	-	-	-	-	-	-	-	-	2	1	2	-	4	-	-	-	-	-	-	-	-	-	
Truckers, power (other than forklift)	68	1.84	8	-	-	-	-	3	-	-	-	-	-	-	5	30	11	-	11	-	-	-	-	-	-	-	-	-	
Watchmen	14	1.84	-	-	-	-	-	-	-	-	3	-	1	-	-	2	5	3	-	-	-	-	-	-	-	-	-	-	

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

² Virtually all production workers were men; data for selected occupations were limited to men workers.

³ All workers were at \$2.65 to \$2.70.

Table 24. Occupational Earnings: North Carolina

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																								
			Under \$1.00	\$1.00 and under \$1.05	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	and over		
All production workers ²	2,027	\$1.28	4	205	2	-	600	284	146	171	9	278	86	28	28	95	8	34	10	18	5	9	3	4			
Selected occupations																											
Baggers	103	1.30	-	7	-	-	22	21	7	8	-	23	-	5	-	10	-	-	-	-	-	-	-	-	-	-	
Bag printers	23	1.35	-	-	-	-	2	4	5	4	1	-	2	2	-	1	1	1	-	-	-	-	-	-	-	-	
Bag sewers, machine	124	1.24	-	18	-	-	36	16	14	9	-	24	-	1	6	-	-	-	-	-	-	-	-	-	-	-	
Batch weighers	57	1.24	-	9	-	-	14	8	8	5	-	10	-	2	-	-	-	1	-	-	-	-	-	-	-	-	
Chambermen	36	1.48	-	-	-	-	-	-	15	-	-	-	4	-	9	-	-	-	-	-	-	-	-	-	-	-	
Conveyor tenders	18	1.18	-	2	2	-	6	1	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	780	1.20	-	116	-	-	334	141	21	69	-	28	61	-	10	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	39	1.86	-	-	-	-	-	5	4	-	-	4	-	1	2	2	2	8	2	11	5	2	-	2	-	-	
Mixers, dry mixing	48	1.25	-	3	-	-	18	5	4	8	2	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Mixers, superphosphate	36	1.39	-	2	-	-	-	3	1	5	-	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers	81	1.26	2	17	-	-	10	3	23	8	-	1	-	5	-	7	-	5	-	-	-	-	-	-	-	-	
Truckers, power (forklift)	21	1.27	-	-	-	-	5	2	8	4	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	
Truckers, power (other than forklift)	239	1.29	-	21	-	-	37	43	20	26	-	70	-	5	-	17	-	-	-	-	-	-	-	-	-	-	
Watchmen	32	1.25	-	-	-	-	14	7	-	3	-	6	-	-	2	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All workers were paid on a time basis.² Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 25. Occupational Earnings: Ohio

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$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	\$1.95	\$2.00	\$2.05	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	and over	
			\$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	\$1.95	\$2.00	\$2.05	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90			
All production workers ²	1,574	\$1.88	14	12	9	23	-	40	116	128	12	118	102	98	122	83	210	101	113	121	67	36	17	8	7	-	8	9		
Selected occupations																														
Baggers	120	1.90	-	3	3	-	-	-	-	6	-	3	17	1	8	12	23	8	36	-	-	-	-	-	-	-	-	-	-	
Bag printers	9	2.05	-	-	-	-	-	-	-	-	-	-	-	1	1	-	4	-	1	2	-	-	-	-	-	-	-	-		
Bag sewers, machine	30	1.90	-	3	-	-	-	-	2	-	-	-	-	-	14	1	-	10	-	-	-	-	-	-	-	-	-	-		
Batch weighers	42	1.90	-	-	-	-	-	-	-	-	2	-	9	12	8	3	3	4	1	-	-	-	-	-	-	-	-	-		
Carpenters, maintenance	7	2.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1	-	-	-	-	-	-	-		
Chambermen	39	2.24	-	-	-	-	-	-	-	-	-	-	-	8	-	10	-	-	-	9	-	-	-	4	-	8	-			
Conveyor tenders	17	1.74	-	6	-	-	-	-	-	-	-	-	-	-	3	5	-	3	-	-	-	-	-	-	-	-	-	-		
Laborers, material handling	407	1.72	9	3	3	-	34	23	102	10	76	22	15	28	8	55	1	18	-	-	-	-	-	-	-	-	-	-		
Mechanics, maintenance	85	2.19	-	-	-	-	-	-	-	-	-	-	-	6	2	8	-	4	10	34	17	4	-	-	-	-	-	-		
Millers	7	2.05	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	1	3	-	-	-	-	-	-	-	-	-		
Mixers, dry mixing	62	1.89	-	-	-	-	3	-	-	-	-	-	14	9	-	11	9	7	6	3	-	-	-	-	-	-	-	-		
Mixers, superphosphate	24	1.91	-	-	-	-	-	-	-	-	2	5	2	1	2	5	4	2	1	-	-	-	-	-	-	-	-	-		
Truckdrivers	19	1.94	-	-	-	-	-	-	-	-	2	1	8	1	-	-	1	-	1	5	-	-	-	-	-	-	-	-		
Truckers, power (forklift)	25	1.96	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	10	5	-	-	-	-	-	-	-	-	-		
Truckers, power (other than forklift)	142	1.88	-	-	-	-	-	-	2	24	26	13	11	10	14	25	-	17	-	-	-	-	-	-	-	-	-	-		
Watchmen	26	1.64	4	-	-	-	3	-	10	-	1	3	1	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All workers were paid on a time basis.² All production workers were men.³ Workers were distributed as follows: 1 at \$3.10 to \$3.20; and 1 at \$3.40 to \$3.50.

Table 26. Occupational Earnings: South Carolina

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$0.65 and under	\$0.70	\$0.75	\$0.80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.30 and over
			\$.70	\$.75	\$.80	\$.85	\$.90	\$.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	over	
All production workers ²	1,098	\$1.23	41	-	65	-	-	-	-	63	-	-	219	209	156	70	77	66	62	17	9	5	9	6	12	6	2	4	
<u>Selected occupations</u>																													
Baggers	56	1.12	6	-	9	-	-	-	-	4	-	-	9	3	7	-	9	4	5	-	-	-	-	-	-	-	-	-	
Bag printers	15	1.35	-	-	1	-	-	-	-	-	-	-	-	1	3	1	3	-	4	2	-	-	-	-	-	-	-	-	
Bag sewers, machine	43	1.22	-	-	6	-	-	-	-	-	-	-	5	10	3	1	13	5	-	-	-	-	-	-	-	-	-	-	
Batch weighers	32	1.12	3	-	3	-	-	-	-	4	-	-	4	9	2	-	6	1	-	-	-	-	-	-	-	-	-	-	
Carpenters, maintenance	13	1.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	2	6	1	-	-	
Chambermen	26	1.37	-	-	-	-	-	-	-	-	-	-	4	2	4	5	-	11	-	-	-	-	-	-	-	-	-	-	
Conveyor tenders	50	1.09	6	-	1	-	-	-	-	4	-	-	29	6	1	1	2	-	-	-	-	-	-	-	-	-	-	-	
Den diggers	22	1.07	6	-	-	-	-	-	-	-	-	-	8	3	1	3	-	1	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	328	1.14	12	-	21	-	-	-	-	24	-	-	96	105	66	4	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	17	1.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	1	1	3	4	3	1	1		
Millers	16	1.35	-	-	-	-	-	-	-	-	-	-	-	1	3	5	5	-	1	1	-	-	-	-	-	-	-	-	
Mixers, dry mixing	24	1.10	6	-	-	-	-	-	-	4	-	-	3	1	2	-	4	4	-	-	-	-	-	-	-	-	-	-	
Mixers, superphosphate	17	1.36	-	-	-	-	-	-	-	-	-	-	-	2	2	-	7	3	3	-	-	-	-	-	-	-	-	-	
Truckdrivers	46	1.14	-	-	9	-	-	-	-	9	-	-	10	-	3	7	1	2	-	3	2	-	-	-	-	-	-	-	
Truckers, power (other than forklift)	131	1.33	2	-	-	-	-	-	-	10	-	-	9	13	8	13	8	33	35	-	-	-	-	-	-	-	-	-	
Watchmen	16	1.24	-	-	-	-	-	-	-	-	-	-	2	5	9	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 27. Occupational Earnings: Tennessee

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

Occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																								
			\$1.00 and under	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.15 and over
			\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	over	
All production workers ²	991	\$1.56	52	-	-	40	88	20	5	76	29	53	57	115	27	35	164	52	48	54	6	11	22	21	3	13	
<u>Selected occupations</u>																											
Baggers	84	1.64	2	-	-	1	-	1	2	-	-	-	17	3	5	2	35	-	12	4	-	-	-	-	-	-	
Bag sewers, machine	44	1.58	2	-	-	4	-	-	-	-	-	3	8	3	2	3	8	-	7	4	-	-	-	-	-	-	
Batch weighers	17	1.52	2	-	-	-	1	-	-	2	-	5	-	1	-	-	-	1	1	4	-	-	-	-	-	-	
Conveyor tenders	12	1.46	-	-	-	-	-	1	-	6	-	-	-	4	-	-	1	-	-	-	-	-	-	-	-	-	
Den diggers	10	1.45	2	-	-	1	-	-	-	-	-	2	-	1	-	-	4	-	-	-	-	-	-	-	-	-	
Laborers, material handling	297	1.43	12	-	-	8	76	9	1	27	19	-	6	73	9	-	47	-	10	-	-	-	-	-	-	-	
Mechanics, maintenance	36	2.00	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	1	2	3	15	12	-	1	-	
Mixers, dry mixing	22	1.59	2	-	-	1	-	-	1	-	-	-	4	1	1	-	6	-	5	-	-	-	-	-	-	-	
Mixers, superphosphate	17	1.67	2	-	-	-	-	-	-	-	-	-	3	-	1	-	1	2	2	4	1	1	-	-	-	-	
Truckers, power (other than forklift)	90	1.57	6	-	-	1	-	-	-	15	2	17	-	-	5	5	16	10	7	6	-	-	-	-	-	-	
Watchmen	13	1.53	-	-	-	-	-	-	-	-	2	-	2	3	3	-	1	1	1	-	-	-	-	-	-	-	

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

² Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 28. Occupational Earnings: Virginia

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

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	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35
			\$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	\$1.95	\$2.00	\$2.05	\$2.10	\$2.15	\$2.20	\$2.25	\$2.30	\$2.35
All production workers ²	1,409	\$1.53	165	32	20	115	60	4	332	12	13	13	484	19	42	20	17	5	7	11	8	11	4	9	4	2	
<u>Selected occupations</u>																											
Baggers	63	1.57	4	-	5	4	-	-	-	-	-	-	49	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Bag printers	16	1.63	2	-	-	-	-	-	-	1	-	-	7	2	4	-	-	-	-	-	-	-	-	-	-	-	-
Bag sewers, machine	48	1.51	4	6	2	4	-	-	-	-	-	4	27	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Batch weighers	30	1.57	2	-	2	2	-	-	-	2	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Carpenters, maintenance	12	2.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	3	-	3	2	-	-	
Conveyor tenders	23	1.34	8	-	1	2	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	341	1.40	102	16	-	10	-	-	138	-	1	-	74	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	21	2.02	-	-	-	-	-	-	-	2	-	-	-	-	2	-	2	1	2	-	2	3	-	3	2	2	
Millers	13	1.66	-	-	-	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mixers, dry mixing	22	1.55	2	-	1	4	-	-	-	2	-	-	9	-	2	2	-	-	-	-	-	-	-	-	-	-	
Mixers, superphosphate	15	1.66	-	-	-	-	-	-	-	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckdrivers	12	1.26	9	-	-	-	-	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Truckers, power (other than forklift)	129	1.60	6	3	3	4	2	-	-	-	10	-	88	1	8	4	-	-	-	-	-	-	-	-	-	-	
Watchmen	25	1.42	3	-	-	-	7	-	12	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All workers were paid on a time basis.² Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 29. Scheduled Weekly Hours: All Establishments

(Percent of production workers in fertilizer manufacturing establishments by scheduled weekly hours,¹ United States and selected regions, April 1962)

Weekly hours ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Under 40 hours	(³)	-	-	1	-	-	-	-	-
40 hours	59	35	84	48	72	66	47	87	74
Over 40 and under 44 hours	1	-	-	1	-	5	-	-	-
44 hours	4	10	3	3	-	-	15	8	8
45 hours	3	-	-	3	2	3	3	5	5
Over 45 and under 48 hours	2	-	3	3	2	-	-	-	-
48 hours	5	5	-	4	11	9	10	-	5
Over 48 and under 50 hours	1	6	-	2	-	-	-	-	-
50 hours	10	10	10	16	4	1	18	-	-
Over 50 and under 54 hours	2	5	-	2	1	2	-	-	-
54 hours	2	26	-	1	-	1	3	-	3
55 hours	2	-	-	3	-	5	2	-	-
Over 55 hours	8	3	-	12	9	10	2	-	6

¹ Data relate to predominant work schedule of full-time day-shift workers in each establishment.² Includes data for regions in addition to those shown separately.³ Less than 0.5 percent.

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

Table 30. Shift Differential Provisions: All Establishments

(Percent of production workers by shift differential provisions¹ in fertilizer manufacturing establishments, United States and selected regions, April 1962)

Shift differential	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<u>Second shift</u>									
Workers in establishments having second-shift provisions -----	73.1	83.7	60.4	60.4	76.2	93.2	88.4	97.8	65.8
With shift differential -----	60.6	80.5	59.3	42.8	51.6	84.4	67.2	90.0	64.3
Uniform cents per hour -----	60.2	80.5	59.3	42.8	51.6	84.4	67.2	84.7	59.6
2 cents -----	.5	-	-	1.4	-	-	-	-	-
2½ cents -----	.2	-	-	.6	-	-	-	-	-
3 cents -----	4.9	-	24.0	4.1	2.3	2.0	-	-	-
4 cents -----	7.1	-	1.8	15.1	5.4	3.8	-	-	-
5 cents -----	13.1	21.6	3.2	7.1	6.6	29.0	25.4	-	-
6 cents -----	10.8	5.3	22.3	2.9	7.4	16.4	4.4	57.0	-
7 cents -----	11.6	43.9	3.7	11.5	4.7	12.6	10.0	-	15.5
8 cents -----	9.2	5.3	3.9	-	25.3	16.0	27.3	-	34.8
10 cents -----	2.1	4.4	.5	-	-	2.0	-	27.7	9.3
12 cents -----	.5	-	-	-	-	2.6	-	-	-
Uniform percentage -----	.2	-	-	-	-	-	-	-	4.7
10 percent -----	.2	-	-	-	-	-	-	-	4.7
Full day's pay for reduced hours -----	.2	-	-	-	-	-	-	-	-
With no shift differential -----	12.5	3.2	1.1	17.6	24.6	8.8	21.2	7.8	1.5
<u>Third or other late shift</u>									
Workers in establishments having third- or other late-shift provisions -----	58.5	50.8	49.0	49.2	54.3	78.9	61.5	92.5	53.5
With shift differential -----	55.3	50.8	49.0	42.3	50.4	78.9	61.5	84.7	53.5
Uniform cents per hour -----	55.3	50.8	49.0	42.3	50.4	78.9	61.5	84.7	53.5
3 cents -----	2.4	-	8.4	2.4	2.3	2.0	-	-	-
3½ cents -----	.2	-	-	.6	-	-	-	-	-
4 cents -----	3.0	-	1.8	5.3	-	3.8	-	-	-
5 cents -----	4.8	-	15.7	4.3	6.6	1.8	1.5	-	-
6 cents -----	4.4	-	-	7.3	5.4	6.3	-	-	-
7 cents -----	3.1	-	-	2.4	-	9.4	3.9	-	-
8 cents -----	5.5	-	2.8	5.5	7.4	10.7	6.3	-	-
9 cents -----	3.5	-	16.5	-	-	2.5	4.4	-	-
10 cents -----	12.6	18.6	3.9	5.5	3.8	33.9	23.8	-	-
11 cents -----	1.4	-	-	-	-	2.2	-	26.2	-
12 cents -----	2.1	-	-	-	-	3.8	-	30.8	-
14 cents -----	6.6	32.2	-	9.2	4.7	-	4.1	-	15.5
16 cents -----	4.5	-	-	-	20.3	2.3	15.5	-	34.8
20 cents -----	1.1	-	-	-	-	-	-	27.7	3.2
With no shift differential -----	3.2	-	-	7.0	3.9	-	-	7.8	-

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

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

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

Table 31. Shift Differential Practices: All Establishments

(Percent of production workers employed on late shifts in fertilizer manufacturing establishments by amount of shift differential, United States and selected regions, April 1962)

Shift differential	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<u>Second shift</u>									
Workers employed on second shift	13.2	7.2	7.8	10.5	14.7	18.1	22.2	19.4	13.5
Receiving shift differential	10.4	6.4	7.5	7.1	7.5	15.9	15.9	19.2	13.1
Uniform cents per hour	10.4	6.4	7.5	7.1	7.5	15.9	15.9	17.1	13.1
2 cents	(²)	-	-	(²)	-	-	-	-	-
2½ cents	(²)	-	-	(²)	-	-	-	-	-
3 cents	.8	-	2.6	.9	.5	.5	-	-	-
4 cents	.9	-	-	2.2	.5	-	-	-	-
5 cents	2.7	2.5	-	1.4	1.3	6.1	5.8	-	-
6 cents	1.9	-	3.7	(²)	.2	3.8	1.3	13.0	-
7 cents	2.2	2.5	.7	2.4	1.4	3.5	1.5	-	2.7
8 cents	1.6	.8	.6	-	3.6	1.6	7.3	-	8.0
10 cents	.3	.5	-	-	-	.2	-	4.1	2.4
12 cents	(²)	-	-	-	-	.2	-	-	-
Full day's pay for reduced hours	.1	-	-	-	-	-	-	2.1	-
Receiving no shift differential	2.8	.8	3	3.4	7.3	2.2	6.3	.2	-
<u>Third or other late shift</u>									
Workers employed on third or other late shift	4.8	1.4	2.0	3.6	5.1	4.4	8.7	13.6	9.9
Receiving shift differential	4.6	1.4	2.0	3.3	4.8	4.4	8.7	13.3	9.9
Uniform cents per hour	4.6	1.4	2.0	3.3	4.8	4.4	8.7	13.3	9.9
3 cents	(²)	-	.1	(²)	.2	-	-	-	-
3½ cents	(²)	-	-	(²)	-	-	-	-	-
4 cents	.1	-	-	.3	-	-	-	-	-
5 cents	.4	-	.7	.1	1.3	.2	-	-	-
6 cents	.3	-	-	.5	.5	.2	-	-	-
7 cents	(²)	-	-	-	-	.1	-	-	-
8 cents	.4	-	-	.2	.1	.8	2.1	-	-
9 cents	.3	-	1.0	-	-	.1	.4	-	-
10 cents	1.1	1.0	.2	.8	-	2.7	2.5	-	-
11 cents	.2	-	-	-	-	-	-	5.1	-
12 cents	.2	-	-	-	-	.2	.6	4.1	-
14 cents	.8	.4	-	1.4	1.4	-	.8	-	2.7
16 cents	.5	-	-	-	1.3	.1	2.2	-	6.2
20 cents	.2	-	-	-	-	-	-	4.1	1.1
Receiving no shift differential	.2	-	-	.3	.3	-	-	.2	-

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

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

Table 32. Paid Holidays: All Establishments

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

Number of paid holidays	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers -----	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	89	97	93	79	87	98	100	100	88
1 day -----	1	-	1	3	-	-	-	-	-
2 days -----	(²)	-	2	(²)	-	-	-	-	-
3 days -----	1	-	-	2	2	-	2	2	-
4 days -----	2	-	-	3	2	-	2	-	-
5 days -----	8	-	8	13	11	1	5	8	-
6 days -----	25	16	43	24	16	21	32	5	24
6 days plus 1 half day -----	1	-	-	3	-	-	-	-	-
6 days plus 2 half days -----	3	8	3	-	-	10	-	-	-
7 days -----	26	25	35	19	15	39	27	31	25
8 days -----	22	43	-	12	42	28	31	54	39
8 days plus 2 half days -----	(²)	5	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays -----	11	3	-	21	13	2	-	-	12

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 33. Paid Holidays: Complete (Integrated) Establishments

(Percent of production workers in complete (integrated) fertilizer establishments with formal provisions for paid holidays, United States and selected regions, April 1962)

Number of paid holidays	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers -----	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	98	100	100	96	100	100	100	100	100
5 days -----	5	-	8	11	-	-	-	-	-
6 days -----	28	-	53	42	-	27	8	-	-
6 days plus 1 half day -----	3	-	-	7	-	-	-	-	-
6 days plus 2 half days -----	2	-	-	-	-	13	-	-	-
7 days -----	29	-	39	26	11	18	92	36	60
8 days -----	32	100	-	10	89	42	-	64	40
Workers in establishments providing no paid holidays -----	2	-	-	4	-	-	-	-	-

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

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

Table 34. Paid Holidays: Superphosphate Establishments

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

Number of paid holidays	United States	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	93	100	92	84	80	100	100	100
1 day	1	-	-	2	-	-	-	-
3 days	1	-	-	2	6	-	-	-
5 days	7	-	-	17	21	-	-	-
6 days	10	-	34	7	33	4	15	-
6 days plus 2 half days	7	22	26	-	-	14	-	-
7 days	34	65	32	21	10	56	10	10
8 days	33	14	-	34	10	26	75	90
Workers in establishments providing no paid holidays	7	-	8	16	20	-	-	-

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

Table 35. Paid Holidays: Mixing Establishments

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

Number of paid holidays	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	78	87	88	62	73	92	100	100	74
1 day	3	-	2	7	-	-	-	-	-
2 days	1	-	3	1	-	-	-	-	-
3 days	2	-	-	3	-	-	5	14	-
4 days	5	-	-	8	7	-	5	-	-
5 days	11	-	11	13	14	2	12	51	-
6 days	33	67	38	18	17	42	58	35	52
6 days plus 1 half day	1	-	-	2	-	-	-	-	-
7 days	17	-	34	10	30	32	3	-	15
8 days	5	-	-	-	5	16	17	-	7
8 days plus 2 half days	1	19	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays	22	13	12	38	27	8	-	-	26

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

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

Table 36. Paid Vacations: All Establishments

(Percent of production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1962)

Vacation policy	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Workers in establishments providing paid vacations	92	100	96	84	90	99	100	100	92
Length-of-time payment	91	95	96	84	90	98	98	100	92
Percentage payment	1	5	-	(²)	-	1	2	-	-
Workers in establishments providing no paid vacations	8	-	4	16	10	-	-	-	8
<u>Amount of vacation pay³</u>									
<u>After 1 year of service:</u>									
1 week	74	97	81	65	75	82	70	92	55
Over 1 and under 2 weeks	1	3	-	-	5	1	-	-	-
2 weeks	12	-	14	8	7	16	26	8	36
Over 2 and under 3 weeks	3	-	-	8	-	-	-	-	-
<u>After 2 years of service:</u>									
1 week	59	67	68	57	34	68	55	62	17
Over 1 and under 2 weeks	1	-	-	-	5	6	-	-	-
2 weeks	28	33	27	17	52	25	40	38	75
Over 2 and under 3 weeks	3	-	-	8	-	-	-	-	-
<u>After 3 years of service:</u>									
1 week	18	27	21	23	10	7	21	5	8
2 weeks	70	73	74	53	75	91	77	95	84
Over 2 weeks	4	-	-	8	5	1	2	-	-
<u>After 5 years of service:</u>									
1 week	10	12	4	16	5	4	10	-	5
2 weeks	76	88	83	59	81	91	88	72	87
Over 2 and under 3 weeks	2	-	-	-	5	1	-	28	-
3 weeks	2	-	8	-	-	3	-	-	-
Over 3 weeks	3	-	-	8	-	-	2	-	-
<u>After 10 years of service:</u>									
1 week	9	7	4	15	5	4	10	-	5
2 weeks	50	30	69	43	51	52	43	72	49
Over 2 and under 3 weeks	1	-	-	-	5	1	-	-	-
3 weeks	29	63	23	18	29	41	45	28	38
Over 3 weeks	4	-	-	8	-	1	2	-	-

See footnotes at end of table.

Table 36. Paid Vacations: All Establishments—Continued

(Percent of production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1962)

Vacation policy	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<u>Amount of vacation pay³</u>									
<u>After 12 years of service:</u>									
1 week	9	7	4	15	5	4	10	-	5
2 weeks	38	30	66	32	31	28	30	72	49
Over 2 and under 3 weeks	(²)	-	-	-	5	-	-	-	-
3 weeks	42	63	26	28	49	66	58	28	38
Over 3 weeks	4	-	-	8	-	1	2	-	-
<u>After 15 years of service:</u>									
1 week	9	7	4	15	5	4	10	-	5
2 weeks	18	17	17	18	20	6	26	41	29
Over 2 and under 3 weeks	(²)	-	-	-	5	-	-	-	-
3 weeks	61	76	75	42	61	87	62	59	58
Over 3 weeks	4	-	-	9	-	1	2	-	-
<u>After 20 years of service:</u>									
1 week	9	7	4	15	5	4	10	-	5
2 weeks	18	17	17	18	20	6	26	41	29
Over 2 and under 3 weeks	(²)	-	-	-	-	-	-	-	-
3 weeks	54	44	75	40	56	80	41	59	39
Over 3 and under 4 weeks	(²)	-	-	-	5	-	-	-	-
4 weeks	7	32	-	2	5	7	23	-	19
Over 4 weeks	3	-	-	8	-	1	-	-	-
<u>After 25 years of service:</u>									
1 week	9	7	4	15	5	4	10	-	5
2 weeks	18	17	17	18	20	6	26	41	29
Over 2 and under 3 weeks	(²)	-	-	-	-	-	-	-	-
3 weeks	30	33	44	20	39	41	19	59	39
Over 3 and under 4 weeks	(²)	-	-	-	5	-	-	-	-
4 weeks	31	43	31	22	22	47	45	-	19
Over 4 weeks	3	-	-	8	-	1	-	-	-

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 progression. For example, the changes in proportions indicated at 20 years may include changes in provisions occurring between 15 and 20 years.

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

Table 37. Paid Vacations: Complete (Integrated) Establishments

(Percent of production workers in complete (integrated) fertilizer establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1962)

Vacation policy	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations	98	100	100	96	100	100	100	100	100
Length-of-time payment	98	100	100	96	100	100	100	100	100
Percentage payment	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations	-	-	-	-	-	-	-	-	-
Amount of vacation pay²									
After 1 year of service:									
1 week	86	100	77	81	100	87	100	100	60
2 weeks	12	-	23	15	-	13	-	-	40
After 2 years of service:									
1 week	68	100	69	69	39	70	84	67	-
Over 1 and under 2 weeks	3	-	-	-	-	17	-	-	-
2 weeks	28	-	31	27	61	13	16	33	100
After 3 years of service:									
1 week	4	-	-	10	-	-	-	-	-
2 weeks	94	100	100	85	100	100	100	100	100
After 5 years of service:									
1 week	2	-	-	5	-	-	-	-	-
2 weeks	89	100	77	91	100	90	100	67	100
Over 2 and under 3 weeks	6	-	23	-	-	-	-	33	-
3 weeks	2	-	-	-	-	10	-	-	-
After 10 years of service:									
1 week	2	-	-	5	-	-	-	-	-
2 weeks	52	-	66	57	51	44	25	67	60
3 weeks	45	100	34	35	49	56	75	33	40
After 12 years of service:									
1 week	2	-	-	5	-	-	-	-	-
2 weeks	34	-	66	33	11	18	25	67	60
3 weeks	63	100	34	58	89	82	75	33	40
After 15 years of service:									
1 week	2	-	-	5	-	-	-	-	-
2 weeks	8	-	8	8	-	-	16	67	-
3 weeks	89	100	92	83	100	100	84	33	100
After 20 years of service:									
1 week	2	-	-	5	-	-	-	-	-
2 weeks	8	-	8	8	-	-	16	67	-
3 weeks	82	14	92	80	89	100	84	33	100
4 weeks	7	86	-	3	11	-	-	-	-
After 25 years of service:									
1 week	2	-	-	5	-	-	-	-	-
2 weeks	8	-	8	8	-	-	16	31	-
3 weeks	43	-	52	36	71	43	26	69	100
4 weeks	46	100	40	47	29	57	57	-	-

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

² Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 20 years may include changes in provisions occurring between 15 and 20 years.

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

Table 38. Paid Vacations: Superphosphate Establishments

(Percent of production workers in superphosphate establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1962)

Vacation policy	United States	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100
Method of payment								
Workers in establishments providing paid vacations	94	100	92	87	88	100	100	100
Length-of-time payment	92	86	92	85	88	97	100	100
Percentage payment	3	14	-	2	-	3	-	-
Workers in establishments providing no paid vacations	6	-	8	13	12	-	-	-
Amount of vacation pay¹								
After 1 year of service:								
1 week	63	100	92	45	71	80	32	28
Over 1 and under 2 weeks	1	-	-	-	-	3	-	-
2 weeks	17	-	-	5	9	17	68	66
Over 2 and under 3 weeks	11	-	-	34	-	-	-	-
After 2 years of service:								
1 week	44	34	62	37	31	68	18	-
Over 1 and under 2 weeks	1	-	-	-	-	3	-	-
2 weeks	37	66	30	13	57	29	82	100
Over 2 and under 3 weeks	11	-	-	34	-	-	-	-
After 3 years of service:								
1 week	13	34	-	20	11	5	7	-
2 weeks	69	66	92	32	78	92	93	100
Over 2 and under 3 weeks	1	-	-	-	-	3	-	-
Over 3 and under 4 weeks	11	-	-	34	-	-	-	-
After 5 years of service:								
1 week	3	-	-	10	-	-	-	-
2 weeks	78	100	92	43	88	97	100	100
Over 2 and under 3 weeks	1	-	-	-	-	3	-	-
Over 3 and under 4 weeks	11	-	-	34	-	-	-	-
After 10 years of service:								
1 week	3	-	-	10	-	-	-	-
2 weeks	41	34	60	30	69	53	18	34
Over 2 and under 3 weeks	1	-	-	-	-	3	-	-
3 weeks	36	66	32	12	19	41	82	66
Over 3 and under 4 weeks	1	-	-	-	-	3	-	-
Over 4 weeks	11	-	-	34	-	-	-	-

See footnotes at end of table.

Table 38. Paid Vacations: Superphosphate Establishments—Continued

(Percent of production workers in superphosphate establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1962)

Vacation policy	United States	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Amount of vacation pay¹								
After 12 years of service:								
1 week	3	-	-	10	-	-	-	-
2 weeks	34	34	60	30	59	32	14	34
3 weeks	45	66	32	12	30	65	86	66
Over 3 and under 4 weeks	1	-	-	-	-	3	-	-
Over 4 weeks	11	-	-	34	-	-	-	-
After 15 years of service:								
1 week	3	-	-	10	-	-	-	-
2 weeks	15	-	30	22	43	1	14	34
3 weeks	62	100	62	19	45	96	86	66
Over 3 and under 4 weeks	1	-	-	-	-	3	-	-
4 weeks	1	-	-	2	-	-	-	-
Over 4 weeks	11	-	-	34	-	-	-	-
After 20 years of service:								
1 week	3	-	-	10	-	-	-	-
2 weeks	15	-	30	22	43	1	14	34
3 weeks	50	100	62	19	45	81	38	-
4 weeks	13	-	-	2	-	14	49	66
Over 4 weeks	12	-	-	34	-	3	-	-
After 25 years of service:								
1 week	3	-	-	10	-	-	-	-
2 weeks	15	-	30	22	43	1	14	34
3 weeks	29	86	29	13	26	42	11	-
4 weeks	34	14	32	8	20	54	75	66
Over 4 weeks	12	-	-	34	-	3	-	-

¹ Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 20 years may include changes in provisions occurring between 15 and 20 years.

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

Table 39. Paid Vacations: Mixing Establishments

(Percent of production workers in fertilizer mixing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1962)

Vacation policy	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers -----	100	100	100	100	100	100	100	100	100
Method of payment									
Workers in establishments providing paid vacations -----	85	100	94	72	73	96	100	100	82
Length-of-time payments -----	85	100	94	72	73	96	95	100	82
Percentage payments -----	(²)	-	-	-	-	-	5	-	-
Workers in establishments providing no paid vacations -----	15	-	-	28	27	-	-	-	18
Amount of vacation pay³									
After 1 year of service:									
1 week -----	71	88	82	63	36	79	80	49	68
Over 1 and under 2 weeks -----	2	12	-	-	21	-	-	-	-
2 weeks -----	8	-	10	3	17	17	9	51	14
After 2 years of service:									
1 week -----	61	69	69	57	27	67	67	35	38
Over 1 and under 2 weeks -----	1	-	-	-	21	-	-	-	-
2 weeks -----	20	31	23	11	26	29	23	65	44
Over 2 and under 3 weeks -----	1	-	-	-	-	-	-	-	-
After 3 years of service:									
1 week -----	36	57	40	36	27	17	43	35	17
2 weeks -----	47	43	53	36	26	79	52	65	65
Over 2 and under 3 weeks -----	1	-	-	-	21	-	-	-	-
4 weeks -----	1	-	-	-	-	-	5	-	-
After 5 years of service:									
1 week -----	22	49	8	31	21	14	23	-	11
2 weeks -----	61	51	86	41	31	82	72	100	71
Over 2 and under 3 weeks -----	1	-	-	-	21	-	-	-	-
4 weeks -----	1	-	-	-	-	-	5	-	-
After 10 years of service:									
1 week -----	20	31	8	28	21	14	23	-	11
2 weeks -----	54	69	73	38	22	56	72	100	52
Over 2 and under 3 weeks -----	1	-	-	-	21	-	-	-	-
3 weeks -----	10	-	13	6	9	26	5	-	19
4 weeks -----	1	-	-	-	-	-	5	-	-

See footnotes at end of table.

Table 39. Paid Vacations: Mixing Establishments—Continued

(Percent of production workers in fertilizer mixing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1962)

Vacation policy	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
<u>Amount of vacation pay ³</u>									
<u>After 12 years of service:</u>									
1 week	20	31	8	28	21	14	23	-	11
2 weeks	44	69	68	32	22	31	44	100	52
Over 2 and under 3 weeks	1	-	-	-	21	-	-	-	-
3 weeks	19	-	19	11	9	51	28	-	19
4 weeks	1	-	-	-	-	-	5	-	-
<u>After 15 years of service:</u>									
1 week	20	31	8	28	21	14	23	-	11
2 weeks	30	69	20	24	17	20	41	100	42
Over 2 and under 3 weeks	1	-	-	-	21	-	-	-	-
3 weeks	33	-	66	19	14	62	32	-	28
4 weeks	1	-	-	-	-	-	5	-	-
<u>After 20 years of service:</u>									
1 week	20	31	8	28	21	14	23	-	11
2 weeks	30	69	20	24	17	20	41	100	42
Over 2 and under 3 weeks	1	-	-	-	-	-	-	-	-
3 weeks	31	-	66	18	14	60	20	-	28
Over 3 and under 4 weeks	1	-	-	-	21	-	-	-	-
4 weeks	3	-	-	1	-	2	17	-	-
<u>After 25 years of service:</u>									
1 week	20	31	8	28	21	14	23	-	11
2 weeks	30	69	20	24	17	20	41	100	42
Over 2 and under 3 weeks	1	-	-	-	-	-	-	-	-
3 weeks	20	-	42	10	-	37	20	-	28
Over 3 and under 4 weeks	1	-	-	-	21	-	-	-	-
4 weeks	14	-	25	9	14	25	17	-	-

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 progression. For example, the changes in proportions indicated at 20 years may include changes in provisions occurring between 15 and 20 years.

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

Table 40. Health, Insurance, and Pension Plans: All Establishments

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

Type of plan ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance	82	97	87	72	76	89	93	95	78
Accidental death and dismemberment insurance	42	29	36	34	24	42	81	93	67
Sickness and accident insurance or sick leave, or both ³	56	79	51	42	45	73	76	66	75
Sickness and accident insurance	50	79	51	38	33	66	70	59	38
Sick leave (full pay, no waiting period)	7	-	-	4	4	2	26	39	40
Sick leave (partial pay or waiting period)	12	31	3	9	17	15	7	28	26
Hospitalization insurance	77	88	91	65	76	83	82	93	84
Surgical insurance	77	88	91	63	76	87	82	93	84
Medical insurance	42	27	28	30	30	50	73	85	84
Catastrophe insurance	19	20	14	18	23	8	10	93	43
Retirement pension	63	76	58	56	64	81	64	66	27
Retirement severance pay	2	5	-	1	-	-	15	-	-
No health, insurance, or pension plan	13	3	9	21	18	8	5	5	9

¹ Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.² Includes data for regions in addition to those shown separately.³ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

Table 41. Health, Insurance, and Pension Plans: Complete (Integrated) Establishments

(Percent of production workers in complete (integrated) fertilizer establishments with specified health, insurance, and pension plans, United States and selected regions, April 1962)

Type of plan ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance	95	100	89	92	100	100	100	100	100
Accidental death and dismemberment insurance	48	-	29	48	11	48	92	100	100
Sickness and accident insurance or sick leave, or both ³	56	100	50	46	51	56	75	69	100
Sickness and accident insurance	52	100	50	46	51	48	75	69	-
Sick leave (full pay, no waiting period)	4	-	-	-	-	-	-	36	40
Sick leave (partial pay or waiting period)	16	30	-	17	21	8	-	33	60
Hospitalization insurance	87	100	100	75	100	90	84	100	100
Surgical insurance	88	100	100	71	100	100	84	100	100
Medical insurance	41	-	19	35	11	53	75	100	100
Catastrophe insurance	15	-	-	8	11	-	18	100	40
Retirement pension	82	100	69	81	100	93	100	69	-
Retirement severance pay	1	14	-	1	-	-	-	-	-
No health, insurance, or pension plan	3	-	-	8	-	-	-	-	-

¹ Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.² Includes data for regions in addition to those shown separately.³ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

Table 42. Health, Insurance, and Pension Plans: Superphosphate Establishments

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

Type of plan ¹	United States	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	87	100	88	79	72	94	93	94
Accidental death and dismemberment insurance	45	48	32	29	54	41	93	94
Sickness and accident insurance or sick leave, or both ²	72	66	32	59	53	89	93	95
Sickness and accident insurance	67	66	32	55	33	86	80	90
Sick leave (full pay, no waiting period)	11	-	-	5	-	-	63	67
Sick leave (partial pay or waiting period)	14	52	-	-	20	24	-	23
Hospitalization insurance	86	100	88	80	70	92	80	100
Surgical insurance	85	100	88	77	70	92	80	100
Medical insurance	45	52	55	23	50	46	80	100
Catastrophe insurance	26	52	-	43	41	7	-	39
Retirement pension	77	100	32	67	53	88	89	90
Retirement severance pay	6	-	-	4	-	-	49	-
No health, insurance, or pension plan	7	-	12	8	12	6	7	-

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

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

Table 43. Health, Insurance, and Pension Plans: Mixing Establishments

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

Type of plan ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100	100
Workers in establishments providing:									
Life insurance	65	87	85	49	38	72	89	65	55
Accidental death and dismemberment insurance	35	43	42	25	-	39	66	51	31
Sickness and accident insurance or sick leave, or both ³	44	68	55	29	22	65	64	51	48
Sickness and accident insurance	36	68	55	21	-	65	60	-	27
Sick leave (full pay, no waiting period)	7	-	-	6	17	6	14	51	22
Sick leave (partial pay or waiting period)	8	-	5	8	5	7	17	-	8
Hospitalization insurance	61	50	85	47	38	63	84	51	65
Surgical insurance	62	50	85	47	38	65	84	51	65
Medical insurance	40	30	27	30	29	53	67	-	65
Catastrophe insurance	17	-	27	13	17	16	12	51	47
Retirement pension	34	-	57	26	14	57	25	51	3
Retirement severance pay	-	-	-	-	-	-	-	-	-
No health, insurance, or pension plan	27	13	15	40	62	19	7	35	20

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

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

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

Appendix A: Scope and Method of Survey

Scope of Survey

The survey covered establishments primarily engaged in manufacturing mixed fertilizer from one or more fertilizer materials produced in the same establishment, or in mixing fertilizer from purchased fertilizer materials (industries 2871 and 2872 as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). Establishments primarily engaged in selling liquid fertilizer produced by mixing water with purchased fertilizer were excluded from the survey. Separate auxiliary units, such as central offices, were also excluded.

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

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

Estimated number of establishments and employees within scope of the
fertilizer manufacturing survey and number studied, April 1962

Region ¹ and State	Number of establishments ²		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total ³	Production workers	Office workers	
United States ⁴ -----	657	341	34,325	26,150	2,223	24,105
Middle Atlantic -----	46	21	1,909	1,505	152	1,422
Border States -----	71	36	3,809	3,027	233	2,528
Maryland -----	21	13	1,428	1,076	112	1,253
Virginia -----	29	16	1,727	1,409	84	999
Southeast -----	259	139	12,764	10,253	709	9,375
Alabama -----	34	21	1,352	1,121	61	1,036
Florida -----	50	21	3,202	2,383	233	2,344
Georgia -----	64	31	2,699	2,273	113	1,854
North Carolina -----	52	28	2,480	2,027	121	1,637
South Carolina -----	33	21	1,361	1,098	87	1,177
Tennessee -----	16	14	1,191	991	60	1,137
Southwest -----	35	23	2,102	1,581	138	1,689
Great Lakes -----	121	58	6,852	4,995	463	4,287
Illinois -----	27	14	1,698	1,275	135	1,181
Ohio -----	36	19	2,107	1,574	160	1,422
Middle West -----	51	29	2,974	2,157	212	1,912
Mountain -----	12	6	1,365	974	71	1,093
Pacific -----	49	23	1,870	1,116	191	1,407
California -----	36	18	1,579	894	178	1,240

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

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

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

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

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 industries, 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.

Interstate and Intrastate Establishments

An establishment was classified as interstate if any of its product was sold outside the State. Other establishments were classified as intrastate.

Type of Establishment

Establishments were classified according to scope of manufacturing processes. Each of the three types of plants mixes fertilizer ingredients to make a finished fertilizer. Complete (integrated) plants manufacture the acids from which superphosphate is then made. Superphosphate plants make superphosphate from purchased acids. Mixing establishments purchase all ingredients.

Employment

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

Production Workers

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

Occupations Selected for Study

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

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses were included as part of the workers' regular pay; but nonproduction bonus payments such as Christmas or yearend bonuses were excluded. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.⁵

⁵ Average hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers, were obtained by weighting each rate (or hourly earnings) by the number of workers receiving the rate.

Comparison with Other Statistics

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

With respect to employment, the monthly series includes establishments with fewer than eight workers whereas establishments of that size are omitted here. Establishments which came into existence between the date of the source lists and the pay period studied are also omitted from employment count in this study. In addition, both the employment and earnings estimates could be affected by differences in industrial classification owing to the seasonal nature of the fertilizer industry and the year-to-year variations in products manufactured.

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 established under the sponsorship of the U.S. Bureau of the Budget.

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

Labor-Management Agreements

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

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 regular production workers in an establishment, the practices or benefits were considered applicable to all production workers. Similarly, if fewer than half were covered, the practice or benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated. Because of rounding, sums of individual items may not equal totals.

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

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

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

Paid Vacations. The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay.

The periods of service for which data are presented were selected as representative of the most common practices but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 20 years of service include changes in provisions which may have occurred between 15 and 20 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 major medical insurance, includes plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

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

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.

Supplementary Unemployment Benefits. Data refer to plans which supplement benefits paid under State unemployment systems.

Technological Severance Pay. Technological severance pay refers to plans providing severance pay to employees separated from employment because of technological changes or closing of plant.

Appendix B: Occupational Descriptions

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

BAGGER

(Sack packer)

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

BAG PRINTER

(Bag-printing-machine operator; sack printer)

Feeds jute or other bags into a printing machine to print on the bags the name of the fertilizer to be packed in them, the analysis of the fertilizer, and the name and address of the manufacturer. Adjusts and prepares printing press by filling the ink fountain of the press with ink, setting the type plate in the channels of the cylinder, tightening it in place with setscrews; starts press and feeds sacks, one at a time, to the conveyor belt which travels under the press cylinder until the feed rollers descend and press the sack against the conveyor belt to carry it under the cylinder and print it.

BAG SEWER, MACHINE

(Bag-closing-machine operator; bag-sewing-machine operator; sack-sewing-machine operator)

Sews shut open ends of burlap, muslin, and paper sacks containing the product, using an electrically powered sewing machine: Matches the open edges of filled sack or bag, places edges under presser foot of sewing machine; starts sewing action, and as edges of container are drawn under needle guides them to insure that line of stitching across top of container is straight. May sew descriptive tags into top seam. May weigh sacks or bags.

BATCH WEIGHER

(Hopper-scale weigher; ingredient weigher; raw-materials weigher; scaleman)

Weights the quantities of the fertilizer ingredients to be mixed according to desired formula: Ingredients may be brought onto platform of scale in carts, trucks, or wheelbarrows, according to weigher's instructions, or ingredients may be stored in overhead bin from which the weigher releases the necessary quantity onto the scale; after weighing is completed, dumps material onto conveyor belt leading to mixing machine or supervises removal in carts or other vehicles.

BURNERMAN

(Chargeman)

Feeds sulfur or iron pyrites into furnaces (burners): Shovels or dumps sulfur or iron pyrites into wheelbarrow, weighs load and wheels it to sulfur burner; at regular intervals shovels the load into furnace or places it on conveyor or in hopper from which it mechanically feeds into the burner. May regulate the draft shutters or air ports in the furnace door.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

CHAMBERMAN

Controls process of making sulfuric acid from sulfur dioxide gas resulting from the roasting of sulfur: Periodically reads and reports the temperatures of the acid chambers and other processing equipment, and the specific gravity of the acid during various stages of processing; regulates flow of steam, nitrogen compounds, air, and sulfur oxides into the chamber. May collect and send samples of sulfuric acid to laboratory for analysis. May control the draft fan or shutters on the sulfur burner or direct the burnermen in their work. May operate acid pumps supplying acid to acidulating department or to tank cars for shipment.

CONVEYOR TENDER

Operates or observes the operation of conveyors transferring materials or products from one place or machine to another in order to store or process these materials. Work involves one or more of the following: Watching operation of conveyor, and if trouble develops, stopping conveyor and notifying superior; directing or regulating the flow of material to proper storage bins or places according to type or grade; assisting others in making minor repairs to equipment; and oiling or greasing bearings on conveyor. May load materials or products onto conveyor or remove them from conveyor.

DEN DIGGER

(Breaker; lump breaker; mucker; picker; top picker)

Uses hand pick, fork, or axe to break down the piles of fertilizer material that have become hardened while stored in bins. Breaks up larger lumps so that material can be more readily handled by hand shovelers or shovel operators.

LABORER, MATERIAL HANDLING

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

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

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 the 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.

MILLER

(Crusher operator; grinder; pulverizer operator)

Tends one or more units of equipment to crush, grind, or pulverize materials to specifications. The more common types of equipment employed in such operations are: Ball mills, buhrstone mills, cage mills, chasers, colloid mills, disk crushers, gyratories, jaw crushers, ring-roll mills, and tube mills. May also be required to operate screening equipment. Operator performs or supervises others in such duties as loading and unloading of the materials into the apparatus and cleaning such apparatus and working area.

MIXER

(Batchmaker; compounder)

Responsible for the proper mixing of component parts (liquids or solids) in controlled amounts to produce a semiprocessed or final product. Supervises or performs the task of bringing together the ingredients, the weighing, and the pouring or inserting of the materials into a power-driven mixing machine. Attends machine and determines when mixture is ready to be withdrawn.

For wage study purposes, workers are classified as follows:

Mixer, dry mixing

Mixer, superphosphate

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

TRUCKER, POWER

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

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

Trucker, power (forklift)

Trucker, power (other than forklift)

WATCHMAN

Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

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

II. Other Industry Wage Studies

Communications Workers, Earnings in October 1956 - BLS Report 121
Communications Workers, Earnings in October 1957 - BLS Report 138
Communications Workers, Earnings in October 1958 - BLS Report 149
Communications Workers, Earnings in October 1959 - BLS Report 171
Communications, October 1960 - BLS Bulletin 1306 (20 cents)
Communications, 1961 - BLS Bulletin 1343 (20 cents)
Factory Worker's 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 Retail Building Materials, Hardware, and Farm Equipment Dealers, June 1961 -
BLS Bulletin 1338-1 (25 cents)
Employee Earnings in Retail General Merchandise Stores, June 1961 - BLS Bulletin 1338-2 (40 cents)
Employee Earnings in Retail Food Stores, June 1961 - BLS Bulletin 1338-3 (35 cents)
Employee Earnings at Retail Automotive Dealers and in Gasoline Service Stations, June 1961 -
BLS Bulletin 1338-4 (40 cents)
Employee Earnings in Retail Apparel and Accessory Stores, June 1961 - BLS Bulletin 1338-5 (40 cents)
Employee Earnings in Retail Furniture, Home Furnishings, and Household Appliance Stores, June 1961 -
BLS Bulletin 1338-6 (40 cents)
Employee Earnings in Miscellaneous Retail Stores, June 1961 - BLS Bulletin 1338-7 (35 cents)
Employee Earnings in Retail Trade, June 1961 (Overall Summary of the Industry) -
BLS Bulletin 1338-8 (45 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.