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# INDUSTRY WAGE SURVEY

## MEAT PRODUCTS

Part I. Meatpacking

Part II. Prepared Meat Products

NOVEMBER 1963

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Bulletin No. 1415

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner





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## Preface

This bulletin summarizes the results of a study of wages and supplementary practices in the meat products industries, conducted by the Bureau of Labor Statistics as of November 1963.

Part I, Meatpacking, includes data for establishments primarily engaged in slaughtering animals, except small game, for meat to be sold or to be used on the same premises in canning and curing, and in making sausages and other meat products.

Part II, Prepared Meat Products, includes data for establishments primarily engaged in manufacturing sausages, cured meats, canned and frozen meats, and other prepared meats from purchased carcasses and other materials.

This study was conducted in the Bureau's Division of Occupational Pay, Toivo P. Kanninen, Chief, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by L. Earl Lewis. 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 the bulletin.



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# Industry Wage Survey—

## Meat Products, November 1963

### Introduction

This report on the Bureau's November 1963 study of wages and related benefits in the meat products industries provides information on the level and distribution of wages for all production and related workers, earnings of workers in selected occupations, and information on selected establishment practices and such supplementary benefits as paid holidays, vacations, health, insurance, and pension plans. It is prepared in two parts. Part I summarizes data for meatpacking plants, i. e., establishments primarily engaged in slaughtering animals, except small game, for meat to be sold or to be used on the same premises in canning and curing, and in making prepared meat products. Part II includes data for establishments that do not slaughter but which are primarily engaged in manufacturing sausages and other prepared meats from purchased carcasses and other materials.<sup>1</sup>

### Part I. Meatpacking

#### Summary

Straight-time hourly earnings of production and related workers in meatpacking plants averaged \$2.69 an hour in November 1963. Men, comprising nearly nine-tenths of 131,965 workers covered by the study, averaged \$2.72 an hour, compared with \$2.47 for women. Workers in the Middle West region, accounting for two-fifths of the total industry employment, averaged \$3.08 an hour; averages in the other regions ranged from \$1.69 in the Southeast to \$3.16 in the Pacific.<sup>2</sup>

In each region except the Pacific, earnings of workers in multiplant companies averaged substantially more than those of workers in single-plant companies. Earnings also varied by Federal inspection status, size of community, size of establishment, labor-management contract status, and by occupation.

Individual earnings of production workers in the industry ranged from less than \$1.25 to \$4 or more an hour. In the earnings array, the middle half of the workers earned between \$2.40 and \$3.05.

Nationwide averages for workers in the occupations studied separately ranged from \$3.90 an hour for ham boners (chisel boning) to \$2.10 for smokers (combination of sausages and other products).

Information was also developed on minimum job rates, hours of work, shift practices, a variety of establishment practices and a number of supplementary wage benefits including paid holidays and vacations, health, insurance, and pension plans.

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<sup>1</sup> See appendix A for scope and method of survey.

<sup>2</sup> For definition of regions, see footnote to appendix table A-1.

## Industry Characteristics

The meatpacking industry, for purposes of this study, includes establishments primarily engaged in "slaughtering for their own account or on a contract basis for the trade, of cattle, hogs, sheep, lambs, calves, horses, and other animals except small game, for meat to be sold or to be used on the same premises in canning and curing, and in making sausages, lard, and other products."<sup>3</sup>

A few of the meatpacking plants within scope of the survey were engaged solely in slaughtering; such plants sold animal carcasses to others for further processing. Eighty-six percent of the production workers, however, were in plants that slaughtered and performed further processing, such as cutting meats into marketable cuts, smoking, curing, canning, and making sausages and other prepared meats. Regionally, the proportions of workers in plants having both slaughtering and processing operations were: Approximately seven-tenths in the Middle Atlantic, Mountain, and Pacific regions; eight-tenths in the Great Lakes region; and nine-tenths or more in all others.

Meatpacking operations include many distinct types of work. Major functions include animal handling, slaughtering, dressing, cutting, curing and smoking, preparing sausages and other prepared meats, packing and shipping, cleaning, and plant maintenance. Operations of some plants are limited to one animal species, while others include two or more. Workers in the large plants typically perform highly specialized tasks. As many as 200 distinct occupations may be found in the larger plants, particularly those processing two or more animal species. This degree of specialization is, of course, not possible in the smaller plants where individuals may be required to perform several distinct types of work within the same day.

Employment in the Nation's meatpacking industry declined from 208.4 thousand in 1947 to 185.7 thousand in 1962.<sup>4</sup> During the same period, the amount of meat produced by the industry increased approximately 24 percent.<sup>5</sup> Modernization of facilities and the development of improved techniques contributed to the increased productivity. Other significant developments in the industry since World War II include a decline in the concentration of employment among a few large companies and a geographical shift of the work force.

In 1947, the four largest companies employed 47 percent of the workers in the meatpacking industry; the eight largest employed 58 percent.<sup>6</sup> By 1958, the most recent date for which information is available, the ratios were 36 and 49 percent, respectively.

The geographical shift of the industry is apparent from slaughtering statistics provided by the U.S. Department of Agriculture. As indicated in the following tabulation of commercial cattle slaughtering (accounting for slightly more than half of the total U.S. meat production), Illinois, which ranked first among the States in 1947, was sixth in 1962.

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<sup>3</sup> Industry 2011 as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the Bureau of the Budget.

<sup>4</sup> Source: Bureau of the Census, U.S. Department of Commerce.

<sup>5</sup> Source: Livestock and Meat Statistics, 1962 (Bulletin 333, U.S. Department of Agriculture), p. 289.

<sup>6</sup> Op. cit., footnote 4.



Percent of cattle slaughtered commercially in the  
10 leading States in 1962, selected years  
(State rank in parenthesis)

	1962	1955	1947
United States (except Alaska and Hawaii)-----	100.0	100.0	100.0
Iowa-----	(1) 11.1	(3) 7.4	(3) 6.8
California-----	(2) 9.8	(1) 9.5	(2) 7.8
Nebraska-----	(3) 8.7	(4) 7.4	(7) 6.1
Texas-----	(4) 5.9	(5) 6.8	(4) 6.5
Minnesota-----	(5) 5.3	(6) 5.7	(6) 6.1
Illinois-----	(6) 4.7	(2) 8.0	(1) 10.2
Ohio-----	(7) 4.5	(8) 4.6	(8) 5.2
Colorado-----	(8) 4.5	(10) 3.5	(15) 2.2
Missouri-----	(9) 4.2	(9) 4.0	(9) 4.3
Kansas-----	(10) 4.1	(7) 4.7	(5) 6.5
10 States combined-----	63.0	61.5	61.7

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

SOURCE: Livestock and Meat Statistics, 1962 (Bulletin 333, U. S. Department of Agriculture), pp. 121 and 122.

Iowa, on the other hand, shifted in rank from third to first position during the period. Colorado, ranking fifteenth in 1947, was eighth in 1962.

The following statistics on the number of hogs slaughtered commercially during this period also indicate some shifts among the 10 leading States. Hogs accounted for approximately two-fifths of the total meat production in 1962.

Percent of hogs slaughtered commercially in the  
10 leading States, in 1962, selected years  
(State rank in parenthesis)

	1962	1955	1947
United States (except Alaska and Hawaii)-----	100.0	100.0	100.0
Iowa-----	(1) 17.9	(1) 16.5	(1) 14.4
Minnesota-----	(2) 7.0	(3) 8.0	(3) 8.0
Illinois-----	(3) 7.0	(2) 8.6	(2) 11.5
Indiana-----	(4) 6.2	(7) 4.9	(7) 5.0
Nebraska-----	(5) 5.5	(5) 5.3	(9) 4.1
Ohio-----	(6) 5.2	(4) 5.8	(4) 5.4
Missouri-----	(7) 4.9	(6) 5.0	(5) 5.3
Wisconsin-----	(8) 4.0	(8) 4.1	(10) 4.0
Pennsylvania-----	(9) 3.6	(9) 3.5	(8) 4.3
Kansas-----	(10) 3.6	(10) 3.5	(6) 5.0
10 States combined-----	65.1	65.2	66.9

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

SOURCE: Livestock and Meat Statistics, 1962 (Bulletin 333, U. S. Department of Agriculture), pp. 125 and 126.

Although an exact measurement is difficult, there has also been a significant shift of employment from the large metropolitan areas to smaller communities. It is well known, for example, that Chicago now has only a small fraction of the meatpacking employment it had in previous years. Many of the new meatpacking plants are located in small communities near the source of their supply. However, in November 1963, three-fourths of the workers covered by the Bureau's study were in metropolitan areas; regionally, the proportions of metropolitan to nonmetropolitan workers were slightly less than half in the Southeast, three-fifths in the Border States, between seven-tenths and nine-tenths in the Great Lakes, Middle West, Southwest, and Mountain regions, and more than nine-tenths in the Middle Atlantic and Pacific regions.

The Middle West accounted for nearly two-fifths of the production workers in the meatpacking industry in November 1963. One-fifth of the workers covered by the study were in the Great Lakes region and a tenth were in the Southeast. Most of the remaining employment was fairly evenly distributed among five other regions. New England employed less than 1 percent of the workers in the industry.

Multiplant companies<sup>7</sup> employed three-fifths of the production workers in the industry. Nine-tenths of the workers in the Middle West and approximately half of those in the Great Lakes region were employed by such companies. In each of the remaining regions, single-plant companies accounted for more than half of the workers, with proportions ranging from slightly more than half in the Pacific region to more than nine-tenths in the Border States.

Federally inspected plants<sup>8</sup> employed five-sixths of the meatpacking workers. Such plants accounted for a majority of the workers in all regions, with proportions ranging from 98 percent in the Middle West to 54 percent in the Southeast. Nationally, the proportions of workers in federally inspected plants were 98 percent for multiplant companies, compared with 65 percent for single-plant companies.

Plants with collective bargaining agreements covering a majority of their production workers employed slightly more than four-fifths (83 percent) of the workers in the industry. Regionally, the proportions were about two-fifths in the Southeast and Southwest, seven-tenths in the Border States, and nine-tenths or more in all other regions. As indicated in the following tabulation, union plants accounted for a much larger proportion of workers in multiplant companies than in single-plant companies.

Region	Percent of production workers in plants with collective-bargaining agreements		
	All companies	Multiplant companies	Single-plant companies
United States -----	80-84	95+	65-69
Middle Atlantic -----	90-94	95+	85-89
Border -----	70-74	95+	65-69
Southeast -----	40-44	75-79	20-24
Southwest -----	40-44	60-64	25-29
Great Lakes -----	90-94	95+	80-84
Middle West -----	95+	95+	75-79
Mountain -----	90-94	95+	80-84
Pacific -----	95+	95+	95+

<sup>7</sup> Multiplant companies, for purposes of the study, included those operating two or more meatpacking plants or one meatpacking plant and one or more plants manufacturing sausages and other prepared meat products from purchased carcasses and other materials.

<sup>8</sup> The Federal Meat Inspection Act, administered by the U. S. Department of Agriculture, applies to slaughtering and meat processing plants engaged in interstate or foreign commerce.

The proportions of workers in plants having agreements also varied by employment sizes: More than 95 percent in plants employing 500 or more; four-fifths in plants with 100 but less than 500 employees; and two-fifths in plants with fewer than 100 employees. The Amalgamated Meat Cutters and Butcher Workmen of North America and the United Packinghouse, Food, and Allied Workers were the major unions in the industry. Plants having agreements with other labor organizations accounted for a very small proportion of the total work force.

### Wage Structure Characteristics

Method of Wage Payment. Incentive wage systems, usually group bonus, applied to three-tenths of the workers in the industry (table 14). Such systems applied to 45 percent of the workers in the multiplant companies, compared with 8 percent of those in single-plant companies. A few of the workers (4 percent of the total) were paid according to a method of wage payment referred to as "stint work." Under this method, the workers received a fixed daily rate for a predetermined amount of work, regardless of the actual amount of time taken to complete the work.

The large majority of the time-rated workers were paid according to formalized wage systems providing a single rate for specified occupations; formal wage plans with a range of rates for each occupation applied to only a few (4 percent) of the workers. Rates of pay for about an eighth of the workers were determined on an individual basis. Individually determined rates of pay applied to three-tenths of the workers in single-plant companies but to only 1 percent of the workers in multiplant companies. Regionally, individual rates were much more common in the Southeast and Southwest than in the other regions.

Wage Bracket Systems. A system of wage brackets or labor grades was used by plants employing nearly two-thirds of the production workers in the industry. In such plants, each occupation covered by the system<sup>9</sup> is assigned to one of a number of established wage brackets or labor grades. Thus, a common rate applies to all occupations covered by the same labor grade. For time-rated workers, this rate becomes the straight-time hourly rate; for incentive-paid workers, it is the guaranteed rate and, at least in most instances, it is the rate on which incentive wages are based. As indicated in table 15, wage bracket systems were much more prevalent among multiplant companies than among single-plant companies. The total number of established wage brackets within the system varied among plants; however, the large proportion of the workers in multiplant companies were covered under systems with 23 or 27 wage brackets. The full range of these brackets which, in the case of multiplant companies relate to the entire operations of the company, were not always used by individual plants. This was particularly true of plants having 27 wage-bracket systems, as indicated in the tabulation below. The 4 plants using all 27 labor

Distribution of meatpacking plants studied having 23 and 27 labor-grade systems by highest grade actually used

Highest labor grade used	23 labor-grade systems	27 labor-grade systems
Total number of plants -----	24	28
Under 20 -----	3	-
22 -----	3	6
23 -----	18	14
24 -----	-	2
25 -----	-	2
27 -----	-	4

<sup>9</sup> When in use, wage bracket systems virtually always applied to all or nearly all of the plant jobs; there were, however, instances in which some jobs were not covered.

grades accounted for less than a third of the employment in the 28 plants using a 27-labor grade system; half of the workers were in the 14 plants not using the 4 highest labor grades. All but a very small proportion of the workers were in plants maintaining a  $4\frac{1}{2}$ -cent difference between successive wage brackets or labor grades.

### Average Hourly Earnings

Compared with the national average of \$2.69, straight-time average hourly earnings of production workers in the meatpacking industry ranged from \$3.16 in the Pacific region to \$1.69 in the Southeast (table 1). Workers in the Middle West region averaged \$3.08 an hour compared with \$2.79 for workers in the Great Lakes region.

Men, comprising 87 percent of the industry's work force, averaged \$2.72 an hour, compared with \$2.47 for women. In all regions, except the Middle West in which averages for the two sexes were identical, men averaged substantially more than women. Differences in average pay levels for men and women may be due to several factors, including variations in the distribution of the sexes among jobs and among establishments with different pay levels. Women, for example, were almost never employed in the comparatively high-wage dressing or cutting occupations. Differences in averages for the same job may also reflect differences in duties. Job descriptions used to classify workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed.

Nationally, production workers in multiplant companies averaged \$2.99 an hour—75 cents more than the average for workers in single-plant companies. There was considerable variation among regions, however, in the wage relationships for these two groups of plants. In the Pacific region, workers in single-plant companies averaged 9 cents an hour more than workers in multiplant companies; in all other regions for which comparisons were possible averages for multiplant companies were higher by amounts ranging from 14 cents in the Mountain region to 74 cents in the Southeast. The difference was 60 cents in the Middle West, compared with 36 cents in the Great Lakes region.

Workers in federally inspected plants averaged \$2.85 an hour—\$1.02 more than workers in plants not inspected by the U.S. Government. In the Middle West region, the difference was \$1.19. The average wage advantage for workers in federally inspected plants in all other regions for which comparisons were possible ranged from 52 to 69 cents an hour.

Nationally, and in most of the regions for which comparisons could be made, workers in metropolitan areas averaged considerably more than those in the smaller communities. In the Middle West region, however, workers in nonmetropolitan areas averaged 31 cents an hour more than those in metropolitan areas.

The national average for plants with 500 or more workers was \$2.99 an hour, compared with \$2.31 for the smaller plants. Regionally, the wage advantage for workers in the larger plants ranged from 29 cents in the Middle Atlantic to 87 cents in the Southwest. In the Great Lakes and Middle West regions, the average differences were 40 and 57 cents, respectively.

Wages of workers in union plants averaged \$2.88 an hour—\$1.15 more than those of workers in plants not having collective bargaining agreements covering a majority of their production and related workers. Average wage differences for these two groups of plants ranged from 11 cents an hour in the Southwest to 80 cents an hour in the Middle West and \$1 in the Mountain region.

The foregoing comparisons of production-worker averages do not, of course, isolate the influence of each factor as a determinant of wages. An interrelationship of some of the variables has been suggested in the discussion of industry characteristics. Thus, plants having collective bargaining agreements accounted for a much larger proportion of the employment in multiplant than in single-plant companies and, similarly, a much larger proportion of the employment in plants with 500 or more workers than in smaller plants.

Individual earnings of production and related workers in the industry ranged from less than \$1.25 an hour to \$4 or more (table 2). In the earnings array, the middle half of the workers' earnings fell between \$2.40 and \$3.05. A small proportion (1.3 percent of the total) earned less than \$1.25;<sup>10</sup> nearly all of these workers were employed by single-plant companies in the Border, Southeast, and Southwest regions, and, for the large part, were women (tables 3 and 4). The large majority of the workers earning \$4 or more an hour were in the Middle West region; however, a few workers in each of the other regions earned this much.

### Occupational Earnings

Occupational classifications for which earnings data were developed separately and presented in table 5 accounted for three-tenths of the total production-worker employment. Nationwide mean averages<sup>11</sup> for these jobs ranged from \$3.90 for ham boners (chisel boning) to \$2.10 for smokers (combination of sausages and other products). Other occupations averaging more than \$3.50 an hour included: Cold calf skinners, using a straight-knife (\$3.87); beef loin, ribs or rounds boners (\$3.84); beef chuck boners (\$3.72); and hand welders (\$3.51). Maintenance electricians, machinists, millwrights, and stationary engineers were grouped at the \$3.33-\$3.36 level. Numerically important jobs near the lower end of the wage structure included casing peeler operators (\$2.21), janitors (\$2.30), beef washers (\$2.33), hog shacklers (\$2.34), and beef knockers or stunners (\$2.35). Occupational earnings were generally highest in the Pacific and Middle West and lowest in the Southeast and Southwest regions.

Job averages were nearly always higher in multiplant companies than in single-plant companies (tables 6 and 7). This national relationship held in all regions except the Pacific where job averages were more frequently higher in single-plant companies. Differences in nationwide averages for the type-of-company groupings are indicated below for 20 jobs, each of which accounted for 200 or more workers in these company groupings.

Percent by which multiplant average exceeded single-plant average	Jobs
6 -----	Stationary engineers
12 -----	Beef luggers
19 to 23 -----	Automotive mechanics, maintenance men (general utility); hog shavers; and truckdrivers (2 or 3 categories)
27 to 30 -----	Car and truck stowers; checkers (loading); night cleaners; and trimmers of trimmings
33 to 41 -----	Beef boners (entire carcass); janitors; ham pumpers (artery pumping); and luggers (other products including combination of beef and other meats)
48 to 55 -----	Casing peeler operators; shipping packers, sausage stuffers (combination of natural and artificial casings); and slicing machine operators

<sup>10</sup> The Federal minimum wage of \$1.25 at the time of the study applied to meatpacking plants engaged in interstate commerce; nearly a sixth of the workers covered by the study were in plants engaged only in intrastate commerce.

<sup>11</sup> Computed by multiplying each rate by the number of employees receiving the rate, totaling these products and dividing by the number of employees.

As indicated earlier, employment in nonunion plants amounted to less than a fifth of the industry's total and was largely concentrated in single-plant companies in the South. In addition, the high degree of job specialization in the industry limits the comparison of union and nonunion averages to a few, numerically important jobs. On a nationwide, all-industry basis, workers in union plants averaged substantially higher hourly earnings than were recorded in the nonunion sector, as shown in the following tabulation:

Comparison of job averages in union and nonunion plants						
Occupation	All companies				Single-plant companies	
	United States		Southeast		United States	
	Union	Nonunion	Union	Nonunion	Union	Nonunion
Boners, beef, entire carcass -----	\$3.03	\$2.09	\$2.48	\$2.29	\$2.86	\$2.04
Cleaners, night -----	2.66	1.72	1.85	1.46	2.32	1.52
Janitors -----	2.46	1.53	1.96	1.24	2.50	1.51
Maintenance men, general utility -----	2.88	2.07	2.06	1.78	2.73	1.98
Packers, shipping -----	2.76	1.69	1.77	1.41	2.32	1.50
Pumpers, ham, artery pumping -----	2.77	1.78	2.06	1.76	2.35	1.67
Truckdrivers, other than semi- or trailer ---	2.84	1.57	1.85	1.48	2.86	1.48

Union-nonunion differences in hourly earnings were substantially reduced in nearly all of these jobs when the comparison was directed to the Southeast region. With the comparison limited to nationwide averages for single-plant companies, the wage differences favoring workers in union plants ranged from 38 to 93 percent among the seven jobs.

Occupational earnings were also tabulated by size of community (table 8), size of plant (table 9), and by method of wage payment (table 10). Occupational averages were generally higher in metropolitan areas than in smaller communities, for the occupations shown, and always higher in plants with 500 or more workers than in smaller plants. The tabulation of occupational earnings by method of wage payment was limited to selected occupations in multiplant companies.<sup>12</sup> Nationwide averages for incentive workers exceeded those for time-workers by 15 to 40 percent in 31 of the 35 men's jobs for which data are provided in table 10.

In nearly all instances, incentive workers had a formal guaranteed rate of pay, determined according to their occupation. Their actual straight-time earnings were usually substantially in excess of this rate. As indicated in table 12, however, differences between earned and guaranteed rates varied considerably among individuals performing similar tasks. For example, three-tenths of the men night cleaners earned less than 5 percent more than their guaranteed rate; nearly two-tenths of these workers, however, earned as much as 50 percent more. Nationally, the average earned rate exceeded the average guaranteed rate by 10 percent or more for each of the 35 men's jobs for which data are presented in table 11. For 3 of the jobs, the difference was less than 15 percent; for 8, between 15 and 20 percent; for 12, between 20 and 25 percent; and for 11, between 25 and 35 percent.

<sup>12</sup> Similar information was not developed for single-plant companies because of the low incidence of incentive wages in these companies (applying to less than a tenth of the production workers).

Earnings of individual workers also varied within the same job, region, and type of company, as indicated by the middle range of earnings provided in the occupational tables (tables 5 through 7). In some instances, middle range values were less than 20 cents; in many others, however, they were in excess of \$1. For example, earnings of the middle half of the belly trimmers (pork cutting) in multiplant companies in the Middle West region were between \$2.87 and \$4.80 an hour. The substantial differences in wage levels among plants and the differences in wages of time-rated workers and earnings of incentive-paid workers contributed to the wage dispersion that can be noted from the tables.

For many occupations, the median rate and the arithmetic (mean) average were in substantial agreement. There were, however, several exceptions, even when the comparisons were limited to the same region and type-of-company group. In some instances, the median rates exceeded the mean averages; in others, the mean was higher.

### Establishment Practices and Supplementary Wage Provisions

Data were also obtained on minimum job rates, work schedules, over-time provisions, shift operations and differentials, and the incidence of selected supplementary benefit plans including paid holidays and vacations; retirement plans; life insurance; sickness and accident insurance; hospitalization, surgical, and medical benefits; clothes-changing time and clothing allowances; moving expenses; and paid funeral and jury-duty leave for production workers.<sup>13</sup>

Minimum Job Rates. Information obtained on minimum job rates was limited to formally established rates for experienced men and women in unskilled time-rated occupations (except watchmen). Of the 342 plants visited, 24 did not have an established minimum rate policy and 91 others did not employ women in this category. In 156 of the 227 plants reporting formal minimum job rates for both men and women, the two rates were identical. Of the 71 plants reporting different minimum job rates for men and women, the two rates applied to different jobs in 46 plants and to the same job in 25. Nearly half of the multi-plant companies reported minimum job rates between \$2.50 and \$2.55 an hour for both sexes. Minimum job rates reported by single-plant companies were appreciably lower (table 16).

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in November 1963 in plants employing two-thirds of the production workers in the industry (table 17). Most of the remaining workers were in plants with longer work schedules. Work schedules in excess of 40 hours a week were more common in single-plant companies than in multiplant companies and more common in the Great Lakes and the three southern regions than in the other regions.

Approximately 95 percent of the workers in both types of companies were in plants paying time and one-half the regular rate for all work in excess of 40 hours a week (table 18). Nine-tenths of the workers in multiplant companies and three-fifths of the workers in single-plant companies were in plants paying time and one-half for all work in excess of 8 hours a day.

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<sup>13</sup> For additional information on supplementary benefits, see Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Meatpacking and Processing Industries, 1962 (BLS Bulletin 1413, 1964).

Shift Differential Provisions and Practices. Provisions for late-shift work were reported by virtually all of the multiplant companies and by those accounting for seven-tenths of the workers in single-plant companies (table 19). Only about a tenth of the workers, however, were employed on late shifts at the time of the study (table 20). The proportion of workers employed on late shifts in multiplant companies was twice as large as in single-plant companies. Nearly all of the workers on late shifts received cents-per-hour-differentials over day rates, most commonly 12 cents an hour for both second and third shifts.

Rest or Relief Time. Formal provisions for paid daily rest or relief time, applicable to a majority of the production workers, were provided by virtually all plants (table 26). Some plants gave one rest period a day, while others gave two. The total amount of time provided each day was most commonly 20 or 30 minutes.

Clothes-Changing Time and Work Clothing Provisions. Plants having formal provisions for clothes-changing time accounted for four-fifths of the workers in multiplant companies and two-fifths of those in single-plant companies (table 23). The most common provisions for both groups of plants was 12 minutes each working day. Three-fourths of the workers in the industry were in plants either providing work clothing (other than boots and gloves) or giving monetary allowances for such articles of apparel. Multiplant companies most commonly gave monetary allowances for work clothing, whereas single-plant companies more frequently provided work clothing (table 24).

Paid Holidays. Paid holidays were provided by plants employing more than nine-tenths of the workers in the industry (table 21). Nine-tenths of the workers in multiplant companies received 8 paid holidays annually. Holiday provisions were somewhat less liberal in single-plant companies; less than half of the workers in these companies received as many as 8 paid holidays a year. In both types of companies, holiday provisions were less prevalent and less liberal in the Southeast and Southwest than in the other regions.

Paid Vacations. Paid vacations to production workers with qualifying periods of service were provided by all of the multiplant companies and virtually all of the single-plant companies (table 22). The large majority of the workers in multiplant companies were in plants providing a week's vacation pay after 1 year of service, 2 weeks' after 3 years, 3 weeks' after 10 years, and 4 weeks' after 20 years of service; a fifth of the workers were in plants providing the equivalent of 4½ or 5 weeks' regular pay after 20 years of service. Vacation provisions were somewhat less liberal in single-plant companies. For example, in the Middle West, plants providing 4 weeks or more after 20 years of service accounted for virtually all of the employment in multiplant companies, but slightly less than half of the employment in single-plant companies.

Health, Insurance, and Pension Plans. Life insurance benefits, for which the employer paid at least a part of the cost, were provided by virtually all multiplant companies and by plants accounting for nine-tenths of the employees in single-plant companies (table 25). Hospitalization, surgical, and medical insurance benefits were also available to virtually all of the production workers in multiplant companies and to three-fourths or more of the workers in single-plant companies. Most commonly, these benefits were financed entirely by the employer and covered both the employee and his dependents.



Sickness and accident insurance benefits were commonly provided to both groups of workers. Workers in multiplant companies were commonly provided sick leave (partial pay or waiting period); however, such benefits were not commonly provided workers in single-plant companies. Catastrophe (extended medical) insurance was provided by plants employing approximately a fifth of the workers in each group of companies.

Pension plans, providing regular payments upon retirement (in addition to those available under Federal old-age, survivors, and disability insurance) were provided by plants employing nine-tenths of the workers in multiplant companies and by those employing half of the workers in single-plant companies.

Cost-of-Living Pay Adjustment Provisions. Provisions for periodic cost-of-living pay adjustments were reported by plants accounting for slightly more than nine-tenths of the workers in multiplant companies and nearly two-fifths of the workers in single-plant companies (table 26). All such provisions were based on the Bureau of Labor Statistics Consumer Price Index.

Technological Severance Pay and Moving Allowances. Plants having formal plans providing lump-sum payments to eligible workers permanently separated from employment because of plant closings or force reduction accounted for three-fourths of the workers in multiplant companies, compared with about a tenth of those in single-plant companies. Moving allowances for eligible workers separated from one plant as a result of force reduction and transferring to another company-owned plant were reported by multiplant companies employing three-fifths of the employment in such companies.

Jury-Duty and Funeral Leave Pay. Nine-tenths of the workers in multiplant companies and approximately two-fifths of those in single-plant companies were in plants having formal provisions for jury duty pay and pay during absences to attend funerals of relatives.

Table 1. Meatpacking: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings <sup>1</sup> of production workers, United States and selected regions, November 1963)

Item	United States <sup>2</sup>		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 production workers.....	131,965	\$2.69	9,401	\$2.69	6,919	\$1.99	13,957	\$1.69	9,148	\$1.86	28,187	\$2.79	51,669	\$3.08	5,897	\$2.74	6,304	\$3.16
Men.....	114,770	2.72	8,371	2.72	5,447	2.04	11,229	1.74	8,092	1.89	24,580	2.81	45,427	3.08	5,341	2.77	5,863	3.18
Women.....	17,195	2.47	1,030	2.45	1,472	1.81	2,728	1.46	1,056	1.62	3,607	2.65	6,242	3.08	556	2.44	441	2.82
Type of company: <sup>3</sup>																		
Multiplant.....	78,628	2.99	3,667	2.90	-	-	4,097	2.21	3,561	2.27	14,874	2.96	46,224	3.14	2,457	2.82	2,932	3.11
Single-plant.....	53,337	2.24	5,734	2.56	6,472	1.97	9,860	1.47	5,587	1.59	13,313	2.60	5,445	2.54	3,440	2.68	3,372	3.20
Federal inspection status: <sup>4</sup>																		
Federally inspected.....	111,173	2.85	7,526	2.80	5,221	2.16	7,567	1.93	5,588	2.07	23,511	2.88	50,641	3.10	4,893	2.84	5,743	3.14
Not federally inspected.....	20,792	1.83	1,875	2.28	1,698	1.47	6,390	1.40	3,560	1.52	4,676	2.32	1,028	1.91	1,004	2.23	-	-
Size of community:																		
Metropolitan areas <sup>5</sup> .....	98,794	2.75	8,943	2.71	4,300	2.30	6,231	1.83	8,078	1.92	23,063	2.87	37,177	2.99	4,566	2.82	5,953	3.16
Nonmetropolitan areas.....	33,171	2.51	-	-	2,619	1.49	7,726	1.57	-	-	5,124	2.43	14,492	3.30	1,331	2.45	-	-
Size of establishment:																		
20-499 workers.....	58,519	2.31	6,381	2.60	2,543	1.52	10,961	1.58	5,938	1.55	13,389	2.58	8,469	2.60	5,237	2.66	5,118	3.14
500 workers or more.....	73,446	2.99	3,020	2.89	4,376	2.27	-	-	3,210	2.42	14,798	2.98	43,200	3.17	660	3.39	-	-
Labor-management contracts:																		
Establishments with—																		
Majority of workers covered.....	109,860	2.88	8,612	2.78	4,883	2.21	5,591	2.05	3,885	1.92	25,768	2.86	49,025	3.12	5,309	2.84	6,304	3.16
None or minority of workers covered.....	22,105	1.73	-	-	2,036	1.47	8,366	1.45	5,263	1.81	-	-	2,644	2.32	588	1.84	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for the New England region in addition to those shown separately.<sup>3</sup> For definition of type of company, see appendix A.<sup>4</sup> For definition of Federal inspection status, see appendix A.<sup>5</sup> The term "metropolitan areas" used in this study refers to the Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget in 1961.

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

Table 2. Meatpacking: Earnings Distribution—All Companies

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup>  
United States and selected regions, November 1963)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All workers	Men	Women								
Under \$1.25 -----	1.3	0.6	5.5	0.1	2.3	9.0	2.6	( <sup>3</sup> )	-	( <sup>3</sup> )	-
\$1.25 and under \$1.30 -----	4.1	3.7	7.1	1.1	11.5	21.9	12.2	0.6	0.2	0.9	-
\$1.30 and under \$1.35 -----	1.0	1.0	1.3	.3	4.6	4.9	2.2	-	.2	.2	-
\$1.35 and under \$1.40 -----	1.4	1.3	1.8	.1	4.9	5.0	6.4	.2	.1	.8	( <sup>3</sup> )
\$1.40 and under \$1.45 -----	1.4	1.1	3.2	.3	7.0	3.8	6.5	.2	.1	.4	-
\$1.45 and under \$1.50 -----	.8	.8	.9	.2	2.8	3.1	3.6	.1	.1	.2	0.1
\$1.50 and under \$1.60 -----	2.6	2.6	2.9	1.3	10.6	6.6	11.1	1.1	.2	3.0	-
\$1.60 and under \$1.70 -----	2.0	1.9	2.8	1.3	3.2	6.3	9.5	1.2	.3	1.4	-
\$1.70 and under \$1.80 -----	1.6	1.7	1.0	.8	1.8	5.3	6.5	1.2	.3	1.6	.2
\$1.80 and under \$1.90 -----	1.5	1.6	.7	.9	1.7	5.6	4.5	1.3	.2	1.1	( <sup>3</sup> )
\$1.90 and under \$2.00 -----	1.2	1.2	1.3	.9	1.8	4.4	3.8	.8	.3	.7	-
\$2.00 and under \$2.10 -----	1.4	1.4	1.0	2.4	1.2	2.6	3.8	1.5	.4	1.8	.2
\$2.10 and under \$2.20 -----	1.3	1.4	.9	2.3	4.2	2.0	1.9	1.7	.3	1.0	.1
\$2.20 and under \$2.30 -----	1.3	1.4	.9	2.7	2.3	3.2	1.1	1.6	.5	1.6	.1
\$2.30 and under \$2.40 -----	2.0	2.0	1.8	5.9	6.2	2.7	1.2	2.3	.8	1.2	-
\$2.40 and under \$2.50 -----	3.2	3.1	4.3	11.6	8.1	3.5	1.1	5.2	.7	2.8	( <sup>3</sup> )
\$2.50 and under \$2.60 -----	8.6	8.0	13.0	10.8	3.7	2.6	3.5	13.3	9.3	11.4	3.0
\$2.60 and under \$2.70 -----	13.6	13.2	16.4	12.3	4.5	1.7	5.3	14.9	19.9	11.4	8.9
\$2.70 and under \$2.80 -----	11.1	11.8	6.7	9.9	5.7	1.3	4.1	12.3	15.1	15.3	9.4
\$2.80 and under \$2.90 -----	6.3	6.8	2.9	5.4	4.1	1.3	1.9	8.8	6.8	10.2	8.4
\$2.90 and under \$3.00 -----	5.3	5.8	2.5	6.4	1.3	1.0	2.0	6.5	5.4	9.1	12.3
\$3.00 and under \$3.10 -----	4.1	4.2	3.2	5.4	3.7	.7	1.4	4.0	5.0	4.0	6.3
\$3.10 and under \$3.20 -----	3.5	3.5	3.0	5.5	1.1	.6	.9	3.9	3.7	5.9	6.5
\$3.20 and under \$3.30 -----	3.3	3.4	2.7	2.9	.3	.3	.9	3.1	4.6	2.8	9.0
\$3.30 and under \$3.40 -----	2.6	2.8	1.3	1.6	.2	.1	.3	2.5	3.7	2.3	8.3
\$3.40 and under \$3.50 -----	1.8	1.8	1.9	1.2	.4	.2	.4	1.8	2.3	1.6	5.8
\$3.50 and under \$3.60 -----	1.8	2.0	.8	1.9	.2	.1	.3	2.0	2.1	3.1	5.8
\$3.60 and under \$3.70 -----	1.4	1.4	1.0	1.7	.1	.1	.2	1.7	1.4	.8	6.2
\$3.70 and under \$3.80 -----	.8	.8	.8	.5	-	-	.2	1.0	1.1	.6	2.2
\$3.80 and under \$3.90 -----	.8	.8	.6	.3	.3	( <sup>3</sup> )	.1	1.0	1.0	.6	2.1
\$3.90 and under \$4.00 -----	.8	.8	.8	.2	-	( <sup>3</sup> )	( <sup>3</sup> )	1.0	1.2	.5	.8
\$4.00 and over -----	6.0	6.1	5.0	1.9	.2	.1	.3	3.2	12.4	1.8	4.0
Total -----	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 -----	131,965	114,770	17,195	9,401	6,919	13,957	9,148	28,187	51,669	5,897	6,304
Average hourly earnings <sup>1</sup> -----	\$2.69	\$2.72	\$2.47	\$2.69	\$1.99	\$1.69	\$1.86	\$2.79	\$3.08	\$2.74	\$3.16

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for the New England region in addition to those shown separately.<sup>3</sup> Less than 0.05 percent.

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

Table 3. Meatpacking: Earnings Distribution—Multiplant Companies

(Percent distribution of production workers by average straight-time hourly earnings,  
United States and selected regions, November 1963)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All workers	Men	Women							
Under \$1.25-----	( <sup>3</sup> )	( <sup>3</sup> )	-	-	0.1	-	( <sup>3</sup> )	-	-	-
\$1.25 and under \$1.30-----	0.5	0.5	0.6	-	6.1	4.0	-	-	-	-
\$1.30 and under \$1.35-----	.1	.1	-	-	.5	1.1	-	( <sup>3</sup> )	-	-
\$1.35 and under \$1.40-----	.1	.1	.1	0.1	1.2	1.4	-	-	-	-
\$1.40 and under \$1.45-----	.4	.3	.9	-	1.7	6.8	-	( <sup>3</sup> )	-	-
\$1.45 and under \$1.50-----	.1	.1	.3	-	1.6	1.4	-	-	-	-
\$1.50 and under \$1.60-----	.8	.7	1.1	.4	4.4	9.7	-	( <sup>3</sup> )	2.6	-
\$1.60 and under \$1.70-----	.8	.8	.9	.3	7.5	8.6	-	0.1	-	-
\$1.70 and under \$1.80-----	.5	.6	.1	.1	4.3	4.9	-	.1	.1	0.2
\$1.80 and under \$1.90-----	.3	.4	.3	.2	2.2	3.2	0.1	.1	.2	.1
\$1.90 and under \$2.00-----	.3	.2	.8	-	3.6	.9	-	.2	-	-
\$2.00 and under \$2.10-----	.4	.4	.2	.8	3.6	2.0	-	.1	( <sup>3</sup> )	-
\$2.10 and under \$2.20-----	.6	.6	1.1	1.0	5.5	.7	-	.1	.2	-
\$2.20 and under \$2.30-----	1.0	1.0	.8	1.3	10.4	.6	( <sup>3</sup> )	.3	.4	.1
\$2.30 and under \$2.40-----	1.1	1.0	1.7	.5	8.8	1.2	1.8	.2	.1	-
\$2.40 and under \$2.50-----	1.6	1.5	1.9	4.6	9.7	1.4	2.0	.3	5.1	-
\$2.50 and under \$2.60-----	9.5	8.9	13.5	10.2	7.3	7.7	12.7	9.2	7.1	5.4
\$2.60 and under \$2.70-----	18.3	17.3	24.9	14.6	4.5	13.2	18.8	20.5	18.4	13.0
\$2.70 and under \$2.80-----	14.1	14.9	9.2	12.4	3.8	10.3	15.6	15.2	18.3	10.0
\$2.80 and under \$2.90-----	7.4	7.8	4.5	7.4	3.9	4.2	9.5	6.9	13.6	8.8
\$2.90 and under \$3.00-----	6.1	6.4	3.8	9.8	3.0	5.1	6.7	5.4	11.1	8.9
\$3.00 and under \$3.10-----	5.3	5.3	4.9	10.3	2.1	3.3	5.1	5.3	4.0	6.9
\$3.10 and under \$3.20-----	4.1	4.1	4.6	5.4	1.7	2.0	4.7	4.0	7.5	5.0
\$3.20 and under \$3.30-----	4.6	4.7	4.3	5.7	.9	2.2	4.4	4.8	3.5	11.0
\$3.30 and under \$3.40-----	3.4	3.6	2.1	3.2	.3	.8	3.5	3.6	2.6	8.6
\$3.40 and under \$3.50-----	2.3	2.2	3.0	2.6	.6	.8	2.2	2.4	1.2	6.0
\$3.50 and under \$3.60-----	2.2	2.3	1.2	4.3	.2	.7	2.1	2.2	1.3	5.0
\$3.60 and under \$3.70-----	1.6	1.6	1.6	1.1	.2	.6	2.4	1.5	.9	2.9
\$3.70 and under \$3.80-----	1.2	1.2	1.3	1.3	-	.4	1.5	1.2	.6	2.3
\$3.80 and under \$3.90-----	1.0	1.0	1.0	.5	-	.3	1.3	1.1	.6	1.2
\$3.90 and under \$4.00-----	1.2	1.2	1.3	.3	.1	.1	1.6	1.4	.7	.9
\$4.00 and over-----	9.1	9.2	8.3	1.9	.2	.6	4.1	13.7	.1	3.7
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	78,628	68,377	10,251	3,667	4,097	3,561	14,874	46,224	2,457	2,932
Average hourly earnings <sup>1</sup> -----	\$2.99	\$3.00	\$2.93	\$2.90	\$2.21	\$2.27	\$2.96	\$3.14	\$2.82	\$3.11

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

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

Table 4. Meatpacking: Earnings Distribution—Single-Plant Companies

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup>  
United States and selected regions, November 1963)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All workers	Men	Women								
Under \$ 1.25 -----	3.1	1.5	13.7	0.1	2.5	12.7	4.2	-	-	0.1	-
\$ 1.25 and under \$ 1.30 -----	9.4	8.4	16.5	1.8	12.3	28.5	17.5	1.4	2.0	1.5	-
\$ 1.30 and under \$ 1.35 -----	2.4	2.3	3.2	.5	4.9	6.8	3.0	-	1.9	.3	-
\$ 1.35 and under \$ 1.40 -----	3.2	3.0	4.2	.1	5.2	6.6	9.6	.4	1.0	1.4	0.1
\$ 1.40 and under \$ 1.45 -----	2.8	2.2	6.7	.5	7.5	4.6	6.4	.5	1.1	.7	-
\$ 1.45 and under \$ 1.50 -----	1.8	1.8	1.9	.4	3.0	3.7	5.0	.1	.8	.4	.1
\$ 1.50 and under \$ 1.60 -----	5.3	5.2	5.6	1.8	11.3	7.6	12.0	2.4	1.9	3.2	-
\$ 1.60 and under \$ 1.70 -----	3.8	3.5	5.7	2.0	3.4	5.7	10.1	2.5	2.2	2.5	-
\$ 1.70 and under \$ 1.80 -----	3.2	3.4	2.4	1.3	1.9	5.7	7.5	2.6	1.8	2.6	.2
\$ 1.80 and under \$ 1.90 -----	3.2	3.4	1.4	1.3	1.8	7.0	5.4	2.6	1.6	1.8	-
\$ 1.90 and under \$ 2.00 -----	2.6	2.7	2.2	1.6	1.9	4.7	5.7	1.7	1.7	1.2	-
\$ 2.00 and under \$ 2.10 -----	2.8	2.9	2.3	3.5	1.3	2.2	4.9	3.2	3.5	3.0	.4
\$ 2.10 and under \$ 2.20 -----	2.2	2.5	.5	3.1	2.2	.6	2.7	3.6	2.1	1.6	.2
\$ 2.20 and under \$ 2.30 -----	1.9	2.0	1.0	3.6	.5	.2	1.5	3.3	2.7	2.5	.1
\$ 2.30 and under \$ 2.40 -----	3.4	3.6	1.9	9.3	5.5	.2	1.2	3.0	6.4	1.9	-
\$ 2.40 and under \$ 2.50 -----	5.6	5.3	7.8	16.1	7.5	1.0	1.0	8.8	4.2	1.2	.1
\$ 2.50 and under \$ 2.60 -----	7.4	6.7	12.3	11.1	3.7	.6	.8	14.0	10.2	14.4	1.0
\$ 2.60 and under \$ 2.70 -----	6.7	7.1	3.9	10.9	4.8	.5	.3	10.5	14.4	6.4	5.3
\$ 2.70 and under \$ 2.80 -----	6.7	7.3	3.0	8.3	6.0	.2	.1	8.6	14.3	13.2	8.9
\$ 2.80 and under \$ 2.90 -----	4.6	5.2	.6	4.2	4.4	.3	.4	7.9	5.6	7.9	8.0
\$ 2.90 and under \$ 3.00 -----	4.3	4.8	.6	4.2	1.4	.1	.1	6.2	5.9	7.6	15.3
\$ 3.00 and under \$ 3.10 -----	2.3	2.6	.6	2.2	4.0	.1	.3	2.8	2.1	3.9	5.8
\$ 3.10 and under \$ 3.20 -----	2.5	2.7	.6	5.5	1.2	.1	.2	3.0	1.5	4.7	7.8
\$ 3.20 and under \$ 3.30 -----	1.5	1.6	.3	1.1	.3	-	-	1.6	3.0	2.3	7.3
\$ 3.30 and under \$ 3.40 -----	1.5	1.7	.3	.5	.2	-	( <sup>3</sup> )	1.4	4.1	2.0	8.1
\$ 3.40 and under \$ 3.50 -----	1.0	1.1	.4	.4	.4	-	.1	1.3	1.2	1.9	5.6
\$ 3.50 and under \$ 3.60 -----	1.3	1.5	.1	.4	.2	-	( <sup>3</sup> )	1.8	1.3	4.3	6.5
\$ 3.60 and under \$ 3.70 -----	1.1	1.3	.2	2.1	.1	( <sup>3</sup> )	-	.9	.3	.8	9.1
\$ 3.70 and under \$ 3.80 -----	.3	.4	-	-	-	-	-	.5	.1	.7	2.1
\$ 3.80 and under \$ 3.90 -----	.5	.6	-	.1	.3	.1	-	.7	.5	.6	2.8
\$ 3.90 and under \$ 4.00 -----	.2	.2	-	.1	-	-	-	.3	-	.3	.7
\$ 4.00 and over -----	1.4	1.5	.1	1.9	.2	.1	.1	2.2	.8	3.1	4.2
Total -----	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 -----	53,337	46,393	6,944	5,734	6,472	9,860	5,587	13,313	5,445	3,440	3,372
Average hourly earnings <sup>1</sup> -----	\$ 2.24	\$ 2.31	\$ 1.79	\$ 2.56	\$ 1.97	\$ 1.47	\$ 1.59	\$ 2.60	\$ 2.54	\$ 2.68	\$ 3.20

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for the New England region in addition to those shown separately.<sup>3</sup> Less than 0.05 percent.

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

Table 5. Meatpacking: Occupational Earnings—All Companies

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers (all men) <sup>3</sup> .....	571	\$2.99	\$3.23	\$2.12—\$3.40	-	-	-	-	-	-	-	-
On-the-rail dressing, power knife.....	110	3.03	3.28	2.74—3.39	-	-	-	-	-	-	-	-
Conventional dressing floor, power knife.....	53	2.34	1.87	1.74—3.45	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife.....	344	2.96	3.19	2.43—3.38	-	-	-	-	-	-	-	-
Floorsmen (all men) <sup>3</sup> .....	986	3.12	3.52	2.09—3.65	33	\$3.54	\$3.33	\$2.96—\$4.10	26	\$2.09	\$2.41	\$1.35—\$2.48
On-the-rail dressing, power knife.....	110	3.30	3.53	3.09—3.63	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife.....	705	3.08	3.51	2.41—3.63	23	3.27	2.99	2.94—3.65	-	-	-	-
Knockers or stunners, beef (all men) <sup>2</sup> .....	435	2.35	2.70	1.64—2.89	21	2.69	2.96	2.05—3.04	-	-	-	-
Pneumatic hammer or captive-bolt pistol.....	157	2.44	2.73	1.78—2.92	-	-	-	-	-	-	-	-
Rifle.....	246	2.38	2.66	1.76—2.88	-	-	-	-	-	-	-	-
Rumpers (all men) <sup>3</sup> .....	524	2.80	3.12	2.01—3.30	22	3.29	3.05	2.30—4.35	28	2.01	2.08	1.45—2.44
On-the-rail dressing, power knife.....	109	3.10	3.22	2.48—3.36	-	-	-	-	-	-	-	-
On-the-rail dressing, straight knife.....	67	2.75	3.23	1.98—3.36	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife.....	313	2.79	3.11	2.03—3.28	-	-	-	-	-	-	-	-
Shacklers, beef (all men).....	174	2.62	2.72	2.56—2.86	-	-	-	-	-	-	-	-
Splitters, back, beef (all men).....	497	3.04	3.26	2.71—3.58	56	3.13	2.86	2.76—3.35	15	1.85	1.70	1.62—2.05
Cleaver.....	43	2.58	2.74	1.73—3.52	-	-	-	-	-	-	-	-
Powersaw.....	366	3.10	3.39	2.75—3.59	21	3.28	3.37	2.25—3.85	-	-	-	-
Combination cleaver and powersaw.....	88	3.03	2.88	2.74—3.61	-	-	-	-	-	-	-	-
Washers, beef (529 men, 3 women).....	532	2.33	2.53	1.87—2.67	25	2.49	2.47	2.35—2.49	30	1.82	1.70	1.40—2.32
<u>Beef cutting</u>												
Boners, beef (all men).....	1,713	3.00	2.97	2.03—3.60	167	2.64	2.68	2.42—2.95	126	2.04	1.85	1.40—2.39
Chucks.....	239	3.72	3.68	3.17—4.61	-	-	-	-	-	-	-	-
Loins, ribs or rounds.....	255	3.84	3.68	3.08—4.44	-	-	-	-	-	-	-	-
Shanks.....	56	3.29	3.26	2.89—3.56	-	-	-	-	-	-	-	-
Entire carcass.....	1,163	2.65	2.70	1.89—3.11	159	2.60	2.67	2.35—2.93	126	2.04	1.85	1.40—2.39
Breakup men, primal cuts (all men).....	777	2.79	2.89	2.35—3.26	80	2.80	2.93	2.55—3.24	43	2.27	2.37	1.44—2.86
Handlers, beef cuts for boners (all men).....	111	2.12	2.31	1.36—2.66	-	-	-	-	-	-	-	-
<u>Pork dressing</u>												
Belly openers (all men).....	250	2.82	2.85	2.65—3.08	38	2.80	2.76	2.67—2.87	-	-	-	-
Eviscerators, hog (all men).....	273	2.74	2.84	2.55—3.08	33	2.77	2.69	2.63—2.86	29	1.61	1.30	1.28—1.73
Headers, hog (all men).....	309	2.86	2.94	2.66—3.16	28	2.99	2.93	2.81—3.09	18	2.14	1.85	1.56—2.86
Shacklers, hog (all men).....	140	2.34	2.66	1.72—2.81	13	2.74	2.73	2.69—2.79	12	1.87	1.62	1.34—2.68
Shavers (894 men, 3 women).....	897	2.71	2.73	2.56—2.80	58	2.68	2.60	2.55—2.76	22	1.76	1.46	1.28—2.35
Splitters, back, pork (all men) <sup>3</sup> .....	283	2.83	3.02	2.51—3.12	38	2.71	2.74	2.53—3.05	30	1.77	1.54	1.28—2.15
Powersaw.....	174	3.03	3.05	2.85—3.29	-	-	-	-	13	1.77	1.64	1.59—1.83
Stunners, hog <sup>3</sup> .....	164	2.63	2.74	2.53—2.92	16	2.75	2.69	2.64—2.88	-	-	-	-
Electric shocking device.....	132	2.61	2.73	2.53—2.91	15	2.78	2.70	2.65—2.90	-	-	-	-
<u>Pork cutting</u>												
Belly trimmers (476 men, 3 women).....	479	3.11	2.90	2.75—3.50	35	3.04	2.85	2.68—3.13	-	-	-	-
Boners, ham (1,571 men, 33 women).....	1,604	3.69	3.51	2.91—4.58	87	3.09	2.89	2.81—3.29	51	3.02	3.54	2.29—3.84
Open style boning (630 men, 33 women).....	663	3.40	3.16	2.81—4.18	22	2.92	2.86	2.77—3.22	-	-	-	-
Chisel boning.....	941	3.90	3.72	2.99—4.76	65	3.15	2.92	2.83—3.63	43	3.32	3.70	2.49—3.85
Ham skinners, machine (227 men, 2 women).....	229	2.85	2.75	2.55—2.97	-	-	-	-	-	-	-	-
Skin only.....	61	2.66	2.72	2.53—2.80	-	-	-	-	-	-	-	-
Skin and defat.....	168	2.92	2.77	2.56—3.24	-	-	-	-	-	-	-	-
Loin pullers (all men).....	354	2.99	2.95	2.73—3.35	27	2.89	2.83	2.73—3.10	19	2.31	2.43	1.66—2.87
Trimmers of trimmings.....	819	2.94	2.80	2.62—3.44	48	2.80	2.66	2.48—2.90	35	2.04	2.18	1.38—2.48
Men.....	325	2.83	2.72	2.45—3.33	34	2.65	2.64	2.47—2.85	28	2.05	2.18	1.40—2.47
Women.....	494	3.02	2.90	2.65—3.49	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5. Meatpacking: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers <sup>3</sup> -----	54	\$ 2.24	\$ 1.99	\$ 1.85-\$ 2.94	91	\$ 1.85	\$ 1.91	\$ 1.62-\$ 2.00	107	\$ 3.57	\$ 3.26	\$ 2.97-\$ 3.60
On-the-rail dressing, power knife-----	-	-	-	-	-	-	-	-	16	3.15	3.10	2.76- 3.38
Conventional dressing floor, power knife-----	-	-	-	-	22	1.78	1.86	1.77- 1.89	-	-	-	-
Conventional dressing floor, straight knife-----	23	2.73	2.95	2.91- 3.00	67	1.85	1.96	1.61- 2.05	67	3.37	3.25	3.04- 3.52
Floorsmen <sup>3</sup> -----	71	2.21	1.97	1.83- 2.70	185	1.87	1.85	1.66- 2.02	173	3.60	3.52	3.14- 3.83
On-the-rail dressing, power knife-----	-	-	-	-	-	-	-	-	23	3.43	3.09	3.02- 3.85
Conventional dressing floor, straight knife-----	32	2.65	3.11	1.92- 3.19	150	1.83	1.69	1.66- 2.02	129	3.48	3.52	3.20- 3.75
Knockers or stunners, beef <sup>3</sup> -----	30	1.84	1.81	1.54- 2.29	101	1.51	1.50	1.33- 1.63	85	2.60	2.70	2.25- 2.85
Pneumatic hammer or captive-bolt pistol-----	-	-	-	-	28	1.62	1.53	1.47- 1.68	35	2.49	2.74	1.65- 2.91
Rifle-----	-	-	-	-	54	1.50	1.51	1.32- 1.66	50	2.68	2.62	2.27- 2.79
Rumpers <sup>3</sup> -----	59	1.96	1.95	1.60- 1.99	97	1.87	1.96	1.67- 2.03	101	3.22	3.21	2.94- 3.35
On-the-rail dressing, power knife-----	-	-	-	-	-	-	-	-	32	2.94	2.78	2.30- 3.28
On-the-rail dressing, straight knife-----	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife-----	22	2.32	1.93	1.80- 2.88	74	1.86	1.98	1.62- 2.03	67	3.33	3.22	3.07- 3.45
Shacklers, beef-----	-	-	-	-	17	1.58	1.55	1.45- 1.64	30	2.68	2.76	2.64- 2.86
Splitters, back, beef-----	44	2.05	1.83	1.67- 2.04	54	1.89	1.70	1.60- 2.01	102	3.26	3.25	2.84- 3.57
Cleaver-----	-	-	-	-	-	-	-	-	-	-	-	-
Powersaw-----	-	-	-	-	43	1.91	1.70	1.62- 2.00	90	3.25	3.18	2.84- 3.58
Combination cleaver and powersaw-----	-	-	-	-	-	-	-	-	-	-	-	-
Washers, beef-----	35	1.73	1.55	1.38- 2.21	94	1.49	1.46	1.30- 1.58	90	2.61	2.54	2.43- 2.71
<u>Beef cutting</u>												
Boners, beef-----	219	2.35	2.23	1.79- 2.80	265	2.05	1.78	1.54- 2.43	375	3.82	3.75	3.18- 4.60
Chucks-----	-	-	-	-	20	3.39	3.28	3.13- 3.69	132	3.79	3.92	3.26- 4.63
Loins, ribs or rounds-----	-	-	-	-	24	3.40	3.18	3.10- 3.75	90	4.15	4.19	3.68- 4.43
Shanks-----	-	-	-	-	-	-	-	-	-	-	-	-
Entire carcass-----	182	2.37	2.25	1.88- 2.71	220	1.78	1.69	1.52- 1.90	145	3.64	3.60	2.93- 4.17
Breakup men, primal cuts-----	109	1.78	1.82	1.35- 1.97	52	1.81	1.82	1.29- 2.01	164	2.94	2.93	2.72- 3.20
Handlers, beef cuts for boners-----	36	1.76	1.82	1.36- 2.25	20	1.28	1.28	1.26- 1.32	22	2.51	2.59	2.24- 2.75
<u>Pork dressing</u>												
Belly openers-----	-	-	-	-	26	1.72	1.58	1.53- 1.80	63	2.93	2.87	2.74- 3.04
Eviscerators, hog-----	23	1.77	1.73	1.39- 2.08	-	-	-	-	67	3.01	2.92	2.68- 3.05
Headers, hog-----	31	2.10	2.08	1.72- 2.62	31	1.76	1.69	1.43- 1.95	75	2.98	2.96	2.78- 3.14
Shacklers, hog-----	29	1.71	1.45	1.28- 2.29	-	-	-	-	34	2.83	2.84	2.72- 2.95
Shavers-----	82	1.94	1.98	1.30- 2.50	44	1.68	1.53	1.50- 1.78	291	2.73	2.71	2.53- 2.79
Splitters, back, pork <sup>3</sup> -----	-	-	-	-	12	2.09	2.03	1.84- 2.12	76	2.86	2.94	2.66- 3.09
Powersaw-----	-	-	-	-	-	-	-	-	48	3.12	3.05	2.95- 3.23
Stunners, hog <sup>3</sup> -----	-	-	-	-	-	-	-	-	54	2.81	2.80	2.63- 2.92
Electric shocking device-----	-	-	-	-	-	-	-	-	41	2.81	2.80	2.59- 2.94
<u>Pork cutting</u>												
Belly trimmers-----	45	2.07	2.04	1.48- 2.50	25	2.17	1.83	1.38- 2.45	125	3.05	2.88	2.77- 3.32
Boners, ham-----	65	1.92	1.88	1.49- 2.36	59	2.27	1.95	1.74- 2.95	497	3.49	3.16	2.84- 4.17
Open style boning-----	57	1.80	1.86	1.44- 2.27	24	2.00	1.74	1.71- 2.28	327	3.47	3.33	2.86- 4.14
Chisel boning-----	-	-	-	-	35	2.45	2.85	1.83- 2.97	170	3.52	3.13	2.80- 4.52
Ham skinners, machine-----	21	1.68	1.56	1.37- 2.29	-	-	-	-	68	2.78	2.70	2.57- 2.86
Skin only-----	-	-	-	-	-	-	-	-	24	2.68	2.68	2.56- 2.80
Skin and defat-----	-	-	-	-	-	-	-	-	44	2.84	2.74	2.58- 3.22
Loin pullers-----	38	2.01	1.88	1.60- 2.53	20	1.97	1.88	1.71- 2.05	93	3.16	2.97	2.80- 3.43
Trimmers of trimmings-----	57	1.84	1.83	1.44- 2.22	-	-	-	-	200	2.97	2.82	2.66- 3.36
Men-----	46	1.85	1.83	1.39- 2.22	-	-	-	-	92	3.00	2.80	2.63- 3.48
Women-----	-	-	-	-	-	-	-	-	108	2.94	2.84	2.67- 3.00

See footnotes at end of table.

Table 5. Meatpacking: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers <sup>3</sup> .....	112	\$ 3. 34	\$ 3. 29	\$ 3. 22—\$ 3. 42	91	\$ 3. 12	\$ 3. 20	\$ 3. 13—\$ 3. 38	87	\$ 3. 60	\$ 3. 50	\$ 3. 35—\$ 3. 84
On-the-rail dressing, power knife.....	56	3. 28	3. 30	3. 23— 3. 37	11	3. 40	3. 43	3. 38— 3. 47	-	-	-	-
Conventional dressing floor, power knife.....	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife.....	41	3. 34	3. 25	3. 15— 3. 33	74	3. 06	3. 17	3. 12— 3. 35	58	3. 64	3. 62	3. 35— 3. 87
Floorsmen <sup>3</sup> .....	199	3. 57	3. 55	3. 46— 3. 67	104	3. 47	3. 56	3. 52— 3. 63	193	3. 66	3. 65	3. 62— 3. 69
On-the-rail dressing, power knife.....	40	3. 42	3. 53	3. 46— 3. 56	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife.....	130	3. 48	3. 54	3. 43— 3. 63	79	3. 43	3. 55	3. 51— 3. 59	144	3. 65	3. 64	3. 61— 3. 68
Knockers or stunners, beef <sup>3</sup> .....	80	2. 78	2. 76	2. 70— 2. 93	52	2. 70	2. 84	2. 74— 2. 94	51	3. 01	2. 94	2. 84— 3. 20
Pneumatic hammer or captive-bolt pistol.....	31	2. 85	2. 78	2. 72— 3. 00	14	2. 82	2. 78	2. 74— 2. 86	11	3. 07	-	-
Rifle.....	43	2. 71	2. 73	2. 60— 2. 79	38	2. 65	2. 89	2. 73— 2. 95	40	2. 99	2. 95	2. 85— 3. 18
Rumpers <sup>3</sup> .....	99	3. 38	3. 26	3. 20— 3. 42	56	3. 09	3. 21	3. 13— 3. 30	61	3. 42	3. 37	3. 32— 3. 59
On-the-rail dressing, power knife.....	46	3. 46	3. 27	3. 22— 3. 48	-	-	-	-	-	-	-	-
On-the-rail dressing, straight knife.....	11	3. 72	-	-	-	-	-	-	17	3. 34	3. 35	3. 33— 3. 38
Conventional dressing floor, straight knife.....	36	3. 11	3. 21	3. 05— 3. 26	47	3. 05	3. 19	3. 12— 3. 28	44	3. 45	3. 39	3. 32— 3. 63
Shacklers, beef.....	51	2. 84	2. 70	2. 64— 2. 79	21	2. 67	2. 75	2. 65— 2. 88	30	2. 86	2. 83	2. 76— 2. 96
Splitters, back, beef.....	112	3. 56	3. 55	3. 50— 3. 60	54	3. 24	3. 18	2. 80— 3. 57	59	3. 56	3. 65	3. 53— 3. 72
Cleaver.....	-	-	-	-	-	-	-	-	-	-	-	-
Powersaw.....	93	3. 57	3. 55	3. 50— 3. 80	40	3. 42	3. 52	3. 16— 3. 59	40	3. 49	3. 62	3. 43— 3. 68
Combination cleaver and powersaw.....	-	-	-	-	-	-	-	-	19	3. 72	3. 70	3. 65— 3. 86
Washers, beef.....	118	2. 60	2. 56	2. 52— 2. 62	64	2. 64	2. 61	2. 55— 2. 76	75	2. 80	2. 81	2. 67— 2. 91
<u>Beef cutting</u>												
Boners, beef.....	275	3. 83	3. 55	2. 97— 4. 89	123	2. 97	2. 97	2. 93— 3. 12	144	3. 38	3. 44	3. 08— 3. 50
Chucks.....	58	4. 14	3. 94	3. 25— 4. 93	-	-	-	-	-	-	-	-
Loins, ribs or rounds.....	102	4. 07	3. 69	3. 01— 5. 60	-	-	-	-	-	-	-	-
Shanks.....	24	3. 36	2. 99	2. 89— 3. 56	-	-	-	-	-	-	-	-
Entire carcass.....	91	3. 49	3. 05	2. 92— 4. 35	104	2. 94	2. 97	2. 93— 3. 08	117	3. 39	3. 44	3. 10— 3. 49
Breakup men, primal cuts.....	125	3. 27	3. 14	2. 76— 4. 05	81	2. 92	2. 88	2. 84— 2. 95	120	3. 55	3. 48	3. 43— 3. 65
Handlers, beef cuts for boners.....	-	-	-	-	-	-	-	-	-	-	-	-
<u>Pork dressing</u>												
Belly openers.....	83	3. 22	3. 00	2. 85— 3. 27	-	-	-	-	-	-	-	-
Eviscerators, hog.....	93	3. 20	2. 94	2. 85— 3. 28	-	-	-	-	-	-	-	-
Headers, hog.....	109	3. 33	3. 00	2. 95— 3. 38	-	-	-	-	-	-	-	-
Shacklers, hog.....	23	2. 72	2. 75	2. 70— 2. 83	-	-	-	-	-	-	-	-
Shavers.....	376	3. 02	2. 77	2. 73— 3. 06	-	-	-	-	10	2. 87	2. 86	2. 82— 2. 89
Splitters, back, pork <sup>3</sup> .....	96	3. 35	3. 08	3. 04— 3. 51	-	-	-	-	-	-	-	-
Powersaw.....	68	3. 48	3. 15	3. 05— 3. 57	-	-	-	-	-	-	-	-
Stunners, hog <sup>3</sup> .....	46	2. 93	2. 78	2. 72— 3. 07	-	-	-	-	-	-	-	-
Electric shocking device.....	37	2. 78	2. 77	2. 71— 2. 89	-	-	-	-	-	-	-	-
<u>Pork cutting</u>												
Belly trimmers.....	195	3. 56	3. 30	2. 86— 4. 06	17	2. 99	2. 89	2. 85— 3. 21	23	3. 23	3. 23	2. 94— 3. 64
Boners, ham.....	737	4. 31	4. 43	3. 40— 5. 17	46	3. 02	2. 97	2. 93— 3. 05	59	3. 13	2. 98	2. 94— 3. 40
Open style boning.....	219	4. 00	3. 90	3. 08— 5. 03	-	-	-	-	-	-	-	-
Chisel boning.....	518	4. 44	4. 92	3. 54— 5. 40	46	3. 02	2. 97	2. 93— 3. 05	53	3. 12	2. 97	2. 93— 3. 62
Ham skinners, machine.....	100	3. 33	2. 81	2. 74— 3. 96	-	-	-	-	-	-	-	-
Skin only.....	27	2. 76	2. 75	2. 71— 2. 80	-	-	-	-	-	-	-	-
Skin and defat.....	73	3. 54	2. 88	2. 76— 4. 39	-	-	-	-	-	-	-	-
Loin pullers.....	127	3. 40	2. 98	2. 94— 4. 02	13	3. 02	2. 99	2. 95— 3. 18	15	3. 24	3. 30	2. 94— 3. 63
Trimmers of trimmings.....	399	3. 22	3. 07	2. 68— 3. 94	37	3. 08	2. 91	2. 69— 3. 26	21	2. 78	2. 74	2. 66— 2. 92
Men.....	78	3. 72	3. 98	2. 78— 4. 46	18	2. 84	2. 86	2. 69— 2. 95	12	2. 88	2. 88	2. 76— 2. 98
Women.....	321	3. 09	2. 98	2. 66— 3. 69	-	-	-	-	-	-	-	-

See footnotes at end of table.



Table 5. Meatpacking: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Sheep and calf dressing</u>												
Facers, lamb and sheep (all men).....	147	\$ 3.43	\$ 3.31	\$ 3.07—\$ 3.49	-	-	-	-	-	-	-	-
Shacklers, sheep and calves (all men).....	79	2.82	2.70	2.62— 2.97	-	-	-	-	-	-	-	-
Skinner, cold calves (all men) <sup>3</sup> .....	169	3.77	3.74	3.13— 4.28	-	-	-	-	-	-	-	-
Straight knife.....	142	3.87	3.79	3.23— 4.29	-	-	-	-	-	-	-	-
Stickers (all men).....	68	3.04	2.86	2.70— 3.13	-	-	-	-	-	-	-	-
<u>Curing, smoking, and cooking</u>												
Casing peeler operators.....	519	2.21	2.52	1.44— 2.67	58	\$ 2.35	\$ 2.61	\$ 2.08—\$ 2.67	36	\$ 1.89	\$ 2.03	\$ 1.29—\$ 2.25
Men.....	133	2.25	2.51	1.64— 2.66	-	-	-	-	-	-	-	-
Women.....	386	2.20	2.53	1.41— 2.67	49	2.34	2.62	1.88— 2.67	24	1.83	1.63	1.28— 2.53
Graders, green hams and bellies (393 men, 4 women).....	397	2.82	2.76	2.52— 3.23	23	2.93	2.89	2.81— 3.15	-	-	-	-
Green hams.....	141	3.04	2.78	2.72— 3.51	-	-	-	-	-	-	-	-
Bellies (pork).....	164	2.99	2.77	2.72— 3.48	-	-	-	-	-	-	-	-
Combination green hams and bellies.....	92	2.18	1.90	1.75— 2.75	-	-	-	-	-	-	-	-
Hangers, bellies (276 men, 5 women).....	281	2.41	2.60	1.63— 2.72	-	-	-	-	38	1.94	2.19	1.37— 2.43
Mixer operators (all men).....	245	2.69	2.70	2.24— 3.07	19	2.84	2.82	2.67— 3.10	-	-	-	-
Pickle makers (145 men, 3 women).....	148	2.65	2.76	2.58— 2.87	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine (274 men, 3 women).....	277	2.67	2.74	2.51— 2.96	22	2.37	2.34	2.02— 2.93	12	2.51	2.60	2.24— 2.76
Pumpers, ham (artery pumping).....	580	2.58	2.69	1.94— 2.79	35	2.64	2.71	2.50— 2.82	26	1.94	1.85	1.30— 2.65
Men.....	477	2.59	2.70	2.18— 2.78	23	2.64	2.68	2.50— 2.78	26	1.94	1.85	1.30— 2.65
Women.....	103	2.54	2.57	1.71— 2.89	12	2.64	2.79	2.69— 2.89	-	-	-	-
Sausage makers (chopper) (all men).....	418	2.51	2.74	1.72— 3.00	36	2.90	2.93	2.75— 3.15	44	1.90	1.71	1.37— 2.43
Sausage stuffers <sup>1</sup> .....	1,079	2.52	2.71	1.62— 2.97	120	2.63	2.91	2.24— 3.02	125	1.91	1.55	1.44— 2.47
Men.....	780	2.76	2.78	2.16— 3.18	87	2.82	2.94	2.65— 3.04	43	2.24	2.46	1.47— 2.74
Women.....	299	1.87	1.52	1.34— 2.55	33	2.14	2.22	1.42— 2.89	82	1.74	1.53	1.43— 1.71
Natural casings.....	90	2.54	2.75	1.75— 2.89	-	-	-	-	-	-	-	-
Men.....	50	3.00	2.86	2.75— 3.36	-	-	-	-	-	-	-	-
Women.....	40	1.98	1.66	1.41— 2.74	-	-	-	-	-	-	-	-
Artificial casings, with casing sizer.....	121	2.25	1.96	1.50— 2.85	-	-	-	-	-	-	-	-
Men.....	67	2.63	2.76	1.87— 3.15	-	-	-	-	-	-	-	-
Women.....	54	1.79	1.56	1.30— 1.99	-	-	-	-	-	-	-	-
Combination of natural and artificial casings.....	782	2.54	2.70	1.65— 2.99	97	2.70	2.91	2.48— 3.00	74	1.75	1.54	1.45— 2.25
Men.....	596	2.76	2.78	1.98— 3.23	82	2.82	2.94	2.66— 3.03	22	2.07	2.37	1.47— 2.47
Women.....	186	1.84	1.55	1.39— 2.49	-	-	-	-	52	1.62	1.53	1.45— 1.57
Slicing machine operators.....	795	2.54	2.63	1.95— 3.00	34	2.74	2.69	2.55— 2.93	99	1.64	1.43	1.40— 1.75
Men.....	330	2.74	2.72	2.55— 3.20	19	2.80	2.80	2.60— 3.00	-	-	-	-
Women.....	465	2.40	2.54	1.44— 2.83	15	2.68	2.59	2.54— 2.80	86	1.58	1.42	1.40— 1.45
Smokers (915 men, 8 women).....	923	2.64	2.81	2.10— 2.90	82	2.78	2.83	2.50— 3.06	67	1.92	1.73	1.29— 2.47
Sausages.....	302	2.96	2.86	2.77— 3.05	16	2.96	2.96	2.84— 3.15	-	-	-	-
Other than sausages.....	282	2.94	2.86	2.77— 3.01	20	2.93	2.88	2.83— 3.09	-	-	-	-
Combination of sausages and other products.....	339	2.10	1.88	1.54— 2.71	46	2.66	2.72	2.33— 2.89	48	1.78	1.57	1.28— 2.47
Spice weighers and mixers.....	137	2.59	2.66	2.50— 2.78	14	2.60	2.65	2.59— 2.78	-	-	-	-
Men.....	59	2.58	2.66	2.45— 2.84	-	-	-	-	-	-	-	-
Women.....	78	2.60	2.66	2.58— 2.74	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance (all men).....	430	3.36	3.26	3.21— 3.39	26	3.05	3.09	2.99— 3.19	-	-	-	-
Engineers, stationary (all men).....	751	3.33	3.49	3.17— 3.60	96	3.20	3.20	2.96— 3.48	20	2.74	2.70	2.03— 3.53
Firemen, stationary boiler (all men).....	379	2.76	3.00	2.49— 3.14	32	2.69	2.79	2.33— 2.95	40	2.07	1.80	1.43— 2.89
Machinists, maintenance (all men).....	295	3.33	3.36	3.31— 3.42	25	3.32	3.24	3.06— 3.39	-	-	-	-
Maintenance men, general utility (all men).....	1,156	2.63	2.76	2.02— 3.09	122	2.77	2.76	2.61— 2.99	78	2.33	2.65	1.84— 2.82
Mechanics, automotive (maintenance) (all men).....	447	2.87	3.09	2.58— 3.24	27	3.10	3.08	2.87— 3.29	38	2.46	2.24	1.98— 3.09
Millwrights (all men).....	377	3.35	3.27	3.23— 3.40	-	-	-	-	-	-	-	-
Welders, hand (all men).....	333	3.51	3.35	3.30— 3.47	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5. Meatpacking: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Sheep and calf dressing</u>												
Facers, lamb and sheep.....	-	-	-	-	-	-	-	-	28	\$ 3.74	\$ 3.45	\$ 3.09-\$ 4.44
Shacklers, sheep and calves.....	-	-	-	-	-	-	-	-	-	-	-	-
Skinners, cold calves <sup>3</sup> .....	-	-	-	-	22	\$ 3.42	\$ 3.48	\$ 2.68-\$ 4.41	59	4.36	4.25	3.97- 4.92
Straight knife.....	-	-	-	-	22	3.42	3.48	2.68- 4.41	54	4.39	4.25	3.98- 4.92
Stickers.....	-	-	-	-	-	-	-	-	-	-	-	-
<u>Curing, smoking, and cooking</u>												
Casing peeler operators.....	79	\$ 1.44	\$ 1.30	\$ 1.26-\$ 1.65	79	1.34	1.28	1.05- 1.45	102	2.59	2.57	2.49- 2.68
Men.....	19	1.51	1.55	1.24- 1.68	-	-	-	-	58	2.67	2.58	2.52- 2.69
Women.....	60	1.43	1.30	1.26- 1.59	65	1.34	1.28	1.04- 1.51	44	2.48	2.55	2.42- 2.68
Graders, green hams and bellies.....	57	1.91	1.86	1.76- 2.20	21	1.79	1.55	1.48- 1.98	90	2.91	2.76	2.65- 3.35
Green hams.....	-	-	-	-	-	-	-	-	34	3.08	2.78	2.73- 3.54
Bellies (pork).....	-	-	-	-	-	-	-	-	35	3.18	3.03	2.73- 3.50
Combination green hams and bellies.....	33	1.73	1.79	1.76- 1.88	-	-	-	-	21	2.16	2.28	1.73- 2.59
Hangers, bellies.....	42	1.69	1.66	1.36- 1.70	29	1.65	1.53	1.36- 1.84	53	2.62	2.62	2.52- 2.76
Mixer operators.....	25	1.68	1.55	1.44- 1.93	33	1.59	1.49	1.43- 1.72	44	2.74	2.72	2.59- 2.84
Pickle makers.....	18	1.76	1.44	1.37- 2.42	14	2.07	1.87	1.54- 2.95	43	2.69	2.68	2.59- 2.83
Pumpers, pickle-injection machine.....	35	1.85	1.83	1.39- 2.33	22	1.82	1.72	1.45- 2.28	40	2.91	2.77	2.61- 3.34
Pumpers, ham (artery pumping).....	142	1.83	1.74	1.49- 2.08	38	1.92	1.89	1.53- 2.18	158	2.74	2.70	2.58- 2.78
Men.....	105	1.93	1.79	1.60- 2.32	32	1.93	1.88	1.53- 2.08	140	2.73	2.70	2.59- 2.77
Women.....	37	1.56	1.50	1.47- 1.72	-	-	-	-	18	2.81	2.73	2.53- 3.03
Sausage makers (chopper).....	91	1.82	1.76	1.55- 1.97	55	1.79	1.73	1.40- 2.26	76	3.06	2.95	2.84- 3.42
Sausage stuffers.....	169	1.66	1.57	1.35- 1.84	110	1.61	1.50	1.37- 1.80	212	2.69	2.76	2.53- 2.89
Men.....	94	1.78	1.66	1.38- 1.90	72	1.76	1.53	1.48- 1.98	181	2.73	2.78	2.57- 2.95
Women.....	75	1.51	1.40	1.33- 1.68	38	1.31	1.28	1.10- 1.43	31	2.51	2.59	2.50- 2.76
Natural casings.....	-	-	-	-	-	-	-	-	-	-	-	-
Men.....	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	-	-	-	-	-	-	-	-	-	-	-	-
Artificial casings, with casing sizer.....	30	1.76	1.87	1.57- 1.96	-	-	-	-	23	2.97	2.78	2.74- 3.25
Men.....	-	-	-	-	-	-	-	-	21	2.99	2.78	2.74- 3.28
Women.....	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings.....	130	1.66	1.47	1.33- 1.75	73	1.56	1.49	1.37- 1.66	150	2.59	2.70	1.90- 2.87
Men.....	80	1.78	1.59	1.35- 2.20	51	1.72	1.53	1.47- 1.85	127	2.58	2.71	1.89- 2.88
Women.....	50	1.45	1.38	1.31- 1.60	22	1.20	1.19	1.03- 1.39	23	2.64	2.59	2.52- 2.76
Slicing machine operators.....	82	1.73	1.72	1.26- 2.21	72	1.71	1.51	1.32- 2.18	215	2.62	2.60	2.51- 2.76
Men.....	28	2.05	2.24	1.71- 2.47	27	1.75	1.70	1.38- 1.85	81	2.77	2.73	2.60- 3.09
Women.....	54	1.57	1.29	1.24- 1.86	45	1.69	1.41	1.31- 2.61	134	2.53	2.56	2.38- 2.65
Smokers.....	159	1.79	1.71	1.50- 1.94	50	1.98	1.83	1.63- 2.45	213	2.82	2.81	2.69- 2.89
Sausages.....	24	2.20	2.33	1.92- 2.49	-	-	-	-	87	3.00	2.86	2.78- 3.07
Other than sausages.....	-	-	-	-	-	-	-	-	79	2.82	2.81	2.70- 2.89
Combination of sausages and other products.....	118	1.65	1.54	1.35- 1.77	28	1.76	1.74	1.71- 1.88	47	2.47	2.64	1.89- 2.80
Spice weighers and mixers.....	17	1.70	1.62	1.43- 1.95	10	1.97	1.78	1.64- 2.72	25	2.66	2.66	2.61- 2.74
Men.....	11	1.80	1.77	1.45- 2.10	-	-	-	-	-	-	-	-
Women.....	-	-	-	-	-	-	-	-	16	2.61	2.66	2.61- 2.70
<u>Maintenance and powerplant</u>												
Electricians, maintenance.....	-	-	-	-	21	2.89	3.21	2.28- 3.29	74	3.37	3.27	3.09- 3.74
Engineers, stationary.....	45	2.78	3.04	2.48- 3.13	37	2.37	2.04	1.85- 3.23	162	3.38	3.45	3.19- 3.62
Firemen, stationary boiler.....	37	1.70	1.85	1.33- 2.06	24	2.07	1.70	1.41- 2.98	125	2.97	2.99	2.86- 3.12
Machinists, maintenance.....	20	2.06	2.07	2.06- 2.09	-	-	-	-	44	3.36	3.34	3.22- 3.46
Maintenance men, general utility.....	194	1.90	1.79	1.56- 2.13	114	1.98	1.88	1.56- 2.23	272	2.71	2.84	2.60- 3.03
Mechanics, automotive (maintenance).....	63	2.01	1.83	1.73- 2.09	30	2.41	2.48	1.90- 3.04	99	2.99	3.06	2.85- 3.22
Millwrights.....	-	-	-	-	-	-	-	-	61	3.45	3.33	3.26- 3.63
Welders, hand.....	13	2.91	2.68	2.60- 3.04	19	2.79	3.25	1.90- 3.37	43	3.28	3.27	3.22- 3.39

See footnotes at end of table.

Table 5. Meatpacking: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Sheep and calf dressing</u>												
Facers, lamb and sheep .....	61	\$ 3.23	\$ 3.31	\$ 3.06—\$ 3.36	-	-	-	-	27	\$ 3.45	\$ 3.55	\$ 3.17—\$ 3.73
Shacklers, sheep and calves .....	17	2.70	2.66	2.63— 2.70	-	-	-	-	-	-	-	-
Skinners, cold calves <sup>3</sup> .....	28	3.89	3.84	3.44— 4.35	-	-	-	-	17	3.69	3.75	3.72— 3.78
Straight knife .....	22	3.83	3.84	3.39— 3.98	-	-	-	-	17	3.69	3.75	3.72— 3.78
Stickers .....	13	2.86	2.79	2.75— 3.12	-	-	-	-	13	3.08	3.15	2.92— 3.34
<u>Curing, smoking, and cooking</u>												
Casing peeler operators .....	85	2.81	2.69	2.62— 3.21	39	\$ 2.74	\$ 2.60	\$ 2.55—\$ 2.98	39	2.77	2.68	2.63— 2.80
Men .....	-	-	-	-	-	-	-	-	-	-	-	-
Women .....	72	2.93	2.69	2.63— 3.28	34	2.73	2.59	2.54— 2.85	36	2.76	2.67	2.63— 2.79
Graders, green hams and bellies .....	162	3.24	2.79	2.74— 3.72	16	2.80	2.79	2.74— 2.89	-	-	-	-
Green hams .....	71	3.32	3.12	2.75— 3.80	-	-	-	-	-	-	-	-
Bellies (pork) .....	88	3.20	2.79	2.74— 3.72	-	-	-	-	-	-	-	-
Combination green hams and bellies .....	-	-	-	-	-	-	-	-	-	-	-	-
Hangers, bellies .....	83	3.08	2.70	2.64— 3.70	-	-	-	-	11	2.80	2.79	2.59— 3.02
Mixer operators .....	85	3.38	2.90	2.72— 3.98	-	-	-	-	14	3.11	3.14	2.44— 3.26
Pickle makers .....	38	3.02	2.82	2.76— 2.89	-	-	-	-	12	2.94	2.95	2.83— 3.18
Pumpers, pickle-injection machine .....	121	3.04	2.78	2.73— 3.23	-	-	-	-	16	2.82	2.78	2.70— 2.97
Pumpers, ham (artery pumping) .....	138	3.37	2.79	2.74— 4.15	25	2.74	2.77	2.73— 2.88	16	2.90	2.95	2.69— 3.09
Men .....	113	3.26	2.79	2.74— 3.86	24	2.73	2.77	2.73— 2.88	12	2.97	3.04	2.83— 3.18
Women .....	25	3.85	4.14	2.79— 4.19	-	-	-	-	-	-	-	-
Sausage makers (chopper) .....	80	3.18	2.98	2.83— 3.33	16	2.88	2.85	2.81— 2.89	18	3.25	3.20	2.94— 3.63
Sausage stuffers <sup>2</sup> .....	259	3.40	2.99	2.77— 3.80	36	2.70	2.76	2.56— 3.09	42	3.19	3.14	2.90— 3.61
Men .....	241	3.45	3.18	2.78— 3.95	22	3.02	2.85	2.74— 3.18	34	3.26	3.18	2.98— 3.63
Women .....	18	2.80	2.76	2.72— 2.79	14	2.19	2.58	1.53— 2.81	-	-	-	-
Natural casings .....	19	3.28	3.43	2.78— 3.77	-	-	-	-	-	-	-	-
Men .....	17	3.34	3.45	2.85— 3.78	-	-	-	-	-	-	-	-
Women .....	-	-	-	-	-	-	-	-	-	-	-	-
Artificial casings, with casing sizer .....	13	3.51	3.25	2.79— 3.85	-	-	-	-	-	-	-	-
Men .....	11	3.52	3.49	2.78— 4.15	-	-	-	-	-	-	-	-
Women .....	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings .....	199	3.48	3.34	2.78— 4.25	22	2.89	2.81	2.74— 3.13	31	3.26	3.20	2.88— 3.64
Men .....	185	3.54	3.43	2.80— 4.32	-	-	-	-	24	3.38	3.55	3.13— 3.66
Women .....	14	2.71	2.75	2.72— 2.78	-	-	-	-	-	-	-	-
Slicing machine operators .....	225	3.28	3.23	2.72— 3.46	36	2.91	2.93	2.85— 2.98	31	2.91	2.73	2.64— 3.27
Men .....	143	3.08	3.03	2.69— 3.38	10	2.95	3.05	2.92— 3.23	-	-	-	-
Women .....	82	3.64	3.30	3.21— 3.73	26	2.89	2.93	2.86— 2.98	23	2.89	2.72	2.62— 3.27
Smokers .....	250	3.15	2.98	2.83— 3.09	47	2.77	2.84	2.77— 2.87	49	3.20	3.13	2.86— 3.47
Sausages .....	119	3.21	2.88	2.83— 3.65	-	-	-	-	-	-	-	-
Other than sausages .....	109	3.18	2.89	2.84— 3.09	16	2.91	2.86	2.83— 2.90	22	3.07	2.90	2.84— 3.29
Combination of sausages and other products .....	22	2.68	2.89	2.26— 2.95	21	2.62	2.75	2.54— 2.85	-	-	-	-
Spice weighers and mixers .....	49	2.92	2.73	2.65— 2.88	-	-	-	-	-	-	-	-
Men .....	19	3.11	2.84	2.70— 2.90	-	-	-	-	-	-	-	-
Women .....	30	2.79	2.68	2.63— 2.79	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance .....	249	3.52	3.27	3.23— 3.43	13	3.42	3.29	3.24— 3.76	13	3.42	3.35	3.30— 3.39
Engineers, stationary .....	240	3.50	3.53	3.44— 3.59	67	3.51	3.53	3.43— 3.57	80	3.62	3.66	3.61— 3.80
Firemen, stationary boiler .....	100	3.26	3.15	3.07— 3.24	-	-	-	-	14	3.31	3.25	3.19— 3.73
Machinists, maintenance .....	178	3.47	3.37	3.33— 3.41	-	-	-	-	16	3.47	3.43	3.37— 3.48
Maintenance men, general utility .....	201	3.12	3.01	2.66— 3.39	79	3.11	3.32	2.95— 3.43	92	3.40	3.19	3.12— 3.53
Mechanics, automotive (maintenance) .....	122	3.19	3.21	3.13— 3.30	38	3.11	3.14	3.05— 3.19	27	3.56	3.36	3.28— 3.75
Millwrights .....	236	3.38	3.27	3.23— 3.34	-	-	-	-	18	3.32	3.33	3.28— 3.38
Welders, hand .....	226	3.67	3.37	3.33— 4.20	-	-	-	-	10	3.38	3.41	3.29— 3.46

See footnotes at end of table.

Table 5. Meatpacking: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Custodial and material movement												
Checkers, loading (846 men, 2 women).....	848	\$ 2.84	\$ 2.78	\$ 2.68—\$ 2.95	49	\$ 3.01	\$ 2.95	\$ 2.72—\$ 3.13	50	\$ 2.24	\$ 2.53	\$ 1.61—\$ 2.75
Cleaners, night (2,880 men, 4 women).....	2,884	2.54	2.55	2.38— 2.67	174	2.52	2.52	2.42— 2.58	152	2.12	2.36	1.92— 2.39
Janitors.....	891	2.30	2.53	2.14— 2.58	53	2.22	2.49	1.55— 2.56	34	1.62	1.52	1.42— 1.65
Men.....	796	2.30	2.53	2.15— 2.58	51	2.21	2.48	1.54— 2.55	27	1.63	1.55	1.43— 1.73
Women.....	95	2.28	2.53	2.00— 2.58	-	-	-	-	-	-	-	-
Luggers-loaders (all men).....	2,280	2.57	2.76	2.40— 2.95	124	2.73	2.71	2.25— 2.91	128	1.67	1.34	1.29— 2.20
Beef.....	1,132	2.79	2.92	2.66— 2.99	16	2.93	2.95	2.93— 2.98	-	-	-	-
Other products including combination of beef and other meats.....	1,148	2.35	2.69	1.62— 2.79	108	2.70	2.53	2.24— 2.77	128	1.67	1.34	1.29— 2.20
Packers, shipping.....	3,309	2.43	2.60	1.79— 2.75	213	2.35	2.48	2.05— 2.64	192	1.40	1.30	1.26— 1.48
Men.....	2,261	2.55	2.64	2.37— 2.79	151	2.62	2.54	2.46— 2.68	108	1.48	1.34	1.29— 1.52
Women.....	1,048	2.15	2.20	1.42— 2.64	62	1.71	1.68	1.29— 2.03	84	1.30	1.27	.93— 1.30
Stowers, car and truck (all men).....	1,002	2.58	2.64	2.42— 2.71	92	2.55	2.47	2.43— 2.62	53	1.95	2.10	1.39— 2.72
Truckdrivers (all men).....	5,426	2.56	2.84	1.91— 3.11	661	2.86	3.01	2.55— 3.50	382	2.18	2.16	1.39— 3.05
Semi- or trailer.....	483	2.90	3.04	2.58— 3.30	71	3.37	3.15	3.11— 3.19	-	-	-	-
Other than semi- or trailer.....	3,971	2.48	2.80	1.71— 3.04	542	2.81	2.98	2.52— 3.53	271	2.00	1.62	1.29— 3.04
Combination of types.....	972	2.72	2.90	2.29— 3.18	48	2.68	2.56	2.53— 2.60	104	2.70	3.03	2.19— 3.06
Truckers, power (all men).....	1,297	2.88	2.72	2.65— 2.81	-	-	-	-	16	2.39	2.38	2.36— 2.39
Forklift.....	467	2.89	2.76	2.72— 2.80	-	-	-	-	-	-	-	-
Other than forklift.....	830	2.87	2.68	2.64— 2.85	-	-	-	-	-	-	-	-
Southeast												
Checkers, loading.....	56	\$ 2.05	\$ 2.29	\$ 1.56—\$ 2.44	87	\$ 2.20	\$ 1.96	\$ 1.63—\$ 2.89	168	\$ 2.83	\$ 2.78	\$ 2.61—\$ 3.11
Cleaners, night.....	232	1.67	1.58	1.36— 2.15	188	1.74	1.52	1.36— 2.50	677	2.54	2.54	2.45— 2.59
Janitors.....	109	1.50	1.33	1.27— 1.76	47	1.51	1.30	1.27— 1.53	177	2.45	2.54	2.48— 2.58
Men.....	92	1.47	1.31	1.27— 1.72	45	1.53	1.31	1.27— 1.54	165	2.45	2.53	2.47— 2.58
Women.....	17	1.65	1.55	1.42— 1.99	-	-	-	-	12	2.55	2.56	2.51— 2.59
Luggers-loaders.....	167	1.75	1.48	1.30— 2.20	212	1.62	1.42	1.29— 1.65	565	2.69	2.72	2.55— 2.95
Beef.....	41	2.39	2.55	2.05— 2.74	56	1.70	1.52	1.40— 1.66	370	2.66	2.70	2.53— 2.97
Other products including combination of beef and other meats.....	126	1.54	1.44	1.28— 1.68	156	1.59	1.40	1.28— 1.65	195	2.75	2.73	2.63— 2.79
Packers, shipping.....	549	1.48	1.45	1.26— 1.69	114	1.90	1.83	1.49— 2.38	799	2.48	2.55	2.39— 2.66
Men.....	271	1.52	1.44	1.27— 1.75	107	1.93	1.88	1.54— 2.40	551	2.57	2.58	2.43— 2.69
Women.....	278	1.44	1.51	1.23— 1.67	-	-	-	-	248	2.26	2.52	1.81— 2.58
Stowers, car and truck.....	152	1.84	1.91	1.51— 1.94	21	2.39	2.58	2.12— 2.75	276	2.61	2.63	2.44— 2.68
Truckdrivers.....	692	1.60	1.53	1.28— 1.91	558	1.71	1.61	1.42— 1.85	1,453	2.79	2.85	2.75— 2.94
Semi- or trailer.....	52	2.43	2.54	2.49— 2.59	55	2.01	2.05	1.63— 2.36	73	2.95	2.90	2.85— 2.99
Other than semi- or trailer.....	519	1.55	1.54	1.28— 1.90	424	1.56	1.50	1.38— 1.65	1,145	2.75	2.85	2.72— 2.94
Combination of types.....	121	1.47	1.43	1.31— 1.49	79	2.31	2.18	1.86— 2.94	235	2.93	2.86	2.81— 2.98
Truckers, power.....	28	2.12	2.36	1.73— 2.39	29	2.70	2.76	2.72— 2.82	171	3.05	2.78	2.70— 3.53
Forklift.....	24	2.18	2.37	2.05— 2.39	24	2.69	2.76	2.73— 2.80	32	2.86	2.74	2.68— 2.80
Other than forklift.....	-	-	-	-	-	-	-	-	139	3.09	2.97	2.72— 3.57

See footnotes at end of table.

Table 5. Meatpacking: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Custodial and material movement</u>												
Checkers, loading .....	357	\$ 3.16	\$ 2.80	\$ 2.75—\$ 2.98	38	\$ 2.83	\$ 2.82	\$ 2.75—\$ 2.89	40	\$ 3.18	\$ 3.21	\$ 2.83—\$ 3.40
Cleaners, night .....	1,205	2.88	2.61	2.54— 2.88	128	2.49	2.53	2.37— 2.58	111	2.79	2.73	2.66— 2.79
Janitors .....	416	2.56	2.56	2.52— 2.59	26	2.49	2.55	2.50— 2.59	23	2.66	2.66	2.60— 2.90
Men .....	361	2.56	2.56	2.52— 2.59	26	2.49	2.55	2.50— 2.59	23	2.66	2.66	2.60— 2.90
Women .....	55	2.55	2.56	2.53— 2.59	-	-	-	-	-	-	-	-
Luggers-loaders .....	840	2.93	2.91	2.78— 2.98	159	2.84	2.85	2.76— 2.96	79	2.99	2.94	2.76— 3.31
Beef .....	530	3.01	2.95	2.90— 3.00	74	2.82	2.88	2.83— 2.95	39	3.12	3.31	2.77— 3.36
Other products including combination of beef and other meats .....	310	2.78	2.78	2.72— 2.87	85	2.85	2.78	2.74— 2.99	40	2.87	2.92	2.75— 2.98
Packers, shipping .....	1,195	2.99	2.73	2.64— 3.21	103	2.53	2.65	2.61— 2.69	109	2.90	2.79	2.69— 2.90
Men .....	864	3.00	2.75	2.65— 3.20	83	2.76	2.67	2.63— 3.00	95	2.93	2.82	2.68— 2.96
Women .....	331	2.98	2.69	2.62— 3.25	20	1.57	1.37	1.33— 1.40	14	2.70	2.76	2.73— 2.78
Stowers, car and truck .....	374	2.91	2.68	2.64— 2.77	-	-	-	-	23	3.22	3.16	3.12— 3.19
Truckdrivers .....	747	3.03	3.05	2.85— 3.29	320	2.56	2.83	2.03— 3.04	588	3.23	3.26	3.20— 3.33
Semi- or trailer .....	59	3.26	3.31	3.05— 3.37	41	2.32	2.29	1.77— 2.96	123	3.30	3.32	3.26— 3.36
Other than semi- or trailer .....	529	2.97	3.03	2.79— 3.25	174	2.46	2.66	2.03— 2.87	351	3.20	3.24	3.15— 3.28
Combination of types .....	159	3.16	3.22	2.87— 3.36	105	2.83	3.13	2.94— 3.17	114	3.26	3.30	3.23— 3.35
Truckers, power .....	1,025	2.89	2.72	2.65— 2.79	-	-	-	-	-	-	-	-
Forklift .....	372	2.96	2.76	2.73— 2.80	-	-	-	-	-	-	-	-
Other than forklift .....	653	2.84	2.67	2.64— 2.77	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

The mean for each job is computed by multiplying each rate by the number of employees receiving the rate. The products are totaled and divided by the number of employees. The median designates position, that is, half of the employees surveyed receive more than the rate shown and half receive less than the rate shown.

The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

<sup>2</sup> Includes data for the New England region in addition to those shown separately.<sup>3</sup> Includes data for workers in classification in addition to those shown separately.

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

Table 6. Meatpacking: Occupational Earnings—Multiplant Companies

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers <sup>3</sup> (all men).....	186	\$3.32	\$3.35	\$3.12–\$3.54	-	-	-	-	24	\$2.86	\$2.95	\$2.91–\$3.00
On-the-rail dressing, power knife .....	46	3.29	3.35	3.26– 3.44	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	111	3.22	3.28	2.97– 3.53	-	-	-	-	19	2.97	2.97	2.93– 3.30
Floorsmen (all men) <sup>3</sup> .....	317	3.52	3.58	3.43– 3.78	-	-	-	-	26	2.85	3.14	2.04– 3.30
On-the-rail dressing, power knife .....	34	3.60	3.61	3.54– 3.69	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	235	3.46	3.56	3.27– 3.72	-	-	-	-	21	3.09	3.16	3.11– 3.48
Knockers or stunners, beef <sup>3</sup> (all men) .....	118	2.69	2.76	2.70– 2.91	-	-	-	-	13	2.18	2.29	1.70– 2.48
Pneumatic hammer or captive-bolt pistol.....	70	2.72	2.77	2.71– 2.93	-	-	-	-	-	-	-	-
Rifle .....	39	2.70	2.75	2.63– 2.82	-	-	-	-	-	-	-	-
Rumpers <sup>3</sup> (all men) .....	166	3.08	3.24	2.84– 3.39	-	-	-	-	21	2.31	2.00	1.62– 2.89
On-the-rail dressing, power knife .....	33	3.39	3.27	3.22– 3.54	-	-	-	-	-	-	-	-
On-the-rail dressing, straight knife .....	26	3.22	3.33	3.23– 3.48	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	92	3.03	3.22	2.83– 3.29	-	-	-	-	-	-	-	-
Shacklers, beef (all men) .....	74	2.79	2.72	2.64– 2.88	-	-	-	-	-	-	-	-
Splitters, back, beef <sup>3</sup> (all men) .....	185	3.41	3.54	3.16– 3.73	-	-	-	-	16	2.65	3.13	1.75– 3.20
Powersaw .....	169	3.41	3.55	3.14– 3.76	-	-	-	-	-	-	-	-
Washers, beef (176 men, 3 women) .....	179	2.59	2.58	2.52– 2.69	-	-	-	-	-	-	-	-
<u>Beef cutting</u>												
Boners, beef (all men).....	707	3.69	3.51	3.00– 4.39	46	\$3.05	\$3.05	\$2.97–\$3.17	46	2.87	2.68	2.62– 3.08
Chucks .....	179	4.05	3.93	3.32– 4.65	-	-	-	-	-	-	-	-
Loins, ribs or rounds .....	189	4.10	3.77	3.28– 4.70	-	-	-	-	-	-	-	-
Shanks .....	44	3.35	3.28	2.92– 3.55	-	-	-	-	-	-	-	-
Entire carcass .....	295	3.26	3.03	2.91– 3.64	38	3.00	3.02	2.96– 3.09	31	2.78	2.64	2.60– 2.68
Breakup men, primal cuts (all men).....	313	3.08	2.91	2.79– 3.22	-	-	-	-	18	2.50	2.46	2.42– 2.71
Handlers, beef cuts for boners (all men).....	49	2.62	2.65	2.35– 2.77	-	-	-	-	13	2.26	2.34	2.18– 2.39
<u>Pork dressing</u>												
Belly openers (all men).....	146	3.07	2.92	2.82– 3.20	22	2.80	2.68	2.64– 2.95	-	-	-	-
Eviscerators, hog (all men).....	148	3.13	2.93	2.84– 3.22	-	-	-	-	-	-	-	-
Headers, hog (all men).....	176	3.18	2.99	2.93– 3.33	-	-	-	-	12	2.58	2.61	2.54– 2.66
Shacklers, hog (all men).....	53	2.65	2.72	2.58– 2.84	-	-	-	-	10	2.34	2.34	2.31– 2.48
Shavers (573 men, 3 women).....	576	2.89	2.76	2.72– 2.93	26	2.71	2.69	2.57– 2.81	31	2.42	2.35	2.32– 2.66
Splitters, back, pork <sup>3</sup> (all men).....	158	3.21	3.06	3.01– 3.29	21	2.87	2.59	2.55– 3.15	-	-	-	-
Powersaw .....	120	3.27	3.08	3.02– 3.51	-	-	-	-	-	-	-	-
Stunners, hog <sup>3</sup> (all men).....	94	2.84	2.79	2.72– 2.97	10	2.81	2.75	2.67– 3.10	-	-	-	-
Electric shocking device .....	76	2.78	2.78	2.71– 2.95	10	2.81	2.75	2.67– 3.10	-	-	-	-
<u>Pork cutting</u>												
Belly trimmers (314 men, 3 women).....	317	3.38	3.09	2.84– 3.86	-	-	-	-	22	2.48	2.48	2.19– 2.78
Boners, ham (1,257 men, 30 women).....	1,287	3.94	3.88	3.07– 4.72	40	3.37	3.28	3.10– 3.73	28	2.39	2.37	2.28– 2.53
Open style boning (485 men, 30 women).....	515	3.69	3.66	2.90– 4.28	-	-	-	-	20	2.24	2.33	2.26– 2.38
Chisel boning (all men).....	772	4.11	4.05	3.16– 5.01	26	3.54	3.70	3.27– 3.76	-	-	-	-
Ham skinners, machine (all men) .....	138	3.12	2.80	2.72– 3.27	-	-	-	-	-	-	-	-
Skin only .....	41	2.70	2.76	2.66– 2.87	-	-	-	-	-	-	-	-
Skin and defat .....	97	3.30	2.85	2.74– 3.97	-	-	-	-	-	-	-	-
Loin pullers (all men).....	209	3.26	2.98	2.92– 3.51	-	-	-	-	-	-	-	-
Trimmers of trimmings .....	623	3.11	2.95	2.66– 3.66	21	3.17	3.02	2.84– 3.53	28	2.18	2.22	1.98– 2.25
Men .....	182	3.17	2.89	2.59– 3.79	-	-	-	-	24	2.17	2.22	1.97– 2.38
Women .....	441	3.09	2.96	2.67– 3.60	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 6. Meatpacking: Occupational Earnings—Multiplant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Southwest				Great Lakes				Middle West			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers <sup>3</sup> .....	13	\$2.25	\$2.10	\$2.01–\$2.30	39	\$3.49	\$3.40	\$3.15–\$3.59	68	\$3.45	\$3.35	\$3.25–\$3.60
On-the-rail dressing, power knife .....	-	-	-	-	-	-	-	-	31	3.33	3.33	3.26– 3.39
Conventional dressing floor, straight knife .....	13	2.25	2.10	2.01– 2.30	30	3.26	3.25	3.00– 3.53	23	3.48	3.29	3.10– 3.55
Floorsmen <sup>3</sup> .....	25	2.40	2.08	2.02– 2.20	66	3.63	3.53	3.23– 3.84	130	3.71	3.60	3.54– 3.91
On-the-rail dressing, power knife .....	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	20	2.42	2.13	2.03– 2.20	58	3.52	3.49	3.19– 3.78	89	3.58	3.59	3.53– 3.68
Knockers or stunners, <sup>3</sup> beef .....	10	1.82	1.64	1.53– 2.38	27	2.90	2.83	2.74– 2.96	45	2.83	2.78	2.72– 2.96
Pneumatic hammer or captive-bolt pistol .....	-	-	-	-	13	2.93	2.92	2.85– 2.98	25	2.91	2.79	2.74– 2.99
Rifle .....	-	-	-	-	14	2.87	2.76	2.71– 2.96	14	2.66	2.71	2.44– 2.76
Rumpers <sup>3</sup> .....	19	1.99	2.05	1.70– 2.18	33	3.37	3.28	3.21– 3.58	61	3.41	3.27	3.22– 3.45
On-the-rail dressing, power knife .....	-	-	-	-	-	-	-	-	22	3.43	3.26	3.21– 3.33
On-the-rail dressing, straight knife .....	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	14	2.10	2.14	1.88– 2.49	24	3.22	3.26	2.98– 3.49	22	3.17	3.23	3.10– 3.27
Shacklers, beef .....	-	-	-	-	15	2.78	2.83	2.70– 2.89	41	2.91	2.72	2.66– 3.03
Splitters, back, beef <sup>3</sup> .....	12	2.43	1.95	1.80– 3.72	52	3.34	3.19	2.91– 3.66	78	3.69	3.57	3.53– 3.85
Powersaw .....	11	2.47	1.89	1.74– 3.73	52	3.34	3.19	2.91– 3.66	63	3.73	3.58	3.54– 3.87
Washers, beef .....	10	1.78	1.76	1.52– 2.20	33	2.74	2.65	2.54– 2.88	78	2.67	2.57	2.54– 2.65
<u>Beef cutting</u>												
Boners, beef .....	68	2.83	3.07	1.84– 3.46	230	4.12	3.91	3.60– 4.65	215	4.10	3.82	3.07– 5.22
Chucks .....	-	-	-	-	91	4.21	4.40	3.59– 4.66	56	4.19	3.96	3.38– 4.93
Loins, ribs or rounds .....	-	-	-	-	68	4.17	4.21	3.62– 4.49	-	-	-	-
Shanks .....	-	-	-	-	-	-	-	-	20	3.46	3.48	2.94– 3.58
Entire carcass .....	39	2.27	2.01	1.81– 3.08	65	3.95	3.68	3.61– 4.75	47	3.91	3.10	2.98– 4.55
Breakup men, primal cuts .....	-	-	-	-	98	2.98	2.93	2.82– 3.00	112	3.34	3.20	2.78– 4.13
Handlers, beef cuts for boners .....	-	-	-	-	-	-	-	-	-	-	-	-
<u>Pork dressing</u>												
Belly openers .....	-	-	-	-	28	3.06	2.96	2.87– 3.06	76	3.27	3.06	2.86– 3.28
Eviscerators, hog .....	-	-	-	-	30	3.21	2.95	2.88– 3.08	85	3.25	2.98	2.86– 3.31
Headers, hog .....	10	2.06	1.84	1.78– 2.48	36	3.14	3.01	2.94– 3.26	99	3.38	3.06	2.95– 3.43
Shacklers, hog .....	-	-	-	-	10	2.80	2.84	2.80– 2.88	18	2.77	2.76	2.71– 2.86
Shavers .....	-	-	-	-	131	2.76	2.76	2.71– 2.80	350	3.05	2.77	2.74– 3.10
Splitters, back, pork <sup>3</sup> .....	-	-	-	-	30	3.22	3.05	2.96– 3.26	86	3.40	3.09	3.04– 3.53
Powersaw .....	-	-	-	-	29	3.09	3.04	2.96– 3.24	67	3.50	3.20	3.05– 3.57
Stunners, hog <sup>3</sup> .....	-	-	-	-	26	2.84	2.84	2.76– 2.93	40	3.00	2.79	2.74– 3.10
Electric shocking device .....	-	-	-	-	18	2.86	2.89	2.77– 2.96	31	2.83	2.78	2.73– 3.03
<u>Pork cutting</u>												
Belly trimmers .....	-	-	-	-	71	3.21	3.24	2.85– 3.39	178	3.63	3.44	2.87– 4.80
Boners, ham .....	41	2.40	2.38	1.74– 2.97	376	3.72	3.73	2.92– 4.26	707	4.37	4.47	3.46– 5.20
Open style boning .....	-	-	-	-	272	3.60	3.71	2.89– 4.20	192	4.17	4.20	3.19– 5.13
Chisel boning .....	25	2.72	2.94	1.85– 3.00	104	4.05	3.99	3.17– 4.56	515	4.45	4.58	3.58– 5.23
Ham skinners, machine .....	-	-	-	-	29	2.81	2.78	2.66– 2.89	89	3.42	2.85	2.76– 4.20
Skin only .....	-	-	-	-	12	2.75	2.75	2.63– 2.87	21	2.83	2.77	2.74– 2.93
Skin and defat .....	-	-	-	-	-	-	-	-	68	3.61	2.90	2.78– 4.50
Loin pullers .....	-	-	-	-	43	3.31	2.98	2.93– 3.38	118	3.45	2.99	2.94– 4.03
Trimmers of trimmings .....	-	-	-	-	130	3.08	2.94	2.74– 3.49	382	3.24	3.13	2.68– 3.97
Men .....	-	-	-	-	49	3.13	3.34	2.59– 3.68	65	3.94	4.10	3.29– 4.51
Women .....	-	-	-	-	81	3.06	2.93	2.78– 3.32	317	3.10	2.99	2.66– 3.70

See footnotes at end of table.

Table 6. Meatpacking: Occupational Earnings—Multiplant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>								
Backers <sup>3</sup> .....	22	\$3.41	\$3.42	\$3.36—\$3.51	18	\$3.72	\$3.49	\$3.39—\$4.14
On-the-rail dressing, power knife .....	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	-	-	-	-	-	-	-	-
Floorsmen <sup>3</sup> .....	33	3.63	3.65	3.58— 3.73	27	3.80	3.63	3.53— 4.25
On-the-rail dressing, power knife .....	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	-	-	-	-	21	3.85	3.59	3.51— 4.42
Knockers or stunners, <sup>3</sup> beef .....	12	2.81	2.79	2.75— 2.86	10	2.90	2.79	2.75— 3.15
Pneumatic hammer or captive-bolt pistol .....	-	-	-	-	-	-	-	-
Rifle .....	-	-	-	-	-	-	-	-
Rumpers <sup>3</sup> .....	17	3.37	3.29	3.25— 3.55	12	3.35	3.33	3.26— 3.40
On-the-rail dressing, power knife .....	-	-	-	-	-	-	-	-
On-the-rail dressing, straight knife .....	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife .....	-	-	-	-	-	-	-	-
Shacklers, beef .....	-	-	-	-	-	-	-	-
Splitters, back, beef <sup>3</sup> .....	-	-	-	-	-	-	-	-
Powersaw .....	-	-	-	-	-	-	-	-
Washers, beef .....	23	2.66	2.64	2.57— 2.75	17	2.83	2.70	2.65— 3.05
<u>Beef cutting</u>								
Boners, beef .....	44	2.96	2.95	2.92— 2.98	55	3.19	3.07	3.00— 3.46
Chucks .....	-	-	-	-	-	-	-	-
Loins, ribs or rounds .....	-	-	-	-	-	-	-	-
Shanks .....	-	-	-	-	-	-	-	-
Entire carcass .....	34	2.97	2.95	2.73— 2.98	38	3.21	3.07	3.03— 3.53
Breakup men, primal cuts .....	52	2.88	2.85	2.82— 2.88	-	-	-	-
Handlers, beef cuts for boners .....	-	-	-	-	-	-	-	-
<u>Pork dressing</u>								
Belly openers .....	-	-	-	-	-	-	-	-
Eviscerators, hog .....	-	-	-	-	-	-	-	-
Headers, hog .....	-	-	-	-	-	-	-	-
Shacklers, hog .....	-	-	-	-	-	-	-	-
Shavers .....	-	-	-	-	-	-	-	-
Splitters, back, pork <sup>3</sup> .....	-	-	-	-	-	-	-	-
Powersaw .....	-	-	-	-	-	-	-	-
Stunners, hog <sup>3</sup> .....	-	-	-	-	-	-	-	-
Electric shocking device .....	-	-	-	-	-	-	-	-
<u>Pork cutting</u>								
Belly trimmers .....	-	-	-	-	12	2.94	2.95	2.91— 3.10
Boners, ham .....	-	-	-	-	46	3.02	2.96	2.93— 2.99
Open style boning .....	-	-	-	-	-	-	-	-
Chisel boning .....	-	-	-	-	45	3.02	2.96	2.93— 2.99
Ham skimmers, machine .....	-	-	-	-	-	-	-	-
Skin only .....	-	-	-	-	-	-	-	-
Skin and defat .....	-	-	-	-	-	-	-	-
Loin pullers .....	-	-	-	-	-	-	-	-
Trimmers of trimmings .....	-	-	-	-	19	2.75	2.72	2.65— 2.85
Men .....	-	-	-	-	10	2.83	2.83	2.76— 2.94
Women .....	-	-	-	-	-	-	-	-

See footnotes at end of table.



Table 6. Meatpacking: Occupational Earnings—Multiplant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Sheep and calf dressing</u>												
Facers, lamb and sheep (all men)-----	84	\$3.29	\$3.32	\$3.08-\$3.38	-	-	-	-	-	-	-	-
Shacklers, sheep and calves (all men)-----	34	2.66	2.67	2.62- 2.88	-	-	-	-	-	-	-	-
Skinner, cold calves <sup>3</sup> (all men)-----	68	3.63	3.61	3.13- 4.00	-	-	-	-	-	-	-	-
Straight knife-----	53	3.59	3.65	3.13- 3.96	-	-	-	-	-	-	-	-
Stickers (all men)-----	36	2.78	2.83	2.73- 3.06	-	-	-	-	-	-	-	-
<u>Curing, smoking, and cooking</u>												
Casing peeler operators-----	205	2.76	2.67	2.62- 3.03	26	\$2.69	\$2.66	\$2.63-\$2.69	14	\$1.87	\$1.69	\$1.67-\$2.18
Men-----	42	2.53	2.63	2.47- 2.73	-	-	-	-	-	-	-	-
Women-----	163	2.82	2.68	2.63- 3.14	26	2.69	2.66	2.63- 2.69	-	-	-	-
Graders, green hams and bellies (267 men, 2 women)-----	269	3.07	2.78	2.73- 3.50	18	2.99	2.89	2.83- 3.18	20	2.28	2.34	2.08- 2.59
Green hams-----	113	3.15	2.79	2.73- 3.54	-	-	-	-	-	-	-	-
Bellies (pork) (all men)-----	135	3.09	2.78	2.73- 3.60	-	-	-	-	-	-	-	-
Combination green hams and bellies-----	21	2.59	2.78	2.35- 2.89	-	-	-	-	-	-	-	-
Hangers, bellies (168 men, 3 women)-----	171	2.70	2.67	2.57- 2.95	-	-	-	-	27	1.90	1.68	1.66- 2.20
Mixer operators (all men)-----	148	3.06	2.79	2.66- 3.39	-	-	-	-	-	-	-	-
Pickle makers (86 men, 3 women)-----	89	2.87	2.81	2.72- 2.89	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine (188 men, 3 women)-----	191	2.89	2.77	2.71- 3.13	-	-	-	-	-	-	-	-
Pumpers, ham (artery pumping)-----	322	2.93	2.76	2.63- 3.21	16	2.79	2.79	2.75- 2.88	57	2.12	2.09	1.77- 2.34
Men-----	275	2.85	2.74	2.58- 3.03	-	-	-	-	57	2.12	2.09	1.77- 2.34
Women-----	47	3.41	2.95	2.76- 4.15	-	-	-	-	-	-	-	-
Sausage makers (chopper) (all men)-----	167	3.07	3.00	2.83- 3.41	-	-	-	-	20	2.15	2.00	1.68- 2.49
Sausage stuffers-----	482	3.10	2.89	2.74- 3.48	37	3.07	3.05	2.96- 3.18	43	2.09	1.80	1.59- 2.46
Men-----	433	3.18	2.94	2.75- 3.58	33	3.10	3.07	2.99- 3.19	30	2.23	2.23	1.68- 2.48
Women-----	49	2.46	2.72	1.81- 2.86	-	-	-	-	-	-	-	-
Natural casings (36 men, 4 women)-----	40	3.04	2.90	2.79- 3.44	-	-	-	-	-	-	-	-
Artificial casings, with casing sizer-----	43	3.05	2.92	2.72- 3.43	-	-	-	-	-	-	-	-
Men-----	35	3.12	2.94	2.75- 3.45	-	-	-	-	-	-	-	-
Combination of natural and artificial casings-----	355	3.15	2.93	2.74- 3.57	37	3.07	3.05	2.96- 3.18	40	2.10	1.80	1.59- 2.47
Men-----	320	3.22	3.02	2.75- 3.64	33	3.10	3.07	2.99- 3.19	29	2.26	2.30	1.77- 2.48
Women-----	35	2.45	2.78	1.74- 2.86	-	-	-	-	-	-	-	-
Slicing machine operators-----	484	2.95	2.77	2.60- 3.25	13	2.74	2.73	2.63- 2.88	35	2.21	2.23	1.96- 2.48
Men-----	233	2.93	2.79	2.65- 3.27	-	-	-	-	22	2.24	2.39	1.75- 2.48
Women-----	251	2.96	2.70	2.55- 3.24	-	-	-	-	-	-	-	-
Smokers (all men)-----	528	2.96	2.86	2.81- 3.07	34	3.07	2.99	2.87- 3.30	57	2.15	2.18	1.73- 2.48
Sausages-----	230	3.11	2.88	2.82- 3.23	-	-	-	-	-	-	-	-
Other than sausages-----	208	3.03	2.87	2.82- 3.07	15	2.97	2.89	2.84- 3.33	-	-	-	-
Combination of sausages and other products-----	90	2.43	2.72	1.76- 2.87	-	-	-	-	31	2.03	1.77	1.62- 2.48
Spice weighers and mixers-----	84	2.81	2.69	2.63- 2.85	-	-	-	-	-	-	-	-
Men-----	34	2.88	2.75	2.63- 2.89	-	-	-	-	-	-	-	-
Women-----	50	2.75	2.69	2.63- 2.78	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance (all men)-----	348	3.47	3.28	3.23- 3.54	11	3.18	3.18	3.09- 3.25	-	-	-	-
Engineers, stationary (all men)-----	428	3.41	3.50	3.25- 3.61	35	3.39	3.45	3.18- 3.62	39	2.93	3.07	2.94- 3.14
Firemen, stationary boiler (all men)-----	179	3.17	3.14	3.05- 3.22	12	2.94	2.89	2.85- 3.06	-	-	-	-
Machinists, maintenance (all men)-----	244	3.44	3.37	3.32- 3.43	17	3.21	3.22	3.08- 3.31	-	-	-	-
Maintenance men, general utility (all men)-----	396	2.97	3.05	2.74- 3.25	23	3.04	3.16	2.78- 3.28	-	-	-	-
Mechanics, automotive (maintenance) (all men)-----	247	3.13	3.19	3.07- 3.27	13	3.14	3.08	2.88- 3.45	-	-	-	-
Millwrights (all men)-----	353	3.35	3.27	3.23- 3.37	-	-	-	-	-	-	-	-
Welders, hand (all men)-----	304	3.56	3.36	3.31- 3.48	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 6. Meatpacking: Occupational Earnings—Multiplant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Southwest				Great Lakes				Middle West			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Sheep and calf dressing</u>												
Facers, lamb and sheep .....	-	-	-	-	-	-	-	-	61	\$3.23	\$3.31	\$3.06—\$3.36
Shacklers, sheep and calves .....	-	-	-	-	-	-	-	-	17	2.70	2.66	2.63—2.70
Skinner, cold calves <sup>3</sup> .....	-	-	-	-	-	-	-	-	28	3.89	3.84	3.44—4.35
Straight knife .....	-	-	-	-	-	-	-	-	22	3.83	3.84	3.39—3.98
Stickers .....	-	-	-	-	-	-	-	-	13	2.86	2.80	2.75—3.12
<u>Curing, smoking, and cooking</u>												
Casing peeler operators .....	-	-	-	-	42	\$2.74	\$2.66	\$2.55—\$2.79	70	3.04	2.79	2.65—3.29
Men .....	-	-	-	-	25	2.64	2.63	2.48—2.70	-	-	-	-
Women .....	-	-	-	-	17	2.89	2.73	2.66—3.26	62	3.08	2.89	2.65—3.36
Graders, green hams and bellies .....	11	\$1.97	\$1.54	\$1.52—\$2.75	46	3.18	2.79	2.75—3.49	151	3.28	2.80	2.75—3.75
Green hams .....	-	-	-	-	22	3.11	2.78	2.74—3.51	67	3.35	3.15	2.75—3.83
Bellies (pork) .....	-	-	-	-	24	3.23	2.90	2.75—3.49	83	3.23	2.79	2.75—3.73
Combination green hams and bellies .....	-	-	-	-	-	-	-	-	-	-	-	-
Hangers, bellies .....	12	1.86	1.61	1.48—2.64	30	2.78	2.72	2.62—2.79	76	3.12	2.84	2.65—3.79
Mixer operators .....	-	-	-	-	23	2.76	2.75	2.68—2.85	77	3.45	3.00	2.73—4.25
Pickle makers .....	-	-	-	-	21	2.85	2.75	2.65—2.89	34	3.05	2.84	2.77—2.90
Pumpers, pickle-injection machine .....	14	2.01	1.74	1.64—2.76	23	3.09	3.20	2.73—3.53	112	3.07	2.79	2.73—3.28
Pumpers, ham (artery pumping) .....	-	-	-	-	93	2.83	2.74	2.66—2.91	106	3.59	3.45	2.76—4.50
Men .....	-	-	-	-	84	2.80	2.73	2.65—2.79	82	3.50	3.26	2.76—4.63
Women .....	-	-	-	-	-	-	-	-	24	3.90	4.14	3.40—4.19
Sausage makers (chopper) .....	-	-	-	-	39	3.27	3.38	2.90—3.47	65	3.30	3.04	2.87—3.38
Sausage stuffers <sup>3</sup> .....	28	2.06	1.83	1.68—2.73	81	3.01	2.85	2.75—3.22	235	3.48	3.34	2.78—4.05
Men .....	24	2.12	1.90	1.70—2.75	77	3.02	2.85	2.75—3.25	226	3.50	3.38	2.79—4.13
Women .....	-	-	-	-	-	-	-	-	-	-	-	-
Natural casings .....	-	-	-	-	-	-	-	-	19	3.28	3.43	2.78—3.77
Artificial casings, with casing sizer .....	-	-	-	-	16	2.99	2.79	2.74—3.25	-	-	-	-
Men .....	-	-	-	-	16	2.99	2.79	2.74—3.25	-	-	-	-
Combination of natural and artificial casings .....	-	-	-	-	40	2.89	2.82	2.69—3.14	178	3.57	3.47	2.81—4.33
Men .....	-	-	-	-	36	2.91	2.82	2.70—3.16	173	3.60	3.49	2.83—4.34
Women .....	-	-	-	-	-	-	-	-	-	-	-	-
Slicing machine operators .....	25	2.31	2.63	1.73—2.68	141	2.71	2.62	2.52—2.92	213	3.33	3.24	2.75—3.47
Men .....	11	2.15	2.59	1.54—2.67	50	2.93	2.93	2.66—3.15	133	3.12	3.14	2.71—3.41
Women .....	-	-	-	-	91	2.58	2.55	2.35—2.66	80	3.68	3.31	3.21—3.78
Smokers .....	28	2.24	1.89	1.74—2.80	104	3.00	2.86	2.79—3.01	218	3.23	2.89	2.84—3.26
Sausages .....	-	-	-	-	50	3.13	2.92	2.82—3.27	110	3.28	2.88	2.84—3.76
Other than sausages .....	-	-	-	-	34	2.93	2.86	2.80—2.94	99	3.21	2.89	2.80—3.13
Combination of sausages and other products .....	-	-	-	-	20	2.77	2.79	2.69—2.85	-	-	-	-
Spice weighers and mixers .....	-	-	-	-	12	2.62	2.66	2.61—2.73	44	2.96	2.73	2.65—2.90
Men .....	-	-	-	-	-	-	-	-	18	3.13	2.84	2.70—3.05
Women .....	-	-	-	-	-	-	-	-	26	2.84	2.68	2.64—2.90
<u>Maintenance and powerplant</u>												
Electricians, maintenance .....	-	-	-	-	55	3.49	3.47	3.24—3.77	233	3.54	3.28	3.24—3.49
Engineers, stationary .....	-	-	-	-	69	3.43	3.55	3.22—3.64	189	3.59	3.54	3.47—3.62
Firemen, stationary boiler .....	11	2.82	2.98	2.93—3.05	47	3.09	3.14	3.08—3.19	88	3.31	3.16	3.10—3.26
Machinists, maintenance .....	-	-	-	-	33	3.43	3.40	3.29—3.49	172	3.48	3.37	3.33—3.42
Maintenance men, general utility .....	29	2.05	1.88	1.85—2.03	107	2.93	2.94	2.84—3.13	105	3.52	3.26	2.98—4.34
Mechanics, automotive (maintenance) .....	-	-	-	-	58	3.11	3.21	2.89—3.25	106	3.31	3.23	3.16—3.40
Millwrights .....	-	-	-	-	55	3.46	3.30	3.25—3.70	235	3.38	3.27	3.24—3.34
Welders, hand .....	-	-	-	-	29	3.43	3.29	3.25—3.55	221	3.68	3.37	3.33—4.31

See footnotes at end of table.

Table 6. Meatpacking: Occupational Earnings—Multiplant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Sheep and calf dressing</u>								
Facers, lamb and sheep .....	-	-	-	-	-	-	-	-
Shacklers, sheep and calves .....	-	-	-	-	-	-	-	-
Skinners, cold calves <sup>3</sup> .....	-	-	-	-	-	-	-	-
Straight knife .....	-	-	-	-	-	-	-	-
Stickers .....	-	-	-	-	-	-	-	-
<u>Curing, smoking, and cooking</u>								
Casing peeler operators .....	-	-	-	-	-	-	-	-
Men .....	-	-	-	-	-	-	-	-
Women .....	-	-	-	-	-	-	-	-
Graders, green hams and bellies .....	-	-	-	-	-	-	-	-
Green hams .....	-	-	-	-	-	-	-	-
Bellies (pork) .....	-	-	-	-	-	-	-	-
Combination green hams and bellies .....	-	-	-	-	-	-	-	-
Hangers, bellies .....	-	-	-	-	-	-	-	-
Mixer operators .....	-	-	-	-	12	\$3.03	\$3.11	\$2.93-\$3.19
Pickle makers .....	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine .....	-	-	-	-	12	2.76	2.74	2.68- 2.80
Pumpers, ham (artery pumping) .....	-	-	-	-	16	2.90	2.95	2.69- 3.09
Men .....	-	-	-	-	12	2.97	3.04	2.83- 3.18
Women .....	-	-	-	-	-	-	-	-
Sausage makers (chopper) .....	-	-	-	-	12	3.20	2.99	2.95- 3.47
Sausage stuffers <sup>3</sup> .....	19	\$3.06	\$2.78	\$2.72-\$2.90	28	3.06	2.96	2.86- 3.18
Men .....	13	3.21	2.78	2.74- 3.35	20	3.13	3.05	2.92- 3.28
Women .....	-	-	-	-	-	-	-	-
Natural casings .....	-	-	-	-	-	-	-	-
Artificial casings, with casing sizer .....	-	-	-	-	-	-	-	-
Men .....	-	-	-	-	-	-	-	-
Combination of natural and artificial casings .....	-	-	-	-	21	3.09	2.95	2.85- 3.25
Men .....	-	-	-	-	14	3.22	3.16	2.95- 3.46
Women .....	-	-	-	-	-	-	-	-
Slicing machine operators .....	-	-	-	-	26	2.95	2.71	2.62- 3.35
Men .....	-	-	-	-	-	-	-	-
Women .....	-	-	-	-	21	2.91	2.70	2.61- 3.28
Smokers .....	31	2.85	2.85	2.83- 2.88	42	3.17	2.96	2.85- 3.41
Sausages .....	-	-	-	-	-	-	-	-
Other than sausages .....	-	-	-	-	22	3.07	2.90	2.84- 3.29
Combination of sausages and other products .....	-	-	-	-	-	-	-	-
Spice weighers and mixers .....	-	-	-	-	-	-	-	-
Men .....	-	-	-	-	-	-	-	-
Women .....	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>								
Electricians, maintenance .....	-	-	-	-	13	3.42	3.35	3.31- 3.39
Engineers, stationary .....	27	3.44	3.43	3.36- 3.51	41	3.51	3.62	3.25- 3.68
Firemen, stationary boiler .....	-	-	-	-	14	3.31	3.25	3.19- 3.55
Machinists, maintenance .....	-	-	-	-	14	3.41	3.41	3.31- 3.46
Maintenance men, general utility .....	33	3.33	3.32	3.26- 3.39	38	3.24	3.18	3.14- 3.26
Mechanics, automotive (maintenance) .....	-	-	-	-	12	3.36	3.33	3.27- 3.40
Millwrights .....	-	-	-	-	18	3.32	3.33	3.28- 3.38
Welders, hand .....	-	-	-	-	10	3.38	3.41	3.29- 3.47

See footnotes at end of table.

Table 6. Meatpacking: Occupational Earnings—Multiplant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Custodial and material movement</u>												
Checkers, loading (584 men, 2 women)-----	586	\$3.04	\$2.81	\$2.73-\$3.02	-	-	-	-	38	\$2.35	\$2.42	\$2.28-\$2.51
Cleaners, night (all men)-----	1,841	2.77	2.59	2.53- 2.82	73	\$2.62	\$2.56	\$2.53-\$2.59	117	1.92	2.15	1.58- 2.19
Janitors-----	588	2.51	2.55	2.52- 2.59	13	2.52	2.55	2.52- 2.58	43	1.79	1.96	1.37- 2.17
Men-----	514	2.51	2.55	2.52- 2.59	11	2.53	2.55	2.52- 2.58	-	-	-	-
Women-----	74	2.50	2.55	2.51- 2.59	-	-	-	-	-	-	-	-
Luggers-loaders (all men)-----	1,219	2.84	2.86	2.72- 2.98	-	-	-	-	54	2.41	2.55	2.35- 2.60
Beef-----	632	2.93	2.95	2.78- 3.07	-	-	-	-	31	2.65	2.58	2.54- 2.78
Other products including combination of beef and other meats-----	587	2.75	2.76	2.70- 2.86	-	-	-	-	-	-	-	-
Packers, shipping-----	1,584	2.94	2.71	2.63- 3.16	31	3.00	3.16	2.68- 3.26	29	2.04	2.23	1.69- 2.29
Men-----	1,201	2.95	2.73	2.64- 3.17	29	3.03	3.18	2.69- 3.27	25	2.11	2.26	1.85- 2.30
Women-----	383	2.93	2.67	2.61- 3.04	-	-	-	-	-	-	-	-
Stowers, car and truck (all men)-----	645	2.80	2.67	2.62- 2.77	21	2.66	2.73	2.56- 2.84	33	2.24	2.27	2.03- 2.29
Truckdrivers (all men)-----	1,770	2.92	2.94	2.74- 3.20	168	3.27	3.51	2.83- 3.58	159	2.05	2.17	1.67- 2.49
Semi- or trailer-----	168	3.05	2.95	2.63- 3.25	-	-	-	-	45	2.55	2.56	2.52- 2.60
Other than semi- or trailer-----	1,158	2.86	2.92	2.72- 3.12	156	3.14	2.99	2.80- 3.57	97	1.79	1.69	1.64- 1.75
Combination of types-----	444	3.01	2.98	2.84- 3.27	-	-	-	-	-	-	-	-
Truckers, power (all men)-----	1,231	2.90	2.72	2.66- 2.81	-	-	-	-	-	-	-	-
Forklift-----	441	2.92	2.76	2.72- 2.80	-	-	-	-	-	-	-	-
Other than forklift-----	790	2.89	2.68	2.64- 2.84	-	-	-	-	-	-	-	-
Southwest					Great Lakes				Middle West			
Checkers, loading-----	40	\$2.70	\$2.90	\$2.70-\$2.97	112	\$2.94	\$2.86	\$2.74-\$3.17	317	\$3.22	\$2.81	\$2.75-\$3.07
Cleaners, night-----	90	2.11	2.51	1.53- 2.56	397	2.70	2.56	2.51- 2.68	1,012	2.98	2.65	2.56- 3.06
Janitors-----	16	2.02	2.38	1.48- 2.55	106	2.53	2.55	2.52- 2.58	383	2.60	2.56	2.53- 2.59
Men-----	16	2.02	2.38	1.48- 2.55	95	2.53	2.55	2.53- 2.58	330	2.61	2.56	2.53- 2.59
Women-----	-	-	-	-	11	2.55	2.56	2.51- 2.59	53	2.57	2.56	2.53- 2.59
Luggers-loaders-----	93	1.87	1.45	1.41- 2.74	275	2.85	2.77	2.62- 3.11	621	2.99	2.93	2.79- 2.99
Beef-----	46	1.73	1.44	1.38- 1.64	158	2.89	2.80	2.58- 3.00	349	3.11	2.97	2.93- 3.15
Other products including combination of beef and other meats-----	47	2.01	1.63	1.43- 2.75	117	2.81	2.73	2.64- 3.11	272	2.84	2.79	2.73- 2.88
Packers, shipping-----	24	2.24	2.72	1.53- 2.77	301	2.75	2.66	2.57- 2.79	1,060	3.05	2.75	2.65- 3.26
Men-----	24	2.24	2.72	1.53- 2.77	243	2.79	2.68	2.60- 3.07	749	3.06	2.77	2.66- 3.26
Women-----	-	-	-	-	58	2.56	2.59	2.52- 2.65	311	3.03	2.69	2.63- 3.37
Stowers, car and truck-----	-	-	-	-	181	2.67	2.65	2.61- 2.70	365	2.93	2.68	2.64- 2.77
Truckdrivers-----	79	2.47	2.91	1.73- 2.97	522	2.90	2.86	2.80- 2.98	536	3.04	3.01	2.85- 3.22
Semi- or trailer-----	-	-	-	-	39	2.92	2.91	2.86- 2.96	28	3.18	3.05	3.02- 3.09
Other than semi- or trailer-----	29	2.38	2.50	1.90- 3.03	324	2.87	2.86	2.70- 2.96	399	2.98	3.01	2.79- 3.20
Combination of types-----	-	-	-	-	159	2.96	2.86	2.70- 3.32	109	3.24	3.04	2.88- 3.37
Truckers, power-----	-	-	-	-	154	3.06	2.78	2.71- 3.55	1,009	2.89	2.72	2.66- 2.79
Forklift-----	-	-	-	-	30	2.85	2.74	2.67- 2.79	360	2.98	2.77	2.73- 2.81
Other than forklift-----	-	-	-	-	124	3.11	2.80	2.71- 3.57	649	2.85	2.67	2.64- 2.77

See footnotes at end of table.

Table 6. Meatpacking: Occupational Earnings—Multiplant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Custodial and material movement</u>								
Checkers, loading .....	-	-	-	-	32	\$3.11	\$3.03	\$2.79-\$3.26
Cleaners, night .....	41	\$2.54	\$2.53	\$2.49-\$2.57	83	2.83	2.74	2.68- 2.93
Janitors .....	14	2.48	2.54	2.49- 2.57	-	-	-	-
Men .....	14	2.48	2.54	2.49- 2.57	-	-	-	-
Women .....	-	-	-	-	-	-	-	-
Luggers-loaders .....	90	2.82	2.78	2.74- 2.92	38	3.06	3.05	2.74- 3.35
Beef .....	-	-	-	-	20	3.32	3.35	3.31- 3.38
Other products including combination of beef and other meats .....	-	-	-	-	18	2.77	2.74	2.68- 2.79
Packers, shipping .....	-	-	-	-	68	3.00	2.84	2.68- 3.32
Men .....	-	-	-	-	68	3.00	2.84	2.68- 3.32
Women .....	-	-	-	-	-	-	-	-
Stowers, car and truck .....	-	-	-	-	-	-	-	-
Truckdrivers .....	95	3.09	3.14	3.11- 3.17	176	3.17	3.24	3.09- 3.29
Semi- or trailer .....	-	-	-	-	-	-	-	-
Other than semi- or trailer .....	-	-	-	-	107	3.13	3.23	3.07- 3.26
Combination of types .....	-	-	-	-	-	-	-	-
Truckers, power .....	-	-	-	-	-	-	-	-
Forklift .....	-	-	-	-	-	-	-	-
Other than forklift .....	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

The mean for each job is computed by multiplying each rate by the number of employees receiving the rate. The products are totaled and divided by the number of employees.

The median designates position, that is, half of the employees surveyed receive more than the rate shown and half receive less than the rate shown.

The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Includes data for workers in classifications in addition to those shown separately.

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

Table 7. Meatpacking: Occupational Earnings—Single-Plant Companies

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers <sup>3</sup> (all men)-----	385	\$2.84	\$3.12	\$1.97--\$3.35	-	-	-	-	-	-	-	-
On-the-rail dressing, power knife-----	64	2.84	3.22	2.43-- 3.34	-	-	-	-	-	-	-	-
Conventional dressing floor, power knife-----	39	1.84	1.79	1.72-- 1.88	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife-----	233	2.84	3.15	2.43-- 3.35	-	-	-	-	-	-	-	-
Floorsmen (all men) <sup>3</sup> -----	669	2.94	3.40	1.97-- 4.62	25	\$3.43	\$2.99	\$2.95--\$3.38	24	\$2.02	\$2.05	\$1.35--\$2.45
On-the-rail dressing, power knife-----	76	3.17	3.44	3.01-- 3.59	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife-----	470	2.89	3.44	1.95-- 3.61	15	2.92	2.96	2.93-- 2.99	-	-	-	-
Knockers or stunners, beef <sup>3</sup> (all men)-----	317	2.23	2.23	1.53-- 2.88	20	2.68	2.96	2.04-- 3.04	14	1.48	1.42	1.28-- 1.44
Pneumatic hammer or captive-bolt pistol-----	87	2.22	2.23	1.58-- 2.91	-	-	-	-	-	-	-	-
Rifle-----	207	2.32	2.36	1.66-- 2.90	-	-	-	-	-	-	-	-
Rumpers (all men)-----	358	2.68	2.91	1.97-- 3.28	22	3.29	3.05	2.30-- 4.00	25	1.93	1.83	1.30-- 2.43
On-the-rail dressing, power knife-----	76	2.97	3.14	2.30-- 3.32	-	-	-	-	-	-	-	-
On-the-rail dressing, straight knife-----	41	2.45	2.27	1.97-- 3.33	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife-----	221	2.69	3.04	1.98-- 3.27	-	-	-	-	-	-	-	-
Shacklers, beef (all men)-----	100	2.50	2.73	2.23-- 2.85	-	-	-	-	-	-	-	-
Splitters, back, beef (all men)-----	312	2.83	2.87	2.26-- 3.52	49	3.01	2.84	2.75-- 3.15	14	1.79	1.68	1.61-- 2.03
Cleaver-----	33	2.34	2.71	1.63-- 2.78	-	-	-	-	-	-	-	-
Powersaw-----	197	2.84	3.16	2.26-- 3.53	-	-	-	-	-	-	-	-
Combination cleaver and powersaw-----	82	2.99	2.86	2.73-- 3.61	-	-	-	-	-	-	-	-
Washers, beef (all men)-----	353	2.20	2.46	1.56-- 2.64	25	2.49	2.47	2.35-- 2.49	29	1.80	1.65	1.39-- 2.32
<u>Beef cutting</u>												
Boners, beef <sup>3</sup> (all men)-----	1,006	2.51	2.43	1.78-- 3.11	121	2.48	2.63	2.11-- 2.69	125	2.04	1.85	1.39-- 2.39
Entire carcass-----	868	2.45	2.34	1.79-- 2.99	121	2.48	2.63	2.11-- 2.69	-	-	-	-
Breakup men, primal cuts (all men)-----	464	2.60	2.84	1.84-- 3.29	71	2.79	2.90	2.52-- 3.25	40	2.26	2.35	1.43-- 2.87
Handlers, beef cuts for boners (all men)-----	62	1.73	1.39	1.28-- 2.23	-	-	-	-	-	-	-	-
<u>Pork dressing</u>												
Belly openers (all men)-----	104	2.46	2.72	1.68-- 2.86	16	2.79	2.79	2.75-- 2.86	-	-	-	-
Eviscerators, hog (all men)-----	125	2.29	2.57	1.59-- 2.80	14	2.75	2.71	2.65-- 2.81	28	1.59	1.30	1.27-- 1.65
Headers, hog (all men)-----	133	2.45	2.74	1.73-- 2.94	-	-	-	-	16	2.10	1.60	1.56-- 2.87
Shacklers, hog (all men)-----	87	2.15	2.45	1.36-- 2.79	10	2.70	2.73	2.66-- 2.77	12	1.87	1.71	1.41-- 2.74
Shavers (all men)-----	321	2.38	2.53	1.88-- 2.69	32	2.65	2.58	2.53-- 2.74	-	-	-	-
Splitters, back, pork <sup>3</sup> (all men)-----	125	2.34	2.48	1.67-- 3.01	17	2.50	2.78	1.69-- 2.99	28	1.72	1.58	1.28-- 1.75
Powersaw-----	54	2.49	2.74	1.63-- 3.08	-	-	-	-	-	-	-	-
Stunners, hog <sup>3</sup> (all men)-----	70	2.35	2.58	1.59-- 2.85	-	-	-	-	-	-	-	-
Electric shocking device-----	56	2.37	2.58	1.83-- 2.84	-	-	-	-	-	-	-	-
<u>Pork cutting</u>												
Belly trimmers (all men)-----	162	2.59	2.74	2.20-- 2.94	24	2.80	2.82	2.66-- 2.89	-	-	-	-
Boners, ham (314 men, 3 women)-----	317	2.69	2.79	2.23-- 3.01	47	2.85	2.83	2.77-- 2.88	40	3.19	3.80	2.63-- 3.85
Open style boning (145 men, 3 women)-----	148	2.41	2.71	1.68-- 2.94	-	-	-	-	-	-	-	-
Chisel boning (all men)-----	169	2.93	2.85	2.68-- 3.19	39	2.88	2.85	2.80-- 2.89	32	3.63	3.82	3.57-- 3.86
Ham skinners, machine (89 men, 2 women)-----	91	2.43	2.59	1.85-- 2.78	-	-	-	-	-	-	-	-
Skin only (all men)-----	20	2.56	2.63	2.47-- 2.72	-	-	-	-	-	-	-	-
Skin and defat (69 men, 2 women)-----	71	2.39	2.58	1.60-- 2.81	-	-	-	-	-	-	-	-
Loin pullers (all men)-----	145	2.61	2.75	2.01-- 3.08	19	2.76	2.76	2.70-- 2.85	17	2.29	2.40	1.60-- 2.88
Trimmers of trimmings-----	196	2.40	2.61	2.05-- 2.75	27	2.52	2.49	2.46-- 2.61	26	1.99	2.23	1.37-- 2.49
Men-----	143	2.40	2.60	1.84-- 2.79	22	2.52	2.49	2.46-- 2.63	-	-	-	-
Women-----	53	2.39	2.63	2.43-- 2.68	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Meatpacking: Occupational Earnings—Single-Plant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Southeast				Southwest				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers <sup>3</sup> -----	30	\$1.75	\$1.96	\$1.35-\$1.98	78	\$1.78	\$1.88	\$1.58-\$1.98	68	\$3.61	\$3.23	\$2.88-\$3.96
On-the-rail dressing, power knife-----	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, power knife-----	-	-	-	-	22	1.78	1.86	1.77- 1.89	-	-	-	-
Conventional dressing floor, straight knife-----	-	-	-	-	54	1.76	1.95	1.49- 1.99	37	3.46	3.26	3.05- 3.49
Floorsmen <sup>3</sup> -----	45	1.84	1.93	1.82- 1.98	160	1.78	1.70	1.66- 1.99	107	3.59	3.52	3.05- 3.83
On-the-rail dressing, power knife-----	-	-	-	-	-	-	-	-	17	3.13	3.06	2.90- 3.13
Conventional dressing floor, straight knife-----	-	-	-	-	130	1.73	1.68	1.65- 1.98	71	3.45	3.54	3.22- 3.60
Knockers or stunners, beef <sup>3</sup> -----	17	1.59	1.58	1.40- 1.83	91	1.48	1.49	1.32- 1.62	58	2.46	2.30	2.18- 2.74
Pneumatic hammer or captive-bolt pistol-----	-	-	-	-	20	1.52	1.49	1.46- 1.59	22	2.22	2.43	1.63- 2.75
Rifle-----	-	-	-	-	52	1.49	1.51	1.31- 1.65	36	2.61	2.30	2.20- 2.76
Rumpers <sup>3</sup> -----	38	1.77	1.93	1.57- 1.98	78	1.84	1.95	1.66- 2.01	68	3.15	3.13	2.78- 3.27
On-the-rail dressing, power knife-----	-	-	-	-	-	-	-	-	25	2.73	2.74	2.29- 3.00
On-the-rail dressing, straight knife-----	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife-----	-	-	-	-	60	1.81	1.97	1.58- 2.02	43	3.39	3.19	3.08- 3.30
Shacklers, beef-----	-	-	-	-	15	1.50	1.54	1.40- 1.63	15	2.58	2.72	2.38- 2.78
Splitters, back, beef-----	28	1.72	1.82	1.63- 1.85	42	1.73	1.66	1.54- 1.87	50	3.17	3.38	2.74- 3.53
Cleaver-----	-	-	-	-	-	-	-	-	-	-	-	-
Powersaw-----	-	-	-	-	32	1.72	1.66	1.60- 1.88	38	3.12	2.89	2.50- 3.53
Combination cleaver and powersaw-----	-	-	-	-	-	-	-	-	-	-	-	-
Washers, beef-----	18	1.42	1.38	1.35- 1.45	84	1.45	1.43	1.29- 1.56	57	2.53	2.48	2.41- 2.65
<u>Beef cutting</u>												
Boners, beef <sup>3</sup> -----	173	2.21	2.03	1.73- 2.49	197	1.79	1.65	1.51- 1.91	145	3.35	3.14	2.87- 4.16
Entire carcass-----	151	2.28	2.11	1.86- 2.81	181	1.67	1.63	1.48- 1.86	80	3.39	3.00	2.88- 4.13
Breakup men, primal cuts-----	91	1.64	1.75	1.34- 1.87	43	1.65	1.80	1.29- 1.94	66	2.87	2.93	2.61- 3.13
Handlers, beef cuts for boners-----	23	1.48	1.38	1.29- 1.84	18	1.24	1.28	1.26- 1.30	-	-	-	-
<u>Pork dressing</u>												
Belly openers-----	-	-	-	-	21	1.58	1.54	1.52- 1.69	35	2.82	2.76	2.63- 3.05
Eviscerators, hog-----	19	1.58	1.45	1.39- 1.83	-	-	-	-	37	2.85	2.70	2.61- 3.05
Headers, hog-----	-	-	-	-	-	-	-	-	39	2.84	2.82	2.68- 3.06
Shacklers, hog-----	-	-	-	-	-	-	-	-	24	2.85	2.85	2.69- 3.00
Shavers-----	51	1.65	1.56	1.28- 1.89	25	1.55	1.53	1.43- 1.74	160	2.71	2.62	2.47- 2.77
Splitters, back, pork <sup>3</sup> -----	-	-	-	-	-	-	-	-	46	2.63	2.74	2.03- 3.04
Powersaw-----	-	-	-	-	-	-	-	-	19	3.18	3.07	2.88- 3.25
Stunners, hog <sup>3</sup> -----	-	-	-	-	-	-	-	-	28	2.78	2.67	2.57- 2.93
Electric shocking device-----	-	-	-	-	-	-	-	-	23	2.77	2.65	2.54- 2.90
<u>Pork cutting</u>												
Belly trimmers-----	23	1.68	1.57	1.36- 2.03	-	-	-	-	54	2.83	2.78	2.67- 2.91
Boners, ham-----	37	1.56	1.60	1.39- 1.83	18	1.97	1.88	1.48- 2.18	121	2.75	2.75	2.61- 2.89
Open style boning-----	37	1.56	1.60	1.39- 1.83	-	-	-	-	55	2.83	2.83	2.55- 2.96
Chisel boning-----	-	-	-	-	-	-	-	-	66	2.68	2.69	2.63- 2.86
Ham skinners, machine-----	-	-	-	-	-	-	-	-	39	2.76	2.63	2.54- 2.80
Skin only-----	-	-	-	-	-	-	-	-	12	2.60	2.65	2.52- 2.74
Skin and defat-----	-	-	-	-	-	-	-	-	27	2.83	2.60	2.54- 3.23
Loin pullers-----	23	1.76	1.68	1.57- 2.01	-	-	-	-	50	3.03	2.93	2.73- 3.44
Trimmers of trimmings-----	29	1.52	1.45	1.33- 1.81	-	-	-	-	70	2.76	2.68	2.62- 2.83
Men-----	-	-	-	-	-	-	-	-	43	2.85	2.77	2.64- 3.10
Women-----	-	-	-	-	-	-	-	-	27	2.60	2.65	2.61- 2.68

See footnotes at end of table.

Table 7. Meatpacking: Occupational Earnings—Single-Plant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef dressing</u>												
Backers <sup>3</sup> -----	44	\$3. 18	\$3. 25	\$3. 21—\$3. 30	69	\$3. 03	\$3. 17	\$3. 11—\$3. 33	69	\$3. 57	\$3. 55	\$3. 35—\$3. 75
On-the-rail dressing, power knife -----	25	3. 22	3. 27	3. 21— 3. 36	-	-	-	-	-	-	-	-
Conventional dressing floor, power knife -----	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	18	3. 16	3. 24	3. 15— 3. 27	63	2. 99	3. 16	3. 11— 3. 31	45	3. 58	3. 61	3. 35— 3. 82
Floorsmen <sup>3</sup> -----	69	3. 29	3. 45	3. 24— 3. 51	71	3. 39	3. 54	3. 51— 3. 58	166	3. 64	3. 65	3. 62— 3. 69
On-the-rail dressing, power knife -----	27	3. 37	3. 51	3. 43— 3. 56	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	41	3. 26	3. 42	3. 09— 3. 48	63	3. 37	3. 54	3. 50— 3. 57	123	3. 61	3. 65	3. 61— 3. 68
Knockers or stunners, beef <sup>3</sup> -----	35	2. 71	2. 74	2. 60— 2. 80	40	2. 67	2. 89	2. 73— 2. 95	41	3. 03	2. 98	2. 87— 3. 25
Pneumatic hammer or captive-bolt pistol -----	-	-	-	-	-	-	-	-	-	-	-	-
Rifle -----	29	2. 73	2. 74	2. 66— 2. 80	34	2. 63	2. 91	2. 48— 2. 96	36	3. 01	2. 97	2. 87— 3. 20
Rumpers <sup>3</sup> -----	38	3. 32	3. 25	3. 14— 3. 41	39	2. 98	3. 17	3. 11— 3. 26	49	3. 43	3. 38	3. 34— 3. 61
On-the-rail dressing, power knife -----	24	3. 50	3. 32	3. 23— 3. 54	-	-	-	-	-	-	-	-
On-the-rail dressing, straight knife -----	-	-	-	-	-	-	-	-	-	-	-	-
Conventional dressing floor, straight knife -----	14	3. 02	3. 14	2. 74— 3. 23	-	-	-	-	36	3. 47	3. 40	3. 34— 3. 64
Shacklers, beef -----	10	2. 56	2. 67	2. 54— 2. 71	-	-	-	-	27	2. 85	2. 80	2. 75— 2. 95
Splitters, back, beef -----	34	3. 26	3. 41	3. 25— 3. 54	44	3. 17	3. 16	2. 78— 3. 54	50	3. 56	3. 66	3. 55— 3. 75
Cleaver -----	-	-	-	-	-	-	-	-	-	-	-	-
Powersaw -----	30	3. 23	3. 37	3. 24— 3. 53	30	3. 38	3. 51	3. 16— 3. 57	31	3. 46	3. 63	3. 42— 3. 69
Combination cleaver and powersaw -----	-	-	-	-	-	-	-	-	-	-	-	-
Washers, beef -----	40	2. 46	2. 54	2. 44— 2. 59	41	2. 63	2. 59	2. 54— 2. 78	58	2. 79	2. 81	2. 68— 2. 89
<u>Beef cutting</u>												
Boners, beef <sup>3</sup> -----	60	2. 85	2. 88	2. 04— 2. 97	79	2. 97	3. 01	2. 94— 3. 16	89	3. 49	3. 46	3. 42— 3. 62
Entire carcass -----	-	-	-	-	70	2. 92	2. 99	2. 93— 3. 13	79	3. 47	3. 46	3. 42— 3. 49
Breakup men, primal cuts -----	13	2. 65	2. 83	2. 29— 2. 94	29	2. 99	2. 97	2. 93— 3. 00	108	3. 52	3. 47	3. 43— 3. 63
Handlers, beef cuts for boners -----	-	-	-	-	-	-	-	-	-	-	-	-
<u>Pork dressing</u>												
Belly openers -----	-	-	-	-	-	-	-	-	-	-	-	-
Eviscerators, hog -----	-	-	-	-	-	-	-	-	-	-	-	-
Headers, hog -----	10	2. 86	2. 96	2. 91— 2. 98	-	-	-	-	-	-	-	-
Shacklers, hog -----	-	-	-	-	-	-	-	-	-	-	-	-
Shavers -----	26	2. 65	2. 67	2. 62— 2. 72	-	-	-	-	-	-	-	-
Splitters, back, pork <sup>3</sup> -----	10	2. 90	3. 09	2. 78— 3. 14	-	-	-	-	-	-	-	-
Powersaw -----	-	-	-	-	-	-	-	-	-	-	-	-
Stunners, hog <sup>3</sup> -----	-	-	-	-	-	-	-	-	-	-	-	-
Electric shocking device -----	-	-	-	-	-	-	-	-	-	-	-	-
<u>Pork cutting</u>												
Belly trimmers -----	17	2. 78	2. 80	2. 69— 2. 96	-	-	-	-	-	-	-	-
Boners, ham -----	30	2. 82	2. 85	2. 73— 3. 04	-	-	-	-	-	-	-	-
Open style boning -----	27	2. 84	2. 97	2. 74— 3. 05	-	-	-	-	-	-	-	-
Chisel boning -----	-	-	-	-	-	-	-	-	-	-	-	-
Ham skinners, machine -----	11	2. 57	2. 65	2. 43— 2. 73	-	-	-	-	-	-	-	-
Skin only -----	-	-	-	-	-	-	-	-	-	-	-	-
Skin and defat -----	-	-	-	-	-	-	-	-	-	-	-	-
Loin pullers -----	-	-	-	-	-	-	-	-	-	-	-	-
Trimmers of trimmings -----	17	2. 67	2. 75	2. 72— 2. 78	18	2. 84	2. 86	2. 69— 2. 95	-	-	-	-
Men -----	13	2. 66	2. 75	2. 72— 2. 78	15	2. 87	2. 90	2. 80— 2. 96	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



Table 7. Meatpacking: Occupational Earnings—Single-Plant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Sheep and calf dressing</u>												
Facers, lamb and sheep (all men) -----	63	\$ 3. 62	\$ 3. 18	\$ 3. 07—\$ 4. 42	-	-	-	-	-	-	-	-
Shacklers, sheep and calves (all men) -----	45	2. 94	2. 76	2. 63— 4. 11	-	-	-	-	-	-	-	-
Skinner, cold calves <sup>3</sup> (all men) -----	101	3. 86	3. 78	2. 90— 4. 40	-	-	-	-	-	-	-	-
Straight knife -----	89	4. 04	3. 97	3. 38— 4. 70	-	-	-	-	-	-	-	-
Stickers (all men) -----	32	3. 34	2. 88	1. 88— 3. 19	-	-	-	-	-	-	-	-
<u>Curing, smoking, and cooking</u>												
Casing peeler operators -----	314	1. 86	1. 68	1. 28— 2. 54	32	\$ 2. 07	\$ 2. 18	\$ 1. 67—\$ 2. 54	36	\$ 1. 89	\$ 2. 03	\$ 1. 29—\$ 2. 25
Men -----	91	2. 13	2. 29	1. 29— 2. 58	-	-	-	-	-	-	-	-
Women -----	223	1. 75	1. 52	1. 27— 2. 50	-	-	-	-	-	-	-	-
Graders, green hams and bellies (126 men, 2 women) -----	128	2. 29	2. 28	1. 76— 2. 76	-	-	-	-	-	-	-	-
Green hams (all men) -----	28	2. 62	2. 74	2. 10— 3. 03	-	-	-	-	-	-	-	-
Bellies (pork) (all men) -----	29	2. 53	2. 70	1. 88— 3. 05	-	-	-	-	-	-	-	-
Combination green hams and bellies (69 men, 2 women) -----	71	2. 06	1. 87	1. 74— 2. 54	-	-	-	-	-	-	-	-
Hangers, bellies (108 men, 2 women) -----	110	1. 95	1. 84	1. 38— 2. 52	-	-	-	-	-	-	-	-
Mixer operators (all men) -----	97	2. 13	2. 45	1. 46— 2. 74	13	2. 77	2. 79	2. 65— 2. 89	-	-	-	-
Pickle makers (all men) -----	59	2. 30	2. 63	1. 68— 2. 77	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine (all men) -----	86	2. 19	2. 38	1. 58— 2. 74	-	-	-	-	-	-	-	-
Pumpers, ham (artery pumping) -----	258	2. 14	2. 21	1. 54— 2. 68	19	2. 51	2. 61	2. 38— 2. 68	23	1. 89	1. 53	1. 29— 2. 66
Men -----	202	2. 23	2. 53	1. 71— 2. 72	16	2. 57	2. 63	2. 39— 2. 68	23	1. 89	1. 53	1. 29— 2. 66
Women -----	56	1. 80	1. 72	1. 48— 2. 04	-	-	-	-	-	-	-	-
Sausage makers (chopper) (all men) -----	251	2. 14	1. 96	1. 59— 2. 81	24	2. 68	2. 81	2. 28— 2. 94	41	1. 86	1. 68	1. 36— 2. 04
Sausage stuffers -----	597	2. 04	1. 86	1. 44— 2. 72	83	2. 43	2. 64	2. 05— 2. 94	120	1. 89	1. 54	1. 43— 2. 48
Men -----	347	2. 25	2. 24	1. 54— 2. 80	54	2. 64	2. 71	2. 40— 2. 95	39	2. 23	2. 47	1. 46— 2. 75
Women -----	250	1. 75	1. 52	1. 36— 2. 22	29	2. 04	2. 05	1. 42— 2. 85	81	1. 73	1. 53	1. 43— 1. 69
Natural casings (36 women, 14 men) -----	50	2. 15	2. 40	1. 43— 2. 76	-	-	-	-	-	-	-	-
Artificial casings, with casing sizer -----	78	1. 81	1. 57	1. 41— 1. 97	-	-	-	-	-	-	-	-
Men -----	32	2. 10	1. 88	1. 47— 2. 79	-	-	-	-	-	-	-	-
Women -----	46	1. 61	1. 53	1. 29— 1. 69	-	-	-	-	-	-	-	-
Combination of natural and artificial casings -----	427	2. 04	1. 85	1. 44— 2. 68	60	2. 47	2. 65	2. 21— 2. 92	69	1. 71	1. 53	1. 45— 1. 74
Men -----	276	2. 22	2. 18	1. 54— 2. 81	49	2. 63	2. 70	2. 35— 2. 94	18	1. 99	2. 19	1. 44— 2. 48
Women -----	151	1. 69	1. 51	1. 37— 2. 18	-	-	-	-	-	-	-	-
Slicing machine operators -----	311	1. 91	1. 69	1. 36— 2. 57	21	2. 75	2. 59	2. 52— 3. 10	97	1. 63	1. 43	1. 40— 1. 58
Men -----	97	2. 30	2. 44	1. 83— 2. 77	-	-	-	-	-	-	-	-
Women -----	214	1. 74	1. 43	1. 30— 2. 45	-	-	-	-	86	1. 58	1. 42	1. 40— 1. 45
Smokers (387 men, 8 women) -----	395	2. 20	2. 41	1. 60— 2. 76	48	2. 58	2. 64	2. 41— 2. 81	59	1. 86	1. 68	1. 29— 2. 48
Sausages (all men) -----	72	2. 49	2. 73	1. 94— 2. 84	-	-	-	-	-	-	-	-
Other than sausages (all men) -----	74	2. 67	2. 75	2. 63— 2. 88	-	-	-	-	-	-	-	-
Combination of sausages and other products (241 men, 8 women) -----	249	1. 97	1. 86	1. 50— 2. 49	40	2. 54	2. 49	2. 24— 2. 81	48	1. 78	1. 57	1. 28— 2. 47
Spice weighers and mixers -----	53	2. 24	2. 50	1. 74— 2. 67	-	-	-	-	-	-	-	-
Men -----	25	2. 16	2. 46	1. 55— 2. 72	-	-	-	-	-	-	-	-
Women -----	28	2. 32	2. 57	2. 02— 2. 66	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance (all men) -----	82	2. 90	2. 99	2. 65— 3. 25	15	2. 95	3. 03	2. 93— 3. 13	-	-	-	-
Engineers, stationary (all men) -----	323	3. 22	3. 43	2. 94— 3. 59	61	3. 09	2. 99	2. 92— 3. 45	-	-	-	-
Firemen, stationary boiler (all men) -----	200	2. 39	2. 74	1. 88— 2. 97	-	-	-	-	36	2. 02	1. 46	1. 42— 2. 92
Machinists, maintenance (all men) -----	51	2. 80	3. 00	2. 08— 3. 30	-	-	-	-	-	-	-	-
Maintenance men, general utility (all men) -----	760	2. 46	2. 60	1. 87— 2. 92	99	2. 71	2. 71	2. 58— 2. 93	78	2. 33	2. 65	1. 84— 2. 82
Mechanics, automotive (maintenance) (all men) -----	200	2. 55	2. 81	1. 88— 3. 06	14	3. 07	3. 15	2. 83— 3. 25	35	2. 45	2. 20	1. 98— 3. 10
Millwrights (all men) -----	24	3. 31	3. 45	3. 32— 3. 56	-	-	-	-	-	-	-	-
Welders, hand (all men) -----	29	3. 03	3. 20	2. 65— 3. 35	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Meatpacking: Occupational Earnings—Single-Plant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Southeast				Number of workers	Southwest			Number of workers	Great Lakes				
	Number of workers	Average hourly earnings <sup>1</sup>				Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			
		Mean	Median	Middle range			Mean	Median			Middle range	Mean	Median	Middle range
<u>Sheep and calf dressing</u>														
Facers, lamb and sheep -----	-	-	-	-	-	-	-	-	-	-	-	-		
Shacklers, sheep and calves -----	-	-	-	-	-	-	-	-	-	-	-	-		
Skinners, cold calves <sup>3</sup> -----	-	-	-	-	-	-	-	-	-	-	-	-		
Straight knife -----	-	-	-	-	-	-	-	-	-	-	-	-		
Stickers -----	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Curing, smoking, and cooking</u>														
Casing peeler operators -----	65	1.35	\$1.28	\$1.25-\$1.41	68	\$1.26	\$1.27	\$1.04-\$1.39	60	\$2.49	\$2.54	\$2.45-\$2.58		
Men -----	-	-	-	-	-	-	-	-	-	-	-	-		
Women -----	53	1.36	1.29	1.26- 1.41	55	1.25	1.26	1.03- 1.43	27	2.22	2.44	1.69- 2.53		
Graders, green hams and bellies -----	37	1.71	1.79	1.68- 1.87	10	1.59	1.58	1.41- 1.86	44	2.62	2.65	2.27- 2.99		
Green hams -----	-	-	-	-	-	-	-	-	-	-	-	-		
Bellies (pork) -----	-	-	-	-	-	-	-	-	11	3.07	3.05	2.62- 3.19		
Combination green hams and bellies -----	30	1.71	1.79	1.76- 1.87	-	-	-	-	-	-	-	-		
Hangers, bellies -----	15	1.30	1.32	1.26- 1.38	17	1.50	1.45	1.30- 1.68	23	2.41	2.51	2.43- 2.59		
Mixer operators -----	-	-	-	-	25	1.45	1.46	1.41- 1.52	21	2.71	2.58	2.54- 2.85		
Pickle makers -----	11	1.37	1.39	1.24- 1.43	-	-	-	-	22	2.54	2.63	2.45- 2.76		
Pumpers, pickle-injection machine -----	22	1.59	1.44	1.37- 1.83	-	-	-	-	17	2.65	2.59	2.54- 2.85		
Pumpers, ham (artery pumping) -----	85	1.64	1.63	1.46- 1.74	26	1.71	1.70	1.51- 1.97	65	2.61	2.59	2.53- 2.72		
Men -----	48	1.70	1.68	1.35- 1.93	21	1.71	1.55	1.52- 1.96	56	2.63	2.62	2.54- 2.74		
Women -----	-	-	-	-	-	-	-	-	-	-	-	-		
Sausage makers (chopper) -----	71	1.73	1.74	1.54- 1.93	47	1.71	1.71	1.38- 2.04	37	2.85	2.89	2.81- 2.98		
Sausage stuffers <sup>2</sup> -----	126	1.52	1.40	1.32- 1.69	82	1.45	1.47	1.29- 1.54	131	2.50	2.65	1.88- 2.83		
Men -----	64	1.57	1.44	1.33- 1.83	48	1.59	1.51	1.47- 1.55	104	2.51	2.68	1.88- 2.86		
Women -----	62	1.46	1.38	1.32- 1.62	34	1.27	1.27	1.05- 1.38	27	2.48	2.59	2.49- 2.75		
Natural casings -----	-	-	-	-	-	-	-	-	-	-	-	-		
Artificial casings, with casing sizer -----	27	1.74	1.87	1.57- 1.90	-	-	-	-	-	-	-	-		
Men -----	-	-	-	-	-	-	-	-	-	-	-	-		
Women -----	-	-	-	-	-	-	-	-	-	-	-	-		
Combination of natural and artificial casings -----	90	1.46	1.37	1.30- 1.55	59	1.43	1.47	1.36- 1.54	110	2.48	2.58	1.88- 2.84		
Men -----	51	1.51	1.40	1.31- 1.68	37	1.57	1.51	1.47- 1.55	91	2.45	2.58	1.87- 2.86		
Women -----	39	1.38	1.36	1.30- 1.39	22	1.20	1.19	1.03- 1.39	19	2.62	2.59	2.51- 2.75		
Slicing machine operators -----	47	1.38	1.27	1.23- 1.66	47	1.39	1.36	1.29- 1.54	74	2.46	2.58	2.43- 2.66		
Men -----	-	-	-	-	-	-	-	-	31	2.51	2.56	1.89- 3.04		
Women -----	-	-	-	-	31	1.35	1.34	1.29- 1.45	43	2.42	2.59	2.51- 2.65		
Smokers -----	102	1.59	1.53	1.34- 1.78	22	1.66	1.63	1.50- 1.89	109	2.65	2.73	2.60- 2.85		
Sausages -----	-	-	-	-	-	-	-	-	37	2.84	2.81	2.74- 2.89		
Other than sausages -----	-	-	-	-	-	-	-	-	45	2.74	2.73	2.64- 2.85		
Combination of sausages and other products -----	87	1.51	1.51	1.32- 1.72	-	-	-	-	27	2.24	1.89	1.87- 2.63		
Spice weighers and mixers -----	13	1.66	1.49	1.39- 1.89	-	-	-	-	13	2.68	2.65	2.60- 2.84		
Men -----	-	-	-	-	-	-	-	-	-	-	-	-		
Women -----	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Maintenance and powerplant</u>														
Electricians, maintenance -----	-	-	-	-	-	-	-	-	19	3.00	2.98	2.88- 3.10		
Engineers, stationary -----	-	-	-	-	17	2.06	2.03	2.01- 2.29	93	3.35	3.28	3.18- 3.60		
Firemen, stationary boiler -----	36	1.69	1.83	1.33- 2.07	13	1.43	1.44	1.29- 1.49	78	2.90	2.93	2.84- 3.00		
Machinists, maintenance -----	-	-	-	-	-	-	-	-	11	3.12	3.11	3.02- 3.19		
Maintenance men, general utility -----	133	1.78	1.71	1.59- 1.94	-	-	-	-	165	2.57	2.73	2.22- 2.95		
Mechanics, automotive (maintenance) -----	43	1.76	1.80	1.66- 1.84	15	2.25	2.46	2.03- 2.50	41	2.82	2.96	2.83- 3.04		
Millwrights -----	-	-	-	-	-	-	-	-	-	-	-	-		
Welders, hand -----	-	-	-	-	-	-	-	-	14	2.98	3.04	2.59- 3.32		

See footnotes at end of table.

Table 7. Meatpacking: Occupational Earnings—Single-Plant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Sheep and calf dressing</u>												
Facers, lamb and sheep -----	-	-	-	-	-	-	-	-	-	-	-	-
Shacklers, sheep and calves -----	-	-	-	-	-	-	-	-	-	-	-	-
Skinner, cold calves <sup>3</sup> -----	-	-	-	-	-	-	-	-	-	-	-	-
Straight knife -----	-	-	-	-	-	-	-	-	-	-	-	-
Stickers -----	-	-	-	-	-	-	-	-	-	-	-	-
<u>Curing, smoking, and cooking</u>												
Casing peeler operators -----	15	\$1.79	\$1.50	\$1.30—\$2.60	25	\$2.60	\$2.56	\$2.53—\$2.59	13	\$2.64	\$2.67	\$2.64—\$2.73
Men -----	-	-	-	-	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Graders, green hams and bellies -----	-	-	-	-	-	-	-	-	-	-	-	-
Green hams -----	-	-	-	-	-	-	-	-	-	-	-	-
Bellies (pork) -----	-	-	-	-	-	-	-	-	-	-	-	-
Combination green hams and bellies -----	-	-	-	-	-	-	-	-	-	-	-	-
Hangers, bellies -----	-	-	-	-	-	-	-	-	-	-	-	-
Mixer operators -----	-	-	-	-	-	-	-	-	-	-	-	-
Pickle makers -----	-	-	-	-	-	-	-	-	-	-	-	-
Pumpers, pickle-injection machine -----	-	-	-	-	-	-	-	-	-	-	-	-
Pumpers, ham (artery pumping) -----	32	2.62	2.74	2.72— 2.77	-	-	-	-	-	-	-	-
Men -----	31	2.62	2.74	2.71— 2.77	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Sausage makers (chopper) -----	15	2.64	2.68	2.35— 2.93	10	2.88	2.84	2.79— 2.95	-	-	-	-
Sausage stuffers -----	24	2.71	2.75	2.72— 2.79	17	2.29	2.55	1.54— 3.11	14	3.46	3.62	3.19— 3.66
Men -----	15	2.75	2.76	2.73— 2.80	-	-	-	-	14	3.46	3.62	3.19— 3.66
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Natural casings -----	-	-	-	-	-	-	-	-	-	-	-	-
Artificial casings, with casing sizer -----	-	-	-	-	-	-	-	-	-	-	-	-
Men -----	-	-	-	-	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings -----	21	2.70	2.75	2.72— 2.79	-	-	-	-	-	-	-	-
Men -----	-	-	-	-	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Slicing machine operators -----	12	2.47	2.65	2.50— 2.66	-	-	-	-	-	-	-	-
Men -----	10	2.51	2.65	2.60— 2.68	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Smokers -----	32	2.59	2.86	2.11— 2.94	16	2.61	2.58	2.53— 2.79	-	-	-	-
Sausages -----	-	-	-	-	-	-	-	-	-	-	-	-
Other than sausages -----	-	-	-	-	-	-	-	-	-	-	-	-
Combination of sausages and other products -----	13	2.55	2.91	2.09— 2.96	-	-	-	-	-	-	-	-
Spice weighers and mixers -----	-	-	-	-	-	-	-	-	-	-	-	-
Men -----	-	-	-	-	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>												
Electricians, maintenance -----	16	3.22	3.25	3.22— 3.28	-	-	-	-	-	-	-	-
Engineers, stationary -----	51	3.19	3.42	2.83— 3.53	40	3.57	3.55	3.52— 3.58	39	3.73	3.74	3.66— 3.84
Firemen, stationary boiler -----	-	-	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance -----	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility -----	96	2.68	2.71	2.53— 3.05	46	2.94	3.35	2.43— 3.45	54	3.52	3.20	3.08— 3.96
Mechanics, automotive (maintenance) -----	-	-	-	-	20	3.03	3.06	2.91— 3.35	-	-	-	-
Millwrights -----	-	-	-	-	-	-	-	-	-	-	-	-
Welders, hand -----	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Meatpacking: Occupational Earnings—Single-Plant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Border States			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Custodial and material movement												
Checkers, loading (all men) -----	262	\$2.40	\$2.62	\$1.78-\$2.80	35	\$2.93	\$2.99	\$2.68-\$3.12	-	-	-	-
Cleaners, night (1,039 men, 4 women) -----	1,043	2.14	2.38	1.60- 2.54	101	2.46	2.44	2.38- 2.53	136	\$2.11	\$2.37	\$1.91-\$2.39
Janitors -----	303	1.87	1.77	1.35- 2.49	40	2.12	2.46	1.52- 2.51	33	1.61	1.51	1.42- 1.60
Men -----	282	1.90	1.82	1.35- 2.49	40	2.12	2.46	1.52- 2.51	26	1.61	1.54	1.42- 1.65
Women -----	21	1.53	1.43	1.35- 1.53	-	-	-	-	-	-	-	-
Luggers-loaders (all men) -----	1,061	2.26	2.51	1.52- 2.85	89	2.49	2.46	2.23- 2.75	115	1.61	1.33	1.29- 2.35
Beef -----	500	2.62	2.82	2.54- 2.94	-	-	-	-	-	-	-	-
Other products including combination of beef and other meats -----	561	1.95	1.88	1.30- 2.49	77	2.42	2.38	2.23- 2.59	115	1.61	1.33	1.29- 2.35
Packers, shipping -----	1,725	1.95	1.83	1.38- 2.54	182	2.24	2.46	2.02- 2.55	192	1.40	1.30	1.26- 1.48
Men -----	1,060	2.11	2.38	1.57- 2.61	122	2.52	2.49	2.45- 2.62	108	1.48	1.34	1.29- 1.52
Women -----	665	1.70	1.67	1.29- 2.02	60	1.67	1.68	1.29- 2.02	84	1.30	1.27	.93- 1.30
Stowers, car and truck (all men) -----	357	2.18	2.41	1.84- 2.48	71	2.51	2.44	2.42- 2.49	48	1.93	1.93	1.30- 2.73
Truckdrivers (all men) -----	3,656	2.39	2.72	1.62- 3.06	493	2.72	2.98	2.51- 3.17	365	2.17	1.99	1.37- 3.06
Semi- or trailer -----	315	2.82	3.12	2.43- 3.32	59	3.04	3.14	3.11- 3.17	-	-	-	-
Other than semi- or trailer -----	2,813	2.32	2.55	1.57- 2.98	386	2.68	2.93	1.92- 3.18	255	1.97	1.60	1.29- 3.05
Combination of types -----	528	2.48	2.82	1.75- 3.09	-	-	-	-	-	-	-	-
Truckers, power (all men) -----	66	2.52	2.45	2.29- 2.83	-	-	-	-	-	-	-	-
Forklift -----	26	2.41	2.29	2.10- 2.77	-	-	-	-	-	-	-	-
Other than forklift -----	40	2.59	2.55	2.37- 2.94	-	-	-	-	-	-	-	-
Southeast												
Checkers, loading -----	18	\$1.42	\$1.41	\$1.29-\$1.56	47	\$1.77	\$1.65	\$1.61-\$1.96	56	\$2.62	\$2.56	\$2.51-\$2.77
Cleaners, night -----	115	1.42	1.38	1.35- 1.55	98	1.40	1.37	1.28- 1.51	280	2.32	2.48	2.19- 2.55
Janitors -----	66	1.31	1.29	1.26- 1.36	31	1.24	1.29	1.26- 1.33	71	2.34	2.46	2.13- 2.55
Men -----	57	1.29	1.29	1.26- 1.34	29	1.26	1.29	1.27- 1.33	70	2.33	2.46	2.13- 2.55
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Luggers-loaders -----	113	1.43	1.41	1.27- 1.50	119	1.43	1.33	1.27- 1.61	290	2.53	2.65	2.41- 2.79
Beef -----	-	-	-	-	-	-	-	-	212	2.48	2.60	2.41- 2.93
Other products including combination of beef and other meats -----	103	1.42	1.41	1.27- 1.49	109	1.41	1.30	1.27- 1.53	78	2.65	2.73	2.40- 2.77
Packers, shipping -----	520	1.45	1.39	1.26- 1.68	90	1.80	1.80	1.43- 2.09	498	2.31	2.51	1.89- 2.58
Men -----	246	1.46	1.36	1.27- 1.73	83	1.84	1.83	1.56- 2.10	308	2.40	2.51	2.37- 2.59
Women -----	274	1.43	1.40	1.22- 1.67	-	-	-	-	190	2.17	2.50	1.78- 2.56
Stowers, car and truck -----	119	1.72	1.82	1.45- 1.92	-	-	-	-	95	2.50	2.47	2.42- 2.64
Truckdrivers -----	533	1.47	1.43	1.27- 1.80	479	1.58	1.55	1.41- 1.69	931	2.72	2.85	2.75- 2.93
Semi- or trailer -----	-	-	-	-	50	2.03	2.08	1.64- 2.37	34	2.98	2.89	2.84- 3.14
Other than semi- or trailer -----	422	1.50	1.44	1.27- 1.90	395	1.50	1.49	1.37- 1.63	821	2.70	2.85	2.73- 2.93
Combination of types -----	-	-	-	-	-	-	-	-	76	2.85	2.86	2.83- 2.89
Truckers, power -----	-	-	-	-	-	-	-	-	17	2.94	2.95	2.59- 3.23
Forklift -----	-	-	-	-	-	-	-	-	-	-	-	-
Other than forklift -----	-	-	-	-	-	-	-	-	-	-	-	-
Southwest												
Checkers, loading -----	18	\$1.42	\$1.41	\$1.29-\$1.56	47	\$1.77	\$1.65	\$1.61-\$1.96	56	\$2.62	\$2.56	\$2.51-\$2.77
Cleaners, night -----	115	1.42	1.38	1.35- 1.55	98	1.40	1.37	1.28- 1.51	280	2.32	2.48	2.19- 2.55
Janitors -----	66	1.31	1.29	1.26- 1.36	31	1.24	1.29	1.26- 1.33	71	2.34	2.46	2.13- 2.55
Men -----	57	1.29	1.29	1.26- 1.34	29	1.26	1.29	1.27- 1.33	70	2.33	2.46	2.13- 2.55
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Luggers-loaders -----	113	1.43	1.41	1.27- 1.50	119	1.43	1.33	1.27- 1.61	290	2.53	2.65	2.41- 2.79
Beef -----	-	-	-	-	-	-	-	-	212	2.48	2.60	2.41- 2.93
Other products including combination of beef and other meats -----	103	1.42	1.41	1.27- 1.49	109	1.41	1.30	1.27- 1.53	78	2.65	2.73	2.40- 2.77
Packers, shipping -----	520	1.45	1.39	1.26- 1.68	90	1.80	1.80	1.43- 2.09	498	2.31	2.51	1.89- 2.58
Men -----	246	1.46	1.36	1.27- 1.73	83	1.84	1.83	1.56- 2.10	308	2.40	2.51	2.37- 2.59
Women -----	274	1.43	1.40	1.22- 1.67	-	-	-	-	190	2.17	2.50	1.78- 2.56
Stowers, car and truck -----	119	1.72	1.82	1.45- 1.92	-	-	-	-	95	2.50	2.47	2.42- 2.64
Truckdrivers -----	533	1.47	1.43	1.27- 1.80	479	1.58	1.55	1.41- 1.69	931	2.72	2.85	2.75- 2.93
Semi- or trailer -----	-	-	-	-	50	2.03	2.08	1.64- 2.37	34	2.98	2.89	2.84- 3.14
Other than semi- or trailer -----	422	1.50	1.44	1.27- 1.90	395	1.50	1.49	1.37- 1.63	821	2.70	2.85	2.73- 2.93
Combination of types -----	-	-	-	-	-	-	-	-	76	2.85	2.86	2.83- 2.89
Truckers, power -----	-	-	-	-	-	-	-	-	17	2.94	2.95	2.59- 3.23
Forklift -----	-	-	-	-	-	-	-	-	-	-	-	-
Other than forklift -----	-	-	-	-	-	-	-	-	-	-	-	-
Great Lakes												
Checkers, loading -----	18	\$1.42	\$1.41	\$1.29-\$1.56	47	\$1.77	\$1.65	\$1.61-\$1.96	56	\$2.62	\$2.56	\$2.51-\$2.77
Cleaners, night -----	115	1.42	1.38	1.35- 1.55	98	1.40	1.37	1.28- 1.51	280	2.32	2.48	2.19- 2.55
Janitors -----	66	1.31	1.29	1.26- 1.36	31	1.24	1.29	1.26- 1.33	71	2.34	2.46	2.13- 2.55
Men -----	57	1.29	1.29	1.26- 1.34	29	1.26	1.29	1.27- 1.33	70	2.33	2.46	2.13- 2.55
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Luggers-loaders -----	113	1.43	1.41	1.27- 1.50	119	1.43	1.33	1.27- 1.61	290	2.53	2.65	2.41- 2.79
Beef -----	-	-	-	-	-	-	-	-	212	2.48	2.60	2.41- 2.93
Other products including combination of beef and other meats -----	103	1.42	1.41	1.27- 1.49	109	1.41	1.30	1.27- 1.53	78	2.65	2.73	2.40- 2.77
Packers, shipping -----	520	1.45	1.39	1.26- 1.68	90	1.80	1.80	1.43- 2.09	498	2.31	2.51	1.89- 2.58
Men -----	246	1.46	1.36	1.27- 1.73	83	1.84	1.83	1.56- 2.10	308	2.40	2.51	2.37- 2.59
Women -----	274	1.43	1.40	1.22- 1.67	-	-	-	-	190	2.17	2.50	1.78- 2.56
Stowers, car and truck -----	119	1.72	1.82	1.45- 1.92	-	-	-	-	95	2.50	2.47	2.42- 2.64
Truckdrivers -----	533	1.47	1.43	1.27- 1.80	479	1.58	1.55	1.41- 1.69	931	2.72	2.85	2.75- 2.93
Semi- or trailer -----	-	-	-	-	50	2.03	2.08	1.64- 2.37	34	2.98	2.89	2.84- 3.14
Other than semi- or trailer -----	422	1.50	1.44	1.27- 1.90	395	1.50	1.49	1.37- 1.63	821	2.70	2.85	2.73- 2.93
Combination of types -----	-	-	-	-	-	-	-	-	76	2.85	2.86	2.83- 2.89
Truckers, power -----	-	-	-	-	-	-	-	-	17	2.94	2.95	2.59- 3.23
Forklift -----	-	-	-	-	-	-	-	-	-	-	-	-
Other than forklift -----	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Meatpacking: Occupational Earnings—Single-Plant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Middle West				Mountain				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Custodial and material movement</u>												
Checkers, loading -----	40	\$2.75	\$2.76	\$2.73—\$2.80	-	-	-	-	-	-	-	-
Cleaners, night -----	193	2.35	2.52	2.33— 2.58	87	\$2.46	\$2.53	\$2.25—\$2.60	28	\$2.67	\$2.68	\$2.62—\$2.75
Janitors -----	33	2.04	2.08	1.58— 2.55	-	-	-	-	15	2.61	2.65	2.55— 2.85
Men -----	31	2.04	2.08	1.55— 2.54	-	-	-	-	15	2.61	2.65	2.55— 2.85
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Luggers-loaders -----	219	2.75	2.86	2.72— 2.94	69	2.85	2.89	2.84— 3.06	41	2.93	2.94	2.77— 3.01
Beef -----	181	2.83	2.89	2.82— 2.95	50	2.78	2.86	2.82— 2.91	-	-	-	-
Other products including combination of beef and other meats-----	38	2.36	2.49	2.35— 2.73	-	-	-	-	22	2.96	2.97	2.94— 3.02
Packers, shipping -----	135	2.57	2.71	2.58— 2.76	61	2.47	2.66	1.40— 3.03	41	2.74	2.76	2.72— 2.80
Men -----	115	2.63	2.72	2.63— 2.76	-	-	-	-	-	-	-	-
Women -----	-	-	-	-	-	-	-	-	-	-	-	-
Stowers, car and truck -----	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers -----	211	3.00	3.33	2.86— 3.36	225	2.34	2.51	1.82— 2.85	412	3.26	3.27	3.21— 3.34
Semi- or trailer -----	-	-	-	-	41	2.32	2.29	1.77— 2.96	87	3.31	3.33	3.29— 3.37
Other than semi- or trailer -----	130	2.93	3.32	2.49— 3.36	160	2.42	2.60	2.02— 2.85	244	3.23	3.24	3.16— 3.30
Combination of types-----	50	3.00	3.33	2.84— 3.36	-	-	-	-	81	3.29	3.30	3.24— 3.35
Truckers, power -----	16	2.47	2.45	2.28— 2.70	-	-	-	-	-	-	-	-
Forklift -----	-	-	-	-	-	-	-	-	-	-	-	-
Other than forklift -----	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

The mean for each job is computed by multiplying each rate by the number of employees receiving the rate. The products are totaled and divided by the number of employees. The median designates position, that is, half of the employees surveyed receive more than the rate shown and half receive less than the rate shown.

The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

<sup>2</sup> Includes data for the New England region in addition to those shown separately.<sup>3</sup> Includes data for workers in classifications in addition to those shown separately.

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

Table 8. Meatpacking: Occupational Earnings—By Size of Community—All Companies

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Occupation <sup>2</sup> and size of community	United States <sup>3</sup>		Southeast		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Beef dressing</u>								
Floorsmen, conventional dressing floor, straight knife:								
Metropolitan areas .....	594	\$ 3. 11	17	\$ 2. 51	100	\$ 3. 58	102	\$ 3. 55
Nonmetropolitan areas .....	111	2. 93	-	-	29	3. 17	28	3. 25
Splitters, back, beef, powersaw:								
Metropolitan areas .....	288	3. 11	-	-	56	3. 38	68	3. 54
Nonmetropolitan areas .....	78	3. 10	-	-	34	3. 02	25	3. 65
Washers, beef:								
Metropolitan areas .....	448	2. 35	22	1. 62	67	2. 59	95	2. 64
Nonmetropolitan areas .....	81	2. 23	-	-	23	2. 65	23	2. 45
<u>Beef cutting</u>								
Boners, beef, entire carcass:								
Metropolitan areas .....	997	2. 73	101	2. 71	121	3. 79	74	3. 69
Nonmetropolitan areas .....	166	2. 20	81	1. 94	24	2. 90	17	2. 63
Breakup men, primal cuts:								
Metropolitan areas .....	675	2. 86	80	1. 73	141	3. 03	99	3. 21
Nonmetropolitan areas .....	102	2. 31	-	-	23	2. 37	26	3. 48
<u>Pork dressing</u>								
Belly openers:								
Metropolitan areas .....	183	2. 78	-	-	43	2. 96	53	3. 05
Nonmetropolitan areas .....	67	2. 92	-	-	20	2. 86	30	3. 53
Eviscerators, hog:								
Metropolitan areas .....	201	2. 76	15	1. 59	48	3. 07	64	3. 08
Nonmetropolitan areas .....	72	2. 70	-	-	19	2. 86	29	3. 47
Headers, hog:								
Metropolitan areas .....	221	2. 83	18	2. 26	49	3. 08	69	3. 14
Nonmetropolitan areas .....	88	2. 93	13	1. 88	26	2. 80	40	3. 66
Shacklers, hog:								
Metropolitan areas .....	90	2. 37	19	1. 73	18	2. 88	-	-
Nonmetropolitan areas .....	50	2. 30	10	1. 68	-	-	15	2. 71
Shavers:								
Metropolitan areas .....	599	2. 65	52	2. 11	196	2. 74	222	2. 83
Nonmetropolitan areas .....	295	2. 80	30	1. 66	94	2. 70	152	3. 28
Splitters, back, pork, powersaw:								
Metropolitan areas .....	119	2. 95	-	-	35	3. 08	39	3. 23
Nonmetropolitan areas .....	55	3. 21	-	-	13	3. 23	29	3. 82
Stunners, hog, electric shocking device:								
Metropolitan areas .....	93	2. 57	-	-	25	2. 77	20	2. 81
Nonmetropolitan areas .....	39	2. 69	-	-	16	2. 88	17	2. 74
<u>Pork cutting</u>								
Belly trimmers:								
Metropolitan areas .....	375	3. 16	31	2. 11	94	3. 15	144	3. 59
Nonmetropolitan areas .....	101	2. 95	14	1. 99	31	2. 74	51	3. 47
Boners, ham:								
Open style boning:								
Metropolitan areas .....	444	3. 37	33	1. 79	239	3. 72	120	3. 45
Nonmetropolitan areas .....	186	3. 38	-	-	88	2. 79	66	4. 97
Chisel boning:								
Metropolitan areas .....	784	3. 77	-	-	155	3. 58	380	4. 32
Nonmetropolitan areas .....	157	4. 56	-	-	-	-	138	4. 79
Loin pullers:								
Metropolitan areas .....	265	3. 04	25	1. 98	66	3. 29	92	3. 38
Nonmetropolitan areas .....	89	2. 84	13	2. 07	27	2. 85	35	3. 45
Trimmers of trimmings:								
Metropolitan areas .....	230	2. 77	26	1. 76	73	3. 10	33	3. 43
Nonmetropolitan areas .....	95	2. 96	20	1. 96	19	2. 60	45	3. 94

See footnotes at end of table.

Table 8. Meatpacking: Occupational Earnings—By Size of Community—All Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Occupation <sup>2</sup> and size of community	United States <sup>3</sup>		Southeast		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Curing, smoking, and cooking</u>								
Casing peeler operators (women):								
Metropolitan areas .....	264	\$ 2. 37	23	\$ 1. 69	35	\$ 2. 68	51	\$ 2. 87
Nonmetropolitan areas .....	122	1. 83	37	1. 26	-	-	21	3. 08
Hangers, bellies:								
Metropolitan areas .....	204	2. 39	26	1. 66	38	2. 69	57	2. 86
Nonmetropolitan areas .....	72	2. 49	16	1. 73	-	-	26	3. 55
Pickle makers:								
Metropolitan areas .....	117	2. 67	11	1. 69	32	2. 82	28	2. 92
Nonmetropolitan areas .....	28	2. 57	-	-	11	2. 33	10	3. 32
Pumpers, pickle-injection machine:								
Metropolitan areas .....	219	2. 66	24	1. 87	34	2. 92	93	2. 93
Nonmetropolitan areas .....	55	2. 71	11	1. 78	-	-	28	3. 38
Pumpers, ham (artery pumping):								
Metropolitan areas .....	363	2. 60	71	2. 02	108	2. 75	79	3. 11
Nonmetropolitan areas .....	114	2. 53	34	1. 74	32	2. 65	34	3. 61
Sausage makers (chopper):								
Metropolitan areas .....	289	2. 65	42	1. 81	60	3. 16	59	3. 05
Nonmetropolitan areas .....	129	2. 21	49	1. 82	16	2. 68	21	3. 54
Sausage stuffers, combination of natural and artificial casings:								
Metropolitan areas .....	425	2. 73	49	1. 75	62	2. 89	128	3. 23
Nonmetropolitan areas .....	171	2. 83	31	1. 83	65	2. 29	57	4. 25
Slicing machine operators (women):								
Metropolitan areas .....	252	2. 55	-	-	64	2. 68	62	3. 17
Nonmetropolitan areas .....	213	2. 22	35	1. 39	70	2. 39	-	-
<u>Maintenance and powerplant</u>								
Maintenance men, general utility:								
Metropolitan areas .....	768	2. 66	114	1. 88	150	2. 83	101	2. 91
Nonmetropolitan areas .....	388	2. 59	80	1. 93	122	2. 57	100	3. 33
Mechanics, automotive (maintenance):								
Metropolitan areas .....	338	2. 99	28	2. 20	83	3. 04	86	3. 23
Nonmetropolitan areas .....	109	2. 51	35	1. 85	16	2. 72	36	3. 10
<u>Custodial and material movement</u>								
Checkers, loading:								
Metropolitan areas .....	658	2. 77	35	2. 24	111	2. 96	261	2. 92
Nonmetropolitan areas .....	188	3. 07	21	1. 74	57	2. 58	96	3. 83
Cleaners, night:								
Metropolitan areas .....	2, 174	2. 56	135	1. 69	503	2. 63	873	2. 79
Nonmetropolitan areas .....	706	2. 50	97	1. 66	174	2. 28	332	3. 11
Janitors:								
Metropolitan areas .....	645	2. 34	59	1. 54	154	2. 46	277	2. 58
Nonmetropolitan areas .....	151	2. 11	33	1. 33	11	2. 21	84	2. 51
Packers, shipping:								
Metropolitan areas .....	1, 714	2. 64	101	1. 77	431	2. 68	678	2. 90
Nonmetropolitan areas .....	547	2. 27	170	1. 37	120	2. 19	186	3. 38
Packers, shipping (women):								
Metropolitan areas .....	683	2. 27	110	1. 51	199	2. 38	239	2. 90
Nonmetropolitan areas .....	365	1. 92	168	1. 39	49	1. 75	92	3. 19
Stowers, car and truck:								
Metropolitan areas .....	664	2. 58	75	1. 92	131	2. 73	279	2. 76
Nonmetropolitan areas .....	338	2. 58	77	1. 75	145	2. 50	95	3. 37
Truckdrivers, other than semi- or trailer:								
Metropolitan areas .....	3, 284	2. 60	282	1. 58	991	2. 84	426	3. 09
Nonmetropolitan areas .....	687	1. 92	237	1. 52	154	2. 17	103	2. 46

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> 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. Meatpacking: Occupational Earnings—By Size of Plant—All Companies

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Occupation <sup>2</sup> and size of establishment	United States <sup>3</sup>		Middle Atlantic		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Beef dressing</u>								
Floorsmen, conventional dressing floor, straight knife:								
20-499 workers .....	573	\$ 2.97	-	-	104	\$ 3.37	64	\$ 3.32
500 workers or more .....	132	3.58	-	-	25	3.97	66	3.64
Splitters, back, beef, powersaw:								
20-499 workers .....	276	2.94	20	\$ 3.26	73	3.14	39	3.30
500 workers or more .....	90	3.59	-	-	17	3.70	54	3.76
Washers, beef:								
20-499 workers .....	433	2.26	24	2.49	75	2.56	62	2.48
500 workers or more .....	96	2.64	-	-	15	2.86	56	2.74
<u>Beef cutting</u>								
Boners, beef, entire carcass:								
20-499 workers .....	1,010	2.53	129	2.52	106	3.61	54	2.81
500 workers or more .....	153	3.49	-	-	39	3.73	37	4.48
Breakup men, primal cuts:								
20-499 workers .....	557	2.63	70	2.79	110	2.84	25	2.65
500 workers or more .....	220	3.20	-	-	54	3.13	100	3.42
<u>Pork dressing</u>								
Belly openers:								
20-499 workers .....	136	2.61	30	2.71	38	2.76	26	2.95
500 workers or more .....	114	3.07	-	-	25	3.18	57	3.34
Eviscerators, hog:								
20-499 workers .....	150	2.42	26	2.68	40	2.79	22	2.91
500 workers or more .....	123	3.14	-	-	27	3.34	71	3.30
Headers, hog:								
20-499 workers .....	163	2.58	21	2.92	43	2.83	29	3.02
500 workers or more .....	146	3.18	-	-	32	3.19	80	3.44
Shavers:								
20-499 workers .....	443	2.49	47	2.63	170	2.64	102	2.82
500 workers or more .....	451	2.92	-	-	120	2.85	272	3.08
Splitters, back, pork, powersaw:								
20-499 workers .....	77	2.75	-	-	25	3.08	12	3.26
500 workers or more .....	97	3.25	-	-	23	3.17	56	3.53
Stunners, hog, electric shocking device:								
20-499 workers .....	79	2.51	12	2.74	24	2.76	16	2.77
500 workers or more .....	53	2.75	-	-	17	2.89	21	2.79
<u>Pork cutting</u>								
Belly trimmers:								
20-499 workers .....	187	2.58	-	-	54	2.71	25	2.78
500 workers or more .....	289	3.46	12	3.60	71	3.30	170	3.67
Boners, ham, open style boning:								
20-499 workers .....	179	2.44	-	-	101	2.76	10	2.73
500 workers or more .....	451	3.74	-	-	226	3.79	176	4.06
Loin pullers:								
20-499 workers .....	156	2.62	17	2.75	52	2.94	15	2.81
500 workers or more .....	198	3.28	10	3.12	41	3.45	112	3.48

See footnotes at end of table.



Table 9. Meatpacking: Occupational Earnings—By Size of Plant—All Companies—Continued

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Occupation <sup>2</sup> and size of establishment	United States <sup>3</sup>		Middle Atlantic		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Curing, smoking, and cooking</u>								
Casing peeler operators (women):								
20-499 workers .....	232	\$ 1.88	22	\$ 1.95	27	\$ 2.22	-	-
500 workers or more .....	154	2.68	27	2.66	17	2.89	64	\$ 3.08
Pumpers, ham (artery pumping):								
20-499 workers .....	248	2.22	17	2.56	70	2.60	13	2.49
500 workers or more .....	229	2.99	-	-	70	2.86	100	3.36
Sausage makers (chopper):								
20-499 workers .....	262	2.13	26	2.77	30	2.76	15	2.58
500 workers or more .....	156	3.15	10	3.22	46	3.26	65	3.32
Sausage stuffers, combination of natural and artificial casings:								
20-499 workers .....	322	2.27	54	2.71	93	2.40	22	2.68
500 workers or more .....	274	3.33	-	-	34	3.07	163	3.66
<u>Maintenance and powerplant</u>								
Electricians, maintenance:								
20-499 workers .....	102	2.99	14	2.98	19	2.96	30	3.17
500 workers or more .....	328	3.47	12	3.14	55	3.51	219	3.57
Engineers, stationary:								
20-499 workers .....	427	3.27	74	3.19	79	3.42	97	3.28
500 workers or more .....	324	3.41	22	3.24	83	3.35	143	3.66
Mechanics, automotive (maintenance):								
20-499 workers .....	195	2.65	13	2.93	37	2.73	24	2.61
500 workers or more .....	252	3.05	-	-	62	3.15	98	3.34
<u>Custodial and material movement</u>								
Checkers, loading:								
20-499 workers .....	324	2.42	34	2.85	76	2.57	45	1.74
500 workers or more .....	522	3.10	-	-	92	3.04	312	3.22
Cleaners, night:								
20-499 workers .....	1,158	2.17	79	2.52	327	2.30	231	2.41
500 workers or more .....	1,722	2.80	-	-	350	2.77	974	2.99
Janitors:								
20-499 workers .....	325	1.92	38	2.08	60	2.34	50	2.22
500 workers or more .....	471	2.55	-	-	105	2.50	311	2.62
Luggers-loaders:								
Beef:								
20-499 workers .....	728	2.61	-	-	288	2.54	261	2.86
500 workers or more .....	404	3.12	-	-	82	3.06	269	3.16
Other products including combination of beef and other meats:								
20-499 workers .....	658	2.27	80	2.52	123	2.62	122	2.72
500 workers or more .....	490	2.47	-	-	72	2.96	188	2.83
Packers, shipping:								
20-499 workers .....	1,060	2.18	130	2.59	308	2.35	100	2.59
500 workers or more .....	1,201	2.88	-	-	243	2.86	764	3.05
Truckdrivers, other than semi- or trailer:								
20-499 workers .....	2,859	2.29	417	2.71	721	2.68	148	2.84
500 workers or more .....	1,112	2.96	125	3.15	424	2.86	381	3.02

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> 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. Meatpacking: Occupational Earnings—By Method of Wage Payment—Multiplant Companies

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Occupation <sup>2</sup> and method of wage payment	United States <sup>3</sup>		Great Lakes		Middle West		Occupation <sup>2</sup> and method of wage payment	United States <sup>3</sup>		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Beef dressing</u>							<u>Pork cutting</u>						
Shacklers, beef:							Belly trimmers:						
Time .....	51	\$2.63	12	\$2.76	25	\$2.67	Time .....	137	\$2.75	24	\$2.82	65	\$2.86
Incentive .....	23	3.13	-	-	16	3.27	Incentive .....	177	3.87	47	3.40	113	4.07
Splitters, back, beef, powersaw:							Ham skimmers, machine, skin and defat:						
Time .....	99	3.12	33	3.05	33	3.46	Time .....	58	2.65	-	-	37	2.79
Incentive .....	70	3.82	19	3.84	30	4.03	Incentive .....	39	4.28	-	-	31	4.58
Washers, beef:							Loin pullers:						
Time .....	119	2.48	23	2.59	49	2.54	Time .....	110	2.80	20	2.90	54	2.92
Incentive .....	57	2.83	10	3.09	29	2.89	Incentive .....	99	3.76	23	3.67	64	3.90
<u>Beef cutting</u>							Trimmers of trimmings (women):						
Boners, beef:							Time .....	112	2.09	-	-	88	1.96
Chucks:							Incentive .....	329	3.44	-	-	229	3.54
Time .....	19	3.11	-	-	-	-	<u>Curing, smoking, and cooking</u>						
Incentive .....	160	4.16	91	4.21	45	4.46	Casing peeler operators (women):						
Entire carcass:							Time .....	62	2.39	-	-	21	2.58
Time .....	162	2.72	-	-	20	2.83	Incentive .....	101	3.08	-	-	41	3.34
Incentive .....	133	3.91	55	4.14	27	4.70	Graders, green hams and bellies:						
Breakup men, primal cuts:							Green hams:						
Time .....	172	2.75	49	2.79	39	2.68	Time .....	43	2.59	-	-	27	2.66
Incentive .....	141	3.47	-	-	73	3.69	Incentive .....	69	3.52	18	3.21	40	3.82
<u>Pork dressing</u>							Bellies (pork):						
Belly openers:							Time .....	65	2.64	-	-	43	2.70
Time .....	78	2.77	15	2.87	34	2.88	Incentive .....	70	3.50	19	3.37	40	3.80
Incentive .....	68	3.43	13	3.28	42	3.59	Hangers, bellies:						
Eviscerators, hog:							Time .....	96	2.32	12	2.59	36	2.61
Time .....	81	2.79	17	2.88	42	2.89	Incentive .....	72	3.22	18	2.91	40	3.58
Incentive .....	67	3.54	13	3.63	43	3.61	Mixer operators:						
Headers, hog:							Time .....	69	2.53	15	2.70	24	2.68
Time .....	93	2.81	18	2.92	47	2.96	Incentive .....	79	3.52	-	-	53	3.81
Incentive .....	83	3.59	18	3.37	52	3.75	Pumpers, pickle-injection machine:						
Shavers:							Time .....	108	2.55	-	-	56	2.69
Time .....	375	2.63	101	2.69	204	2.71	Incentive .....	80	3.35	15	3.31	56	3.44
Incentive .....	198	3.36	-	-	144	3.50	Pumpers, ham (artery pumping):						
Splitters, back, pork, powersaw:							Time .....	173	2.49	61	2.67	32	2.69
Time .....	58	2.91	17	2.97	28	3.06	Incentive .....	102	3.45	-	-	50	4.02
Incentive .....	62	3.61	-	-	39	3.82	Sausage makers (chopper):						
Stunners, hog, electric shocking device:							Time .....	78	2.70	14	2.87	32	2.86
Time .....	44	2.60	10	2.75	18	2.72	Incentive .....	89	3.40	25	3.49	33	3.73
Incentive .....	32	3.02	-	-	13	2.99	Sausage stuffers, combination of natural and artificial casings:						
							Time .....	139	2.64	25	2.74	47	2.76
							Incentive .....	181	3.67	-	-	126	3.91

See footnotes at end of table.

Table 10. Meatpacking: Occupational Earnings—By Method of Wage Payment—Multiplant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Occupation <sup>2</sup> and method of wage payment	United States <sup>3</sup>		Great Lakes		Middle West		Occupation <sup>2</sup> and method of wage payment	United States <sup>3</sup>		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Curing, smoking, and cooking—Continued</u>							<u>Custodial and material movement—Continued</u>						
Slicing machine operators:							Cleaners, night:						
Time .....	68	\$ 2.44	-	-	30	\$ 2.67	Time .....	1,019	\$ 2.45	248	\$ 2.50	440	\$ 2.57
Incentive .....	165	3.13	-	-	103	3.25	Incentive .....	822	3.18	149	3.03	572	3.30
Slicing machine operators (women):							Janitors:						
Time .....	119	2.45	67	\$ 2.46	-	-	Time .....	439	2.45	95	2.53	264	2.53
Incentive .....	132	3.43	24	2.92	72	3.81	Incentive .....	75	2.91	-	-	66	2.94
Smokers:							Luggers-loaders, beef:						
Sausages:							Time .....	433	2.72	-	-	237	2.90
Time .....	130	2.75	19	2.83	60	2.82	Incentive .....	199	3.39	50	3.29	112	3.54
Incentive .....	100	3.59	-	-	50	3.84	Packers, shipping:						
Other than sausages:							Time .....	564	2.58	112	2.53	315	2.64
Time .....	118	2.76	18	2.83	48	2.83	Incentive .....	637	3.27	-	-	434	3.36
Incentive .....	90	3.39	-	-	51	3.57	Packers, shipping (women):						
<u>Maintenance and powerplant</u>							Time .....	164	2.56	33	2.52	123	2.60
Electricians, maintenance:							Incentive .....	219	3.22	-	-	188	3.31
Time .....	254	3.23	26	3.19	173	3.27	Stowers, car and truck:						
Incentive .....	94	4.10	-	-	60	4.31	Time .....	472	2.59	137	2.57	273	2.67
<u>Custodial and material movement</u>							Incentive .....	173	3.36	-	-	92	3.69
Checkers, loading:							Truckers, power:						
Time .....	338	2.71	60	2.75	164	2.79	Forklift:						
Incentive .....	246	3.48	-	-	153	3.67	Time .....	303	2.71	19	2.70	238	2.75
							Incentive .....	138	3.38	-	-	122	3.42
							Other than forklift:						
							Time .....	499	2.64	-	-	470	2.64
							Incentive .....	291	3.31	-	-	179	3.39

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> 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. Meatpacking: Occupational Earnings of Incentive Workers—Multiplant Companies

(Number, average straight-time hourly earnings,<sup>1</sup> and average guaranteed hourly rates<sup>2</sup> of incentive-paid workers in selected occupations, United States and selected regions, November 1963)

Occupation <sup>3</sup>	United States <sup>4</sup>			Great Lakes			Middle West		
	Number of workers <sup>5</sup>	Average straight-time		Number of workers <sup>5</sup>	Average straight-time		Number of workers <sup>5</sup>	Average straight-time	
		Hourly earnings <sup>1</sup>	Guaranteed rate <sup>2</sup>		Hourly earnings <sup>1</sup>	Guaranteed rate <sup>2</sup>		Hourly earnings <sup>1</sup>	Guaranteed rate <sup>2</sup>
<u>Beef dressing</u>									
Shacklers, beef -----	23	\$3.13	\$2.64	-	-	-	16	\$3.27	\$2.72
Splitters, beef, back, powersaw -----	70	3.82	3.39	19	\$3.84	\$3.40	30	4.03	3.54
Washers, beef -----	57	2.83	2.50	10	3.09	2.59	29	2.89	2.59
<u>Beef cutting</u>									
Boners, beef:									
Chucks -----	160	4.16	3.10	91	4.21	3.15	45	4.46	3.13
Entire carcass -----	129	3.95	2.97	55	4.14	3.01	27	4.70	2.99
Breakup men, primal cuts -----	141	3.47	2.86	-	-	-	73	3.69	2.86
<u>Pork dressing</u>									
Belly openers -----	68	3.43	2.90	13	3.28	2.89	42	3.59	2.93
Eviscerators, hog -----	67	3.54	2.89	13	3.63	2.89	43	3.61	2.91
Headers, hog -----	83	3.59	2.97	18	3.37	2.98	52	3.75	2.97
Shavers -----	198	3.36	2.73	-	-	-	144	3.50	2.74
Splitters, pork, back, powersaw -----	62	3.61	3.07	-	-	-	39	3.82	3.09
Stunners, hog, electric shocking device -----	32	3.02	2.72	-	-	-	13	2.99	2.77
<u>Pork cutting</u>									
Belly trimmers -----	177	3.87	2.90	47	3.40	2.90	113	4.07	2.91
Ham skimmers, machine, skin and defat -----	39	4.28	2.80	-	-	-	31	4.58	2.83
Loin pullers -----	99	3.76	2.94	23	3.67	2.94	64	3.90	2.96
Trimmers of trimmings (women) -----	329	3.44	2.66	-	-	-	229	3.54	2.65
<u>Curing, smoking, and cooking</u>									
Casing peeler operators (women) -----	101	3.08	2.61	-	-	-	41	3.34	2.64
Graders, green hams and bellies:									
Green hams -----	69	3.52	2.72	18	3.21	2.75	40	3.82	2.75
Bellies (pork) -----	70	3.50	2.67	19	3.37	2.73	40	3.80	2.76
Hangers, bellies -----	72	3.22	2.55	18	2.91	2.60	40	3.58	2.61
Mixer operators -----	79	3.52	2.68	-	-	-	53	3.81	2.69
Pumpers, pickle-injection machine -----	80	3.35	2.70	15	3.31	2.71	56	3.44	2.73
Pumpers, ham (artery pumping) -----	102	3.45	2.62	-	-	-	50	4.02	2.72
Sausage makers (chopper) -----	83	3.44	2.90	25	3.49	3.00	33	3.73	3.02
Sausage stuffers, combination of natural and artificial casings -----	181	3.67	2.76	-	-	-	126	3.91	2.79
Slicing machine operators -----	165	3.13	2.63	-	-	-	103	3.25	2.65
Slicing machine operators (women) -----	132	3.43	2.63	24	2.92	2.65	72	3.81	2.66
Smokers, sausages -----	100	3.59	2.85	-	-	-	50	3.84	2.85
Smokers, other than sausages -----	90	3.39	2.84	-	-	-	51	3.57	2.84
<u>Maintenance and powerplant</u>									
Electricians, maintenance -----	94	4.10	3.37	-	-	-	60	4.31	3.35
<u>Custodial and material movement</u>									
Checkers, loading -----	246	3.48	2.84	-	-	-	153	3.67	2.87
Cleaners, night -----	822	3.18	2.57	149	3.03	2.61	572	3.30	2.59
Janitors -----	75	2.91	2.54	-	-	-	66	2.94	2.56
Luggers-loaders, beef -----	199	3.39	2.90	50	3.29	2.92	112	3.54	2.94
Packers, shipping -----	637	3.27	2.68	-	-	-	434	3.36	2.67
Packers, shipping (women) -----	219	3.22	2.59	-	-	-	188	3.31	2.59
Stowers, car and truck -----	173	3.36	2.73	-	-	-	92	3.69	2.78
Truckers, power, forklift -----	138	3.38	2.75	-	-	-	122	3.42	2.77
Truckers, power, other than forklift -----	291	3.31	2.70	-	-	-	179	3.39	2.70

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes only formally guaranteed rates; for purposes of this study, the Federal minimum wage was not considered as a formal guaranteed rate.<sup>3</sup> Data limited to men workers except where otherwise indicated.<sup>4</sup> Includes data for regions in addition to those shown separately.<sup>5</sup> Includes only those workers paid on an incentive basis and provided formal guaranteed rates.

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

Table 12. Meatpacking: Earned and Guaranteed Rates of Incentive Workers—Multiplant Companies

(Distribution of incentive workers <sup>1</sup> in selected occupations by percent difference between straight-time hourly earnings <sup>2</sup> and their guaranteed hourly rate, United States, November 1963)

Occupation <sup>3</sup>	Number of workers <sup>1</sup>	Average hourly		Number of workers with average hourly earnings exceeding their guaranteed rate by specified percents—										
		Earnings <sup>2</sup>	Guaranteed rate	Less than 5 <sup>4</sup>	5 and under 10	10 and under 15	15 and under 20	20 and under 25	25 and under 30	30 and under 35	35 and under 40	40 and under 45	45 and under 50	50 or more
<u>Beef dressing</u>														
Shacklers, beef -----	23	\$3.13	\$2.64	6	6	4	-	2	-	2	-	-	-	3
Splitters, back, beef, powersaw -----	70	3.82	3.39	11	25	17	10	-	-	2	1	-	1	3
Washers, beef -----	57	2.83	2.50	19	10	13	6	-	3	-	4	-	1	1
<u>Beef cutting</u>														
Boners, beef:														
Chucks -----	160	4.16	3.10	10	16	15	16	7	17	5	1	40	-	33
Entire carcass -----	129	3.95	2.97	27	14	3	3	28	9	6	2	-	5	32
Breakup men, primal cuts -----	141	3.47	2.86	34	8	40	17	2	1	-	6	21	1	11
<u>Pork dressing</u>														
Belly openers -----	68	3.43	2.90	17	8	21	7	3	2	-	-	-	-	10
Eviscerators, hog -----	67	3.54	2.89	15	11	13	7	3	3	-	4	-	-	11
Headers, hog -----	83	3.59	2.97	20	13	18	4	9	3	2	-	2	-	12
Shavers -----	198	3.36	2.73	42	36	45	21	11	-	-	-	-	1	42
Splitters, back, pork, powersaw -----	62	3.61	3.07	22	6	18	2	5	-	-	-	-	-	9
Stunners, hog, electric shocking device -----	32	3.02	2.72	6	9	11	1	3	-	2	-	-	-	-
<u>Pork cutting</u>														
Belly trimmers -----	177	3.87	2.90	7	16	21	25	7	26	9	-	24	-	42
Ham skimmers, machine, skin and defat -----	39	4.28	2.80	1	-	1	6	-	-	2	7	-	-	22
Loin pullers -----	99	3.76	2.94	23	1	11	11	11	1	6	10	3	1	21
Trimmers of trimmings (women) -----	329	3.44	2.66	51	40	47	21	28	13	23	13	18	15	60
<u>Curing, smoking, and cooking</u>														
Casing peeler operators (women) -----	101	3.08	2.61	32	4	17	10	15	7	-	-	2	4	10
Graders, green hams and bellies:														
Green hams -----	69	3.52	2.72	18	2	9	4	5	8	-	2	3	1	17
Bellies (pork) -----	70	3.50	2.67	9	3	8	5	8	4	-	10	3	1	15
Hangers, bellies -----	72	3.22	2.55	7	16	5	7	5	8	2	2	2	1	17
Mixer operators -----	79	3.52	2.68	15	9	13	4	2	10	-	1	-	6	19
Pumpers, pickle-injection machine -----	80	3.35	2.70	12	9	8	11	16	8	2	1	1	-	12
Pumpers, ham (artery pumping) -----	102	3.45	2.62	12	20	2	11	12	7	3	3	7	-	25
Sausage makers (chopper) -----	83	3.44	2.90	11	17	26	8	9	-	3	1	-	-	8
Sausage stuffers, combination of natural and artificial casings -----	181	3.67	2.76	21	17	17	14	14	19	9	8	5	2	55
Slicing machine operators -----	165	3.13	2.63	44	7	22	23	16	26	11	3	3	3	7
Slicing machine operators (women) -----	132	3.43	2.63	16	4	15	22	28	16	8	2	1	-	20
Smokers:														
Sausages -----	100	3.59	2.85	20	16	11	9	1	2	8	1	5	12	15
Other than sausages -----	90	3.39	2.84	26	18	10	5	7	3	1	-	3	6	11
<u>Maintenance and powerplant</u>														
Electricians, maintenance -----	94	4.10	3.37	4	25	11	10	6	-	14	-	24	-	-
<u>Custodial and material movement</u>														
Checkers, loading -----	246	3.48	2.84	77	26	49	11	16	9	4	-	3	1	50
Cleaners, night -----	822	3.18	2.57	239	164	70	41	41	27	30	22	19	15	154
Janitors -----	75	2.91	2.54	20	11	10	12	9	3	7	-	3	-	-
Luggers-loaders, beef -----	199	3.39	2.90	30	32	78	25	6	11	2	1	-	-	14
Packers, shipping -----	637	3.27	2.68	158	25	116	108	70	13	22	6	15	13	91
Packers, shipping (women) -----	219	3.22	2.59	63	31	27	7	9	10	8	12	8	4	40
Stowers, car and truck -----	173	3.36	2.73	45	23	29	17	12	6	10	-	-	-	31
Truckers, power:														
Forklift -----	138	3.38	2.75	47	10	13	6	9	4	10	6	5	3	25
Other than forklift -----	291	3.31	2.70	95	27	22	21	18	22	19	10	6	9	42

<sup>1</sup> Limited to incentive workers in plants having formally guaranteed rates; for purpose of this study, the Federal minimum wage was not considered as a formal guaranteed rate.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>3</sup> Data limited to men workers except where otherwise indicated.<sup>4</sup> Includes workers whose earned rates did not exceed their guaranteed rate.

Table 13. Meatpacking: Guaranteed Rates of Incentive Workers—Multiplant Companies

(Distribution of incentive-paid workers<sup>1</sup> in selected occupations in multiplant companies by formally guaranteed rates of pay, United States, November 1963)

Occupation <sup>2</sup>	Number of workers <sup>1</sup>	Average guaranteed rate	Number of workers with guaranteed hourly rates of—														
			Under \$2.20	\$2.20 and under \$2.30	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50 and over
<u>Beef dressing</u>																	
Shacklers, beef-----	23	\$2.64	-	1	3	-	-	7	12	-	-	-	-	-	-	-	-
Splitters, back, beef, powersaw-----	70	3.39	3	-	-	-	-	-	-	-	2	-	6	3	-	-	56
Washers, beef-----	57	2.50	3	4	-	-	26	24	-	-	-	-	-	-	-	-	-
<u>Beef cutting</u>																	
Boners, beef:																	
Chucks-----	160	3.10	-	-	-	-	-	-	8	14	6	16	70	46	-	-	-
Entire carcass-----	129	2.97	3	-	-	-	-	4	-	6	58	44	14	-	-	-	-
Breakup men, primal cuts-----	141	2.86	-	-	-	-	6	-	4	111	11	3	6	-	-	-	-
<u>Pork dressing</u>																	
Belly openers-----	68	2.90	-	-	-	-	4	1	-	31	24	8	-	-	-	-	-
Eviscerators, hog-----	67	2.89	-	-	-	-	2	1	-	50	6	8	-	-	-	-	-
Headers, hog-----	83	2.97	-	-	-	-	-	2	6	-	58	7	10	-	-	-	-
Shavers-----	198	2.73	-	-	2	-	-	2	182	12	-	-	-	-	-	-	-
Splitters, back, pork, powersaw-----	62	3.07	-	-	-	-	-	-	2	1	-	45	4	10	-	-	-
Stunners, hog, electric shocking device-----	32	2.72	-	-	2	1	1	-	21	7	-	-	-	-	-	-	-
<u>Pork cutting</u>																	
Belly trimmers-----	177	2.90	-	-	-	-	6	-	-	98	73	-	-	-	-	-	-
Ham skippers, machine, skin and defat-----	39	2.80	-	-	-	-	1	4	11	17	6	-	-	-	-	-	-
Loin pullers-----	99	2.94	-	-	-	-	4	1	-	2	66	26	-	-	-	-	-
Trimmers of trimmings (women)-----	329	2.66	-	-	-	-	-	245	84	-	-	-	-	-	-	-	-
<u>Curing, smoking, and cooking</u>																	
Casing peeler operators (women)-----	101	2.61	-	-	-	10	10	59	22	-	-	-	-	-	-	-	-
<u>Graders, green hams and bellies:</u>																	
Green hams-----	69	2.72	-	-	4	1	-	-	54	10	-	-	-	-	-	-	-
Bellies (pork)-----	70	2.67	3	-	4	1	-	1	47	14	-	-	-	-	-	-	-
Hangers, bellies-----	72	2.55	3	-	4	-	8	55	2	-	-	-	-	-	-	-	-
Mixer operators-----	79	2.68	3	-	-	-	-	10	52	11	3	-	-	-	-	-	-
Pumpers, pickle-injection machine-----	80	2.70	-	-	4	-	-	5	71	-	-	-	-	-	-	-	-
Pumpers, ham (artery pumping)-----	102	2.62	6	-	9	-	-	-	83	4	-	-	-	-	-	-	-
Sausage makers (chopper)-----	83	2.90	6	-	-	-	-	-	5	4	25	23	20	-	-	-	-
<u>Sausage stuffers, combination of natural and artificial casings-----</u>																	
Slicing machine operators-----	181	2.76	6	-	-	4	-	-	127	21	23	-	-	-	-	-	-
Slicing machine operators-----	165	2.63	-	-	10	-	-	129	26	-	-	-	-	-	-	-	-
Slicing machine operators (women)-----	132	2.63	-	2	-	1	21	101	7	-	-	-	-	-	-	-	-
<u>Smokers:</u>																	
Sausages-----	100	2.85	-	-	-	-	3	-	6	76	15	-	-	-	-	-	-
Other than sausages-----	90	2.84	-	-	-	3	-	-	3	74	10	-	-	-	-	-	-
<u>Maintenance and powerplant</u>																	
Electricians, maintenance-----	94	3.37	-	-	-	-	-	-	-	-	-	5	-	48	6	6	429
<u>Custodial and material movement</u>																	
Checkers, loading-----	246	2.84	-	-	-	5	22	-	42	117	32	28	-	-	-	-	-
Cleaners, night-----	822	2.57	4	38	-	-	422	349	5	2	-	2	-	-	-	-	-
Janitors-----	75	2.54	4	-	-	-	67	4	-	-	-	-	-	-	-	-	-
Luggers-loaders, beef-----	199	2.90	2	-	-	-	14	4	4	-	147	28	-	-	-	-	-
Packers, shipping-----	637	2.68	-	1	-	-	8	334	266	27	-	1	-	-	-	-	-
Packers, shipping (women)-----	219	2.59	-	-	-	-	87	132	-	-	-	-	-	-	-	-	-
Stowers, car and truck-----	173	2.73	-	-	5	13	-	-	98	57	-	-	-	-	-	-	-
<u>Truckers, power:</u>																	
Forklift-----	138	2.75	-	-	5	-	-	-	113	20	-	-	-	-	-	-	-
Other than forklift-----	291	2.70	-	-	3	-	-	114	171	2	1	-	-	-	-	-	-

<sup>1</sup> Limited to incentive workers in plants having formal guaranteed rates; for purposes of this study, the Federal minimum wage was not considered as a formally guaranteed rate.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> Workers were distributed as follows: 43 at \$3.50 to \$3.60 and 13 at \$3.60 to \$3.70.<sup>4</sup> All workers were at \$3.50 to \$3.60.

Table 14. Meatpacking: Method of Wage Payment and Rate Structure Characteristics

(Percent of production workers by method of wage payment and rate structure characteristics, United States and selected regions, November 1963)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers.....	100	100	100	100	100	100	100	100	100
Time-rated workers <sup>2</sup> .....	66	78	82	90	88	69	48	73	83
Formal plan.....	53	67	60	47	38	61	46	66	81
Single rate.....	49	54	46	38	36	58	44	64	81
Range of rates.....	4	13	14	9	1	5	1	2	-
Individual rates.....	13	10	22	42	51	8	2	7	2
Incentive workers.....	30	21	18	10	11	31	45	19	17
Individual piecework.....	2	1	2	1	1	1	3	( <sup>3</sup> )	1
Group piecework.....	2	4	1	1	( <sup>3</sup> )	2	3	4	2
Individual bonus.....	6	2	-	4	10	8	6	10	10
Group bonus.....	20	14	15	4	1	20	33	4	4
Stint work <sup>4</sup> .....	4	1	-	1	( <sup>3</sup> )	( <sup>3</sup> )	8	8	-
Multiplant companies									
All workers.....	100	100		100	100	100	100	100	100
Time-rated workers <sup>2</sup> .....	50	56		71	72	54	43	62	63
Formal plan.....	49	54		64	59	54	43	60	62
Single rate.....	46	35		52	57	54	41	60	62
Range of rates.....	3	19		12	3	-	2	-	-
Individual rates.....	1	2		7	13	-	( <sup>3</sup> )	2	( <sup>3</sup> )
Incentive workers.....	45	44		27	28	46	49	38	37
Individual piecework.....	2	1		1	1	2	3	1	2
Group piecework.....	3	6		2	( <sup>3</sup> )	2	4	8	5
Individual bonus.....	9	4		12	25	12	6	20	22
Group bonus.....	30	33		12	2	31	36	9	8
Stint work <sup>4</sup> .....	5	-		2	-	-	8	-	-
Single-plant companies									
All workers.....	100	100	100	100	100	100	100	100	100
Time-rated workers <sup>2</sup> .....	90	93	81	97	99	86	87	84	99
Formal plan.....	60	76	58	40	24	68	69	72	97
Single rate.....	54	67	43	33	24	64	69	67	97
Range of rates.....	6	9	15	8	-	5	-	5	-
Individual rates.....	30	16	23	57	75	17	17	12	3
Incentive workers.....	8	6	19	2	1	14	6	-	( <sup>3</sup> )
Individual piecework.....	1	1	2	1	1	1	1	-	( <sup>3</sup> )
Group piecework.....	1	2	1	( <sup>3</sup> )	( <sup>3</sup> )	1	1	-	-
Individual bonus.....	1	1	-	( <sup>3</sup> )	-	3	2	-	-
Group bonus.....	5	2	16	1	-	8	2	-	-
Stint work <sup>4</sup> .....	2	2	-	( <sup>3</sup> )	1	( <sup>3</sup> )	8	16	-

<sup>1</sup> Includes data for regions in addition to those shown separately.<sup>2</sup> The 3 basic types of rate structures for time-rated workers were defined for purposes of this survey as: (1) A (formal) range of rates including those with specified minimum and maximum rates, minimums but no maximum rates, and maximums but no minimum rates for the same job, with the specific rates within the range determined by merit, length of service, or a combination of various concepts of merit and length of service; (2) a (formal) single rate which is the same for all workers in the same job classification, and under which the individual worker on a job receives the same rate during the entire time that he is holding the job. Individual workers occasionally may be paid above or below the single rate for special reasons, but such payments are regarded as exceptions to the usual rule; and (3) individual rates—in establishments in which there is no formal rate structure (either job rates or rate ranges), the rates paid being set on an individual basis. These rates may be based in a loose way on the job being done, or may be related to the training, ability, or skill of the individual worker.<sup>3</sup> Less than 0.5 percent.<sup>4</sup> Stint work (task work, or sunshine bonus), as defined for purposes of this survey, provides a fixed daily rate for a predetermined amount of work regardless of the actual amount of time required to complete the work. The worker may leave the plant whenever the stated amount of work is completed.

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

Table 15. Meatpacking: Labor-Grade Pay Systems

(Number of production workers in plants having formal rate structures with labor grades, United States, November 1963)

Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments of—			Number of workers in plants having nonuniform increments	Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments of—			Number of workers in plants having nonuniform increments
		3½ or 4	4½	5, 6, or 7				3½ or 4	4½	5, 6, or 7	
	All companies						Single-plant companies				
Number of labor grades in the system:						Number of labor grades in the system:					
5 -----	312	-	-	-	312	5 -----	312	-	-	-	312
6 -----	332	-	-	-	332	6 -----	332	-	-	-	332
7 -----	1,518	-	-	-	1,518	7 -----	1,518	-	-	-	1,518
8 -----	955	-	-	321	634	8 -----	955	-	-	321	634
11 -----	678	-	600	78	-	11 -----	678	-	600	78	-
12 -----	430	162	200	68	-	12 -----	268	-	200	68	-
13 -----	758	-	758	-	-	13 -----	758	-	758	-	-
15 -----	209	209	-	-	-	15 -----	209	209	-	-	-
16 -----	788	-	788	-	-	16 -----	544	-	544	-	-
17 -----	202	-	-	-	202	17 -----	202	-	-	-	202
19 -----	216	-	216	-	-	19 -----	216	-	216	-	-
21 -----	447	447	-	-	-	22 -----	2,045	-	2,045	-	-
22 -----	2,835	-	2,835	-	-	23 -----	3,071	-	2,865	-	206
23 -----	24,661	255	24,200	-	206	24 -----	2,708	-	2,708	-	-
24 -----	6,308	-	6,308	-	-	25 -----	1,196	382	814	-	-
25 -----	2,768	382	2,386	-	-	26 -----	186	-	186	-	-
26 -----	983	-	983	-	-	29 -----	125	-	125	-	-
27 -----	30,777	-	30,777	-	-	30 -----	392	-	392	-	-
29 -----	125	-	125	-	-	32 -----	584	-	584	-	-
30 -----	1,343	-	1,343	-	-						
31 -----	6,828	-	6,828	-	-						
32 -----	584	-	584	-	-						
	Multiplant companies										
Number of labor grades in the system:											
12 -----	162	162	-	-	-						
16 -----	244	-	244	-	-						
21 -----	447	447	-	-	-						
22 -----	790	-	790	-	-						
23 -----	21,590	255	21,335	-	-						
24 -----	3,600	-	3,600	-	-						
25 -----	1,572	-	1,572	-	-						
26 -----	797	-	797	-	-						
27 -----	30,777	-	30,777	-	-						
29 -----	951	-	951	-	-						
30 -----	6,828	-	6,828	-	-						
31 -----											

<sup>1</sup> Limited to workers in plants having rate structures incorporating labor grades (wage brackets).



Table 16. Meatpacking: Minimum Job Rates<sup>1</sup>

(Number of plants studied by minimum hourly job rates for men and women in unskilled time-rated occupations, except watchmen, United States and selected regions, November 1963)

Minimum rate	United States <sup>2</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	All companies																	
Plants studied .....	342	342	34	34	23	23	53	53	46	46	60	60	71	71	25	25	28	28
Plants having an established minimum .....	318	227	34	18	14	12	51	47	45	34	55	35	64	42	25	18	28	20
Under \$1.25 .....	19	20	-	-	-	-	16	14	3	5	-	-	-	-	-	1	-	-
\$1.25 and under \$1.30 .....	51	40	3	3	5	4	16	14	23	16	2	-	1	1	1	2	-	-
\$1.30 and under \$1.35 .....	5	7	-	-	1	2	2	1	1	2	-	-	1	1	-	1	-	-
\$1.35 and under \$1.40 .....	9	5	1	-	1	-	3	3	4	1	-	1	-	-	-	-	-	-
\$1.40 and under \$1.45 .....	9	6	1	-	1	-	1	3	7	3	-	-	-	-	-	-	-	-
\$1.45 and under \$1.50 .....	1	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
\$1.50 and under \$1.55 .....	16	6	2	1	-	-	2	-	3	2	3	-	3	1	2	2	-	-
\$1.55 and under \$1.60 .....	4	3	-	-	1	1	2	2	-	-	-	-	-	-	1	-	-	-
\$1.60 and under \$1.65 .....	4	1	1	-	-	-	-	1	1	1	-	-	-	-	2	-	-	-
\$1.65 and under \$1.70 .....	5	5	1	1	-	-	1	1	-	-	2	1	-	1	1	1	-	-
\$1.70 and under \$1.75 .....	2	1	-	-	-	-	1	-	-	-	-	-	1	1	-	-	-	-
\$1.75 and under \$1.80 .....	2	2	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-
\$1.80 and under \$1.85 .....	1	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
\$1.85 and under \$1.90 .....	1	4	-	-	-	-	-	1	-	-	-	1	1	1	-	1	-	-
\$1.90 and under \$1.95 .....	4	3	-	-	1	1	1	-	-	-	2	-	-	1	-	1	-	-
\$1.95 and under \$2.00 .....	2	2	-	-	-	-	-	1	-	-	-	-	1	1	1	-	-	-
\$2.00 and under \$2.05 .....	5	3	-	2	-	-	-	-	-	-	2	1	1	-	1	-	1	-
\$2.05 and under \$2.10 .....	1	1	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-
\$2.10 and under \$2.15 .....	5	3	1	-	1	-	2	2	-	-	-	-	1	-	-	-	-	1
\$2.15 and under \$2.20 .....	8	6	1	-	-	-	3	3	1	1	2	1	1	-	-	1	-	-
\$2.20 and under \$2.25 .....	4	2	1	1	-	-	-	-	-	-	1	-	2	1	-	-	-	-
\$2.25 and under \$2.30 .....	5	2	1	-	-	-	-	-	-	-	2	1	1	-	1	1	-	-
\$2.30 and under \$2.35 .....	8	5	3	1	-	2	-	-	-	-	3	1	2	1	-	-	-	-
\$2.35 and under \$2.40 .....	7	2	2	-	2	-	-	-	-	-	2	1	1	1	-	-	-	-
\$2.40 and under \$2.45 .....	13	8	4	2	-	-	1	1	-	-	6	4	1	-	1	1	-	-
\$2.45 and under \$2.50 .....	11	7	3	2	-	-	-	-	-	-	4	4	3	1	1	-	-	-
\$2.50 and under \$2.55 .....	75	53	5	4	1	1	-	-	1	1	23	17	34	26	8	3	2	-
\$2.55 and under \$2.60 .....	13	12	2	1	-	-	-	-	-	-	-	1	6	4	2	2	3	4
\$2.60 and under \$2.65 .....	19	14	-	-	-	-	-	-	-	-	1	-	1	-	2	1	15	13
\$2.65 and under \$2.70 .....	5	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	-
\$2.70 and over .....	4	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	2
Plants having no established minimum .....	24	24	-	-	9	9	2	2	1	1	5	5	7	7	-	-	-	-
Plants not employing workers in this category .....	-	91	-	16	-	2	-	4	-	11	-	20	-	22	-	7	-	8

See footnotes at end of table.

Table 16. Meatpacking: Minimum Job Rates<sup>1</sup>—Continued

(Number of plants studied by minimum hourly job rates for men and women in unskilled time-rated occupations, except watchmen, United States and selected regions, November 1963)

Minimum rates	United States <sup>2</sup>		Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	Multiplant companies															
Plants studied.....	98	98	8	8	13	13	11	11	19	19	33	33	5	5	7	7
Plants having an established minimum.....	98	85	8	6	13	13	11	8	19	16	33	29	5	4	7	7
Under \$ 1.25.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 1.25 and under \$ 1.30.....	6	5	-	-	4	3	2	2	-	-	-	-	-	-	-	-
\$ 1.30 and under \$ 1.35.....	1	2	-	-	1	1	-	1	-	-	-	-	-	-	-	-
\$ 1.35 and under \$ 1.40.....	2	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
\$ 1.40 and under \$ 1.45.....	4	2	-	-	-	-	4	2	-	-	-	-	-	-	-	-
\$ 1.45 and under \$ 1.50.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 1.50 and under \$ 1.55.....	2	1	1	-	-	-	1	1	-	-	-	-	-	-	-	-
\$ 1.55 and under \$ 1.60.....	1	2	-	-	1	2	-	-	-	-	-	-	-	-	-	-
\$ 1.60 and under \$ 1.65.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 1.65 and under \$ 1.70.....	2	2	1	1	1	-	-	-	-	-	1	-	-	-	-	-
\$ 1.70 and under \$ 1.75.....	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
\$ 1.75 and under \$ 1.80.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 1.80 and under \$ 1.85.....	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 1.85 and under \$ 1.90.....	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
\$ 1.90 and under \$ 1.95.....	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
\$ 1.95 and under \$ 2.00.....	-	2	-	-	-	1	-	-	-	-	1	-	-	-	-	-
\$ 2.00 and under \$ 2.05.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 2.05 and under \$ 2.10.....	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-
\$ 2.10 and under \$ 2.15.....	3	2	-	-	2	2	-	-	-	-	-	-	-	-	-	-
\$ 2.15 and under \$ 2.20.....	4	4	-	-	3	3	1	1	-	-	-	-	-	-	-	-
\$ 2.20 and under \$ 2.25.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 2.25 and under \$ 2.30.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$ 2.30 and under \$ 2.35.....	2	1	-	-	-	-	-	-	1	1	1	-	-	-	-	-
\$ 2.35 and under \$ 2.40.....	2	2	-	-	-	-	-	-	2	1	-	1	-	-	-	-
\$ 2.40 and under \$ 2.45.....	1	2	-	1	-	-	-	-	-	-	1	-	-	1	-	-
\$ 2.45 and under \$ 2.50.....	5	3	-	-	-	-	-	-	3	2	1	1	1	-	-	-
\$ 2.50 and under \$ 2.55.....	48	41	4	3	-	-	1	1	13	12	26	23	3	1	-	-
\$ 2.55 and under \$ 2.60.....	6	8	1	1	-	-	-	-	-	-	2	2	-	1	3	4
\$ 2.60 and under \$ 2.65.....	3	4	-	-	-	-	-	-	-	-	-	-	1	1	2	3
\$ 2.65 and under \$ 2.70.....	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
\$ 2.70 and over.....	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Plants having no established minimum.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Plants not employing workers in this category.....	-	13	-	2	-	-	-	3	-	3	-	4	-	1	-	-

See footnotes at end of table.

Table 16. Meatpacking: Minimum Job Rates<sup>1</sup>—Continued

(Number of plants studied by minimum hourly job rates for men and women in unskilled time-rated occupations, except watchmen, United States and selected regions, November 1963)

Minimum rates	United States <sup>2</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	Single-plant companies																	
Plants studied.....	244	244	26	26	22	22	40	40	35	35	41	41	38	38	20	20	21	21
Plants having an established minimum.....	220	142	26	12	13	11	38	34	34	26	36	19	31	13	20	14	21	13
Under \$1.25.....	19	20	-	-	-	-	16	14	3	5	-	-	-	-	-	1	-	-
\$1.25 and under \$1.30.....	45	35	3	3	5	4	12	11	21	14	2	-	1	1	1	2	-	-
\$1.30 and under \$1.35.....	4	5	-	-	1	2	1	-	1	1	-	-	1	1	-	1	-	-
\$1.35 and under \$1.40.....	7	5	1	-	1	-	3	3	2	1	-	1	-	-	-	-	-	-
\$1.40 and under \$1.45.....	5	4	1	-	1	-	-	3	3	1	-	-	-	-	-	-	-	-
\$1.45 and under \$1.50.....	1	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
\$1.50 and under \$1.55.....	14	5	1	1	-	-	2	-	2	1	3	-	3	1	2	2	-	-
\$1.55 and under \$1.60.....	3	1	-	-	1	1	1	-	-	1	-	-	-	-	1	-	-	-
\$1.60 and under \$1.65.....	4	1	1	-	-	-	-	-	1	1	-	-	-	-	2	-	-	-
\$1.65 and under \$1.70.....	3	3	-	-	-	-	-	1	-	-	2	1	-	-	1	1	-	-
\$1.70 and under \$1.75.....	1	1	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-
\$1.75 and under \$1.80.....	2	2	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-
\$1.80 and under \$1.85.....	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
\$1.85 and under \$1.90.....	1	3	-	-	-	-	-	-	-	-	-	1	1	1	-	1	-	-
\$1.90 and under \$1.95.....	3	3	-	-	1	1	-	-	-	-	2	-	-	1	-	1	-	-
\$1.95 and under \$2.00.....	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-
\$2.00 and under \$2.05.....	5	3	-	2	-	-	-	-	-	-	2	1	1	-	1	-	1	-
\$2.05 and under \$2.10.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$2.10 and under \$2.15.....	2	1	1	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1
\$2.15 and under \$2.20.....	4	2	1	-	-	-	-	-	-	-	2	-	1	-	-	1	-	-
\$2.20 and under \$2.25.....	4	2	1	1	-	-	-	-	-	-	1	-	2	1	-	-	-	-
\$2.25 and under \$2.30.....	5	2	1	-	-	-	-	-	-	-	2	1	1	-	1	1	-	-
\$2.30 and under \$2.35.....	6	4	3	1	-	2	-	-	-	-	2	-	1	1	-	-	-	-
\$2.35 and under \$2.40.....	5	-	2	-	2	-	-	-	-	-	-	-	1	-	-	-	-	-
\$2.40 and under \$2.45.....	12	6	4	1	-	-	1	1	-	-	6	4	-	-	1	-	-	-
\$2.45 and under \$2.50.....	6	4	3	2	-	-	-	-	-	-	1	2	2	-	-	-	-	-
\$2.50 and under \$2.55.....	27	12	1	1	1	1	-	-	-	-	10	5	8	3	5	2	2	-
\$2.55 and under \$2.60.....	7	4	1	-	-	-	-	-	-	-	-	1	4	2	2	1	-	-
\$2.60 and under \$2.65.....	16	10	-	-	-	-	-	-	-	-	1	-	1	-	1	-	13	10
\$2.65 and under \$2.70.....	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	-
\$2.70 and over.....	3	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	2
Plants having no established minimum.....	24	24	-	-	9	9	2	2	1	1	5	5	7	7	-	-	-	-
Plants not employing workers in this category.....	-	78	-	14	-	2	-	4	-	8	-	17	-	18	-	6	-	8

<sup>1</sup> Minimum job rates refer to the lowest rates formally established for experienced workers in unskilled time-rated occupations. Rates for watchmen and special rates for handicapped and superannuated workers were excluded.<sup>2</sup> Includes data for regions in addition to those shown separately.

Table 17. Meatpacking: Scheduled Weekly Hours

(Percent of production workers by scheduled weekly hours of day-shift workers,<sup>1</sup> United States and selected regions, November 1963)

Weekly hours	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All companies								
All workers -----	100	100	100	100	100	100	100	100	100
35 and under 40 hours -----	7	-	3	-	4	-	16	-	-
40 hours -----	67	76	53	60	61	63	65	98	100
Over 40 and under 45 hours -----	7	10	18	12	10	13	2	2	-
45 hours -----	8	1	18	13	7	5	11	-	-
Over 45 and under 50 hours -----	4	11	2	3	9	2	4	-	-
50 hours -----	4	-	2	5	2	14	1	-	-
Over 50 hours -----	3	1	4	6	7	4	( <sup>3</sup> )	-	-
	Multiplant companies								
All workers -----	100	100		100	100	100	100	100	100
35 and under 40 hours -----	10	-	Insufficient data to warrant presentation.	-	2	-	18	-	-
40 hours -----	71	61		100	85	66	65	100	100
Over 40 and under 45 hours -----	4	16		-	4	11	1	-	-
45 hours -----	7	-		-	-	2	12	-	-
Over 45 and under 50 hours -----	3	23		-	6	-	4	-	-
50 hours -----	3	-		-	-	18	-	-	-
Over 50 hours -----	1	-		-	2	4	-	-	-
	Single-plant companies								
All workers -----	100	100	100	100	100	100	100	100	100
35 and under 40 hours -----	1	-	4	-	5	-	4	-	-
40 hours -----	62	87	50	44	45	59	63	97	100
Over 40 and under 45 hours -----	12	5	19	17	14	15	7	3	-
45 hours -----	10	2	19	18	12	8	6	-	-
Over 45 and under 50 hours -----	4	3	2	4	11	3	7	-	-
50 hours -----	6	-	2	8	4	10	11	-	-
Over 50 hours -----	5	4	4	9	10	5	2	-	-

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

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

Table 18. Meatpacking: Overtime Premium Pay

(Percent of production workers in plants with provisions for daily or weekly overtime by rate of pay and hours after which effective, United States and selected regions, November 1963)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
<u>Daily overtime</u>									
Time and one-half effective after:									
8 hours -----	77	88	52	34	32	90	88	90	94
9 hours -----	1	-	-	4	6	-	1	-	-
10 hours -----	1	-	-	7	-	-	-	-	-
12 hours -----	4	-	-	-	-	-	9	-	-
Other -----	( <sup>2</sup> )	-	3	-	-	-	-	-	6
No premium pay -----	12	12	18	43	39	9	1	10	-
No formal policy -----	5	-	27	12	23	1	1	-	-
<u>Weekly overtime</u>									
Time and one-half effective after:									
35 hours -----	( <sup>2</sup> )	-	-	-	-	2	-	-	-
40 hours -----	94	100	100	91	91	98	91	97	92
44 hours -----	( <sup>2</sup> )	-	-	4	-	-	-	-	-
53 hours -----	4	-	-	-	-	-	-	-	-
Other -----	1	-	-	1	9	-	9	-	6
No premium pay -----	1	-	-	3	-	-	-	3	2
Multiplant companies									
<u>Daily overtime</u>									
Time and one-half effective after:									
8 hours -----	90	98	Insufficient data to warrant presentation.	56	71	99	89	100	100
9 hours -----	1	-		15	-	-	1	-	-
12 hours -----	6	-		-	-	-	10	-	-
No premium pay -----	3	2		23	29	1	-	-	-
No formal policy -----	( <sup>2</sup> )	-		6	-	-	-	-	-
<u>Weekly overtime</u>									
Time and one-half effective after:									
40 hours -----	94	100		90	100	100	90	100	100
53 hours -----	6	-		-	-	-	10	-	-
Other -----	( <sup>2</sup> )	-		3	-	-	-	-	-
No premium pay -----	( <sup>2</sup> )	-		6	-	-	-	-	-
Single-plant companies									
<u>Daily overtime</u>									
Time and one-half effective after:									
8 hours -----	59	83	48	25	7	80	82	79	89
9 hours -----	1	-	-	-	9	-	2	-	-
10 hours -----	2	-	-	9	-	-	-	-	-
Other -----	1	-	4	-	-	-	-	-	11
No premium pay -----	25	17	19	52	46	19	7	21	-
No formal policy -----	12	-	29	14	38	2	9	-	-
<u>Weekly overtime</u>									
Time and one-half effective after:									
35 hours -----	1	-	-	-	-	4	-	-	-
40 hours -----	95	100	100	92	85	96	100	94	85
44 hours -----	1	-	-	6	-	-	-	-	-
Other -----	2	-	-	-	15	-	-	-	11
No premium pay -----	1	-	-	2	-	-	-	6	4

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

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

Table 19. Meatpacking: Shift Differential Provisions

(Percent of production workers by shift differential provisions, <sup>1</sup> United States and selected regions, November 1963)

Shift differential	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
<u>Second shift</u>									
Workers in plants having provisions for									
second shift -----	87.0	88.7	78.2	69.1	46.7	90.1	97.0	83.4	100.0
With shift differential -----	81.2	85.1	51.7	44.0	37.5	86.6	96.8	83.4	100.0
Uniform cents per hour -----	81.1	85.1	51.7	44.0	37.5	85.9	96.8	83.4	100.0
3 cents -----	.2	-	-	2.3	-	-	-	-	-
5 cents -----	2.0	-	2.9	11.7	2.7	1.5	.3	-	-
6 cents -----	1.8	-	3.4	8.0	-	-	.1	16.1	-
7 cents -----	.6	5.2	-	-	-	-	.5	-	-
8 cents -----	.3	-	-	3.2	-	-	-	-	-
9 cents -----	.6	-	-	-	2.9	1.3	.3	1.3	-
9½ cents -----	.1	-	-	-	-	-	.4	-	-
10 cents -----	5.1	-	2.5	14.7	10.2	3.2	1.3	1.5	30.0
12 cents -----	69.5	76.8	42.9	4.3	21.8	79.9	94.0	64.5	58.2
12½ cents -----	.4	-	-	-	-	-	-	-	8.6
15 cents -----	.4	3.1	-	-	-	-	-	-	3.3
Other formal pay differential -----	.2	-	-	-	-	.8	-	-	-
With no shift differential -----	5.7	3.6	26.5	25.0	9.2	3.4	.2	-	-
<u>Third or other late shift</u>									
Workers in plants having provisions for									
third or other late shifts -----	79.5	78.1	61.3	38.8	25.6	85.7	96.7	80.6	100.0
With shift differential -----	78.4	76.1	58.2	31.8	25.6	85.7	96.5	80.6	100.0
Uniform cents per hour -----	77.1	76.1	37.8	31.8	25.6	84.9	96.5	80.6	100.0
5 cents -----	1.3	-	2.9	7.9	-	1.5	-	-	-
6 cents -----	1.8	-	3.4	8.0	-	-	.1	16.1	-
7 cents -----	.3	2.0	-	-	-	-	.5	-	-
8 cents -----	.3	-	-	3.2	-	-	-	-	-
9 cents -----	.6	-	-	-	1.8	1.3	.3	1.3	-
9½ cents -----	.1	-	-	-	-	-	.4	-	-
10 cents -----	3.8	-	2.5	8.5	1.3	3.2	1.3	1.5	30.0
12 cents -----	67.8	67.9	29.0	4.3	21.8	78.9	94.0	61.7	58.2
12½ cents -----	.7	3.2	-	-	.8	-	-	-	8.6
15 cents -----	.4	3.1	-	-	-	-	-	-	3.3
Other formal pay differential -----	1.2	-	20.3	-	-	.8	-	-	-
With no shift differential -----	1.1	2.0	3.1	7.0	-	-	.2	-	-
Multiplant companies									
<u>Second shift</u>									
Workers in plants having provisions for			Insufficient data to warrant presentation.						
second shifts -----	98.8	97.8		96.6	78.9	100.0	100.0	100.0	100.0
With shift differential -----	95.6	97.8		52.9	58.8	100.0	100.0	100.0	100.0
Uniform cents per hour -----	95.6	97.8		52.9	58.8	100.0	100.0	100.0	100.0
5 cents -----	.1	-		2.4	-	-	-	-	-
6 cents -----	2.6	-		27.1	-	-	-	32.3	-
7 cents -----	.3	-		-	-	-	.5	-	-
9 cents -----	.6	-		-	2.8	2.4	-	-	-
9½ cents -----	.2	-		-	-	-	.4	-	-
10 cents -----	1.7	-		17.1	-	.9	.5	-	9.1
12 cents -----	89.7	89.9		6.2	55.9	96.7	98.6	67.7	90.9
15 cents -----	.4	7.9		-	-	-	-	-	-
With no shift differential -----	3.2	-		43.8	20.1	-	-	-	-

See footnotes at end of table.

Table 19. Meatpacking: Shift Differential Provisions—Continued

(Percent of production workers by shift differential provisions,<sup>1</sup> United States and selected regions, November 1963)

Shift differential	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Multiplant companies—Continued								
<u>Third or other late shift</u>									
Workers in plants having provisions for third or other late shifts -----	93.9	74.7	Insufficient data to warrant presentation.	52.9	55.9	98.2	100.0	94.5	100.0
With shift differential -----	93.9	74.7		52.9	55.9	98.2	100.0	94.5	100.0
Uniform cents per hour -----	93.9	74.7		52.9	55.9	98.2	100.0	94.5	100.0
5 cents -----	.1	-		2.4	-	-	-	-	-
6 cents -----	2.6	-		27.1	-	-	-	32.3	-
7 cents -----	.3	-		-	-	-	.5	-	-
9 cents -----	.5	-		-	-	-	-	-	-
9½ cents -----	.2	-		-	-	-	2.4	-	-
10 cents -----	1.7	-		-	-	-	-	.4	-
12 cents -----	88.1	66.9		17.1	-	.9	.5	-	9.1
15 cents -----	.4	66.9		6.2	55.9	94.8	98.6	62.2	90.9
		7.9		-	-	-	-	-	-
	Single-plant companies								
<u>Second shift</u>									
Workers in plants having provisions for second shift -----	69.3	82.8	76.7	57.6	26.2	79.0	71.4	66.8	100.0
With shift differential -----	59.7	76.9	48.4	40.4	24.0	71.7	70.0	66.8	100.0
Uniform cents per hour -----	59.3	76.9	48.4	40.4	24.0	70.1	70.0	66.8	100.0
3 cents -----	.6	-	-	3.3	-	-	-	-	-
5 cents -----	4.8	-	3.1	15.5	4.3	3.2	2.9	-	-
6 cents -----	.6	-	3.6	-	-	-	1.2	-	-
7 cents -----	.9	8.5	-	-	-	-	-	-	-
8 cents -----	.8	-	-	4.5	-	-	-	-	-
9 cents -----	.7	-	-	-	2.9	-	2.6	2.5	-
10 cents -----	10.2	-	2.7	13.7	16.7	5.7	8.4	3.0	48.2
12 cents -----	39.2	68.5	39.0	3.5	-	61.1	54.8	61.3	29.7
12½ cents -----	1.0	-	-	-	-	-	-	-	16.0
15 cents -----	.4	-	-	-	-	-	-	-	6.1
Other formal pay differential -----	.4	-	-	-	-	1.6	-	-	-
With no shift differential -----	9.5	5.9	28.3	17.2	2.2	7.3	1.4	-	-
<u>Third or other late shifts</u>									
Workers in plants having provisions for third or other late shifts -----	57.9	80.2	58.7	32.9	6.2	71.7	68.5	66.8	100.0
With shift differential -----	55.2	76.9	55.3	23.0	6.2	71.7	67.1	66.8	100.0
Uniform cents per hour -----	52.1	76.9	33.5	23.0	6.2	70.1	67.1	66.8	100.0
5 cents -----	3.1	-	3.1	10.1	-	3.2	-	-	-
6 cents -----	.6	-	3.6	-	-	-	1.2	-	-
7 cents -----	.4	3.3	-	-	-	-	-	-	-
8 cents -----	.8	-	-	4.5	-	-	-	-	-
9 cents -----	.7	-	-	-	2.9	-	2.6	2.5	-
10 cents -----	7.0	-	2.7	5.0	2.1	5.7	8.4	3.0	48.2
12 cents -----	37.4	68.5	24.1	3.5	-	61.1	54.8	61.3	29.7
12½ cents -----	1.7	5.2	-	-	1.3	-	-	-	16.0
15 cents -----	.4	-	-	-	-	-	-	-	6.1
Other formal pay differential -----	3.1	-	21.8	-	-	1.6	-	-	-
With no shift differential -----	2.8	3.3	3.4	9.9	-	-	1.4	-	-

<sup>1</sup> Refers to policies of plants either operating late shifts or having provisions covering late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.

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

Table 20. Meatpacking: Shift Differential Practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, November 1963)

Shift differential	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific	
All companies										
Second shift										
Workers employed on second shift -----	8.7	6.6	6.4	5.4	4.5	9.1	11.7	3.7	6.9	
Receiving shift differential -----	8.3	6.4	4.1	3.2	4.2	8.7	11.7	3.7	6.9	
Uniform cents per hour -----	8.2	6.4	4.1	3.2	4.2	8.6	11.7	3.7	6.9	
3 cents -----	( <sup>2</sup> )	-	-	.1	-	-	-	-	-	
5 cents -----	.1	-	-	.8	.7	-	-	-	-	
6 cents -----	.1	-	.3	.7	-	-	-	-	-	
7 cents -----	( <sup>2</sup> )	.4	-	-	-	-	( <sup>2</sup> )	-	-	
8 cents -----	( <sup>2</sup> )	-	-	.4	-	-	-	-	-	
9 cents -----	.1	-	-	-	.2	.2	( <sup>2</sup> )	-	-	
10 cents -----	.3	-	.1	.9	.4	.3	.1	-	1.3	
12 cents -----	7.6	6.0	3.8	.2	2.9	8.1	11.5	3.7	5.5	
12½ cents -----	( <sup>2</sup> )	-	-	-	-	-	-	-	.1	
Other formal pay differential -----	( <sup>2</sup> )	-	-	-	-	.2	-	-	-	
Receiving no shift differential -----	.5	.2	2.3	2.1	.3	.4	( <sup>2</sup> )	-	-	
Third or other late shift										
Workers employed on third or other late shift -----	2.0	3.2	1.5	1.0	.6	2.0	2.5	.4	2.4	
Receiving shift differential -----	2.0	3.2	1.2	.6	.6	2.0	2.5	.4	2.4	
Uniform cents per hour -----	1.9	3.2	.2	.6	.6	2.0	2.5	.4	2.4	
5 cents -----	( <sup>2</sup> )	-	-	.1	-	.2	-	-	-	
6 cents -----	( <sup>2</sup> )	-	.2	.2	-	-	-	-	-	
7 cents -----	( <sup>2</sup> )	.2	-	-	-	-	( <sup>2</sup> )	-	-	
9 cents -----	( <sup>2</sup> )	-	-	-	-	-	( <sup>2</sup> )	-	-	
10 cents -----	.1	-	.1	.3	-	( <sup>2</sup> )	( <sup>2</sup> )	-	.6	
12 cents -----	1.6	1.7	-	( <sup>2</sup> )	.5	1.8	2.4	.4	1.5	
12½ cents -----	.1	1.3	-	-	.1	-	-	-	.3	
Other formal pay differential -----	.1	-	1.0	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	
Receiving no shift differential -----	.1	.1	.3	.5	-	-	( <sup>2</sup> )	-	-	
Multiplant companies										
Second shift										
Workers employed on second shift -----	11.3	12.2	Insufficient data to warrant presentation.	8.8	8.1	10.7	12.4	2.2	11.7	
Receiving shift differential -----	11.0	12.2		4.1	7.7	10.7	12.4	2.2	11.7	
Uniform cents per hour -----	11.0	12.2		4.1	7.7	10.7	12.4	2.2	11.7	
6 cents -----	.1	-		2.5	-	-	-	-	-	
7 cents -----	( <sup>2</sup> )	-		-	-	-	.1	-	-	
9 cents -----	.1	-		-	.1	.4	-	-	-	
10 cents -----	.1	-		1.0	-	.2	( <sup>2</sup> )	-	-	
12 cents -----	10.7	12.2		.6	7.6	10.1	12.4	2.2	11.7	
Receiving no shift differential -----	.3	-		4.7	.4	-	-	-	-	
Third or other late shift										
Workers employed on third or other late shift -----	2.3	2.1		1.1	1.3	2.1	2.7	.9	2.6	
Receiving shift differential -----	2.3	2.1		1.1	1.3	2.1	2.7	.9	2.6	
Uniform cents per hour -----	2.3	2.1		1.1	1.3	2.1	2.7	.9	2.6	
6 cents -----	( <sup>2</sup> )	-		.6	-	-	-	-	-	
7 cents -----	( <sup>2</sup> )	-		-	-	-	( <sup>2</sup> )	-	-	
10 cents -----	( <sup>2</sup> )	-		.5	-	-	( <sup>2</sup> )	-	-	
12 cents -----	2.3	2.1		-	1.3	2.1	2.7	.9	2.6	

See footnotes at end of table.



Table 20. Meatpacking: Shift Differential Practices—Continued

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, November 1963)

Shift differential	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Single-plant companies								
<u>Second shift</u>									
Workers employed on second shift .....	5.0	3.0		3.9	2.2	7.4	5.7	5.2	2.7
Receiving shift differential .....	4.2	2.7		2.8	2.0	6.6	5.6	5.2	2.7
Uniform cents per hour .....	4.1	2.7		2.8	2.0	6.3	5.6	5.2	2.7
5 cents .....	( <sup>2</sup> )	-	Insufficient data to warrant presentation.	.2	-	-	-	-	-
5 cents .....	.3	-		1.2	1.1	-	-	-	-
6 cents .....	( <sup>2</sup> )	-		-	-	-	-	-	-
7 cents .....	.1	.7		-	-	-	-	-	-
8 cents .....	.1	-		.6	-	-	-	-	-
9 cents .....	.1	-		-	.2	-	.4	-	-
10 cents .....	.6	-		.8	.7	.4	.6	-	2.5
12 cents .....	2.9	2.0		.1	-	5.9	4.6	5.2	-
12½ cents .....	( <sup>2</sup> )	-		-	-	-	-	-	.3
Other formal pay differential .....	.1	-		-	-	.3	-	-	-
Receiving no shift differential .....	.8	.3		1.1	.2	.8	.1	-	-
<u>Third or other late shift</u>									
Workers employed on third or other late shift .....	1.5	4.0		1.0	.1	1.9	.8	Insufficient data to warrant presentation.	2.3
Receiving shift differential .....	1.4	3.9		.4	.1	1.9	.8		2.3
Uniform cents per hour .....	1.2	3.9		.4	.1	1.9	.8		2.3
5 cents .....	.1	-		.1	-	.4	-		-
6 cents .....	( <sup>2</sup> )	-		-	-	-	-		-
7 cents .....	( <sup>2</sup> )	.3		-	-	-	-		-
9 cents .....	( <sup>2</sup> )	-		-	-	-	.1		-
10 cents .....	.2	-		.2	-	( <sup>2</sup> )	.3		1.1
12 cents .....	.6	1.5		.1	-	1.5	.4		.6
12½ cents .....	.3	2.1		-	.1	-	-		.5
Other formal pay differential .....	.1	-		-	-	( <sup>2</sup> )	-		-
Receiving no shift differential .....	.2	.1		.7	-	-	.1		-

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

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

Table 21. Meatpacking: Paid Holidays

(Percent of production workers in plants with formal provisions for paid holidays, United States and selected regions, November 1963)

Number of paid holidays	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers.....	100	100	100	100	100	100	100	100	100
Workers in plants providing paid holidays.....	94	100	93	66	78	99	99	100	100
1 day.....	1	-	-	4	1	-	-	-	-
2 days.....	( <sup>2</sup> )	-	-	-	2	-	-	-	-
3 days.....	1	-	-	8	2	-	-	-	-
3 days plus 1 half day.....	( <sup>2</sup> )	-	-	-	1	-	-	-	-
4 days.....	2	-	-	10	9	-	-	1	-
5 days.....	4	-	9	15	32	-	-	-	-
6 days.....	13	12	61	24	17	19	2	11	-
6 days plus 2 half days.....	1	-	-	-	-	3	-	-	-
7 days.....	2	4	1	-	3	1	2	3	-
7 days plus 2 half days.....	1	-	-	-	-	2	-	-	-
8 days.....	70	76	23	6	11	74	95	82	100
9 days.....	( <sup>2</sup> )	2	-	-	-	-	-	4	-
11 days.....	( <sup>2</sup> )	6	-	-	-	-	-	-	-
Workers in plants providing no paid holidays..	6	-	7	34	22	1	( <sup>2</sup> )	-	-
Multiplant companies									
All workers.....	100	100		100	100	100	100	100	100
Workers in plants providing paid holidays.....	96	100	Insufficient data to warrant presentation.	52	72	100	100	100	100
1 day.....	( <sup>2</sup> )	-		6	-	-	-	-	-
4 days.....	1	-		-	20	-	-	-	-
5 days.....	2	-		17	19	-	-	-	-
6 days.....	2	16		15	6	-	1	-	-
7 days.....	( <sup>2</sup> )	2		-	-	-	( <sup>2</sup> )	-	-
7 days plus 2 half days.....	1	-		-	-	5	-	-	-
8 days.....	90	74		15	28	95	99	100	100
11 days.....	( <sup>2</sup> )	8		-	-	-	-	-	-
Workers in plants providing no paid holidays..	4	-		48	28	-	-	-	-
Single-plant companies									
All workers.....	100	100	100	100	100	100	100	100	100
Workers in plants providing paid holidays.....	91	100	93	72	82	98	98	100	100
1 day.....	1	-	-	4	2	-	-	-	-
2 days.....	( <sup>2</sup> )	-	-	-	4	-	-	-	-
3 days.....	2	-	-	11	3	-	-	-	-
3 days plus 1 half day.....	( <sup>2</sup> )	-	-	-	2	-	-	-	-
4 days.....	3	-	-	14	2	-	-	2	-
5 days.....	8	-	9	13	40	-	-	-	-
6 days.....	30	9	65	28	24	40	16	22	-
6 days plus 2 half days.....	1	-	-	-	-	6	-	-	-
7 days.....	4	5	1	-	6	2	19	5	-
8 days.....	40	77	17	2	-	51	63	64	100
9 days.....	1	3	-	-	-	-	-	7	-
11 days.....	1	5	-	-	-	-	-	-	-
Workers in plants providing no paid holidays..	9	-	7	28	18	2	2	-	-

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

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

Table 22. Meatpacking: Paid Vacations

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1963)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers.....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Workers in plants providing paid vacations.....	98	99	99	90	92	99	100	100	100
Length-of-time payments.....	81	87	99	90	81	72	79	89	83
Percentage payments.....	17	12	-	-	11	27	21	11	17
Workers in plants providing no paid vacations.....	2	1	1	10	8	1	-	-	-
<u>Amount of vacation pay <sup>2</sup></u>									
<u>After 1 year of service:</u>									
Under 1 week.....	( <sup>3</sup> )	-	-	-	1	-	-	-	-
1 week.....	82	73	95	74	79	87	83	84	83
Over 1 and under 2 weeks.....	13	25	-	-	2	11	17	13	17
2 weeks.....	1	-	2	1	-	1	-	3	-
<u>After 3 years of service:</u>									
1 week.....	21	10	72	76	62	13	2	6	-
Over 1 and under 2 weeks.....	1	-	-	-	2	74	( <sup>3</sup> )	2	-
2 weeks.....	64	63	27	15	28	74	80	81	83
Over 2 and under 3 weeks.....	12	25	-	-	-	11	17	11	17
<u>After 5 years of service:</u>									
1 week.....	7	5	14	41	20	2	( <sup>3</sup> )	-	-
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	-	-	2	1	-	2	-
2 weeks.....	77	69	85	49	70	86	82	87	62
Over 2 and under 3 weeks.....	12	25	-	-	-	11	17	11	17
3 weeks.....	1	-	-	-	-	-	-	-	21
<u>After 10 years of service:</u>									
1 week.....	4	4	11	20	14	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	-	-	1	1	-	2	-
2 weeks.....	28	22	65	66	51	29	10	44	2
Over 2 and under 3 weeks.....	( <sup>3</sup> )	-	-	-	1	( <sup>3</sup> )	-	-	-
3 weeks.....	53	48	23	4	24	58	73	42	81
Over 3 and under 4 weeks.....	12	25	-	-	-	11	17	11	17
4 weeks.....	( <sup>3</sup> )	-	-	-	-	-	-	1	-
<u>After 15 years of service:</u>									
1 week.....	4	4	11	18	14	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	-	-	1	1	-	2	-
2 weeks.....	15	5	43	58	49	6	3	6	-
3 weeks.....	64	65	44	14	27	75	79	80	55
Over 3 and under 4 weeks.....	13	25	-	-	1	14	17	11	17
4 weeks.....	2	-	-	-	-	3	-	1	27
<u>After 20 years of service:</u>									
1 week.....	4	4	11	18	14	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	-	-	1	1	-	2	-
2 weeks.....	12	4	23	44	40	6	3	6	-
3 weeks.....	19	27	22	26	14	35	6	39	12
Over 3 and under 4 weeks.....	( <sup>3</sup> )	-	-	-	1	( <sup>3</sup> )	-	-	-
4 weeks.....	50	39	43	2	22	46	73	42	71
Over 4 weeks <sup>4</sup> .....	12	25	-	-	-	11	17	11	17
<u>After 25 years of service:</u>									
1 week.....	4	4	11	18	14	( <sup>3</sup> )	( <sup>3</sup> )	-	-
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	-	-	1	1	-	2	-
2 weeks.....	12	4	23	44	40	6	3	6	-
3 weeks.....	13	24	22	25	14	16	6	17	12
Over 3 and under 4 weeks.....	( <sup>3</sup> )	-	-	-	1	( <sup>3</sup> )	-	-	-
4 weeks.....	52	42	43	3	22	62	69	35	71
Over 4 weeks <sup>4</sup> .....	16	25	-	-	-	13	22	40	17

See footnotes at end of table.

Table 22. Meatpacking: Paid Vacations—Continued

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1963)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Multiplant companies							
All workers.....	100	100	100	100	100	100	100	100
Method of payment								
Workers in plants providing paid vacations.....	100	100	100	100	100	100	100	100
Length-of-time payments.....	75	76	100	72	61	79	78	63
Percentage payments.....	25	24		28	39	21	22	37
Amount of vacation pay <sup>2</sup>								
After 1 year of service:								
1 week.....	76	37	43	100	80	81	78	63
Over 1 and under 2 weeks.....	21	63	-	-	20	19	22	37
2 weeks.....	( <sup>3</sup> )	-	3	-	-	-	-	-
After 3 years of service:								
1 week.....	7	2	62	44	6	( <sup>3</sup> )	-	-
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	-	-	1	-	-	-
2 weeks.....	72	34	38	56	73	80	78	63
Over 2 and under 3 weeks.....	21	63	-	-	20	19	22	37
After 5 years of service:								
1 week.....	3	2	57	-	-	-	-	-
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	-	-	-	-	-	-
2 weeks.....	76	34	43	100	79	81	78	63
Over 2 and under 3 weeks.....	21	63	-	-	20	19	22	37
After 10 years of service:								
1 week.....	( <sup>3</sup> )	2	-	-	-	-	-	-
2 weeks.....	14	-	85	44	12	6	57	-
Over 2 and under 3 weeks.....	( <sup>3</sup> )	-	-	-	1	-	-	-
3 weeks.....	65	34	15	56	67	75	20	63
Over 3 and under 4 weeks.....	21	63	-	-	20	19	22	37
After 15 years of service:								
1 week.....	( <sup>3</sup> )	2	-	-	-	-	-	-
2 weeks.....	6	-	80	38	-	( <sup>3</sup> )	-	-
3 weeks.....	71	34	20	62	68	80	78	54
Over 3 and under 4 weeks.....	22	63	-	-	26	19	22	37
4 weeks.....	1	-	-	-	6	-	-	9
After 20 years of service:								
1 week.....	( <sup>3</sup> )	2	-	-	-	-	-	-
2 weeks.....	4	-	32	38	-	( <sup>3</sup> )	-	-
3 weeks.....	9	-	62	6	17	4	-	14
Over 3 and under 4 weeks.....	( <sup>3</sup> )	-	-	-	1	-	-	-
4 weeks.....	66	34	6	56	63	77	78	49
Over 4 weeks.....	21	63	-	-	20	19	22	37
After 25 years of service:								
1 week.....	( <sup>3</sup> )	2	-	-	-	-	-	-
2 weeks.....	4	-	32	38	-	( <sup>3</sup> )	-	-
3 weeks.....	8	-	62	6	12	4	-	14
Over 3 and under 4 weeks.....	( <sup>3</sup> )	-	-	-	1	-	-	-
4 weeks.....	61	34	6	56	62	72	20	49
Over 4 weeks <sup>4</sup> .....	27	63	-	-	25	24	80	37

See footnotes at end of table.

Table 22. Meatpacking: Paid Vacations—Continued

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and regions, November 1963)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Single-plant companies								
All workers-----	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Workers in plants providing paid vacations-----	95	98	98	86	87	98	100	100	100
Length-of-time payments-----	90	94	98	86	87	86	83	100	100
Percentage payments-----	5	4	-	-	-	13	17	-	-
Workers in plants providing no paid vacations-----	5	2	2	14	13	2	-	-	-
<u>Amount of vacation pay<sup>2</sup></u>									
After 1 year of service:									
Under 1 week-----	( <sup>3</sup> )	-	-	-	2	-	-	-	-
1 week-----	91	96	95	86	65	95	97	90	100
Over 1 and under 2 weeks-----	1	-	-	-	4	2	3	3	-
2 weeks-----	1	-	2	-	-	2	-	7	-
After 3 years of service:									
1 week-----	42	15	77	81	74	22	17	13	-
Over 1 and under 2 weeks-----	1	-	-	-	4	2	-	3	-
2 weeks-----	52	81	22	5	10	75	80	84	100
Over 2 and under 3 weeks-----	( <sup>3</sup> )	-	-	-	-	-	3	-	-
After 5 years of service:									
1 week-----	14	7	15	35	32	3	3	-	-
Over 1 and under 2 weeks-----	1	-	-	-	4	2	-	3	-
2 weeks-----	78	91	84	52	52	93	94	97	61
Over 2 and under 3 weeks-----	( <sup>3</sup> )	-	-	-	-	-	3	-	-
3 weeks-----	2	-	-	-	-	-	-	-	39
After 10 years of service:									
1 week-----	10	5	11	28	23	1	2	-	-
Over 1 and under 2 weeks-----	1	-	-	-	2	2	-	3	-
2 weeks-----	47	37	70	58	56	48	39	31	3
Over 2 and under 3 weeks-----	( <sup>3</sup> )	-	-	-	2	-	-	-	-
3 weeks-----	36	57	17	-	4	48	56	64	97
Over 3 and under 4 weeks-----	( <sup>3</sup> )	-	-	-	-	-	3	-	-
4 weeks-----	( <sup>3</sup> )	-	-	-	-	-	-	2	-
After 15 years of service:									
1 week-----	10	5	11	26	23	1	2	-	-
Over 1 and under 2 weeks-----	1	-	-	-	2	2	-	3	-
2 weeks-----	29	9	46	49	56	14	24	12	-
3 weeks-----	53	84	41	11	4	82	71	83	57
Over 3 and under 4 weeks-----	1	-	-	-	2	-	3	-	-
4 weeks-----	3	-	-	-	-	-	-	2	43
After 20 years of service:									
1 week-----	10	5	11	26	23	1	2	-	-
Over 1 and under 2 weeks-----	1	-	-	-	2	2	-	3	-
2 weeks-----	24	7	25	49	41	14	24	12	-
3 weeks-----	33	45	23	11	19	55	27	79	10
Over 3 and under 4 weeks-----	( <sup>3</sup> )	-	-	-	2	-	-	-	-
4 weeks-----	27	42	39	-	-	27	44	6	90
Over 4 weeks-----	( <sup>3</sup> )	-	-	-	-	-	3	-	-
After 25 years of service:									
1 week-----	10	5	11	26	23	1	2	-	-
Over 1 and under 2 weeks-----	1	-	-	-	2	2	-	3	-
2 weeks-----	24	7	25	49	41	14	24	12	-
3 weeks-----	21	40	23	9	19	20	23	34	10
Over 3 and under 4 weeks-----	( <sup>3</sup> )	-	-	-	2	-	-	-	-
4 weeks-----	39	47	39	2	-	62	47	50	90
Over 4 weeks-----	( <sup>3</sup> )	-	-	-	-	-	3	-	-

<sup>1</sup> Includes data for regions in addition to those shown separately.<sup>2</sup> Vacation payments based on a percentage of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.<sup>3</sup> Less than 0.5 percent.<sup>4</sup> A large proportion of the workers in this category were in plants with provisions for vacation payments based on a specified percentage of their annual earnings, which when converted to a time basis were equivalent to about 4½ weeks; a small proportion received 5 week's vacation pay.

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

Table 23. Meatpacking: Clothes-Changing Time

(Percent of production workers in plants with clothes-changing time provisions, United States and selected regions, November 1963)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers.....	100	100	100	100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time.....	67	51	44	8	28	75	89	51	91
Time added to hours worked:									
Less than 12 minutes.....	3	12	-	2	13	1	1	-	-
12 minutes.....	41	13	16	4	11	51	60	36	41
More than 12 minutes.....	1	6	1	-	4	1	( <sup>2</sup> )	4	-
Monetary allowance—time and one-half the hourly rate or earnings:									
Less than 8 minutes.....	1	9	-	-	-	-	-	-	-
8 minutes.....	2	-	26	-	-	-	-	-	17
Fixed cents-per-hour addition to the regular hourly rate or earnings:									
Clothes-changing time.....	2	4	-	-	-	7	1	-	4
Clothes-changing time and clothing allowance.....	2	-	-	-	-	6	3	-	-
Other provisions.....	15	7	6	2	-	10	24	11	29
Workers in plants having no provisions for clothes-changing time.....	33	49	56	92	72	25	11	49	9
Multiplant companies									
All workers.....	100	100		100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time.....	83	83	Insufficient data to warrant presentation.	6	28	88	91	94	100
Time added to hours worked:									
Less than 12 minutes.....	1	16		-	-	1	( <sup>2</sup> )	-	-
12 minutes.....	57	26		6	28	65	64	72	62
More than 12 minutes.....	( <sup>2</sup> )	-		-	-	2	-	-	-
Monetary allowance—time and one-half the hourly rate or earnings:									
Less than 8 minutes.....	1	23		-	-	-	-	-	-
8 minutes.....	1	-		-	-	-	-	-	29
Fixed cents-per-hour addition to the regular hourly rate or earnings:									
Clothes-changing time.....	1	-		-	-	5	( <sup>2</sup> )	-	-
Clothes-changing time and clothing allowance.....	1	-		-	-	5	( <sup>2</sup> )	-	-
Other provisions.....	20	17		-	-	11	26	22	9
Workers in plants having no provisions for clothes-changing time.....	17	17		94	72	12	9	6	-

See footnotes at end of table.

Table 23. Meatpacking: Clothes-Changing Time—Continued

(Percent of production workers in plants with clothes-changing time provisions, United States and selected regions, November 1963)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Single-plant companies								
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants with provisions for clothes-changing time .....	42	31	40	8	29	61	77	7	84
Time added to hours worked:									
Less than 12 minutes .....	5	9	-	2	22	1	7	-	-
12 minutes .....	16	5	17	3	1	35	26	-	23
More than 12 minutes .....	3	9	1	-	6	1	4	7	-
Monetary allowance—time and one-half the hourly rate or earnings:									
Less than 8 minutes .....	-		-		-	-			-
8 minutes .....	3		22		-	-			7
Fixed cents-per-hour addition to the regular hourly rate or earnings:									
Clothes-changing time .....	4	7	-	-	-	9	5	-	8
Clothes-changing time and clothing allowance .....	4	-	-	-	-	6	22	-	-
Other provisions .....	7	-	-	3	-	9	12	-	46
Workers in plants having no provisions for clothes-changing time .....	58	69	60	92	71	39	23	93	16

<sup>1</sup> Includes data for regions in addition to those shown separately.

<sup>2</sup> Less than 0.5 percent.

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

Table 24. Meatpacking: Work Clothing Provisions

(Percent of production workers in plants with work clothing provisions, <sup>1</sup> United States and selected regions, November 1963)

Item <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All companies									
All workers.....	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Work clothing.....	20	80	57	26	20	18	2	23	21
Monetary allowance—per week.....	53	17	14	13	20	56	84	19	54
Under \$0.50.....	( <sup>3</sup> )	-	-	-	-	-	1	-	-
\$0.50.....	29	17	-	8	1	31	44	19	39
Over \$0.50 and under \$0.75.....	2	-	-	-	-	2	5	-	-
\$0.75.....	10	-	6	-	-	2	23	-	7
Over \$0.75 and under \$1.....	6	-	2	-	13	3	10	-	-
\$1.....	3	-	2	2	-	13	-	-	3
Over \$1.....	2	-	4	3	6	5	( <sup>3</sup> )	-	5
Combination of clothing and monetary allowance.....	4	-	-	-	-	6	3	16	24
Workers in plants having no work clothing provisions.....	23	3	29	61	61	20	11	42	2
Multiplant companies									
All workers.....	100	100		100	100	100	100	100	100
Workers in plants providing:									
Work clothing.....	7	49	Insufficient data to warrant presentation.	20	5	12	-	25	9
Monetary allowance—per week.....	76	44		15	30	74	89	37	91
Under \$0.50.....	-	-		-	-	-	-	-	-
\$0.50.....	42	44		-	-	47	46	37	76
Over \$0.50 and under \$0.75.....	4	-		-	-	-	6	-	-
\$0.75.....	16	-		-	-	1	26	-	15
Over \$0.75 and under \$1.....	8	-		-	28	-	11	-	-
\$1.....	4	-		6	-	21	-	-	-
Over \$1.....	2	-		9	3	5	-	-	-
Combination of clothing and monetary allowance.....	3	-		-	-	5	1	32	-
Workers in plants having no work clothing provisions.....	14	7		65	64	8	10	6	-
Single-plant companies									
All workers.....	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Work clothing.....	38	100	61	28	29	24	22	21	31
Monetary allowance—per week.....	19	-	8	12	13	36	39	-	21
Under \$0.50.....	1	-	-	-	-	-	6	-	-
\$0.50.....	9	-	-	12	2	13	26	-	7
Over \$0.50 and under \$0.75.....	1	-	-	-	-	4	-	-	-
\$0.75.....	1	-	-	-	-	3	3	-	-
Over \$0.75 and under \$1.....	2	-	2	-	3	6	2	-	-
\$1.....	2	-	2	-	-	4	-	-	6
Over \$1.....	4	-	4	-	8	6	2	-	9
Combination of clothing and monetary allowance.....	7	-	-	-	-	8	22	-	44
Workers in plants having no work clothing provisions.....	36	-	31	60	58	33	17	79	4

<sup>1</sup> Limited to plants having formal provisions for protective garments (other than boots and gloves) such as aprons, smocks, and overalls.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Less than 0.5 percent.

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



Table 25. Meatpacking: Health, Insurance, and Pension Plans

(Percent of production workers in plants with specified health, insurance, and pension plans, United States and selected regions, November 1963)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All companies								
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Life insurance .....	95	97	90	83	84	97	99	96	98
Accidental death and dismemberment insurance .....	44	66	40	48	30	61	27	67	66
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	88	94	63	51	64	95	98	95	100
Sickness and accident insurance Sick leave (full pay, no waiting period) .....	59	71	57	28	36	74	66	51	30
Sick leave (full pay, no waiting period) .....	5	10	5	7	14	1	1	7	30
Sick leave (partial pay or waiting period) .....	49	30	8	29	29	38	67	66	77
Hospitalization insurance .....	96	98	92	88	84	98	99	100	100
Covering employees only .....	8	5	29	30	24	1	2	5	12
Employer financed .....	7	5	29	26	17	1	1	5	12
Jointly financed .....	1	-	-	4	8	-	1	-	-
Covering employees and their dependents .....	88	94	62	58	59	96	97	95	88
Employer financed .....	77	94	50	34	33	87	93	65	81
Jointly financed .....	10	-	9	21	24	10	4	30	7
Employer financed for employees; jointly financed for dependents .....	1	-	3	4	1	-	-	-	-
Surgical insurance .....	96	97	93	88	84	98	99	100	100
Covering employees only .....	8	3	29	30	24	1	2	5	12
Employer financed .....	7	3	29	26	17	1	1	5	12
Jointly financed .....	1	-	-	4	8	-	1	-	-
Covering employees and their dependents .....	88	94	64	58	59	96	97	95	88
Employer financed .....	77	94	50	34	33	87	93	65	81
Jointly financed .....	10	-	11	21	24	10	4	30	7
Employer financed for employees; jointly financed for dependents .....	1	-	3	4	1	-	-	-	-
Medical insurance .....	87	97	43	72	71	82	98	97	100
Covering employees only .....	8	10	26	20	24	4	2	5	12
Employer financed .....	7	10	26	17	14	4	1	5	12
Jointly financed .....	1	-	-	3	10	-	1	-	-
Covering employees and their dependents .....	79	86	17	52	47	78	97	92	88
Employer financed .....	70	86	6	31	33	70	93	62	81
Jointly financed .....	8	-	7	16	13	9	4	30	7
Employer financed for employees; jointly financed for dependents .....	1	-	3	4	1	-	-	-	-
Catastrophe insurance .....	19	25	6	12	25	18	19	33	32
Covering employees only .....	3	7	-	6	9	2	(*)	5	3
Employer financed .....	2	7	-	5	1	2	(*)	5	3
Jointly financed .....	1	-	-	1	8	-	-	-	-
Covering employees and their dependents .....	17	19	6	6	16	16	19	28	29
Employer financed .....	13	19	6	4	6	11	16	23	22
Jointly financed .....	3	-	-	2	9	5	2	5	7
Employer financed for employees; jointly financed for dependents .....	(*)	-	-	-	1	-	-	-	-
Retirement pension .....	75	81	66	35	41	74	93	41	100
No health, insurance, or pension plans .....	2	-	5	6	14	1	(*)	-	-

See footnotes at end of table.

Table 25. Meatpacking: Health, Insurance, and Pension Plans—Continued

(Percent of production workers in plants with specified health, insurance, and pension plans, United States and selected regions, November 1963)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	Multiplant companies							
All workers .....	100	100	100	100	100	100	100	100
Workers in plants providing:								
Life insurance .....	99	98	85	93	100	100	100	100
Accidental death and dismemberment insurance .....	29	47	18	31	47	21	45	37
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	98	98	77	91	100	99	100	100
Sickness and accident insurance .....	61	51	35	63	60	66	40	54
Sick leave (full pay, no waiting period) .....	1	8	-	-	-	-	-	15
Sick leave (partial pay or waiting period) .....	74	74	68	62	72	72	100	100
Hospitalization insurance .....	99	100	91	93	100	100	100	100
Covering employees only .....	2	2	23	22	-	-	-	-
Employer financed .....	1	2	23	2	-	-	-	-
Jointly financed .....	1	-	-	20	-	-	-	-
Covering employees and their dependents .....	97	98	68	71	100	100	100	100
Employer financed .....	93	98	57	56	96	98	100	85
Jointly financed .....	4	-	11	11	4	2	-	15
Employer financed for employees; jointly financed for dependents .....	( <sup>4</sup> )	-	-	4	-	-	-	-
Surgical insurance .....	99	98	91	93	100	100	100	100
Covering employees only .....	2	-	23	22	-	-	-	-
Employer financed .....	1	-	23	2	-	-	-	-
Jointly financed .....	1	-	-	20	-	-	-	-
Covering employees and their dependents .....	97	98	68	71	100	100	100	100
Employer financed .....	93	98	57	56	96	98	100	85
Jointly financed .....	4	-	11	11	4	2	-	15
Employer financed for employees; jointly financed for dependents .....	( <sup>4</sup> )	-	-	4	-	-	-	-
Medical insurance .....	96	98	85	93	87	99	94	100
Covering employees only .....	3	8	17	28	2	-	-	-
Employer financed .....	2	8	17	2	2	-	-	-
Jointly financed .....	1	-	-	26	-	-	-	-
Covering employees and their dependents .....	93	90	68	65	85	99	94	100
Employer financed .....	89	90	57	56	82	97	94	85
Jointly financed .....	3	-	11	6	4	2	-	15
Employer financed for employees; jointly financed for dependents .....	( <sup>4</sup> )	-	-	4	-	-	-	-
Catastrophe insurance .....	18	39	2	29	7	19	32	24
Covering employees only .....	1	-	-	20	2	-	-	-
Employer financed .....	( <sup>4</sup> )	-	-	-	2	-	-	-
Jointly financed .....	1	-	-	20	-	-	-	-
Covering employees and their dependents .....	18	39	2	9	5	19	32	24
Employer financed .....	15	39	-	-	5	17	32	9
Jointly financed .....	2	-	2	6	-	1	-	15
Employer financed for employees; jointly financed for dependents .....	( <sup>4</sup> )	-	-	4	-	-	-	-
Retirement pension .....	92	98	54	65	91	98	80	100
No health, insurance, or pension plans .....	( <sup>4</sup> )	-	-	7	-	-	-	-

See footnotes at end of table.

Table 25. Meatpacking: Health, Insurance, and Pension Plans—Continued

(Percent of production workers in plants with specified health, insurance, and pension plans, United States and selected regions, November 1963)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Single-plant companies									
All workers .....	100	100	100	100	100	100	100	100	100
Workers in plants providing:									
Life insurance .....	89	96	89	82	78	94	89	93	97
Accidental death and dismemberment insurance .....	66	78	36	61	30	77	80	89	91
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	73	92	61	41	46	90	83	90	100
Sickness and accident insurance .....	56	84	54	24	19	90	64	61	10
Sick leave (full pay, no waiting period) .....	11	11	5	11	22	2	8	14	43
Sick leave (partial pay or waiting period) .....	11	3	1	12	7	-	17	31	57
Hospitalization insurance .....	91	97	91	87	78	95	89	100	100
Covering employees only .....	18	6	31	33	26	3	16	10	23
Employer financed .....	16	6	31	27	26	3	10	10	23
Jointly financed .....	2	-	-	5	-	-	5	-	-
Covering employees and their dependents .....	74	91	60	54	52	92	73	90	77
Employer financed .....	53	91	46	24	19	76	53	30	77
Jointly financed .....	19	-	10	24	33	16	20	60	-
Employer financed for employees; jointly financed for dependents .....	2	-	3	6	-	-	-	-	-
Surgical insurance .....	91	96	92	87	78	95	89	100	100
Covering employees only .....	17	5	31	33	26	3	16	10	23
Employer financed .....	16	5	31	27	26	3	10	10	23
Jointly financed .....	2	-	-	5	-	-	5	-	-
Covering employees and their dependents .....	74	91	61	54	52	92	73	90	77
Employer financed .....	53	91	46	24	19	76	53	30	77
Jointly financed .....	19	-	11	24	33	16	20	60	-
Employer financed for employees; jointly financed for dependents .....	2	-	3	6	-	-	-	-	-
Medical insurance .....	74	96	39	66	58	76	89	100	100
Covering employees only .....	16	12	28	21	21	6	16	10	23
Employer financed .....	15	12	28	17	21	6	10	10	23
Jointly financed .....	1	-	-	4	-	-	5	-	-
Covering employees and their dependents .....	58	84	11	45	36	71	73	90	77
Employer financed .....	41	84	-	21	19	56	53	30	77
Jointly financed .....	16	-	8	19	17	14	20	60	-
Employer financed for employees; jointly financed for dependents .....	2	-	3	6	-	-	-	-	-
Catastrophe insurance .....	21	16	-	16	22	32	20	33	39
Covering employees only .....	5	11	-	8	2	3	4	10	6
Employer financed .....	5	11	-	7	2	3	4	10	6
Jointly financed .....	(*)	-	-	2	-	-	-	-	-
Covering employees and their dependents .....	17	5	-	8	20	29	16	23	33
Employer financed .....	11	5	-	5	9	18	6	13	33
Jointly financed .....	6	-	-	2	11	11	9	11	-
Retirement pension .....	48	70	64	27	25	55	49	3	100
No health, insurance, or pension plans .....	5	-	5	8	19	3	1	-	-

<sup>1</sup> 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.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.<sup>4</sup> Less than 0.5 percent.

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

Table 26. Meatpacking: Other Selected Benefits

(Percent of production workers in plants having formal provisions for specified benefits, United States and selected regions, November 1963)

Item	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
	All companies								
Workers in plants with provisions for:									
Cost-of-living pay adjustments .....	70	46	43	14	22	83	93	82	65
Technological severance pay .....	48	24	6	16	22	53	72	47	29
Allowances toward moving expenses .....	36	20	-	14	22	22	63	31	22
Jury duty pay .....	70	52	44	18	31	68	96	86	76
Funeral leave pay .....	71	93	32	27	32	60	94	86	87
Rest or relief time (daily) .....	98	98	97	96	93	95	100	98	100
10 or 12 minutes .....	2	2	-	8	-	2	1	-	-
15 minutes .....	12	14	3	1	3	27	10	1	14
20 minutes .....	37	64	26	39	24	25	46	16	26
Over 20 and under 30 minutes .....	5	1	-	1	-	12	3	-	24
30 minutes .....	41	18	68	43	66	30	39	80	36
Over 30 minutes .....	1	-	-	4	-	-	3	2	-
No relief time .....	2	2	3	4	7	5	-	2	-
	Multiplant companies								
Workers in plants with provisions for:			Insufficient data to warrant presentation.						
Cost-of-living pay adjustments .....	92	90		42	56	100	97	100	91
Technological severance pay .....	75	58		54	56	76	79	94	63
Allowances toward moving expenses .....	60	51		48	56	41	70	62	48
Jury duty pay .....	90	98		33	56	84	99	100	91
Funeral leave pay .....	90	98		60	56	80	97	100	100
Rest or relief time (daily) .....	99	100		100	90	100	100	100	100
10 minutes .....	1	-		27	-	-	-	-	-
15 minutes .....	10	-		-	-	20	11	-	-
20 minutes .....	44	82		49	25	39	46	15	40
Over 20 and under 30 minutes .....	4	2		2	-	13	1	-	9
30 minutes .....	39	16		22	65	28	40	85	51
Over 30 minutes .....	2	-		-	-	-	3	-	-
No relief time .....	( <sup>2</sup> )	-		-	10	-	-	-	-
	Single-plant companies								
Workers in plants with provisions for:									
Cost-of-living pay adjustments .....	36	18	39	2	-	64	62	65	42
Technological severance pay .....	8	1	-	-	-	27	10	-	-
Allowances toward moving expenses .....	-	-	-	-	-	-	-	-	-
Jury duty pay .....	40	23	40	12	15	51	79	72	63
Funeral leave pay .....	42	91	27	13	16	38	65	72	77
Rest or relief time (daily) .....	95	97	97	95	95	89	100	97	100
10 or 12 minutes .....	2	3	-	( <sup>2</sup> )	-	3	5	-	-
15 minutes .....	15	23	3	2	5	35	2	3	27
20 minutes .....	27	53	28	35	24	8	45	16	14
25 minutes .....	7	-	-	-	-	10	17	-	37
30 minutes .....	44	19	66	52	66	32	31	74	23
Over 30 minutes .....	1	-	-	5	-	-	-	4	-
No relief time .....	5	3	3	5	5	11	-	3	-

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

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

## Part II. Prepared Meat Products

### Summary

Straight-time hourly earnings of production and related workers in prepared meat products plants averaged \$2.50 an hour in November 1963. Men, comprising seven-tenths of the 39,071 workers covered by the study, averaged \$2.60 an hour, compared with \$2.25 for women. The combined employment in the Middle Atlantic, Great Lakes, and Pacific regions accounted for seven-tenths of the industry's work force. Averages in these regions were \$2.51, \$2.56, and \$3.04, respectively. Workers in New England averaged \$2.34 an hour, compared with \$1.76 for those in the Southeast region.

Earnings of 99 percent of the workers were within a range of \$1.25 to \$4 an hour; the middle half of the workers earned between \$2.20 and \$2.85. Eighteen percent of the workers earned less than \$2 an hour; 17 percent earned \$3 or more.

Nationwide averages for workers in the occupations studied separately ranged from \$3.53 for maintenance electricians to \$2.22 for janitors. Variations in occupational earnings were found by region, type of company, size of plant, and sex.

Information was also developed on minimum job rates, hours of work and shift practices, and on a number of supplementary wage benefits, including paid holidays and vacations, and health, insurance, and pension plans.

### Industry Characteristics

The prepared meat products industry, for purposes of this study, includes establishments primarily engaged in manufacturing sausages and other prepared meats from purchased carcasses and other materials. Sausage kitchens and other prepared meat plants operated by meatpacking companies as separate establishments are also included.<sup>14</sup> None of the establishments in this industry are engaged in slaughtering. (See part I.) Establishments within scope of the Bureau's survey<sup>15</sup> employed 39,071 production and related workers in November 1963. The Middle Atlantic and Great Lakes regions each accounted for slightly more than a fourth of this employment. Nearly a fifth of the workers were in the Pacific region. None of the other regions employed as many as a tenth of the workers.

Multiplant companies<sup>16</sup> employed slightly less than two-fifths of the production workers in the industry. (The proportion was three-fifths in the meatpacking industry.) Single-plant companies accounted for three-fourths of the employment in the Middle Atlantic region and slightly more than half of the workers in the Great Lakes and Pacific regions.

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<sup>14</sup> Industry 2013 as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the Bureau of the Budget.

<sup>15</sup> See appendix A for scope and method of survey.

<sup>16</sup> Multiplant companies, for purposes of the study, included those operating two or more prepared meat products plants or one such plant and one or more meatpacking plants.

Federally inspected plants employed about three-fifths of the workers in the industry. Regionally, the proportions of workers in such plants were: Slightly more than four-fifths in New England, approximately two-thirds in the Great Lakes and Pacific regions, somewhat more than one-half in the Middle Atlantic, and slightly more than one-third in the Southeast. Nationally, the proportions of workers in federally inspected plants were seven-tenths in multiplant companies, compared with nearly three-fifths in single-plant companies.

Plants with collective bargaining agreements employed 86 percent of the production workers in the prepared meat products industry. Regionally, the percentage of workers in such plants ranged from more than 95 percent in the Middle Atlantic and Pacific to slightly more than 50 percent in the Southeast. The following tabulation provides estimates of the extent of collective bargaining agreements by type of company:

Regions	<u>Percent of production workers in plants with collective bargaining agreements</u>		
	All companies	Multiplant companies	Single-plant companies
United States -----	85-89	90-94	85-89
New England -----	75-79	90-94	70-74
Middle Atlantic -----	95+	95+	95+
Southeast -----	50-54	85-89	20-24
Great Lakes -----	85-89	90-94	80-84
Pacific -----	95+	95+	95+

The Amalgamated Meat Cutters and Butcher Workmen of North America and the United Packinghouse, Food and Allied Workers were the major unions in the industry.

Incentive methods of wage payment, usually individual or group bonuses, applied to less than a tenth (8 percent) of the production workers in the industry: 16 percent of the workers in multiplant companies, compared with 3 percent in single-plant companies (table 35).

The large majority of the time-rated workers were paid according to formalized wage plans providing single rates for specified occupations. Rates of pay for an eighth of the workers were determined on an individual basis. Individually determined rates of pay applied to 16 percent of the workers in single-plant companies compared with 4 percent of the workers in multiplant companies. Individual rates were much more common in the Southeast than in the other regions.

Whereas plants using established wage brackets or labor grades to group the rates of pay for all jobs accounted for nearly two-thirds of the workers in the meatpacking industry, the proportion was only one-fifth in the prepared meat products industry (table 36). Twenty-seven percent of the workers in multiplant companies and 16 percent of those in single-plant companies were in such plants. Although the total number of labor grades in the system varied among plants, systems with 24 grades were most prevalent. The full range of brackets, however, were rarely used, as indicated in the following tabulation of plants using a 24-labor grade system.

Highest grade used	Distribution of prepared meat products plants studied having 24-labor grade systems by the highest grade actually used
Total number of plants -----	16
Less than 21 -----	7
21 -----	1
22 -----	2
23 -----	5
24 -----	1

In virtually all instances (regardless of the number of labor grades in system), there was a uniform  $4\frac{1}{2}$ -cent difference between labor grades.

### Average Hourly Earnings

Straight-time hourly earnings of production workers in the prepared meat products industry averaged \$2.50 an hour in November 1963 (table 27). In the three major regions of industry concentration, Middle Atlantic, Great Lakes, and Pacific, their earnings averaged \$2.51, \$2.56, and \$3.04, respectively.

Men, comprising seven-tenths of the industry's work force, averaged \$2.60 an hour, compared with \$2.25 for women. Wage advantages for men were 34 cents an hour in the Great Lakes region, 44 cents in the Middle Atlantic region, and 52 cents in the Pacific region. Differences in average pay levels for men and women may be due to several factors, including variations in the distribution of the sexes among jobs and among establishments with different pay levels. Women, for example, were almost never employed in the comparatively high-wage meat cutting, sausage making, and smoking occupations. Differences in averages for the same job may also reflect differences in duties. Job descriptions used to classify workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed.

Nationally, production workers in multiplant companies averaged \$2.59 an hour—14 cents more than the average for workers in single-plant companies. In the Great Lakes region, there was a 31-cent differential in favor of workers in multiplant companies.

Workers in federally inspected plants averaged \$2.56 an hour, compared with \$2.40 for workers in plants not subject to such inspection. In the Middle Atlantic and Southeast regions, workers in plants not subject to Federal inspection averaged more than workers in federally inspected plants; in the Great Lakes and Pacific regions, the relationship was reversed.

Workers in plants employing 100 or more averaged 34 cents an hour more than workers in the smaller plants, on a nationwide basis. The wage advantages for workers in the larger plants were 17 cents in the Middle Atlantic, 31 cents in the Great Lakes, and 66 cents in the Southeast region. In the Pacific region, workers in the smaller plants averaged 3 cents an hour more than workers in plants employing 100 or more.

Wages of workers in union plants averaged \$2.62 an hour—88 cents more than workers in plants not having collective bargaining agreements covering a majority of their production and related workers. As indicated previously, union

plants accounted for the very large majority of the workers in all regions except the Southeast. In the latter region, workers in union plants averaged 62 cents an hour more than workers in nonunion plants.

The foregoing comparisons of production-worker averages do not, of course, isolate the influence of each factor as a determinant of wages. An interrelationship of some of the variables has been suggested in the discussion of industry characteristics. In the Southeast region, for example, union plants accounted for a much larger proportion of the employment in multiplant companies than in single-plant companies.

Earnings of virtually all of the production workers in the industry were within a range of \$1.25 to \$4 an hour. In the earnings array, the middle half of the workers' earnings fell between \$2.20 and \$2.85. Seven percent of the workers earned less than \$1.50 an hour; 18 percent earned less than \$2. A sixth of the workers earned \$3 or more an hour. As indicated in the following tabulation, the proportion of workers earning less than \$1.50 an hour was much greater in the Southeast than in the other regions:

Average hourly earnings	Percent of workers earning less than specified amounts in—				
	New England	Middle Atlantic	South-east	Great Lakes	Pacific
Under \$1.25 -----	-	-	2.7	-	-
Under \$1.30 -----	1.5	0.4	19.4	0.7	-
Under \$1.40 -----	3.5	2.6	29.2	1.2	-
Under \$1.50 -----	8.1	2.9	35.5	2.2	-

### Occupational Earnings

Occupational classifications for which earnings data were developed separately and presented in table 31 accounted for three-eighths of the production and related workers in the industry. Nationwide mean averages<sup>17</sup> for these jobs ranged from \$3.53 for maintenance electricians to \$2.22 for janitors. Beef boners, ham boners (chisel boning); maintenance machinists; stationary engineers; and truckdrivers (semi- or trailer) were the only other jobs averaging more than \$3 an hour. Men predominated in all except a few of the selected occupations. The large majority of the casing peeler operators and slicing machine operators were women; women were also employed in significant proportions as sausage stuffers, shipping packers, and spice weighers and mixers. In each of these five jobs, nationwide averages for men were substantially higher than those for women. Regionally, however, there were several exceptions to this pay relationship. In the Middle Atlantic region, for example, women shipping packers averaged 21 cents an hour more than men in the same job; women casing peeler operators averaged more than men in this job in the Middle Atlantic region and the averages for the two sexes were nearly the same in the Pacific region. Occupational averages were consistently highest in the Pacific region and lowest in the Southeast.

<sup>17</sup> Weighted averages, computed by multiplying each rate by the number of employees receiving the rate, totaling these products, and dividing by the number of employees.



Occupational earnings data are provided separately for multiplant and single-plant companies in tables 32 and 33, respectively. Among the 28 jobs for which averages are reported for both types of companies, nationwide averages for 16 were higher in multiplant companies, and for 12 in single-plant companies. The amount of wage differences for 16 jobs—each employing 100 or more workers in both type of company groups—are summarized below:

Averages for the two groups differed  
by less than 2 percent

Beef boners (entire carcass); ham boners  
(open-style); luggers-loaders; and  
sausage stuffers (combination of natural  
and artificial casings).

Averages for multiplant companies  
exceeded those for single-plant  
companies by 4 to 9 percent

Casing peeler operators; cleaners (night);  
maintenance men, general utility;  
mixer operators; packers, shipping;  
sausage smokers; slicing machine  
operators; and truckdrivers (other than  
semi- or trailer).

Averages for single-plant companies  
exceeded those for multiplant com-  
panies by 2 to 4 percent

Checkers, loading; pumpers, ham (artery  
pumping); smokers (combination of  
sausages and other products); and  
stowers, car and truck.

In the Great Lakes (the only region for which data are presented for both types of companies), however, averages for 12 of 14 jobs were higher in the multi-plant companies.

Among the 15 occupations for which data are provided in table 34, nationwide averages for 14 were higher in plants employing 100 or more workers than in the smaller plants.

Earnings of individual workers also varied within the same job, region, and type of company, as indicated by the middle ranges of earnings provided in the occupational tables (tables 32 and 33). In many instances, middle range values were less than 20 cents; in others, however, they were in excess of 50 cents. For example, earnings of the middle half of the men shipping packers in single-plant companies in the Middle Atlantic region were between \$1.94 and \$2.49.

For many occupations, the median rate and the arithmetic (mean) average were identical or nearly so. There were, however, numerous exceptions, even when the comparisons were limited to the same region and type of company. In some instances, the median rate exceeded the mean average, while in others the mean was higher.

## Establishment Practices and Supplementary Wage Provisions

Data were also obtained, as for part I, on minimum job rates, work schedules, overtime provisions, shift differentials, and the incidence of selected supplementary benefit plans, including paid holidays and vacations; retirement plans; life insurance; sickness and accident insurance; hospitalization, surgical, and medical benefits; clothes-changing time and clothing allowances; moving expenses; and paid funeral and jury duty leave.

Minimum Job Rates. Minimum rates of pay for experienced men in unskilled time-rated occupations (except watchmen) were formally established in 187 of the 209 plants visited and for women in 169 plants (table 37). In 60 of the 167 plants reporting formal minimum job rates for both men and women, the two rates were identical. Of the 107 plants reporting different minimum job rates for men and women, the two rates applied to different occupations in 66 plants and to the same jobs in 41. Highest minimum rates were usually reported by plants in the Pacific region and lowest by plants in the Southeast.

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in November 1963 in plants employing 88 percent of the production workers in the prepared meat products industry. Nine-tenths or more of the workers in the Middle Atlantic, New England, and Pacific regions were scheduled to work 40-hour weeks. Approximately a fourth of the workers in the Great Lakes and Southeast regions were scheduled to work longer than 40 hours a week (table 38). Virtually all of the plants paid their employees  $1\frac{1}{2}$  times the regular rate for all weekly hours worked in excess of 40. Four-fifths of the workers were in plants paying  $1\frac{1}{2}$  times the regular rate for all daily hours worked in excess of 8 (table 39).

Shift Differential Provisions and Practices. Nearly four-fifths of the workers were in plants having wage differential provisions for late-shift work (table 40). The provisions differed greatly but most commonly were 12 cents for both second- and third- or other late-shift work. Second-shift operations, at the time of the study, accounted for about 9 percent of the workers; third or other late shifts employed 3 percent (table 41). The proportions of workers employed on late shifts were twice as large for multiplant companies as for single-plant companies.

Rest or Relief Time. Virtually all plants had formal provisions for paid rest periods. Some gave one rest period a day, others gave two. The total amount of daily rest time most commonly was 15, 20, or 30 minutes (table 47).

Clothes-Changing Time and Work Clothing Provisions. Nearly two-fifths of the workers were in plants with formal provisions for time required to change clothing. The proportion was one-half in multiplant companies, compared with not quite a third in single-plant companies. The most common provision for each group of plants was 12 minutes a day with pay (table 44). Seven-tenths of the workers were in plants that provided work clothing (other than boots and gloves). An additional one-eighth of the workers were in plants providing monetary allowances for the purchase of work clothing—most commonly 50 cents a week (table 45).

Paid Holidays. Virtually all workers were in plants which provided paid holidays annually (table 42). Three-fifths of the workers received 8 days a year. Holiday provisions were most liberal in the Middle Atlantic region where more than half of the workers received 11 days annually.

Paid Vacations. Paid vacations to workers with qualifying periods of service were provided by virtually all of the plants studied (table 43). The large majority of the workers were in plants providing 1 week of vacation pay after 1 year of service, 2 weeks after 3 years, and 3 weeks after 10 years. Slightly more than half of the workers were in plants providing 4 weeks vacation pay after 20 years of service; two-thirds of the workers were in plants providing this payment after 25 years. Provisions for more than 4 weeks vacation were not common in the industry.

Health, Insurance, and Pension Plans. Life insurance benefits, for which the employer paid at least a part of the cost, were provided by plants employing nine-tenths of the production workers (table 46). Hospitalization, surgical, and medical insurance benefits were also available to the large majority of the workers in both multiplant and single-plant companies. Most commonly, these benefits were financed entirely by the employer and covered both the employee and his dependents. Sickness and accident insurance benefits were provided by plants employing three-fifths of the workers. Approximately half of the workers were in plants providing sick leave pay. Plans providing full pay and no waiting period were somewhat more common than those providing partial pay or requiring a waiting period. Catastrophe (extended medical) insurance was provided by plants employing nearly a fifth of the workers.

Pension plans, providing regular payments on retirement (in addition to those available under Federal old-age, survivors and disability insurance) were provided by plants employing three-fourths of the workers in multiplant companies and three-fifths of the workers in single-plant companies.

Cost-of-Living Pay Adjustment Provisions. Provisions for periodic cost-of-living pay adjustments were reported by plants employing nearly two-fifths of the workers in the industry: Slightly more than half of the workers in multiplant companies and three-tenths of the workers in single-plant companies (table 47). All such provisions were based on the Bureau of Labor Statistics Consumer Price Index.

Technological Severance Pay and Moving Allowances. Plants having formal plans for lump-sum payments to eligible workers permanently separated from employment because of plant closings or force reduction accounted for nearly three-tenths of the workers in multiplant companies, compared with less than two-tenths in single-plant companies. Moving allowances for eligible workers separated from one plant as a result of force reduction, and transferring to another company-owned plant, were reported by plants accounting for an eighth of the employment in multiplant companies.

Jury-Duty and Funeral Leave Pay. More than half of the workers were in plants with formal provisions for jury-duty pay, and nearly two-thirds were in plants providing pay to employees absent while attending funerals of relatives (table 47).

Table 27. Prepared Meat Products: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings<sup>1</sup> of production workers, United States and selected regions, November 1963)

Item	United States <sup>2</sup>		New England		Middle Atlantic		Southeast		Great Lakes		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
All production workers-----	39, 071	\$2.50	3, 275	\$2.34	10, 175	\$2.51	2, 330	\$1.76	10, 120	\$2.56	7, 030	\$3.04
Men-----	27, 722	2.60	2, 353	2.43	7, 825	2.61	1, 521	1.82	6, 500	2.68	5, 223	3.17
Women-----	11, 349	2.25	922	2.09	2, 350	2.17	809	1.64	3, 620	2.34	1, 807	2.65
Type of company:												
Multiplant-----	14, 456	2.59	-	-	-	-	-	-	4, 877	2.72	-	-
Single-plant-----	24, 615	2.45	-	-	7, 743	2.46	-	-	5, 243	2.41	3, 933	3.10
Federal inspection status:												
Federally inspected-----	24, 380	2.56	-	-	5, 550	2.49	850	1.61	6, 844	2.62	4, 651	3.07
Not federally inspected-----	14, 691	2.40	-	-	4, 625	2.53	1, 480	1.85	3, 276	2.44	2, 379	2.98
Size of community:												
Metropolitan <sup>3</sup> -----	36, 123	2.55	2, 964	2.41	9, 929	2.52	1, 718	1.89	9, 252	2.59	7, 030	3.04
Size of establishment:												
10-99 workers-----	17, 589	2.31	1, 361	1.96	4, 734	2.42	1, 370	1.49	4, 770	2.40	2, 482	3.06
100 workers or more-----	21, 482	2.65	1, 914	2.60	5, 441	2.59	960	2.15	5, 350	2.71	4, 548	3.03
Labor-management contracts:												
Establishments with-----												
Majority of workers covered-----	33, 746	2.62	-	-	9, 796	2.52	1, 250	2.05	8, 847	2.60	7, 030	3.04
None or minority of workers covered-----	5, 325	1.74	-	-	-	-	1, 080	1.43	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> The term "metropolitan areas" used in this study refers to the Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget in 1961.

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

Table 28. Prepared Meat Products: Earnings Distribution—All Companies

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup>  
United States and selected regions, November 1963)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			New England	Middle Atlantic	Southeast	Great Lakes	Pacific
	All workers	Men	Women					
Under \$1.25-----	0.4	0.3	0.6	-	-	2.7	-	-
\$1.25 and under \$1.30-----	2.5	2.0	3.6	1.5	0.4	16.7	0.7	-
\$1.30 and under \$1.35-----	1.4	1.3	1.6	.7	1.6	5.7	.2	-
\$1.35 and under \$1.40-----	1.2	1.0	1.7	1.3	.6	4.1	.3	-
\$1.40 and under \$1.45-----	1.1	1.1	.9	3.5	.2	4.0	.4	-
\$1.45 and under \$1.50-----	.7	.6	.9	1.1	.1	2.3	.6	-
\$1.50 and under \$1.60-----	2.7	2.4	3.3	2.8	2.2	11.6	1.3	-
\$1.60 and under \$1.70-----	2.1	1.6	3.5	1.4	2.4	8.4	1.7	-
\$1.70 and under \$1.80-----	2.0	1.8	2.6	5.8	2.2	5.7	1.2	0.1
\$1.80 and under \$1.90-----	1.5	1.4	1.8	3.6	1.7	3.6	1.2	.1
\$1.90 and under \$2.00-----	2.6	2.0	4.0	5.4	2.3	2.3	3.2	-
\$2.00 and under \$2.10-----	1.8	1.9	1.5	5.4	1.1	1.7	2.2	.3
\$2.10 and under \$2.20-----	4.7	3.1	8.8	5.7	4.3	11.4	2.9	.8
\$2.20 and under \$2.30-----	7.1	3.3	16.4	3.2	11.1	.3	10.0	1.5
\$2.30 and under \$2.40-----	4.7	2.7	9.9	4.6	3.9	.3	7.5	.4
\$2.40 and under \$2.50-----	8.1	9.1	5.7	4.4	13.7	11.9	7.9	.1
\$2.50 and under \$2.60-----	8.6	9.5	6.3	15.7	10.6	1.3	12.2	1.0
\$2.60 and under \$2.70-----	11.6	10.8	13.6	14.1	7.0	5.0	12.1	20.4
\$2.70 and under \$2.80-----	7.6	7.6	7.6	6.1	4.9	.2	7.6	16.3
\$2.80 and under \$2.90-----	5.1	6.7	1.2	3.3	4.8	-	6.7	7.5
\$2.90 and under \$3.00-----	5.3	7.0	1.2	3.3	7.4	.6	7.5	5.2
\$3.00 and under \$3.10-----	4.7	6.1	1.1	2.3	9.5	.2	3.3	5.0
\$3.10 and under \$3.20-----	2.7	3.5	.7	1.2	3.4	-	2.4	5.9
\$3.20 and under \$3.30-----	2.4	3.2	.5	1.1	2.6	-	1.2	7.3
\$3.30 and under \$3.40-----	1.6	2.1	.3	.4	1.0	-	1.3	5.0
\$3.40 and under \$3.50-----	1.1	1.4	.2	.2	.3	-	.6	4.5
\$3.50 and under \$3.60-----	.9	1.2	.3	.5	.4	-	.6	3.5
\$3.60 and under \$3.70-----	2.0	2.8	.2	.2	.3	-	1.0	9.1
\$3.70 and under \$3.80-----	.7	.9	( <sup>3</sup> )	.2	.1	-	.4	2.8
\$3.80 and under \$3.90-----	.3	.4	( <sup>3</sup> )	-	-	-	.6	.9
\$3.90 and under \$4.00-----	.1	.2	( <sup>3</sup> )	.1	( <sup>3</sup> )	-	.2	.2
\$4.00 and over-----	.7	1.0	-	.7	( <sup>3</sup> )	-	.9	2.2
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	39,071	27,722	11,349	3,275	10,175	2,330	10,120	7,030
Average hourly earnings <sup>1</sup> -----	\$2.50	\$2.60	\$2.25	\$2.34	\$2.51	\$1.76	\$2.56	\$3.04

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

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

Table 29. Prepared Meat Products: Earnings Distribution—  
Multiplant Companies

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, November 1963)

Average hourly earnings	United States <sup>2</sup>			Great Lakes
	Total	Men	Women	Total
Under \$1.25-----	-	-	-	-
\$1.25 and under \$1.30-----	1.9	1.2	3.6	0.2
\$1.30 and under \$1.35-----	1.4	1.9	.1	-
\$1.35 and under \$1.40-----	.8	.8	.7	-
\$1.40 and under \$1.45-----	1.1	1.3	.4	.4
\$1.45 and under \$1.50-----	1.1	1.1	1.1	1.1
\$1.50 and under \$1.60-----	2.5	1.7	4.0	.8
\$1.60 and under \$1.70-----	2.0	1.8	2.5	2.5
\$1.70 and under \$1.80-----	1.5	.8	3.2	1.4
\$1.80 and under \$1.90-----	1.2	.9	1.8	1.4
\$1.90 and under \$2.00-----	1.4	1.0	2.4	.5
\$2.00 and under \$2.10-----	1.1	1.3	.5	.5
\$2.10 and under \$2.20-----	3.9	3.4	5.0	1.6
\$2.20 and under \$2.30-----	3.9	.8	10.8	2.1
\$2.30 and under \$2.40-----	3.7	1.2	9.2	2.6
\$2.40 and under \$2.50-----	7.6	8.4	5.8	6.3
\$2.50 and under \$2.60-----	9.0	9.2	8.7	13.8
\$2.60 and under \$2.70-----	14.7	13.2	17.9	17.2
\$2.70 and under \$2.80-----	9.2	9.0	9.7	9.5
\$2.80 and under \$2.90-----	6.1	7.9	2.2	7.6
\$2.90 and under \$3.00-----	5.6	7.0	2.5	8.4
\$3.00 and under \$3.10-----	4.7	5.6	2.6	5.1
\$3.10 and under \$3.20-----	3.5	4.3	1.7	4.4
\$3.20 and under \$3.30-----	3.1	4.0	1.2	2.3
\$3.30 and under \$3.40-----	1.9	2.5	.6	2.1
\$3.40 and under \$3.50-----	.8	.9	.4	1.2
\$3.50 and under \$3.60-----	1.0	1.1	.6	1.3
\$3.60 and under \$3.70-----	2.9	4.0	.4	2.1
\$3.70 and under \$3.80-----	.8	1.2	.1	.5
\$3.80 and under \$3.90-----	.5	.7	-	1.2
\$3.90 and under \$4.00-----	.2	.3	.1	.5
\$4.00 and over-----	.9	1.3	-	1.5
Total-----	100.0	100.0	100.0	100.0
Number of workers-----	14,456	9,956	4,500	4,877
Average hourly earnings <sup>1</sup> -----	\$2.59	\$2.68	\$2.38	\$2.72

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to the Great Lakes.

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

Table 30. Prepared Meat Products: Earnings Distribution—  
Single-Plant Companies

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, November 1963)

Average hourly earnings	United States <sup>2</sup>			Middle Atlantic	Great Lakes	Pacific
	Total	Men	Women	Total	Total	Total
Under \$1.25-----	0.6	0.5	0.9	-	-	-
\$1.25 and under \$1.30-----	2.8	2.5	3.5	0.5	1.3	-
\$1.30 and under \$1.35-----	1.4	1.0	2.6	2.1	.4	-
\$1.35 and under \$1.40-----	1.4	1.0	2.3	.7	.6	-
\$1.40 and under \$1.45-----	1.1	1.0	1.3	.2	.3	-
\$1.45 and under \$1.50-----	.5	.3	.8	.2	.2	-
\$1.50 and under \$1.60-----	2.8	2.8	2.8	2.9	1.9	-
\$1.60 and under \$1.70-----	2.2	1.4	4.1	3.2	1.0	-
\$1.70 and under \$1.80-----	2.3	2.3	2.3	2.8	1.0	0.1
\$1.80 and under \$1.90-----	1.7	1.7	1.9	2.1	1.0	-
\$1.90 and under \$2.00-----	3.3	2.6	5.1	3.1	5.6	-
\$2.00 and under \$2.10-----	2.2	2.2	2.1	1.5	3.8	.4
\$2.10 and under \$2.20-----	5.2	2.9	11.2	4.4	4.2	.7
\$2.20 and under \$2.30-----	8.9	4.6	20.1	10.6	17.2	.5
\$2.30 and under \$2.40-----	5.3	3.4	10.3	2.9	12.0	.1
\$2.40 and under \$2.50-----	8.4	9.5	5.6	15.0	9.4	.1
\$2.50 and under \$2.60-----	8.3	9.7	4.6	9.8	10.7	1.7
\$2.60 and under \$2.70-----	9.8	9.4	10.8	5.4	7.4	19.3
\$2.70 and under \$2.80-----	6.7	6.8	6.2	4.1	6.0	14.5
\$2.80 and under \$2.90-----	4.5	6.0	.6	4.9	5.8	4.9
\$2.90 and under \$3.00-----	5.2	7.0	.4	7.6	6.7	5.4
\$3.00 and under \$3.10-----	4.6	6.4	.2	10.3	1.6	3.5
\$3.10 and under \$3.20-----	2.3	3.1	( <sup>3</sup> )	2.5	.6	7.6
\$3.20 and under \$3.30-----	2.0	2.7	.1	2.0	.1	7.5
\$3.30 and under \$3.40-----	1.4	1.8	.1	.7	.6	5.9
\$3.40 and under \$3.50-----	1.2	1.7	-	.2	-	7.1
\$3.50 and under \$3.60-----	.9	1.2	-	.3	-	4.7
\$3.60 and under \$3.70-----	1.5	2.1	( <sup>3</sup> )	.1	.1	9.0
\$3.70 and under \$3.80-----	.6	.8	-	-	.3	2.9
\$3.80 and under \$3.90-----	.2	.3	.1	-	-	1.3
\$3.90 and under \$4.00-----	( <sup>3</sup> )	.1	-	( <sup>3</sup> )	( <sup>3</sup> )	.1
\$4.00 and over-----	.6	.9	-	.1	.4	2.8
Total-----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	24,615	17,766	6,849	7,743	5,243	3,933
Average hourly earnings <sup>1</sup> -----	\$2.45	\$2.56	\$2.16	\$2.46	\$2.41	\$3.10

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

<sup>2</sup> Includes data for regions in addition to those shown separately.

<sup>3</sup> Less than 0.05 percent.

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

Table 31. Prepared Meat Products: Occupational Earnings—All Companies

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				New England				Middle Atlantic			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef cutting</b>												
Boners, beef <sup>3</sup> (all men).....	850	\$3. 07	\$3. 13	\$2. 78—\$3. 46	-	-	-	-	-	-	-	-
Loins, ribs or rounds.....	137	3. 09	2. 97	2. 94— 3. 41	-	-	-	-	-	-	-	-
Entire carcass.....	668	3. 06	3. 35	2. 75— 3. 47	-	-	-	-	-	-	-	-
Breakup men, primal cuts (all men).....	193	2. 41	2. 54	1. 65— 2. 97	-	-	-	-	42	\$2. 74	\$2. 66	\$2. 43—\$3. 14
<b>Pork cutting</b>												
Belly trimmers (all men).....	94	2. 93	2. 97	2. 68— 3. 18	-	-	-	-	58	2. 90	2. 97	2. 72— 3. 09
Boners, ham (886 men, 1 woman).....	887	2. 99	3. 01	2. 88— 3. 08	62	\$3. 39	\$3. 06	\$2. 91—\$3. 63	476	2. 97	3. 03	2. 92— 3. 07
Open style boning.....	511	2. 97	2. 95	2. 84— 3. 09	57	3. 31	3. 03	2. 80— 3. 55	241	2. 94	3. 02	2. 85— 3. 08
Chisel boning.....	376	3. 03	3. 02	2. 96— 3. 07	-	-	-	-	235	3. 00	3. 03	2. 98— 3. 07
Ham skimmers, machine (all men).....	97	2. 88	3. 01	2. 71— 3. 07	-	-	-	-	72	2. 88	3. 02	2. 80— 3. 06
Trimmers of trimmings (all men).....	63	2. 72	2. 85	2. 67— 2. 93	-	-	-	-	-	-	-	-
<b>Curing, smoking, and cooking</b>												
Casing peeler operators.....	683	2. 30	2. 33	2. 22— 2. 61	40	2. 29	2. 53	1. 89— 2. 60	180	2. 28	2. 24	2. 21— 2. 34
Men.....	93	2. 46	2. 60	2. 38— 2. 69	-	-	-	-	20	2. 13	2. 27	1. 63— 2. 66
Women.....	590	2. 28	2. 32	2. 21— 2. 56	34	2. 33	2. 54	2. 17— 2. 60	160	2. 30	2. 24	2. 21— 2. 34
Graders, green hams and bellies (46 men, 2 women).....	48	2. 71	2. 71	2. 56— 2. 90	-	-	-	-	25	2. 72	2. 81	2. 53— 2. 89
Hangers, bellies.....	111	2. 53	2. 50	2. 45— 2. 73	-	-	-	-	46	2. 49	2. 48	2. 46— 2. 50
Men.....	95	2. 53	2. 50	2. 46— 2. 72	-	-	-	-	46	2. 49	2. 48	2. 46— 2. 50
Mixer operators (all men).....	260	2. 73	2. 80	2. 53— 3. 00	-	-	-	-	81	2. 78	2. 93	2. 61— 3. 06
Pickle makers (124 men, 7 women).....	131	2. 72	2. 70	2. 60— 2. 95	8	2. 68	2. 78	2. 71— 2. 86	57	2. 67	2. 66	2. 61— 2. 81
Pumpers, pickle-injection machine.....	210	2. 69	2. 75	2. 58— 2. 96	15	2. 81	2. 78	2. 65— 3. 06	74	2. 78	2. 92	2. 58— 2. 98
Men.....	194	2. 76	2. 77	2. 60— 2. 96	15	2. 81	2. 78	2. 65— 3. 06	72	2. 79	2. 93	2. 58— 2. 98
Pumpers, ham (artery pumping).....	509	2. 64	2. 64	2. 51— 2. 92	53	2. 31	2. 28	1. 99— 2. 66	301	2. 66	2. 62	2. 53— 2. 92
Men.....	499	2. 65	2. 64	2. 51— 2. 92	51	2. 29	2. 28	1. 99— 2. 65	301	2. 66	2. 62	2. 53— 2. 92
Sausage makers (chopper).....	653	2. 83	2. 95	2. 65— 3. 08	30	2. 59	2. 66	2. 29— 2. 78	313	2. 88	3. 02	2. 87— 3. 08
Men.....	643	2. 84	2. 95	2. 67— 3. 08	30	2. 59	2. 66	2. 29— 2. 78	303	2. 91	3. 02	2. 89— 3. 08
Sausage stuffers.....	1,117	2. 69	2. 76	2. 42— 2. 97	132	2. 48	2. 55	2. 14— 2. 75	287	2. 70	2. 77	2. 44— 2. 98
Men.....	967	2. 77	2. 80	2. 55— 3. 00	121	2. 49	2. 54	2. 15— 2. 74	247	2. 74	2. 86	2. 48— 2. 99
Women.....	150	2. 20	2. 37	1. 85— 2. 55	11	2. 43	2. 73	1. 94— 2. 77	40	2. 48	2. 43	2. 38— 2. 55
Natural casings (121 men, 5 women).....	126	2. 77	2. 76	2. 70— 3. 05	38	2. 37	2. 62	2. 06— 2. 73	-	-	-	-
Artificial casings, with casing sizer (131 men, 5 women).....	136	2. 91	2. 93	2. 73— 3. 22	-	-	-	-	55	2. 82	2. 91	2. 73— 2. 98
Artificial casings, without casing sizer (91 men, 12 women).....	103	2. 85	2. 82	2. 65— 3. 05	-	-	-	-	31	2. 91	3. 00	2. 92— 3. 05
Combination of natural and artificial casings.....	752	2. 62	2. 73	2. 37— 2. 93	86	2. 56	2. 55	2. 40— 2. 76	190	2. 63	2. 56	2. 41— 2. 96
Men.....	624	2. 72	2. 79	2. 43— 2. 97	80	2. 59	2. 56	2. 41— 2. 77	153	2. 68	2. 75	2. 43— 2. 99
Women.....	128	2. 13	2. 36	1. 60— 2. 44	-	-	-	-	37	2. 44	2. 42	2. 38— 2. 53
Slicing machine operators.....	897	2. 32	2. 34	2. 20— 2. 67	63	2. 08	2. 41	1. 53— 2. 57	271	2. 12	2. 25	1. 74— 2. 29
Men.....	169	2. 57	2. 61	2. 45— 2. 76	11	2. 45	2. 44	2. 42— 2. 49	16	2. 57	2. 57	2. 52— 2. 72
Women.....	728	2. 26	2. 22	2. 11— 2. 65	-	-	-	-	255	2. 09	2. 24	1. 74— 2. 29
Smokers (all men).....	802	2. 74	2. 82	2. 53— 3. 05	63	2. 44	2. 43	2. 11— 2. 86	211	2. 80	2. 79	2. 52— 3. 06
Sausages.....	242	2. 82	2. 88	2. 63— 3. 08	-	-	-	-	43	2. 89	3. 00	2. 91— 3. 32
Other than sausages.....	131	2. 80	2. 86	2. 56— 3. 15	-	-	-	-	-	-	-	-
Combination of sausages and other products.....	429	2. 68	2. 80	2. 47— 3. 01	45	2. 35	2. 29	2. 08— 2. 84	140	2. 78	2. 78	2. 49— 3. 06
Spice weighers and mixers.....	99	2. 58	2. 64	2. 23— 2. 79	-	-	-	-	29	2. 74	2. 70	2. 49— 3. 17
Men.....	60	2. 70	2. 71	2. 49— 3. 13	-	-	-	-	27	2. 79	2. 80	2. 55— 3. 18
Women.....	39	2. 41	2. 35	2. 18— 2. 73	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 31. Prepared Meat Products: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	Southeast				Great Lakes				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef cutting</u>												
Boners, beef <sup>3</sup> .....	-	-	-	-	163	\$2.94	\$2.97	\$2.92-\$3.12	388	\$3.51	\$3.47	\$3.43-\$3.62
Loins, ribs or rounds .....	-	-	-	-	-	-	-	-	35	3.53	3.49	3.45- 3.65
Entire carcass .....	-	-	-	-	73	2.97	3.13	2.85- 3.16	344	3.50	3.47	3.43- 3.61
Breakup men, primal cuts .....	-	-	-	-	-	-	-	-	30	3.44	3.52	3.43- 3.56
<u>Pork cutting</u>												
Belly trimmers .....	-	-	-	-	-	-	-	-	22	3.21	3.25	3.21- 3.28
Boners, ham .....	-	-	-	-	216	2.91	2.92	2.85- 2.99	66	3.42	3.36	3.26- 3.65
Open style boning .....	-	-	-	-	131	2.85	2.87	2.83- 2.91	50	3.43	3.61	3.25- 3.65
Chisel boning .....	-	-	-	-	-	-	-	-	-	-	-	-
Ham skimmers, machine .....	-	-	-	-	-	-	-	-	-	-	-	-
Trimmers of trimmings .....	-	-	-	-	-	-	-	-	-	-	-	-
<u>Curing, smoking, and cooking</u>												
Casing peeler operators .....	-	-	-	-	174	2.33	2.29	2.21- 2.64	79	2.78	2.75	2.72- 2.79
Men .....	-	-	-	-	38	2.58	2.63	2.55- 2.69	12	2.77	2.73	2.67- 2.79
Women .....	-	-	-	-	136	2.26	2.25	2.18- 2.54	67	2.78	2.76	2.72- 2.79
Graders, green hams and bellies .....	-	-	-	-	-	-	-	-	-	-	-	-
Hangers, bellies .....	-	-	-	-	20	2.47	2.48	2.43- 2.57	30	2.81	2.79	2.72- 2.88
Men .....	-	-	-	-	10	2.52	2.56	2.53- 2.61	24	2.83	2.82	2.72- 2.90
Mixer operators .....	-	-	-	-	67	2.86	2.81	2.75- 2.87	38	3.12	2.96	2.87- 3.52
Pickle makers .....	-	-	-	-	25	2.68	2.91	2.25- 2.96	29	3.14	2.98	2.91- 3.63
Pumpers, pickle-injection machine .....	-	-	-	-	48	2.67	2.70	2.59- 2.75	36	3.13	2.97	2.92- 3.61
Men .....	-	-	-	-	48	2.67	2.70	2.59- 2.75	35	3.13	2.97	2.92- 3.61
Pumpers, ham (artery pumping) .....	-	-	-	-	-	-	-	-	68	3.20	2.99	2.92- 3.64
Men .....	-	-	-	-	-	-	-	-	66	3.22	2.99	2.93- 3.64
Sausage makers (chopper) .....	23	\$2.03	\$1.93	\$1.83-\$2.62	142	2.90	2.88	2.75- 3.04	63	3.42	3.59	3.16- 3.67
Men .....	23	2.03	1.93	1.83- 2.62	142	2.90	2.88	2.75- 3.04	63	3.42	3.59	3.16- 3.67
Sausage stuffers .....	23	2.19	2.61	1.81- 2.66	346	2.74	2.81	2.64- 2.90	138	3.41	3.56	3.16- 3.68
Men .....	-	-	-	-	324	2.77	2.82	2.71- 2.91	138	3.41	3.56	3.16- 3.68
Women .....	-	-	-	-	22	2.40	2.38	2.36- 2.40	-	-	-	-
Natural casings .....	-	-	-	-	-	-	-	-	31	3.31	3.18	3.14- 3.65
Artificial casings, with casing sizer .....	-	-	-	-	33	3.09	3.05	2.88- 3.45	22	3.50	3.61	3.36- 3.67
Artificial casings, without casing sizer .....	-	-	-	-	23	2.69	2.68	2.62- 2.84	15	3.52	3.65	3.61- 3.69
Combination of natural and artificial casings .....	-	-	-	-	261	2.70	2.82	2.54- 2.89	70	3.40	3.56	3.15- 3.70
Men .....	-	-	-	-	243	2.73	2.83	2.71- 2.90	70	3.40	3.56	3.15- 3.70
Women .....	-	-	-	-	-	-	-	-	-	-	-	-
Slicing machine operators .....	36	1.66	1.62	1.53- 1.67	232	2.38	2.30	2.23- 2.63	198	2.78	2.75	2.71- 2.78
Men .....	-	-	-	-	45	2.35	2.57	2.24- 2.65	49	3.01	2.78	2.73- 3.62
Women .....	22	1.58	1.54	1.52- 1.69	187	2.39	2.27	2.23- 2.63	149	2.70	2.74	2.71- 2.77
Smokers .....	44	1.97	1.65	1.62- 2.53	210	2.82	2.86	2.72- 2.98	156	3.22	3.16	2.97- 3.63
Sausages .....	-	-	-	-	101	2.81	2.79	2.66- 2.99	45	3.12	3.14	2.90- 3.20
Other than sausages .....	-	-	-	-	-	-	-	-	59	3.23	3.15	3.00- 3.64
Combination of sausages and other products .....	21	2.19	2.53	1.65- 2.57	92	2.86	2.88	2.83- 2.97	52	3.31	3.25	2.99- 3.68
Spice weighers and mixers .....	-	-	-	-	16	2.58	2.56	2.33- 2.78	19	2.84	2.76	2.73- 2.79
Men .....	-	-	-	-	-	-	-	-	11	2.91	2.78	2.74- 2.99
Women .....	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



Table 31. Prepared Meat Products: Occupational Earnings—All Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				New England				Middle Atlantic			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Maintenance and powerplant</u>												
Electricians, maintenance (all men).....	37	\$3.53	\$3.65	\$3.17-\$3.87	-	-	-	-	9	\$3.12	\$3.14	\$3.05-\$3.19
Engineers, stationary (all men).....	269	3.39	3.59	3.17- 3.68	12	\$3.29	\$2.95	\$2.52-\$4.15	56	3.37	3.52	3.16- 3.60
Firemen, stationary boiler (all men).....	39	2.71	2.68	2.48- 2.96	14	2.62	2.64	2.55- 2.73	-	-	-	-
Machinists, maintenance (all men).....	44	3.36	3.26	3.07- 3.70	-	-	-	-	17	3.01	3.04	2.98- 3.09
Maintenance men, general utility (all men).....	584	2.74	2.84	2.44- 3.09	48	2.64	2.73	2.44- 2.88	177	2.71	2.83	2.55- 2.97
Mechanics, automotive (maintenance) (all men)....	114	2.87	3.05	2.54- 3.48	-	-	-	-	20	2.90	3.03	2.56- 3.23
<u>Custodial and material movement</u>												
Checkers, loading (all men).....	258	2.76	2.86	2.44- 3.13	13	2.58	2.68	2.34- 2.75	53	2.90	2.93	2.76- 3.11
Cleaners, night (all men).....	633	2.45	2.52	2.37- 2.65	59	2.36	2.53	2.25- 2.57	140	2.38	2.48	2.18- 2.56
Janitors (252 men, 9 women).....	261	2.22	2.44	1.79- 2.62	-	-	-	-	60	2.36	2.46	2.32- 2.50
Luggers-loaders (all men).....	440	2.44	2.48	2.46- 2.53	-	-	-	-	296	2.49	2.48	2.46- 2.49
Packers, shipping.....	1,723	2.32	2.50	2.13- 2.66	185	2.21	2.51	1.79- 2.57	264	2.35	2.48	2.19- 2.58
Men.....	762	2.42	2.53	2.33- 2.69	90	2.36	2.52	2.06- 2.58	203	2.30	2.46	2.11- 2.59
Women.....	961	2.24	2.37	2.10- 2.64	95	2.07	2.20	1.56- 2.56	61	2.51	2.54	2.51- 2.58
Stowers, car and truck (all men).....	417	2.31	2.48	2.11- 2.66	27	2.24	2.00	1.95- 2.64	28	2.48	2.48	2.45- 2.50
Truckdrivers <sup>3</sup> (all men).....	2,023	2.72	2.93	2.43- 3.23	104	2.29	2.34	2.08- 2.55	495	2.87	3.02	2.57- 3.17
Semi- or trailer.....	122	3.10	3.31	2.94- 3.38	-	-	-	-	-	-	-	-
Other than semi- or trailer.....	1,727	2.68	2.91	2.41- 3.21	61	2.38	2.35	2.31- 2.53	457	2.85	3.01	2.56- 3.16
Truckers, power <sup>3</sup> (all men).....	129	2.31	2.60	1.45- 2.86	-	-	-	-	11	2.63	2.66	2.63- 2.69
Forklift.....	117	2.26	2.39	1.44- 2.83	-	-	-	-	-	-	-	-
Southeast				Great Lakes				Pacific				
<u>Maintenance and powerplant</u>												
Electricians, maintenance.....	-	-	-	-	20	\$3.80	\$3.85	\$3.67-\$3.99	-	-	-	-
Engineers, stationary.....	-	-	-	-	87	3.45	3.60	3.24- 3.69	81	\$3.67	\$3.66	\$3.62-\$3.72
Firemen, stationary boiler.....	-	-	-	-	14	2.79	2.69	2.44- 3.23	-	-	-	-
Machinists, maintenance.....	-	-	-	-	22	3.64	3.69	3.30- 3.91	-	-	-	-
Maintenance men, general utility.....	40	\$2.02	\$1.75	\$1.58-\$2.75	103	2.89	2.89	2.81- 3.07	111	3.43	3.57	3.27- 3.65
Mechanics, automotive (maintenance).....	-	-	-	-	20	3.24	3.28	3.03- 3.57	31	3.51	3.58	3.30- 3.69
<u>Custodial and material movement</u>												
Checkers, loading.....	-	-	-	-	18	2.50	2.54	2.42- 2.64	99	3.21	3.14	3.01- 3.40
Cleaners, night.....	23	1.47	1.39	1.36- 1.55	107	2.50	2.48	2.41- 2.63	165	2.78	2.70	2.65- 3.00
Janitors.....	9	1.64	1.54	1.39- 2.00	75	2.31	2.45	1.95- 2.58	47	2.64	2.67	2.62- 2.82
Luggers-loaders.....	-	-	-	-	52	2.53	2.58	2.44- 2.65	28	2.93	2.86	2.82- 3.05
Packers, shipping.....	99	1.46	1.52	1.32- 1.58	290	2.40	2.51	2.27- 2.58	463	2.72	2.71	2.65- 2.78
Men.....	-	-	-	-	154	2.47	2.57	2.53- 2.67	153	2.85	2.82	2.73- 3.04
Women.....	88	1.45	1.51	1.32- 1.57	136	2.33	2.36	2.21- 2.39	310	2.66	2.68	2.64- 2.73
Stowers, car and truck.....	39	2.06	2.45	1.63- 2.48	98	2.70	2.66	2.61- 2.83	45	2.69	2.73	2.67- 2.77
Truckdrivers <sup>3</sup> .....	184	2.07	1.95	1.54- 2.64	251	2.90	2.95	2.90- 2.99	573	3.28	3.28	3.23- 3.35
Semi- or trailer.....	-	-	-	-	27	2.93	3.10	2.94- 3.15	67	3.42	3.37	3.33- 3.50
Other than semi- or trailer.....	170	2.09	2.16	1.53- 2.65	206	2.90	2.94	2.90- 2.99	446	3.26	3.27	3.23- 3.33
Truckers, power <sup>3</sup> .....	-	-	-	-	30	3.06	2.80	2.65- 3.51	23	2.89	2.92	2.85- 2.96
Forklift.....	-	-	-	-	23	3.07	2.69	2.65- 3.60	23	2.89	2.92	2.85- 2.96

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

The mean for each job is computed by multiplying each rate by the number of employees receiving the rate. The products are totaled and divided by the number of employees.

The median designates position, that is, half of the employees surveyed receive more than the rate shown and half receive less than the rate shown.

The middle range is defined by 2 rates of pay: a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Includes data for workers in classifications in addition to those shown separately.

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

Table 32. Prepared Meat Products: Occupational Earnings—Multiplant Companies

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Beef cutting</u>								
Boners, beef <sup>3</sup> (all men).....	273	\$ 3.02	\$ 2.99	\$ 2.91-\$ 3.60	163	\$ 2.94	\$ 2.97	\$ 2.92-\$ 3.12
Entire carcass.....	161	3.02	3.15	2.82- 3.63	73	2.97	3.13	2.85- 3.16
Breakup men, primal cuts (all men).....	94	2.30	2.55	1.65- 2.75	-	-	-	-
<u>Pork cutting</u>								
Belly trimmers (all men).....	32	2.61	2.62	2.56- 2.68	-	-	-	-
Boners, ham (all men).....	226	3.02	3.04	2.88- 3.10	76	2.91	3.02	2.85- 3.06
Open style boning.....	152	2.98	3.03	2.83- 3.25	33	2.78	2.84	2.75- 2.88
Chisel boning.....	74	3.09	3.04	2.99- 3.08	-	-	-	-
Ham skimmers, machine <sup>3</sup> (all men).....	17	2.54	2.60	2.54- 2.66	-	-	-	-
Skin only.....	16	2.53	2.59	2.54- 2.65	-	-	-	-
<u>Curing, smoking, and cooking</u>								
Casing peeler operators.....	326	2.39	2.35	2.30- 2.68	115	2.34	2.40	1.49- 2.68
Men.....	43	2.63	2.67	2.63- 2.76	28	2.60	2.66	2.61- 2.78
Women.....	283	2.35	2.34	2.29- 2.65	87	2.25	2.24	1.49- 2.66
Graders, green hams and bellies (all men).....	12	2.78	2.85	2.63- 3.06	-	-	-	-
Hangers, bellies (all men).....	66	2.52	2.50	2.47- 2.73	10	2.52	2.56	2.54- 2.59
Mixer operators (all men).....	127	2.80	2.81	2.67- 3.06	38	2.91	2.78	2.74- 2.88
Pickle makers (all men).....	44	2.69	2.90	2.63- 2.97	11	2.92	2.95	2.92- 2.98
Pumpers, pickle-injection machine.....	68	2.44	2.59	2.51- 2.84	14	2.55	2.55	2.52- 2.65
Men.....	53	2.63	2.62	2.55- 2.88	14	2.55	2.55	2.52- 2.65
Pumpers, ham (artery pumping).....	141	2.56	2.69	2.28- 2.93	-	-	-	-
Men.....	131	2.60	2.69	2.30- 2.93	-	-	-	-
Sausage makers (chopper) (all men).....	169	2.92	2.92	2.71- 3.20	81	2.90	2.90	2.73- 3.14
Sausage stuffers.....	359	2.80	2.88	2.44- 3.10	131	2.88	2.86	2.75- 2.99
Men.....	325	2.88	2.92	2.71- 3.14	127	2.89	2.87	2.76- 2.99
Women.....	34	2.04	2.03	1.44- 2.64	-	-	-	-
Natural casings (all men).....	24	3.12	3.15	2.75- 3.69	-	-	-	-
Artificial casings, with casing sizer (72 men, 3 women).....	75	3.12	3.13	2.93- 3.55	30	3.13	3.13	2.93- 3.53
Artificial casings, without casing sizer (44 men, 7 women).....	51	2.87	2.96	2.45- 3.10	-	-	-	-
Combination of natural and artificial casings.....	209	2.63	2.78	2.37- 2.99	89	2.82	2.83	2.74- 2.94
Men.....	185	2.73	2.82	2.42- 3.01	85	2.83	2.84	2.75- 2.95
Slicing machine operators.....	357	2.40	2.61	2.26- 2.72	104	2.54	2.63	2.54- 2.67
Men.....	84	2.54	2.66	2.51- 2.77	14	2.68	2.65	2.59- 2.90
Women.....	273	2.36	2.61	2.24- 2.70	90	2.51	2.63	2.45- 2.66
Smokers (all men).....	336	2.74	2.84	2.51- 3.03	102	2.88	2.90	2.73- 3.03
Sausages.....	134	2.90	2.92	2.72- 3.11	64	2.96	2.96	2.78- 3.07
Other than sausages.....	79	2.64	2.83	2.52- 3.03	-	-	-	-
Combination of sausages and other products.....	123	2.62	2.75	2.37- 2.98	21	2.75	2.84	2.78- 2.89
Spice weighers and mixers.....	30	2.78	2.75	2.66- 2.88	-	-	-	-
Men.....	16	2.87	2.78	2.70- 3.14	-	-	-	-
Women.....	14	2.68	2.74	2.64- 2.81	-	-	-	-

See footnotes at end of table.

Table 32. Prepared Meat Products: Occupational Earnings—Multiplant Companies—Continued

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Great Lakes			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Maintenance and powerplant</u>								
Electricians, maintenance (all men)-----	32	\$ 3.58	\$ 3.67	\$ 3.21-\$ 3.88	20	\$ 3.80	\$ 3.85	\$ 3.67-\$ 3.99
Engineers, stationary (all men)-----	172	3.41	3.62	3.19- 3.69	60	3.53	3.63	3.51- 3.69
Firemen, stationary boiler (all men)-----	17	2.85	2.95	2.64- 3.15	-	-	-	-
Machinists, maintenance (all men)-----	33	3.45	3.30	3.15- 3.78	22	3.64	3.69	3.30- 3.91
Maintenance men, general utility (all men)-----	209	2.83	2.94	2.48- 3.28	39	2.94	3.03	2.83- 3.13
Mechanics, automotive (maintenance) (all men)-----	73	2.76	3.06	1.73- 3.35	16	3.30	3.48	2.95- 3.59
<u>Custodial and material movement</u>								
Checkers, loading (all men)-----	147	2.72	2.85	2.45- 3.04	-	-	-	-
Cleaners, night (all men)-----	300	2.53	2.57	2.43- 2.68	67	2.55	2.54	2.43- 2.71
Janitors (92 men, 5 women)-----	97	2.28	2.41	2.09- 2.62	37	2.46	2.50	2.46- 2.67
Luggers-loaders (all men)-----	182	2.46	2.49	2.46- 2.81	-	-	-	-
Packers, shipping-----	492	2.46	2.56	2.38- 2.74	109	2.52	2.55	2.38- 2.72
Men-----	298	2.61	2.70	2.44- 2.80	48	2.70	2.73	2.64- 2.77
Women-----	194	2.22	2.39	1.83- 2.55	61	2.39	2.38	2.36- 2.53
Stowers, car and truck (all men)-----	259	2.29	2.54	1.63- 2.69	64	2.77	2.70	2.65- 2.90
Truckdrivers <sup>3</sup> (all men)-----	875	2.82	2.95	2.60- 3.24	148	2.95	2.96	2.91- 3.03
Semi- or trailer-----	87	3.23	3.32	3.12- 3.39	27	2.93	3.10	2.94- 3.15
Other than semi- or trailer-----	719	2.75	2.91	2.45- 3.20	113	2.97	2.96	2.92- 3.01
Truckers, power <sup>3</sup> (all men)-----	104	2.33	2.64	1.44- 2.92	30	3.06	2.80	2.65- 3.51
Forklift-----	92	2.26	2.63	1.44- 2.91	23	3.07	2.69	2.65- 3.60

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

The mean for each job is computed by multiplying each rate by the number of employees receiving the rate. The products are totaled and divided by the number of employees.

The median designates position, that is, half of the employees surveyed receive more than the rate shown and half receive less than the rate shown.

The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

<sup>2</sup> Includes data for regions in addition to the Great Lakes.<sup>3</sup> Includes data for workers in classifications in addition to those shown separately.

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

Table 33. Prepared Meat Products: Occupational Earnings—Single-Plant Companies

(Number and average straight-time hourly earnings <sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>2</sup>				Middle Atlantic				Great Lakes				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<b>Beef cutting</b>																
Boners, beef <sup>3</sup> (all men).....	577	\$3.09	\$3.40	\$2.76—\$3.46	-	-	-	-	-	-	-	-	318	\$3.48	\$3.46	\$3.42—\$3.49
Loins, ribs or rounds (all men).....	29	3.42	3.46	3.42— 3.50	-	-	-	-	-	-	-	-	-	-	-	-
Entire carcass (all men).....	507	3.07	3.41	2.75— 3.46	-	-	-	-	-	-	-	-	288	3.48	3.45	3.42— 3.49
Breakup men, primal cuts (all men).....	99	2.51	2.44	1.65— 3.30	39	\$2.73	\$2.66	\$2.42—\$3.15	-	-	-	-	-	-	-	-
<b>Pork cutting</b>																
Belly trimmers (all men).....	62	3.10	3.13	2.97— 3.22	44	3.02	3.06	2.92— 3.15	-	-	-	-	-	-	-	-
Boners, ham (660 men, 1 woman).....	661	2.99	2.99	2.88— 3.07	376	2.96	3.02	2.92— 3.07	140	\$2.91	\$2.91	\$2.86—\$2.96	44	3.43	3.38	3.26— 3.65
Open style boning.....	359	2.96	2.91	2.84— 3.07	157	2.90	2.90	2.84— 3.06	98	2.88	2.88	2.84— 2.93	28	3.45	3.62	3.26— 3.66
Chisel boning.....	302	3.02	3.02	2.96— 3.07	219	3.00	3.03	3.00— 3.07	-	-	-	-	-	-	-	-
Ham skimmers, machine (all men).....	80	2.96	3.03	2.84— 3.08	64	2.93	3.03	2.85— 3.06	-	-	-	-	-	-	-	-
Skin only.....	46	2.93	3.04	3.00— 3.07	-	-	-	-	-	-	-	-	-	-	-	-
Skin and defat.....	34	2.99	2.90	2.82— 3.15	-	-	-	-	-	-	-	-	-	-	-	-
Trimmers of trimmings (all men).....	55	2.72	2.84	2.67— 2.91	-	-	-	-	-	-	-	-	-	-	-	-
<b>Curing, smoking, and cooking</b>																
Casing peeler operators.....	357	2.22	2.26	2.21— 2.53	159	2.24	2.24	2.21— 2.32	59	2.32	2.27	2.23— 2.37	36	2.75	2.75	2.71— 2.78
Men.....	50	2.31	2.42	2.26— 2.57	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	307	2.21	2.25	2.21— 2.51	145	2.27	2.24	2.21— 2.33	49	2.28	2.26	2.23— 2.29	30	2.72	2.74	2.71— 2.77
Graders, green hams and bellies (34 men, 2 women).....	36	2.69	2.73	2.54— 2.87	-	-	-	-	-	-	-	-	-	-	-	-
Hangers, bellies.....	45	2.55	2.48	2.42— 2.73	22	2.51	2.49	2.42— 2.59	-	-	-	-	-	-	-	-
Men.....	29	2.56	2.52	2.43— 2.73	22	2.51	2.49	2.42— 2.59	-	-	-	-	-	-	-	-
Mixer operators (all men).....	133	2.66	2.78	2.44— 2.93	45	2.62	2.69	2.35— 3.00	29	2.80	2.84	2.79— 2.88	22	3.17	3.05	2.93— 3.54
Pickle makers (80 men, 7 women).....	87	2.74	2.67	2.58— 2.93	48	2.65	2.66	2.61— 2.78	14	2.49	2.38	2.23— 2.80	-	-	-	-
Pumpers, pickle-injection machine.....	142	2.81	2.85	2.66— 2.97	51	2.83	2.94	2.90— 2.98	34	2.72	2.73	2.67— 2.77	26	3.16	2.98	2.94— 3.62
Men.....	141	2.81	2.80	2.66— 2.97	51	2.83	2.94	2.90— 2.98	34	2.72	2.73	2.67— 2.77	25	3.17	2.98	2.94— 3.62
Pumpers, ham (artery pumping) (all men).....	368	2.67	2.63	2.53— 2.92	245	2.64	2.59	2.53— 2.91	-	-	-	-	39	3.31	3.60	2.96— 3.65
Sausage makers (chopper).....	484	2.79	2.96	2.62— 3.07	287	2.88	3.02	2.86— 3.08	61	2.89	2.88	2.82— 3.00	40	3.40	3.56	3.14— 3.68
Men.....	474	2.81	2.97	2.65— 3.07	277	2.90	3.02	2.88— 3.08	61	2.89	2.88	2.82— 3.00	40	3.40	3.56	3.14— 3.68
Sausage stuffers.....	758	2.65	2.73	2.41— 2.90	205	2.62	2.58	2.41— 2.92	215	2.66	2.78	2.39— 2.87	88	3.41	3.56	3.16— 3.69
Men.....	642	2.72	2.76	2.52— 2.94	168	2.66	2.72	2.43— 2.94	197	2.69	2.80	2.65— 2.87	88	3.41	3.56	3.16— 3.69
Women.....	116	2.25	2.37	2.16— 2.51	37	2.44	2.42	2.38— 2.53	18	2.36	2.37	2.35— 2.39	-	-	-	-
Natural casings, (97 men, 5 women).....	102	2.69	2.75	2.70— 2.79	-	-	-	-	-	-	-	-	18	3.17	3.16	3.13— 3.19
Artificial casings, with casing sizer (59 men, 2 women).....	61	2.64	2.76	2.56— 2.87	37	2.74	2.80	2.58— 2.93	-	-	-	-	-	-	-	-
Artificial casings, without casing sizer (47 men, 5 women).....	52	2.84	2.75	2.66— 2.90	-	-	-	-	-	-	-	-	-	-	-	-
Combination of natural and artificial casings.....	543	2.62	2.69	2.37— 2.91	145	2.56	2.45	2.39— 2.92	172	2.65	2.81	2.36— 2.88	63	3.45	3.60	3.17— 3.71
Men.....	439	2.72	2.78	2.44— 2.96	108	2.60	2.49	2.42— 2.94	158	2.67	2.82	2.40— 2.89	63	3.45	3.60	3.17— 3.71
Women.....	104	2.20	2.37	2.15— 2.43	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 33. Prepared Meat Products: Occupational Earnings—Single-Plant Companies—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, United States and selected regions, November 1963)

Department, occupation, and sex	United States <sup>3</sup>				Middle Atlantic				Great Lakes				Pacific			
	Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>			Number of workers	Average hourly earnings <sup>1</sup>		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Curing, smoking, and cooking— Continued</u>																
Slicing machine operators.....	540	\$2.26	\$2.25	\$2.03–\$2.59	212	\$2.06	\$2.22	\$1.73–\$2.28	128	\$2.26	\$2.24	\$2.22–\$2.29	98	\$2.84	\$2.75	\$2.71–\$2.79
Men.....	85	2.61	2.57	2.43– 2.74	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	455	2.20	2.24	1.78– 2.48	210	2.06	2.22	1.73– 2.27	97	2.27	2.24	2.22– 2.26	75	2.70	2.74	2.70– 2.77
Smokers (all men).....	466	2.75	2.81	2.57– 3.06	160	2.76	2.77	2.50– 3.04	108	2.77	2.85	2.70– 2.94	74	3.39	3.61	3.16– 3.67
Sausages.....	108	2.73	2.75	2.61– 3.05	38	2.89	3.03	2.92– 3.33	37	2.55	2.65	2.34– 2.71	-	-	-	-
Other than sausages.....	52	3.05	3.13	2.62– 3.62	-	-	-	-	-	-	-	-	29	3.38	3.61	3.16– 3.66
Combination of sausages and other products.....	306	2.71	2.81	2.49– 3.02	102	2.74	2.76	2.48– 3.03	71	2.89	2.89	2.84– 2.98	37	3.47	3.63	3.19– 3.71
Spice weighers and mixers.....	69	2.50	2.53	2.18– 2.76	26	2.72	2.69	2.48– 3.17	-	-	-	-	-	-	-	-
Men.....	44	2.64	2.67	2.47– 3.14	24	2.77	2.90	2.53– 3.18	-	-	-	-	-	-	-	-
<u>Maintenance and powerplant</u>																
Engineers, stationary (all men) ---	97	3.35	3.38	3.16– 3.66	20	3.38	3.45	3.17– 3.60	-	-	-	-	30	3.54	3.63	3.34– 3.68
Firemen, stationary boiler (all men).....	22	2.61	2.61	2.44– 2.76	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility (all men).....	375	2.70	2.82	2.42– 3.00	130	2.60	2.79	2.41– 2.91	64	2.86	2.87	2.75– 3.02	63	3.32	3.52	3.00– 3.58
Mechanics, automotive (maintenance) (all men).....	41	3.05	3.04	2.59– 3.56	-	-	-	-	-	-	-	-	17	3.49	3.58	3.45– 3.67
<u>Custodial and material movement</u>																
Checkers, loading (all men).....	111	2.81	2.98	2.43– 3.20	16	2.83	2.73	2.55– 2.95	12	2.47	2.44	2.41– 2.64	46	3.39	3.22	3.14– 3.75
Cleaners, night (all men).....	333	2.38	2.49	2.19– 2.60	78	2.32	2.46	2.15– 2.53	40	2.42	2.44	2.29– 2.53	70	2.82	2.72	2.65– 3.05
Janitors (160 men, 4 women).....	164	2.18	2.42	1.77– 2.62	42	2.32	2.46	2.10– 2.56	38	2.15	2.27	1.79– 2.44	36	2.62	2.66	2.62– 2.79
Luggers-loaders (all men).....	258	2.44	2.47	2.46– 2.49	209	2.45	2.47	2.46– 2.49	20	2.41	2.43	2.24– 2.53	-	-	-	-
Packers, shipping.....	1,231	2.26	2.40	2.11– 2.63	167	2.23	2.38	1.93– 2.49	181	2.33	2.40	2.21– 2.56	347	2.68	2.68	2.64– 2.74
Men.....	464	2.30	2.47	2.26– 2.57	164	2.24	2.39	1.94– 2.49	106	2.36	2.55	2.51– 2.58	37	2.83	2.75	2.66– 3.12
Women.....	767	2.24	2.27	2.11– 2.66	-	-	-	-	75	2.28	2.24	2.18– 2.37	310	2.66	2.68	2.64– 2.73
Stowers, car and truck (all men).....	158	2.34	2.43	2.18– 2.55	-	-	-	-	-	-	-	-	-	-	-	-
Truckdrivers <sup>3</sup> (all men).....	1,148	2.65	2.90	2.23– 3.22	336	2.79	3.00	2.52– 3.12	103	2.83	2.93	2.77– 2.97	325	3.23	3.27	3.22– 3.33
Semi- or trailer.....	35	2.75	2.60	2.29– 3.34	-	-	-	-	-	-	-	-	-	-	-	-
Other than semi- or trailer.....	1,008	2.64	2.92	2.22– 3.22	315	2.79	3.00	2.51– 3.13	93	2.82	2.92	2.75– 2.97	285	3.23	3.26	3.22– 3.32

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

The mean for each job is computed by multiplying each rate by the number of employees receiving the rate. The products are totaled and divided by the number of employees. The median designates position, that is half of the employees surveyed receive more than the rate shown and half receive less than the rate shown.

The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Includes data for workers in classifications in addition to those shown separately.

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

Table 34. Prepared Meat Products: Occupational Earnings—By Size of Plant—All Companies

(Number and average straight-time hourly earnings<sup>1</sup> of production workers by size of plant in selected occupations, United States and selected regions, November 1963)

Occupation <sup>2</sup> and size of plant	United States <sup>3</sup>		New England		Middle Atlantic		Great Lakes		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
<u>Pork cutting</u>										
Boners, ham, open style boning:										
10-99 workers -----	242	\$2.91	-	-	121	\$2.87	-	-	-	-
100 workers or more -----	268	3.03	56	\$3.31	120	3.01	-	-	34	\$3.35
<u>Curing, smoking, and cooking</u>										
Casing peeler operators (women):										
10-99 workers -----	317	2.11	-	-	74	2.27	81	\$2.01	-	-
100 workers or more -----	273	2.48	-	-	86	2.32	55	2.62	57	2.79
Mixer operators:										
10-99 workers -----	109	2.62	-	-	41	2.73	-	-	-	-
100 workers or more -----	151	2.80	-	-	40	2.84	43	2.88	31	3.01
Pumpers, ham (artery pumping):										
10-99 workers -----	155	2.72	-	-	79	2.68	-	-	33	3.24
100 workers or more -----	344	2.63	-	-	222	2.65	-	-	33	3.19
Sausage makers (chopper):										
10-99 workers -----	393	2.76	-	-	227	2.87	68	2.86	22	3.62
100 workers or more -----	250	2.96	20	2.68	76	3.01	74	2.93	41	3.32
Sausage stuffers, combination of natural and artificial casings:										
10-99 workers -----	359	2.64	48	2.45	92	2.63	152	2.63	33	3.66
100 workers or more -----	265	2.84	32	2.80	61	2.76	91	2.88	37	3.17
Slicing machine operators (women):										
10-99 workers -----	315	1.99	-	-	-	-	101	2.27	29	2.69
100 workers or more -----	413	2.46	-	-	146	2.30	86	2.53	120	2.70
Smokers, sausages:										
10-99 workers -----	109	2.65	-	-	-	-	54	2.67	-	-
100 workers or more -----	133	2.96	-	-	-	-	47	2.98	45	3.12
<u>Maintenance and powerplant</u>										
Maintenance men, general utility:										
10-99 workers -----	281	2.54	16	2.52	75	2.57	64	2.86	35	3.13
100 workers or more -----	303	2.93	32	2.69	102	2.81	39	2.94	76	3.57
<u>Custodial and material movement</u>										
Checkers, loading:										
10-99 workers -----	115	2.54	-	-	-	-	-	-	36	3.47
100 workers or more -----	143	2.93	-	-	47	2.92	-	-	63	3.06
Cleaners, night:										
10-99 workers -----	162	2.32	-	-	-	-	39	2.28	49	2.90
100 workers or more -----	471	2.50	49	2.48	125	2.39	68	2.62	116	2.73
Janitors:										
10-99 workers -----	146	2.04	-	-	32	2.26	42	2.15	21	2.62
100 workers or more -----	106	2.45	-	-	27	2.57	28	2.52	26	2.66
Packers, shipping:										
10-99 workers -----	320	2.28	20	1.78	45	2.01	107	2.37	-	-
100 workers or more -----	442	2.52	70	2.52	158	2.39	47	2.69	83	2.97
Packers, shipping (women):										
10-99 workers -----	391	2.14	-	-	-	-	94	2.30	131	2.70
100 workers or more -----	570	2.31	49	2.54	-	-	-	-	179	2.63
Truckdrivers, other than semi- or trailer:										
10-99 workers -----	854	2.45	41	2.26	197	2.66	67	2.82	201	3.22
100 workers or more -----	873	2.92	20	2.61	260	3.00	139	2.94	245	3.30

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Data limited to men workers except where otherwise indicated.<sup>3</sup> 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 35. Prepared Meat Products: Method of Wage Payment and Rate Structure Characteristics

(Percent of production workers by method of wage payment and rate structure characteristics, United States and selected regions, November 1963)

Item	United States <sup>1</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
	100	100	100	100	100	100	100	100	100	100	100	100
All workers-----												
Time-rated workers <sup>2</sup> -----	92	80	98	99	85	96	84	72	97	100	98	100
Formal plan-----	80	64	96	61	71	94	80	68	81	97	74	97
Single rate-----	73	29	90	41	71	94	75	68	73	89	74	97
Range of rates-----	7	36	6	19	-	-	5	-	8	7	-	-
Individual rates-----	12	16	2	38	14	2	4	4	16	3	24	3
Incentive workers-----	8	20	2	1	15	4	16	28	3	-	2	-
Individual piecework-----	1	-	-	( <sup>3</sup> )	2	-	1	2	1	-	2	-
Group piecework-----	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )	-	-	-
Individual bonus-----	3	1	-	-	7	4	8	14	( <sup>3</sup> )	-	-	-
Group bonus-----	4	19	2	-	6	-	7	12	3	-	-	-

<sup>1</sup> Includes data for regions in addition to those shown separately.

<sup>2</sup> The 3 basic types of rate structures for time-rated workers were defined for purposes of this survey as: (1) A (formal) range of rates including those with specified minimum and maximum rates, minimums but no maximum rates, and maximums but no minimum rates for the same job, with the specific rates within the range determined by merit, length of service, or a combination of various concepts of merit and length of service; (2) a (formal) single rate which is the same for all workers in the same job classification, and under which the individual worker on a job receives the same rate during the entire time that he is holding the job. Individual workers may occasionally be paid above or below the single rate for special reasons, but such payments are regarded as exceptions to the usual rule; and (3) individual rates—in establishments in which there is no formal rate structure (either job rates or rate ranges), the rates paid being set on an individual basis. These rates may be based in a loose way on the job being done, or may be related to the training, ability, or skill of the individual worker.

<sup>3</sup> Less than 0.5 percent.

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

Table 36. Prepared Meat Products: Labor-Grade Pay Systems

(Number of production workers in plants having formal rate structures with labor grades, United States, November 1963)

Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments of—		Number of workers in plants having non-uniform increments	Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments of—		Number of workers in plants having non-uniform increments	Labor grade	Total number of workers <sup>1</sup>	Number of workers in plants having uniform cents-per-hour increments of—		Number of workers in plants having non-uniform increments
		3½ or 4	4½				3½ or 4	4½						
	All companies					Multiplant companies					Single-plant companies			
Number of labor grades in the system:					Number of labor grades in the system:					Number of labor grades in the system:				
10-----	377	290	87	-	10-----	87	-	87	-	10-----	290	290	-	-
11-----	197	197	-	-	11-----	483	-	315	168	11-----	197	197	-	-
13-----	545	-	545	-	13-----	267	-	267	-	13-----	545	-	545	-
15-----	483	-	315	168	15-----	712	-	712	-	15-----	185	185	-	-
17-----	267	-	267	-	17-----	24	-	1,440	-	17-----	1,989	-	1,989	-
20-----	712	-	712	-	20-----	378	-	378	-	20-----	651	-	651	-
23-----	185	185	-	-	23-----	347	-	347	-	23-----	-	-	-	-
24-----	3,429	-	3,429	-	24-----	236	-	236	-	24-----	-	-	-	-
25-----	651	-	651	-	25-----	-	-	-	-	25-----	-	-	-	-
27-----	378	-	378	-										
28-----	347	-	347	-										
31-----	236	-	236	-										

<sup>1</sup> Limited to workers in plants having rate structures incorporating labor grades (wage brackets).

Table 37. Prepared Meat Products: Minimum Job Rates

(Number of plants studied by minimum hourly job rates for men and women in unskilled time-rated occupations, except watchmen, United States and selected regions, November 1963)

Minimum rate	United States <sup>2</sup>		New England		Middle Atlantic		Southeast		Great Lakes		Pacific		United States <sup>2</sup>		Great Lakes		United States <sup>2</sup>		Middle Atlantic		Great Lakes		Pacific	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	All companies												Multiplant companies				Single-plant companies							
Plants studied.....	209	209	23	23	49	49	23	23	46	46	39	39	53	53	16	16	156	156	40	40	30	30	30	30
Plants having an established minimum.....	187	169	17	17	45	37	18	18	43	37	39	35	53	51	16	16	134	118	36	29	27	21	30	27
Under \$1.25.....	1	3	-	-	-	-	-	2	-	-	-	-	-	-	-	-	1	3	-	-	-	-	-	-
\$1.25 and under \$1.30.....	15	18	-	2	3	3	7	9	1	-	-	-	3	4	-	-	12	14	3	3	1	-	-	-
\$1.30 and under \$1.35.....	6	2	-	-	2	-	3	1	-	-	-	-	1	-	-	-	5	2	2	-	-	-	-	-
\$1.35 and under \$1.40.....	3	3	-	-	-	1	2	1	-	-	-	-	-	1	-	-	3	2	-	1	-	-	-	-
\$1.40 and under \$1.45.....	5	3	2	1	1	-	-	-	1	1	-	-	2	2	1	1	3	1	1	-	-	-	-	-
\$1.45 and under \$1.50.....	1	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
\$1.50 and under \$1.55.....	2	4	-	-	-	2	1	1	1	1	-	-	-	-	-	-	2	4	-	2	1	1	-	-
\$1.55 and under \$1.60.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$1.60 and under \$1.65.....	1	4	1	-	-	1	-	1	-	-	-	-	-	-	-	-	1	4	-	1	-	-	-	-
\$1.65 and under \$1.70.....	-	2	-	1	-	-	-	-	-	1	-	-	-	2	-	1	-	-	-	-	-	-	-	-
\$1.70 and under \$1.75.....	5	-	-	-	2	-	1	-	-	-	-	-	1	-	-	-	4	-	1	-	-	-	-	-
\$1.75 and under \$1.80.....	6	3	2	2	3	1	-	-	-	-	-	-	2	2	-	-	4	1	3	1	-	-	-	-
\$1.80 and under \$1.85.....	1	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	1	2	1	1	-	-	-	-
\$1.85 and under \$1.90.....	1	3	-	1	1	1	-	-	-	-	-	-	1	3	-	-	-	-	-	-	-	-	-	-
\$1.90 and under \$1.95.....	1	3	1	-	-	-	-	-	-	2	-	-	1	-	-	-	1	3	-	-	-	2	-	-
\$1.95 and under \$2.00.....	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-
\$2.00 and under \$2.05.....	3	1	-	-	-	-	-	-	-	1	1	-	1	-	1	2	2	1	-	-	-	1	1	-
\$2.05 and under \$2.10.....	3	5	1	2	-	-	-	-	2	3	-	-	2	2	-	-	1	3	-	-	1	1	-	-
\$2.10 and under \$2.15.....	5	8	1	-	-	-	1	2	1	-	-	2	1	4	-	-	4	5	-	-	1	-	-	1
\$2.15 and under \$2.20.....	6	7	1	1	5	4	-	-	-	1	-	-	1	-	-	-	5	6	4	3	-	1	-	-
\$2.20 and under \$2.25.....	3	23	-	-	1	17	-	-	2	5	-	-	1	3	1	-	2	20	2	14	1	5	-	-
\$2.25 and under \$2.30.....	4	3	1	-	1	-	-	-	2	3	-	-	1	-	1	-	3	3	-	-	1	3	-	-
\$2.30 and under \$2.35.....	6	3	-	-	1	1	-	-	3	1	-	-	-	1	-	-	6	2	1	1	3	1	-	-
\$2.35 and under \$2.40.....	3	10	-	1	-	-	-	-	2	8	-	-	2	5	1	4	1	5	-	-	1	4	-	-
\$2.40 and under \$2.45.....	15	4	2	1	2	2	-	-	7	-	1	-	4	-	2	-	11	4	1	2	5	-	1	-
\$2.45 and under \$2.50.....	24	4	-	-	19	1	2	1	3	2	-	-	6	4	1	2	18	-	16	-	2	-	-	-
\$2.50 and under \$2.55.....	23	17	3	4	1	1	-	-	15	7	-	1	10	9	6	5	13	8	-	-	9	2	-	1
\$2.55 and under \$2.60.....	4	2	1	-	-	-	-	-	3	1	-	1	2	1	2	1	2	1	-	-	1	-	-	1
\$2.60 and under \$2.65.....	18	20	-	-	-	1	-	-	-	-	18	19	5	7	-	-	13	13	-	-	-	-	13	13
\$2.65 and under \$2.70.....	2	3	-	-	-	-	-	-	-	2	3	-	-	-	-	-	2	3	-	-	-	-	2	3
\$2.70 and over.....	18	9	-	-	1	-	-	-	-	-	17	9	5	1	-	-	13	8	-	-	-	-	13	8
Plants having no established minimum.....	22	15	6	5	2	2	5	3	3	3	-	-	-	-	-	-	22	15	4	2	3	3	-	-
Plants not employing workers in this category.....	-	25	-	1	2	10	-	2	-	6	-	4	-	2	-	-	-	23	-	9	-	6	-	3

<sup>1</sup> Minimum job rates refer to the lowest rates formally established for experienced workers in unskilled time-rated occupations. Rates for watchmen and special rates for handicapped and superannuated workers were excluded.<sup>2</sup> Includes data for regions in addition to those shown separately.



Table 38. Prepared Meat Products: Scheduled Weekly Hours

(Percent of production workers by scheduled weekly hours of day-shift workers, <sup>1</sup> United States and selected regions, November 1963)

Weekly hours	United States <sup>2</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
	100	100	100	100	100	100	100	100	100	100	100	100
All workers .....	( <sup>3</sup> )	-	1	-	-	-	-	-	( <sup>3</sup> )	2	-	-
Under 35 hours .....	1	-	-	-	5	-	-	-	2	-	10	-
35 and under 40 hours .....	88	89	98	72	70	100	94	85	84	97	56	100
40 hours .....	3	2	-	16	6	-	3	9	2	-	3	-
Over 40 and under 45 hours .....	5	7	1	3	10	-	3	5	6	1	15	-
45 hours .....	2	2	1	3	5	-	-	-	3	1	10	-
Over 45 and under 50 hours .....	1	-	-	6	3	-	-	-	2	-	6	-
50 hours .....												

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

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

Table 39. Prepared Meat Products: Overtime Premium Pay

(Percent of production workers in plants with provisions for daily or weekly overtime by rate of pay and hours after which effective, United States and selected regions, November 1963)

Item	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
<u>Daily overtime</u>												
Time and one-half effective after:												
8 hours .....	84	79	95	37	93	98	85	100	83	93	87	100
9 hours .....	1	-	-	4	-	-	-	-	1	-	-	-
10 hours .....	1	-	-	15	-	-	2	-	( <sup>2</sup> )	-	-	-
Other .....	1	-	-	8	-	2	2	-	-	-	-	-
No premium pay .....	10	18	2	35	4	-	9	-	10	3	8	-
No formal policy .....	4	3	3	-	3	-	1	-	6	4	5	-
<u>Weekly overtime</u>												
Time and one-half effective after:												
40 hours .....	99	100	100	84	100	98	98	100	99	100	100	100
44 hours .....	( <sup>2</sup> )	-	-	6	-	-	-	-	1	-	-	-
Other .....	1	-	-	8	-	2	2	-	-	-	-	-
No premium pay .....	( <sup>2</sup> )	-	-	2	-	-	-	-	( <sup>2</sup> )	-	-	-

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

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

Table 40. Prepared Meat Products: Shift Differential Provisions

(Percent of production workers by shift differential provisions,<sup>1</sup> United States and selected regions, November 1963)

Shift differential	United States <sup>2</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
<u>Second shift</u>												
Workers in plants having provisions for second shift .....	80.6	64.7	85.2	50.5	86.6	99.1	89.8	98.0	75.2	80.5	76.0	98.5
With shift differential .....	78.9	57.7	85.2	45.4	83.4	99.1	88.9	98.0	73.0	80.5	69.9	98.5
Uniform cents per hour .....	78.4	57.7	85.2	45.4	83.4	96.6	88.9	98.0	72.3	80.5	69.9	93.9
5 cents .....	2.1	-	1.1	26.4	-	1.5	3.8	-	1.1	1.4	-	2.6
6 cents .....	1.6	-	1.7	-	4.5	-	3.2	9.4	.7	2.3	-	-
6½ cents .....	1.1	-	-	-	-	-	-	-	1.7	-	-	-
7 cents .....	.6	2.7	-	-	-	-	.6	-	.7	-	-	-
8 cents .....	.6	-	.6	-	-	-	-	-	1.0	.9	-	-
9 cents .....	4.3	-	-	-	14.2	-	1.9	5.8	5.7	-	22.1	-
10 cents .....	12.6	11.5	3.0	-	6.2	46.5	10.1	5.4	14.1	3.9	6.9	52.7
11 cents .....	1.0	-	-	-	3.8	-	2.7	8.0	-	-	-	-
12 cents .....	33.1	35.9	22.0	19.0	54.7	16.0	48.0	69.5	24.3	16.1	40.9	5.3
12½ cents .....	4.0	-	-	-	-	22.4	6.8	-	2.4	-	-	15.0
14 cents .....	.6	7.6	-	-	-	-	1.7	-	-	-	-	-
15 cents .....	14.8	-	56.7	-	-	-	9.9	-	17.6	55.9	-	-
20 cents .....	1.8	-	-	-	-	10.2	-	-	2.9	-	-	18.2
Other formal pay differential .....	.5	-	-	-	-	2.6	-	-	.7	-	-	4.6
With no shift differential .....	1.7	7.1	-	5.2	3.1	-	1.0	-	2.1	-	6.1	-
<u>Third or other late shift</u>												
Workers in plants having provisions for third or other late shift .....	78.1	49.1	83.4	45.4	86.6	99.1	87.5	98.0	72.6	78.2	76.0	98.5
With shift differential .....	75.6	44.8	83.4	33.9	83.4	99.1	84.7	98.0	70.2	78.2	69.9	98.5
Uniform cents per hour .....	75.1	44.8	83.4	33.9	83.4	96.6	84.7	98.0	69.5	78.2	69.9	93.9
5 cents .....	1.2	-	1.1	14.9	-	-	2.0	-	.7	1.4	-	-
7 cents .....	.4	-	-	-	-	-	-	-	.7	-	-	-
8 cents .....	.5	-	-	-	-	-	-	-	.8	-	-	-
9 cents .....	4.3	-	-	-	14.2	-	1.9	5.8	5.7	-	22.1	-
10 cents .....	12.1	-	3.7	-	6.2	48.0	10.1	5.4	13.3	4.8	6.9	55.4
11 cents .....	1.0	-	-	-	3.8	-	2.7	8.0	-	-	-	-
12 cents .....	33.7	35.9	20.1	19.0	59.2	16.0	49.8	78.9	24.3	16.1	40.9	5.3
12½ cents .....	2.4	8.9	-	-	-	9.4	2.0	-	2.7	-	-	9.4
13½ cents .....	.5	-	1.9	-	-	-	1.4	-	-	-	-	-
15 cents .....	17.1	-	56.7	-	-	13.0	14.8	-	18.5	55.9	-	5.6
25 cents .....	1.8	-	-	-	-	10.2	-	-	2.9	-	-	18.2
Other formal pay differential .....	.5	-	-	-	-	2.6	-	-	.7	-	-	4.6
With no shift differential .....	2.6	4.4	-	11.5	3.1	-	2.8	-	2.4	-	6.1	-

<sup>1</sup> Refers to policies of plants either operating late shifts or having provisions covering late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.

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

Table 41. Prepared Meat Products: Shift Differential Practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, November 1963)

Shift differential	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
<u>Second shift</u>												
Workers employed on second shift -----	8.8	7.1	6.6	5.1	10.4	10.9	13.0	18.0	6.4	5.0	3.4	9.3
Receiving shift differential -----	8.4	6.7	6.6	4.0	9.2	10.9	13.0	18.0	5.8	5.0	1.1	9.3
Uniform cents per hour -----	8.4	6.7	6.6	4.0	9.2	10.9	13.0	18.0	5.8	5.0	1.1	9.3
5 cents -----	.2	-	( <sup>2</sup> )	2.8	-	-	.4	-	.1	( <sup>2</sup> )	-	-
6 cents -----	.4	-	.1	-	1.6	-	1.1	3.4	( <sup>2</sup> )	.1	-	-
6½ cents -----	.6	-	-	-	-	-	-	-	.9	-	-	-
8 cents -----	( <sup>2</sup> )	-	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-
9 cents -----	.3	-	-	-	.8	-	.6	1.6	.1	-	-	-
10 cents -----	1.4	1.4	-	-	.4	6.2	1.3	.4	1.4	-	.3	6.8
12 cents -----	3.7	4.6	1.5	1.2	6.4	2.2	7.8	12.5	1.4	.3	.8	-
12½ cents -----	.3	-	-	-	-	1.6	.5	-	.2	-	-	1.0
14 cents -----	.1	.7	-	-	-	-	.2	-	-	-	-	-
15 cents -----	1.3	-	5.0	-	-	-	1.1	-	1.4	4.6	-	-
20 cents -----	.1	-	-	-	-	.8	-	-	.2	-	-	1.4
Receiving no shift differential -----	.4	.3	-	1.1	1.2	-	( <sup>2</sup> )	-	.6	-	2.3	-
<u>Third or other late shift</u>												
Workers employed on third or other late shift -----	2.9	1.3	3.1	.3	2.9	5.8	4.4	5.5	2.0	2.4	.6	4.9
Receiving shift differential -----	2.8	1.2	3.1	.3	2.9	5.8	4.4	5.5	1.9	2.4	.6	4.9
Uniform cents per hour -----	2.8	1.2	3.1	.3	2.9	5.8	4.4	5.5	1.9	2.4	.6	4.9
5 cents -----	( <sup>2</sup> )	-	.1	.3	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	.2	-	-
8 cents -----	( <sup>2</sup> )	-	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-
9 cents -----	( <sup>2</sup> )	-	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-
10 cents -----	.8	-	-	-	.2	4.2	.9	.2	.8	-	.3	4.6
12 cents -----	1.1	1.1	.6	-	2.7	.4	2.4	5.3	.4	.3	.3	-
12½ cents -----	.1	.1	-	-	-	.6	.3	-	( <sup>2</sup> )	-	-	.1
15 cents -----	.7	-	2.4	-	-	.5	.8	-	.6	2.0	-	( <sup>2</sup> )
25 cents -----	( <sup>2</sup> )	-	-	-	-	.1	-	-	( <sup>2</sup> )	-	-	.2
Receiving no shift differential -----	( <sup>2</sup> )	.1	-	-	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-

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

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

Table 42. Prepared Meat Products: Paid Holidays

(Percent of production workers in plants with formal provisions for paid holidays, United States and selected regions, November 1963)

Number of paid holidays	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
	100	100	100	100	100	100	100	100	100	100	100	100
All workers.....	99	100	100	94	100	100	100	100	99	100	100	100
Workers in plants providing paid holidays.....	99	100	100	94	100	100	100	100	99	100	100	100
2 days .....	( <sup>2</sup> )	-	-	3	-	-	-	-	( <sup>2</sup> )	-	-	-
3 days .....	( <sup>2</sup> )	-	-	6	-	-	-	-	( <sup>2</sup> )	-	-	-
4 days .....	1	-	-	2	-	-	1	-	( <sup>2</sup> )	-	-	-
5 days .....	3	-	-	15	-	-	5	-	2	-	-	-
6 days .....	11	7	-	26	24	3	10	13	12	-	34	5
6 days plus 1 half day .....	( <sup>2</sup> )	-	-	3	-	-	-	-	( <sup>2</sup> )	-	-	-
7 days .....	5	17	2	14	3	-	5	-	6	3	6	-
7 days plus 1 half day .....	( <sup>2</sup> )	2	-	-	-	-	-	-	( <sup>2</sup> )	-	-	-
7 days plus 2 half days .....	1	-	2	-	-	-	-	-	1	3	-	-
8 days .....	59	62	32	24	73	91	69	87	53	30	60	86
8 days plus 1 half day .....	( <sup>2</sup> )	-	1	-	-	-	-	-	( <sup>2</sup> )	1	-	-
9 days .....	3	1	6	-	-	6	1	-	4	7	-	9
10 days .....	1	7	-	-	-	-	( <sup>2</sup> )	-	1	-	-	-
11 days .....	14	-	55	-	-	-	9	-	18	56	-	-
Over 11 days .....	( <sup>2</sup> )	3	2	-	-	-	1	-	( <sup>2</sup> )	-	-	-
Workers in plants providing no paid holidays.....	1	-	-	6	-	-	-	-	1	-	-	-

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

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

Table 43. Prepared Meat Products: Paid Vacations

(Percent of production workers in plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1963)

Vacation policy	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>												
Workers in plants providing paid vacations .....	99	100	99	96	100	100	100	100	99	99	100	100
Length-of-time payment .....	95	100	99	96	84	98	89	70	98	99	96	96
Percentage payment .....	5	-	-	-	16	2	11	30	1	-	4	4
Workers in plants providing no paid vacations .....	( <sup>3</sup> )	-	1	4	-	-	-	-	1	1	-	-
<u>Amount of vacation pay<sup>2</sup></u>												
<u>After 1 year of service:</u>												
Under 1 week .....	( <sup>3</sup> )	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-
1 week .....	93	96	95	89	91	100	91	83	94	94	99	100
Over 1 and under 2 weeks .....	4	-	3	-	8	-	8	17	1	4	-	-
2 weeks .....	2	2	1	8	1	-	( <sup>3</sup> )	-	3	1	1	-
<u>After 2 years of service:</u>												
1 week .....	66	96	33	78	82	54	68	83	65	30	82	63
Over 1 and under 2 weeks .....	5	-	7	-	8	-	8	17	3	10	-	-
2 weeks .....	28	4	59	18	10	46	24	-	31	60	18	37
<u>After 3 years of service:</u>												
1 week .....	18	18	-	53	29	2	14	21	20	-	37	3
Over 1 and under 2 weeks .....	1	-	5	-	-	-	-	-	2	6	-	-
2 weeks .....	76	82	92	43	63	97	77	62	75	90	63	94
Over 2 weeks .....	5	-	3	-	8	2	8	17	3	4	-	3
<u>After 5 years of service:</u>												
1 week .....	4	8	-	21	-	-	2	-	5	-	-	-
Over 1 and under 2 weeks .....	( <sup>3</sup> )	-	-	2	-	-	-	-	( <sup>3</sup> )	-	-	-
2 weeks .....	83	92	97	73	92	55	77	83	86	95	100	65
Over 2 and under 3 weeks .....	4	-	3	-	8	-	8	17	1	4	-	-
3 weeks .....	9	-	-	-	-	45	12	-	7	-	-	35
<u>After 10 years of service:</u>												
1 week .....	4	7	-	21	-	-	2	-	5	-	-	-
2 weeks .....	26	32	16	53	40	-	21	31	29	19	49	-
Over 2 and under 3 weeks .....	1	-	-	-	-	-	3	-	-	-	-	-
3 weeks .....	65	61	80	23	51	100	69	52	63	77	51	100
Over 3 weeks .....	4	-	3	-	8	-	6	17	3	4	-	-
<u>After 15 years of service:</u>												
1 week .....	4	7	-	21	-	-	2	-	5	-	-	-
2 weeks and under 3 weeks .....	11	11	7	31	8	-	9	6	12	9	10	-
3 weeks .....	73	82	89	45	84	56	76	77	72	86	90	49
Over 3 and under 4 weeks .....	3	-	3	-	8	-	6	17	1	4	-	-
4 weeks .....	9	-	1	-	-	44	8	-	10	1	-	51
<u>After 20 years of service:</u>												
1 week .....	4	7	-	21	-	-	2	-	5	-	-	-
2 weeks and under 3 weeks .....	10	9	4	31	8	-	9	6	11	6	10	-
3 weeks .....	29	64	12	5	61	6	23	40	33	13	80	11
Over 3 and under 4 weeks .....	1	-	3	-	-	-	-	-	1	4	-	-
4 weeks .....	54	21	81	-	23	94	61	37	50	77	10	89
Over 4 weeks .....	2	-	-	-	8	-	6	17	-	-	-	-
<u>After 25 years of service:</u>												
1 week .....	4	7	-	21	-	-	2	-	5	-	-	-
2 weeks and under 3 weeks .....	10	9	4	31	8	-	9	6	11	6	10	-
3 weeks .....	14	36	11	14	21	6	11	13	16	12	28	11
Over 3 and under 4 weeks .....	1	-	3	-	2	-	-	-	2	4	5	-
4 weeks .....	67	49	81	30	61	94	72	64	65	78	58	89
Over 4 weeks .....	3	-	-	-	8	-	6	17	1	-	-	-

<sup>1</sup> Includes data for regions in addition to those shown separately.<sup>2</sup> Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes in provisions between 5 and 10 years.<sup>3</sup> Less than 0.5 percent.

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

Table 44. Prepared Meat Products: Clothes-Changing Time

(Percent of production workers in plants with clothes-changing time provisions, United States and selected regions, November 1963)

Item	United States <sup>1</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
	100	100	100	100	100	100	100	100	100	100	100	100
All workers-----												
Workers in plants with provisions for clothes-changing time-----	38	41	10	8	60	60	52	29	30	4	40	56
Time added to hours worked:												
Less than 12 minutes-----	2	21	3	-	-	-	-	-	4	4	-	-
12 minutes-----	19	15	2	-	44	11	24	8	16	-	40	-
More than 12 minutes-----	3	-	3	-	3	-	8	13	-	-	-	-
Monetary allowance—time and one-half the hourly rate or earnings:												
8 minutes-----	1	-	-	-	-	3	-	-	1	-	-	5
More than 8 minutes-----	2	6	-	-	8	-	5	-	1	-	-	-
Other provisions <sup>2</sup> -----	11	-	2	8	5	46	15	8	8	1	-	51
Workers in plants having no provisions for clothes-changing time-----	62	59	90	92	40	40	48	71	70	96	60	44

<sup>1</sup> Includes data for regions in addition to those shown separately.<sup>2</sup> Most frequently a flat-sum amount.

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

Table 45. Prepared Meat Products: Work Clothing Provisions

(Percent of production workers in plants with work clothing provisions, United States and selected regions, November 1963)

Item <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
	100	100	100	100	100	100	100	100	100	100	100	100
All workers-----												
Workers in plants providing:												
Clothing-----	72	96	94	75	67	58	58	50	79	94	83	68
Monetary allowance—amount per week-----	12	-	2	3	26	5	25	50	5	-	5	3
Under \$0.50-----	-	-	-	-	-	-	-	-	-	-	-	-
\$0.50-----	7	-	-	3	17	2	16	31	2	-	3	3
Over \$0.50 and under \$0.75-----	2	-	-	-	4	-	2	6	2	-	2	-
\$0.75-----	2	-	-	-	6	-	4	13	-	-	-	-
Over \$0.75 and under \$1-----	1	-	-	-	-	3	2	-	1	-	-	-
\$1-----	-	-	-	-	-	-	-	-	-	-	-	-
Over \$1-----	1	-	2	-	-	-	1	-	-	-	-	-
Combination of clothing and monetary allowance-----	7	-	-	8	-	37	11	-	5	-	-	29
Workers in plants having no work clothing provisions-----	9	4	5	14	6	-	5	-	11	6	12	-

<sup>1</sup> For definition of items, see appendix A.<sup>2</sup> Includes data for regions in addition to those shown separately.

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

Table 46. Prepared Meat Products: Health, Insurance, and Pension Plans

(Percent of production workers in plants with specified health, insurance, and pension plans, United States and selected regions, November 1963)

Type of plan <sup>1</sup>	United States <sup>2</sup>	New England	Middle Atlantic	South-east	Great Lakes	Pacific	United States <sup>2</sup>	Great Lakes	United States <sup>2</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
	100	100	100	100	100	100	100	100	100	100	100	100
All workers.....												
Workers in plants providing:												
Life insurance.....	91	71	95	74	95	95	94	100	89	93	90	91
Accidental death and dismemberment insurance.....	70	47	91	32	65	84	61	54	76	92	75	91
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	85	78	94	49	85	100	91	94	81	91	77	100
Sickness and accident insurance.....	59	49	89	28	80	8	61	83	58	85	77	8
Sick leave (full pay, no waiting period).....	28	13	64	10	-	46	28	-	27	63	-	37
Sick leave (partial pay or waiting period).....	22	44	1	17	19	54	33	40	16	1	-	63
Hospitalization insurance.....	92	79	89	93	94	100	94	94	91	86	94	100
Covering employees only.....	14	-	-	57	5	35	15	-	14	-	10	26
Employer financed.....	11	-	-	42	5	35	14	-	10	-	10	26
Jointly financed.....	3	-	-	15	-	-	1	-	4	-	-	-
Covering employees and their dependents.....	78	79	89	36	89	65	78	94	77	86	84	74
Employer financed.....	72	75	89	19	85	65	73	94	71	86	77	74
Jointly financed.....	6	4	-	17	4	-	5	-	6	-	7	-
Employer financed for employees; jointly financed for dependents.....	( <sup>4</sup> )	-	-	-	-	-	1	-	-	-	-	-
Surgical insurance.....	92	79	89	93	94	100	94	94	91	86	94	100
Covering employees only.....	14	-	( <sup>4</sup> )	57	5	35	15	-	14	1	10	26
Employer financed.....	11	-	( <sup>4</sup> )	42	5	35	14	-	10	1	10	26
Jointly financed.....	3	-	-	15	-	-	1	-	4	-	-	-
Covering employees and their dependents.....	78	79	89	36	89	65	78	94	77	86	84	74
Employer financed.....	72	75	89	19	85	65	73	94	71	86	77	74
Jointly financed.....	6	4	-	17	4	-	5	-	6	-	7	-
Employer financed for employees; jointly financed for dependents.....	( <sup>4</sup> )	-	-	-	-	-	1	-	-	-	-	-
Medical insurance.....	85	79	95	85	77	100	83	77	86	96	77	100
Covering employees only.....	30	-	60	49	12	35	26	3	32	61	20	26
Employer financed.....	28	-	60	38	12	35	25	3	29	61	20	26
Jointly financed.....	2	-	-	12	-	-	1	-	3	-	-	-
Covering employees and their dependents.....	55	79	35	36	65	65	56	74	54	35	57	74
Employer financed.....	50	75	35	19	62	65	53	74	49	35	50	74
Jointly financed.....	4	4	-	17	4	-	2	-	5	-	7	-
Employer financed for employees; jointly financed for dependents.....	( <sup>4</sup> )	-	-	-	-	-	1	-	-	-	-	-
Catastrophe insurance.....	18	19	2	30	8	52	20	6	16	3	11	48
Covering employees only.....	9	-	-	16	-	35	11	-	7	-	-	26
Employer financed.....	7	-	-	9	-	35	10	-	5	-	-	26
Jointly financed.....	2	-	-	6	-	-	1	-	2	-	-	-
Covering employees and their dependents.....	9	19	2	14	8	16	9	6	9	3	11	22
Employer financed.....	8	15	2	8	8	16	8	6	9	3	11	22
Jointly financed.....	1	4	-	6	-	-	1	-	( <sup>4</sup> )	-	-	-
Retirement pension.....	67	48	77	11	68	98	76	79	62	70	57	97
No health, insurance, or pension plans.....	4	13	1	7	2	-	3	-	4	1	4	-

<sup>1</sup> 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.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.<sup>4</sup> Less than 0.5 percent.

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

Table 47. Prepared Meat Products: Other Selected Benefits

(Percent of production workers in plants having formal provisions for specified benefits,  
United States and selected regions, November 1963)

Item	United States <sup>1</sup>	New England	Middle Atlantic	Southeast	Great Lakes	Pacific	United States <sup>1</sup>	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Great Lakes	Pacific
	All companies						Multiplant companies		Single-plant companies			
Workers in plants with provisions for—												
Cost-of-living pay adjustments .....	38	54	9	30	74	20	53	87	30	5	62	10
Technological severance pay .....	22	-	62	-	11	11	29	22	18	57	-	-
Allowances toward moving expenses .....	5	2	5	-	4	3	13	8	-	-	-	-
Jury duty pay .....	54	54	72	34	32	53	68	57	46	64	9	47
Funeral leave pay .....	65	67	95	23	25	98	67	39	64	94	13	98
Rest or relief time (daily) .....	97	93	99	89	100	100	100	100	96	99	100	100
10 minutes .....	1	-	( <sup>2</sup> )	2	3	-	2	5	( <sup>2</sup> )	1	-	-
15 minutes .....	20	10	8	4	49	18	18	37	21	5	61	23
20 minutes .....	34	53	87	19	4	-	21	-	41	87	8	-
Over 20 and under 25 minutes .....	2	24	-	3	-	-	-	-	3	-	-	-
25 minutes .....	11	3	2	-	7	47	13	15	10	3	-	55
30 minutes .....	27	5	1	62	28	35	41	24	19	2	31	22
Over 30 minutes .....	3	-	1	-	9	-	6	19	( <sup>2</sup> )	1	-	-
No relief time .....	3	7	1	11	-	-	-	-	4	1	-	-

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

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



## Appendix A: Scope and Method of Survey

### Scope of Survey

Part I of the survey—Meatpacking—includes data for establishments primarily engaged in slaughtering—for their own account or on a contract basis for the trade—cattle, hogs, sheep, lambs, calves, horses, and other animals except small game, for meat to be sold or to be used on the same premises in canning and curing, and making sausages, lard, and other products (industry 2011 as defined in the 1957 edition of the Standard Industrial Classification Manual).

Part II of the survey—Prepared Meat Products—includes data for establishments primarily engaged in manufacturing sausages, cured meats, smoked meats, canned meats, frozen meats, meat specialties, and other prepared meats, from purchased carcasses and other materials (industry 2013).

Separate auxiliary units such as central offices were excluded from both parts of the survey.

The establishments studied were selected from meatpacking plants employing 20 or more workers and from prepared meat products plants employing 10 or more workers at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be in the industry during the payroll period studied, are shown in table A-1.

### Method of Study

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

### Sampling Variability of Estimates

Data derived from the study are subject to sampling error, since only part of the plants in the industries were studied. The sampling errors shown in table A-2 are a measure of the variability that may arise in occupational averages through studying only a sample of the plants. To interpret the meaning of these measures of sampling errors, consider an average of \$2 an hour with a sampling error of 5 percent. The probability is 9 out of 10 that the true average will lie in the band from \$1.90 to \$2.10, i.e.,  $\$2 \pm 5$  percent of \$2. Thus, a person plotting averages in such bands would be correct 9 times out of 10.

The size of the sampling error is dependent on a number of factors, the principal ones being the size and allocation of the sample, the relative frequency of the occupation in plants, and interplant differences in wage levels. The meat products industries are such that even with a large sample efficiently allocated, sampling errors will be greater than in most industries. The specialization of work and the differences in products and processes among plants contribute to reducing the number of plants in which a specified occupation may be found. Among these few plants, a large dispersion of wage levels will be found for each job depending on location, type of company, collective bargaining status, and the use of incentive wage systems.

### 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.

Table A-1. Estimated Number of Establishments and Workers Within Scope of Meat Products Survey and Number Studied, November 1963

Region <sup>1</sup> and type of employing unit	Number of establishments <sup>2</sup>		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total <sup>3</sup>	Production workers	Total
	Meatpacking				
<u>All companies</u>					
United States <sup>4</sup> -----	949	342	166,806	131,965	113,110
Middle Atlantic-----	101	34	12,092	9,401	7,953
Border States-----	65	23	9,054	6,919	6,123
Southeast-----	170	53	17,751	13,957	8,202
Southwest-----	125	46	11,993	9,148	8,055
Great Lakes-----	215	60	35,754	28,187	23,164
Middle West-----	138	71	64,023	51,669	49,855
Mountain-----	62	25	7,441	5,897	4,353
Pacific-----	71	28	8,079	6,304	4,786
<u>Multiplant companies</u>					
United States <sup>4</sup> -----	164	98	99,036	78,628	77,590
Middle Atlantic-----	13	8	4,773	3,667	4,090
Southeast-----	22	13	5,088	4,097	3,261
Southwest-----	17	11	4,709	3,561	4,147
Great Lakes-----	35	19	18,892	14,874	15,233
Middle West-----	55	33	56,967	46,224	44,799
Mountain-----	10	5	3,629	2,457	2,064
Pacific-----	10	7	3,925	2,932	2,943
<u>Single-plant companies</u>					
United States <sup>4</sup> -----	785	244	67,770	53,337	35,520
Middle Atlantic-----	88	26	7,319	5,734	3,863
Border States-----	64	22	8,489	6,472	5,558
Southeast-----	148	40	12,663	9,860	4,941
Southwest-----	108	35	7,284	5,587	3,908
Great Lakes-----	180	41	16,862	13,313	7,931
Middle West-----	83	38	7,056	5,445	5,056
Mountain-----	52	20	3,812	3,440	2,289
Pacific-----	61	21	4,154	3,372	1,843
	Prepared meat products				
<u>All companies</u>					
United States <sup>4</sup> -----	801	209	51,846	39,071	26,271
New England-----	68	23	4,523	3,275	3,022
Middle Atlantic-----	216	49	13,155	10,175	6,056
Southeast-----	65	23	3,117	2,330	1,565
Great Lakes-----	207	46	13,580	10,120	6,914
Pacific-----	116	39	8,973	7,030	4,720
<u>Multiplant companies</u>					
United States <sup>4</sup> -----	143	53	19,187	14,456	11,812
Great Lakes-----	43	16	6,508	4,877	4,760
<u>Single-plant companies</u>					
United States <sup>4</sup> -----	658	156	32,659	24,615	14,459
Middle Atlantic-----	200	40	9,984	7,743	3,659
Great Lakes-----	164	30	7,072	5,243	2,154
Pacific-----	92	30	5,067	3,933	2,737

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

<sup>2</sup> Includes meatpacking plants employing 20 or more workers and prepared meat products plants employing 10 or more workers at the time of reference of the universe data.

<sup>3</sup> Includes executive, professional, and other workers excluded from the production worker category shown separately.

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

Table A-2. Measurements of Sampling Variability<sup>1</sup> for Selected Occupations Studied by the Bureau of Labor Statistics in the Meatpacking and Prepared Meat Products Industries, November 1963

Occupation	Process	All companies	Multiplant companies	Single-plant companies
Meatpacking plants				
Backers, on-the-rail dressing, power knife-----	Beef dressing	8.2	1.8	9.9
Backers, conventional dressing, straight knife-----	Beef dressing	12.5	7.1	14.4
Floorsmen, conventional dressing, straight knife---	Beef dressing	.6	1.4	1.7
Floorsmen, on-the-rail dressing, power knife-----	Beef dressing	5.8	1.1	6.3
Splitters, back, beef (powersaw)-----	Beef dressing	2.3	2.9	7.0
Boners, beef, chucks-----	Beef cutting	2.4	11.4	-
Breakup men, primal cuts-----	Beef cutting	7.2	2.9	12.3
Belly openers-----	Pork dressing	4.6	2.0	8.9
Shavers, hog-----	Pork dressing	1.5	.4	11.3
Belly trimmers-----	Pork cutting	1.6	2.1	2.7
Trimmers of trimmings-----	Pork cutting	2.7	2.6	2.5
Casing peeler operators-----	Curing, smoking, and cooking	1.8	2.2	7.5
Sausage makers-----	Curing, smoking, and cooking	6.8	8.8	(2)
Slicing machine operators-----	Curing, smoking, and cooking	3.5	1.0	1.0
Electricians-----	Maintenance	2.1	1.4	3.8
Mechanics, automotive-----	Maintenance	1.0	(2)	2.0
Firemen, stationary boiler-----	Powerplant	7.2	1.9	7.1
Cleaners, night-----	Custodial	2.8	1.1	5.1
Janitors-----	Custodial	6.5	4.0	4.3
Checkers, loading-----	Material movement	.7	5.6	11.7
Packers, shipping-----	Material movement	11.2	2.7	6.2
Truckdrivers (other than semi- or trailer)-----	Material movement	4.0	7.3	.9
Truckers, power (other than forklift)-----	Material movement	3.8	3.8	(2)
Prepared meat products plants				
Boners, beef, entire carcass-----	Beef cutting	8.8	2.0	12.0
Belly trimmers-----	Pork cutting	3.8	6.1	.3
Boners, ham (open style boning)-----	Pork cutting	1.0	5.0	1.0
Boners, ham (chisel boning)-----	Pork cutting	.7	(2)	1.3
Casing peeler operators-----	Curing, smoking, and cooking	5.2	5.9	4.5
Hangers, bellies-----	Curing, smoking, and cooking	2.4	2.0	4.3
Mixer operators-----	Curing, smoking, and cooking	1.5	3.2	6.8
Pickle makers-----	Curing, smoking, and cooking	(2)	4.8	2.2
Pumpers, ham (artery pumping)-----	Curing, smoking, and cooking	3.8	2.3	7.5
Sausage makers-----	Curing, smoking, and cooking	3.2	4.1	2.5
Smokers, sausages-----	Curing, smoking, and cooking	2.8	3.8	1.5
Spice weighers and mixers-----	Curing, smoking, and cooking	4.3	1.1	11.2
Electricians-----	Maintenance	(2)	(2)	-
Engineers, stationary-----	Powerplant	3.0	2.0	4.8
Cleaners, night-----	Custodial	6.1	8.3	3.4
Janitors-----	Custodial	2.7	15.4	5.5
Checkers, loading-----	Material movement	5.1	6.2	7.5
Packers, shipping-----	Material movement	1.3	1.6	2.7
Stowers, car and truck-----	Material movement	5.2	9.6	.8
Truckdrivers (other than semi- or trailer)-----	Material movement	1.5	2.6	1.1

<sup>1</sup> The sampling errors indicated can be interpreted as the band, in percentage terms, on each side of the published average, in which the true average would fall in 9 out of 10 cases. For example, the sampling error for boners, beef chucks (meatpacking--all companies) is 2.4 percent; the published average is \$3.72. Therefore, the probability is 9 out of 10 that the true average lies in the band, \$3.63 to \$3.81.

<sup>2</sup> Less than 0.05 percent.

NOTE: Dashes indicate that earnings data were not reported for the category.

## Employment

The estimates of the number of workers within the scope of the study presented in this bulletin 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 the lists of establishments assembled considerably in advance of the payroll period studied.

## Production Workers

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

## Occupations Selected for Study

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

Workers in the meat products industries are employed under a variety of occupational wage rate situations. Workers spending all of their time at one survey job were classified in that category. Many workers, however, performed two or more distinct tasks during the payroll period scheduled and were paid a number of different ways. Following are several such illustrations and the indicated method of classifying workers.

- (a) Workers receiving different rates for each job were classified according to the job accounting for the greatest number of hours worked, and the corresponding rate was reported;
- (b) Workers receiving the rate of the highest rated job were classified according to that job, even though it may have required a minority of his time during the payroll period;
- (c) Workers receiving the same rate for each job were classified according to the job accounting for the greatest number of hours; and
- (d) Workers paid a combination rate to reflect differences in job skills and responsibilities were not classified in any of the selected occupations as it was not possible to relate the rate to any one job.

## 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. Separate payments, such as those for clothing allowances and clothes-changing time, were also excluded.

## Comparison with Other Statistics

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

## Federal Inspection Status

Federally inspected plants, for purposes of the survey, included those inspected by the U.S. Department of Agriculture.

## Type of Company

Tabulations by type of company pertain to multiplant and single-plant companies. Multiplant companies, for purposes of the survey, included those operating two or more plants in either the meatpacking or prepared meat products industries or in a combination of the two industries.

## Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the 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 production workers in an establishment, the practices or benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the practice or benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Minimum Job Rates. Minimum job rates refer to the lowest formal rate established for experienced unskilled time-rated workers (except watchmen) after any learning or probationary period of no longer than 1 year. Special rates for handicapped and superannuated workers were excluded.

Weekly Hours. Data refer to the predominant work schedule for full-time workers employed on the day shift. Regularly scheduled relief time and clothes-changing time considered by the plant as working time and paid for accordingly was included.

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

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

Paid Vacations. The summary of vacation plans is limited to formal arrangements, excluding informal plans, whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 5 years of service may include changes which occurred between 3 and 5 years.

Rest or Relief Time. Data relate to the total amount of time formally provided daily to the majority of the production workers. When rest periods applied to only certain days, an average day figure was reported.

Clothes-Changing Time. Data relate to formal provisions for time required to change clothes and include the total time provided daily.

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. However, in New York and New Jersey, temporary disability insurance laws have been enacted which require employer contributions;<sup>18</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law.

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 payments of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

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

Tabulations of retirement pensions are limited to plans which provide regular payments on retirement for the remainder of the worker's life.

Clothing Allowance. Data relate to formal provisions for protective garments such as aprons, smocks, and overalls, but not including boots and gloves.

Cost-of-Living Pay Adjustments. Provisions for cost-of-living pay adjustments relate to formal plans whereby wage rates are adjusted periodically, in keeping with changes in the Consumer Price Index or on some other basis.

Technological Severance Pay. Data relate to formal provisions for severance pay to workers permanently separated from employment as a result of force reduction arising out of the introduction of new equipment or from department or unit closings.

Moving Expenses. Data relate to formal provisions for moving allowances to employees who are separated from one plant as a result of force reduction and who transfer to another plant operated by the company in accordance with established eligibility requirements.

Jury Duty Pay. Data relate to formal provisions for full or partial pay to employees serving on juries.

Paid Funeral Leave. Data for paid funeral leave relate to formal provisions for at least partial payment for time lost as a result of attending funerals of certain family members.

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<sup>18</sup> The temporary disability laws in California and Rhode Island do not require employer contributions.

## 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.

### Beef Dressing

#### BACKER

Removes hides from loins and backs of beef carcasses. Grasps hide with one hand and while pulling downward on it, cuts tissue between hide and flesh (fell) with power or hand skinning knife. For wage study purposes, backers are classified according to the type of dressing floor and knife, as follows:

Backer, on-the-rail dressing, power knife  
Backer, on-the-rail dressing, straight knife  
Backer, conventional dressing floor, power knife  
Backer, conventional dressing floor, straight knife

#### FLOORSMAN

Removes hide from belly, upper legs, and side of beef carcasses, using a power or hand skinning knife. For wage study purposes, floorsmen are classified according to the type of dressing floor and knife, as follows:

Floorsman, on-the-rail dressing, power knife  
Floorsman, on-the-rail dressing, straight knife  
Floorsman, conventional dressing floor, power knife  
Floorsman, conventional dressing floor, straight knife

#### KNOCKER OR STUNNER, BEEF

Stuns beef preparatory to slaughtering. For wage study purposes, knockers or stunners are classified as follows:

Knocker or stunner, knocking sledge  
Knocker or stunner, pneumatic hammer or captive-bolt pistol  
Knocker or stunner, electric shocking device  
Knocker or stunner, rifle

RUMPER

Removes hide from the hind legs and rump of beef carcasses, using a power or hand skinning knife. For wage study purposes, rumpers are classified according to the type of dressing floor and knife, as follows:

Rumper, on-the-rail dressing, power knife  
 Rumper, on-the-rail dressing, straight knife  
 Rumper, conventional dressing floor, power knife  
 Rumper, conventional dressing floor, straight knife

SHACKLER, BEEF

Attaches one end of a shackling chain to the hind legs of animals to be slaughtered and attaches the other end to a hoist which lifts the shackled animal into position for the sticking operation.

SPLITTER, BACK, BEEF

Splits or separates carcasses into half, using a powersaw and/or cleaver. For wage study purposes, splitters are classified according to method of splitting, as follows:

Splitter, back, beef, cleaver  
 Splitter, back, beef, powersaw  
 Splitter, back, beef, combination cleaver and powersaw

WASHER, BEEF

Washes and cleans beef carcasses with water sprayed under pressure from a hose or from a hose equipped with a brush.

Beef CuttingBONER, BEEF

Cuts bone from chuck and other standard cuts of beef, using a boning knife, to prepare them for marketing as boneless cuts; excludes workers trimming out cuts for sausage. For wage study purposes, beef boners are classified according to the type of meat cuts, as follows:

Boner, beef, chucks  
 Boner, beef, loins, ribs, or rounds  
 Boner, beef, shanks  
 Boner, beef, entire carcass

BREAKUP MAN, PRIMAL CUTS

Divides beef forequarters and hindquarters into marketable cuts such as rounds, loins, ribs, plates, briskets, and chucks, using a knife and powersaw.

HANDLER, BEEF CUTS FOR BONERS

Lifts cuts of beef to or from truck or conveyor or for boning in cooler or cutting room. Does not include lugger-loader (beef) or stower.



## Pork Dressing

### BELLY OPENER

Slits open body cavity of hogs preparatory to removal of viscera. Cuts down through center of belly from aitch bone to brisket, pulls pizzle cord, and cuts pig bag from viscera.

### EVISCERATOR, HOG

Removes viscera from opened hog carcasses. Reaches inside body cavity and pulls internal organs with one hand while cutting connecting tissues which hold them in place. Lifts complete viscera (liver, heart, lungs, stomach, spleen, pancreas, bladder, intestines, and fat coverings) from the body cavity.

### HEADER, HOG

Separates head from backbone and leaves head suspended to carcass by strip below chin.

### SHACKLER, HOG

See Shackler under Beef Dressing.

### SHAVER

Shaves or scrapes off the remaining hair from all or part of the hog carcass after the singeing, scraping, or dehairing operation.

### SPLITTER, BACK, PORK

See Splitter, Back, under Beef Dressing. For wage study purposes, splitters are classified according to method of splitting, as follows:

- Splitter, back, pork, cleaver
- Splitter, back, pork, powersaw
- Splitter, back, pork, combination cleaver and powersaw

### STUNNER, HOG

Stuns hogs preparatory to slaughtering. For wage study purposes, hog stunners are classified according to the method used, as follows:

- Stunner, pneumatic hammer
- Stunner, electric shocking device
- Stunner, chemical (gas)
- Stunner, rifle

## Pork Cutting

### BELLY TRIMMER

Trims pork bellies to prepare them for curing, smoking, and sale as bacon. Removes fatback and bootjack. Cuts through teat line and removes seeds, and bevels edges.

BONER, HAM

Cuts bones from fresh or cured hams to prepare them for cooking. For wage study purposes, ham boners are classified as follows:

- Open style boning—using hand knife, splits ham face lengthwise and removes body bone.
- Chisel boning—removes body bone from ham, without splitting ham face, using chisel and hand knife.

HAM SKINNER, MACHINE

Positions ham against revolving roll and knife blade to remove skin and/or fat (not including collar) prior to smoking. For wage study purposes, ham skimmers are classified according to the type of operation performed, as follows:

- Ham skinner, machine, skin only
- Ham skinner, machine, skin and defat

LOIN PULLER

Separates the loin from the fatback on a pork side with a drawknife.

TRIMMER OF TRIMMINGS

Trims pork scraps, trimmed from hams, shoulders, bellies, and other pork cuts, by cutting the lean meat from the fat and by removing the hog skins or rinds.

Sheep and Calf DressingFACER, LAMB AND SHEEP

Slits pelts of lamb and sheep carcasses from crotch to breast and then skins the hide as far as the middle of the sides, using a knife.

SHACKLER, SHEEP AND CALVES

See Shackler under Beef Dressing.

SKINNER, COLD CALVES

Removes entire skin from chilled calf carcass. For wage study purposes, calf skimmers are classified according to the type of knife used, as follows:

- Skinner, cold calves, power knife
- Skinner, cold calves, straight knife

STICKER

Uses a sticking knife to sever the jugular vein or an artery of sheep or calves, causing death by bleeding.

Curing, Smoking, and Cooking

CASING PEELER OPERATOR

Operates machine that removes artificial covering from frankfurters, to produce skinless variety. May peel remaining fragments of covering, using knife.

GRADER, GREEN HAMS AND BELLIES

Grades and sorts, according to size and quality, hams and bellies to be cured. For wage study purposes, graders are classified according to product, as follows:

- Grader, green hams
- Grader, bellies (pork)
- Grader, combination green hams and bellies

HANGER, BELLIES

Inserts comb hanger in belly and hangs on tree or truck for smoking.

MIXER OPERATOR

Loads and operates machine that mixes batches of ground meats and seasonings in preparation for making sausages.

PICKLE MAKER

Prepares pickle solution according to formula for use in curing meats. Weighs ingredients and dumps them into mixing vats; admits water and stirs contents.

PUMPER, PICKLE-INJECTION MACHINE

Tends machine that automatically injects (pumps) meat with curing solution. Adjusts and starts machine; places meat on conveyor that pulls it under machine injection needle which forces curing solution into meat.

PUMPER, HAM (ARTERY PUMPING)

Injects curing solution into hams by inserting needle into arteries and pulling handle of pump to force curing solution into meat.

SAUSAGE MAKER (CHOPPER)

Tends machine that grinds meat and other ingredients to make sausage. Weighs meat into machine; adds ingredients, and controls temperature and texture of product.

SAUSAGE STUFFER

Stuffs natural and/or artificial casings with meat emulsion to make sausages. Places casing on stuffing horn, adjusts air pressure and machine to obtain proper filling of casing. For wage study purposes, sausage stuffers are classified according to type of casing and whether a casing sizer is used, as follows:

- Sausage stuffer, natural casings
- Sausage stuffer, artificial casings with a casing sizer
- Sausage stuffer, artificial casings without a casing sizer
- Sausage stuffer, combination of natural and artificial casings

SLICING MACHINE OPERATOR

Tends machine that automatically slices meat products.

SMOKER

Tends one or more smokehouses or smoke ovens used in curing meat according to specifications. Regulates air, heat, and humidity. For wage study purposes, smokers are classified according to product, as follows:

Smoker, sausages

Smoker, other than sausages

Smoker, combination of sausages and other products

SPICER WEIGHER AND MIXER

Weights and mixes seasonings such as salt, pepper, and sage, and other nonmeat ingredients such as eggs, pimentos, and pickles, according to formula, by hand or machine.

Maintenance and PowerplantELECTRICIAN, MAINTENANCE

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

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

FIREMAN, STATIONARY BOILER

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

## MACHINIST, MAINTENANCE

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

## MAINTENANCE MAN, GENERAL UTILITY

Keeps the machines, mechanical equipment and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair. Duties involve the performance of operations and the use of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only. Work involves a combination of the following: Planning and laying out of work relating to repair of buildings, machines, mechanical and/or electrical equipment; repairing electrical and/or mechanical equipment; installing, alining and balancing new equipment; and repairing buildings, floors, stairs as well as making and repairing bins, cribs, and partitions.

## MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gages, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

## MILLWRIGHT

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

## WELDER, HAND

Fuses (weld) metal objects by means of an oxyacetylene torch or arc welding apparatus to repair broken or cracked metal objects. Work requires most of the following: Planning and laying out of work from drawings, blueprints or other written specifications; knowledge of welding properties of a variety of metals and alloys; welding high pressure vessels or other objects involving critical safety and load requirements; and working from a variety of positions.

Custodial and Material MovementCHECKER, LOADING

Supervises the loading of products into trucks or freight cars for shipment. Checks shipping labels on each package, records weights and the number of packages on each order, and checks discrepancies.

CLEANER, NIGHT

Cleans floors, tables, chutes, and equipment after the completion of the processing operations. Disassembles and reassembles apparatus and equipment where necessary. (Exclude workers who clean up during regular operations or during rest periods and janitors.)

JANITOR

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

LUGGER-LOADER

Carries beef and/or other meat products from loading dock into railroad car or truck. For wage study purposes, luggers are classified, as follows:

Lugger-loader, beef

Lugger-loader, other products including a combination of beef and other meats

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent on the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container, using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

STOWER, CAR AND TRUCK

Loads mixed products into cars or trucks for off-plant shipment, stowing in piles in stop order arrangement and separating product by size and kind. (Exclude workers loading cars with a single product and lugger-loader.)

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,

TRUCKDRIVER—Continued

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.

For wage study purposes, truckdrivers are classified by size of equipment, as follows:

- Truckdriver, semi- or trailer
- Truckdriver, other than semi- or trailer
- Truckdriver, combination of types

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, power truckers are classified by type of truck, as follows:

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





## Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20210, or from any of the regional offices shown on the inside back cover.

### I. Occupational Wage Studies

#### Manufacturing

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).  
Candy and Other Confectionery Products, 1960. BLS Report 195.  
\*Canning and Freezing, 1957. BLS Report 136.  
Cigar Manufacturing, 1961. BLS Bulletin 1317 (30 cents).  
Cigarette Manufacturing, 1960. BLS Report 167.  
Cotton Textiles, 1960. BLS Report 184.  
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1957. BLS Report 123.  
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).  
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).  
Fluid Milk Industry, 1960. BLS Report 174.  
Footwear, 1962. BLS Bulletin 1360 (45 cents).  
Hosiery, 1962. BLS Bulletin 1349 (45 cents).
- Industrial Chemicals, 1955. BLS Report 103.  
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).  
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).  
Machinery Manufacturing, 1963. BLS Bulletin 1388 (25 cents).  
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.  
Miscellaneous Plastics Products, 1960. BLS Report 168.  
Miscellaneous Textiles, 1953. BLS Report 56.  
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).
- Nonferrous Foundries, 1960. BLS Report 180.  
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).  
Petroleum Refining, 1959. BLS Report 158.  
Pressed or Blown Glass and Glassware, 1960. BLS Report 177.  
\*Processed Waste, 1957. BLS Report 124.  
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).  
Radio, Television, and Related Products, 1951. Series 2, No. 84.  
Railroad Cars, 1952. Series 2, No. 86.  
\*Raw Sugar, 1957. BLS Report 136.
- Southern Sawmills and Planing Mills, 1962. BLS Bulletin 1361 (30 cents).  
Structural Clay Products, 1960. BLS Report 172.  
Synthetic Fibers, 1958. BLS Report 143.  
Synthetic Textiles, 1960. BLS Report 192.  
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).  
\*Tobacco Stemming and Redrying, 1957. BLS Report 136.

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

## I. Occupational Wage Studies—Continued

### Manufacturing—Continued

West Coast Sawmilling, 1959. BLS Report 156.  
Women's and Misses' Coats and Suits, 1962. BLS Bulletin 1371 (25 cents).  
Women's and Misses' Dresses, 1963. BLS Bulletin 1391 (30 cents).  
Wood Household Furniture, Except Upholstered, 1962. BLS Bulletin 1369 (40 cents).  
\*Wooden Containers, 1957. BLS Report 126.  
Wool Textiles, 1962. BLS Bulletin 1372 (45 cents).  
Work Clothing, 1961. BLS Bulletin 1321 (35 cents).

### Nonmanufacturing

Auto Dealer Repair Shops, 1958. BLS Report 141.  
Banking Industry, 1960. BLS Report 179.  
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).  
Communications, 1962. BLS Bulletin 1389 (20 cents).  
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, 1962. BLS Bulletin 1374 (50 cents).  
Hospitals, 1960. BLS Bulletin 1294 (50 cents).  
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).

## II. Other Industry Wage Studies

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).

### Retail Trade:

Employee Earnings in Retail Trade, June 1962 (Overall Summary of the Industry). BLS Bulletin 1380 (45 cents).  
Employee Earnings at Retail Building Materials, Hardware, and Farm Equipment Dealers, June 1962. BLS Bulletin 1380-1 (25 cents).  
Employee Earnings in Retail General Merchandise Stores, June 1962. BLS Bulletin 1380-2 (45 cents).  
Employee Earnings in Retail Food Stores, June 1962. BLS Bulletin 1380-3 (40 cents).  
Employee Earnings at Retail Automotive Dealers and in Gasoline Service Stations, June 1962. BLS Bulletin 1380-4 (40 cents).  
Employee Earnings in Retail Apparel and Accessory Stores, June 1962. BLS Bulletin 1380-5 (45 cents).

Wages in Nonmetropolitan Areas, South and North Central Regions, October 1960. BLS Report 190.

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

# BUREAU OF LABOR STATISTICS REGIONAL OFFICES

