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# EMPLOYEES EARNINGS IN NONMETROPOLITAN AREAS OF THE SOUTH AND NORTH CENTRAL REGIONS

JUNE 1962



**Bulletin No. 1416**

**UNITED STATES DEPARTMENT OF LABOR**  
**W. Willard Wirtz, Secretary**  
**BUREAU OF LABOR STATISTICS**

**Ewan Clague, Commissioner**

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## Preface

This bulletin presents estimates of employee earnings in manufacturing and nonmanufacturing industries in nonmetropolitan areas of the South and North Central regions. The survey findings relate to June 1962 and, when compared with those of a similar survey in October 1960, permit an examination of wage changes occurring during a period when the Federal minimum wage increased from \$1 to \$1.15, and a \$1 minimum wage was extended to workers brought under the provisions of the Fair Labor Standards Act for the first time on September 3, 1961. The survey, conducted by the Bureau of Labor Statistics, was part of a broad program of studies initiated by the Department of Labor for continuing appraisal of Federal minimum wage legislation.

The Wage and Hour and Public Contracts Divisions participated in the planning of the survey and provided necessary funds. Their evaluation of the effects of the increase in the Federal minimum wage in the areas studied was presented in the Report Submitted to the Congress in Accordance With the Requirements of Section 4 (d) of the Fair Labor Standards Act, January 1963.

This study was made in the Bureau's Division of National Wage and Salary Income, Norman J. Samuels, Chief, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Herbert Schaffer, assisted by Boyd Steele and Harry Donoian.



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## Employee Earnings in Nonmetropolitan Areas of the South and North Central Regions, June 1962

### Summary

In nonmetropolitan areas of the South and North Central regions, straight-time earnings averaged \$1.49 and \$1.77 an hour, respectively, for nonsupervisory employees within the scope of the Bureau's survey in June 1962.<sup>1</sup> Hourly pay in manufacturing industries averaged \$1.57 in the South and \$1.98 in the North Central region. Such earnings exceeded those in nonmanufacturing industries by 18 and 43 cents an hour, respectively.

In the South, more than three-fifths of the factory workers earned less than \$1.50 an hour and about a fifth were concentrated at or just above the \$1.15 Federal minimum wage.<sup>2</sup> More than two-fifths of the southern nonfactory workers, on the other hand, had earnings of less than \$1.15 an hour. However, the proportion of nonfactory workers earning \$2 or more an hour almost equaled that of factory workers, 15 and 17 percent, respectively.

In the North Central region, fewer than a tenth of the factory workers were at the \$1.15-\$1.20 wage interval; nearly half earned \$2 or more an hour and a fifth received at least \$2.50. By contrast, almost a third of the nonfactory workers were paid less than \$1.15 an hour and fewer than a fifth earned \$2 or more.

In the 15 southern nonmetropolitan areas for which data permit separate publication, hourly pay levels ranged from \$1.19 to \$2.16 in June 1962. Manufacturing earnings in these areas were up to 71 cents an hour higher than in nonmanufacturing industries, although average earnings for the latter industries were higher in three of the areas. More than a fourth of the factory workers earned less than \$1.25 an hour in nine of the areas. At or just above the \$1.15 Federal minimum wage were fewer than 10 percent of the factory workers in five areas, from 14 to 20 percent in four areas, and from 24 to 41 percent in the other six areas. In nonmanufacturing, two-fifths or more of the workers earned less than \$1.25 in 13 of the 15 areas, and from a fourth to almost two-fifths were paid less than \$1 in 8 areas.

Among the 11 nonmetropolitan areas of the North Central region for which separate data were available, the combined earnings for all industries averaged from \$1.57 to \$2.35 an hour. The average pay advantage of factory workers over nonfactory workers exceeded 50 cents an hour in six of the areas, extending up to as much as \$1.12 in one area. Fewer than a tenth of the factory workers earned less than \$1.25 in nine areas and a significant proportion at the \$1.15 Federal minimum wage occurred in only one of the areas. At least three-eighths of the factory workers earned \$2 or more in all but one of the areas. In nonmanufacturing, from more than a fourth to over two-fifths earned less than \$1.25 in each of the areas, and from about a tenth to approximately a fifth were paid less than \$1 in all but one of the areas.

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<sup>1</sup> The survey covered most major industry divisions except agriculture, contract construction, and government. Other industry exclusions were petroleum and natural gas production, railroad transportation, and nonprofit religious, charitable, educational, and humane organizations. See appendix A for a detailed description of the scope and method of survey and definitions of terms.

<sup>2</sup> For ease of reading in this and subsequent discussions of tabulations, the limits of the wage intervals are designated as at \$1.15 an hour or at or just above \$1.15 an hour, \$1.15-\$1.20, from \$1.15 to \$1.20, or between \$1.15 and \$1.20, instead of using the more precise terminology of "\$1.15 and under \$1.20."

The survey indicated that the 1961 amendments to the Fair Labor Standards Act<sup>3</sup> had raised wages of the lower paid workers. In October 1960 in southern industries which were generally subject to the provisions of the act prior to the 1961 amendments,<sup>4</sup> three-tenths of the workers earned less than \$1.15 an hour.<sup>5</sup> By June 1962, virtually all of the workers earned at least \$1.15 an hour, and the proportion at or just above the \$1.15 Federal minimum had increased from a twentieth to more than a fifth. The impact of the increase in the Federal minimum wage varied, however, among the 15 southern areas, since the proportion of subject workers earning less than \$1.15 an hour in October 1960 varied from fewer than a twentieth to more than three-fifths.

In the North Central region, about a tenth of the subject workers were paid less than \$1.15 an hour in October 1960. The proportion at or just above the \$1.15 Federal minimum increased from 2 to 9 percent between October 1960 and June 1962, as those below that level were reduced to 2 percent. In 9 of the 11 North Central areas, fewer than a tenth of the subject workers earned less than \$1.15 in October 1960.

In the segment of retail trade which became subject to a \$1 Federal minimum wage, nearly three-tenths of the retail employees in the South and almost a fifth in the North Central region received less than \$1 an hour in June 1961.<sup>6</sup> One year later, virtually all of the workers earned at least \$1 and the proportions at the new minimum had more than doubled in both regions.

In nonsubject industries, excluding retail trade, more than three-fifths of the southern workers and over half of the North Central workers earned less than \$1.15 and almost half and nearly two-fifths, respectively, were paid less than \$1 an hour in June 1962. In the nonsubject segment of retail trade, about two-fifths of the southern employees and almost a fifth of the North Central employees earned less than \$1 in June 1962.

### Southern Region

Nonsupervisory employees in southern nonmetropolitan areas averaged \$1.49 an hour at straight-time rates in June 1962 (table 1). Although hourly earnings varied from less than 50 cents to more than \$3, about seven-tenths of the more than 3 million employees in manufacturing and nonmanufacturing industries covered by the survey earned between \$1 and \$2 an hour. Approximately two-fifths of the workers had earnings of less than \$1.25 an hour, a fifth less than \$1.15, and slightly more than a tenth less than \$1. A sixth of the workers were clustered at the \$1.15-\$1.20 wage interval.

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<sup>3</sup> The amendments (Public Law 87-30) increased the Federal minimum hourly wage from \$1 to \$1.15 for the first 2 years and to \$1.25 as of Sept. 3, 1963, for workers previously subject to the act. Coverage was also extended to other employees, primarily in retail enterprises with \$1 million or more in gross annual sales and to establishments which are part of such enterprises with \$250,000 or more in sales. The minimum wage for these employees was set at \$1 an hour for the first 3 years, \$1.15 in the fourth year, and \$1.25 thereafter.

<sup>4</sup> Since data were grouped by industry rather than by individual establishments and workers, the possibility exists that a few workers or establishments were classified improperly as to whether they are subject to the Federal minimum. For example, workers engaged only in intrastate commerce are exempt, as well as others who are exempt under conditions specified in section 13 of the act.

<sup>5</sup> See Wages in Nonmetropolitan Areas, South and North Central Regions, October 1960 (BLS Report 190, 1961).

<sup>6</sup> The October 1960 survey did not include retail trade, but the industry was studied in these areas in June 1961. See Employee Earnings in Retail Trade, June 1961 (BLS Bulletin 1338-8, 1963).

In manufacturing industries, which employed almost three-fifths of the workers included in the survey, the pay level was \$1.57 an hour. All but about a sixth of the factory workers received less than \$2 an hour and more than three-fifths earned less than \$1.50. Over a fifth of the workers were found at or just above the \$1.15 Federal minimum wage, which was in effect at the time of the survey, and nearly a third were paid less than \$1.25, the Federal minimum which became effective on September 3, 1963.

The six manufacturing industry groups, for which earnings are shown separately (food, textiles, apparel, lumber, furniture, and paper), comprised nearly two-thirds of the factory work force studied in southern nonmetropolitan areas. Except for the paper industry, pay levels were from 11 to 30 cents an hour below the overall manufacturing average. For workers in the remaining manufacturing industries as a group, average earnings were \$1.88 an hour.

The influence of the \$1.15 Federal minimum wage was most apparent in the food, apparel, furniture, and lumber industries, where from three-tenths to more than half of the workers were concentrated at the \$1.15-\$1.20 pay interval. In the same industries, from more than half to almost two-thirds of the workers earned less than \$1.25, whereas only a sixth in textile mills and fewer than a twentieth in papermills had such earnings.

In nonmanufacturing industries covered by the survey, the pay level was \$1.39 an hour. More than half of 1.3 million nonfactory workers earned less than \$1.25 an hour, over two-fifths less than \$1.15, and about a fourth less than \$1. The largest single cluster of workers at a 5-cent wage interval was approximately a tenth earning between \$1 and \$1.05 an hour.

Among five nonmanufacturing industry groups for which earnings are shown separately, hourly pay levels ranged from \$1.24 in retail trade to \$2.72 in mining. Average earnings exceeded the overall nonmanufacturing average by 48 cents an hour in the transportation and public utilities group and by 15 cents an hour in the finance, insurance, and real estate group; the wage level in wholesale trade was the same as the overall average.

The \$1.15 Federal minimum wage had a marked influence on earnings in wholesale trade, where approximately a third of the workers were concentrated at the \$1.15-\$1.20 wage interval. Hourly earnings in this interval were paid to 14 percent of the workers in the finance, insurance, and real estate group, 10 percent in transportation and public utilities, and 5 percent each in mining and retail trade. The largest single concentration of retail employees, 17 percent, was found at the \$1-\$1.05 wage interval, largely attributable to the recent coverage of large retail enterprises by a \$1 Federal minimum wage.

Wage Changes, October 1960-June 1962. The all-industry pay level for southern nonsupervisory workers, excluding those in retail trade,<sup>7</sup> increased by 7 cents an hour, from \$1.50 in October 1960 to \$1.57 in June 1962. Almost a fourth of the workers were paid less than \$1.05 an hour and a third less than \$1.15 in October 1960. By June 1962, fewer than a tenth of the workers earned less than \$1.15, but almost a fifth were concentrated at the \$1.15-\$1.20 wage interval. During this period, the proportion of workers earning \$1.25 or more rose from fewer than three-fifths to nearly two-thirds.

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<sup>7</sup> Because retail trade was excluded from the October 1960 survey, it was also excluded from the June 1962 data in these wage comparisons. For this reason, the figures used here differ from those in the tables. Wage comparisons for retail workers are treated separately for June of 1961 and 1962.

In industries which were generally subject to the provisions of the Fair Labor Standards Act prior to the 1961 amendments, about a sixth of the workers were paid the 4½-year-old \$1 Federal minimum wage and three-tenths earned less than \$1.15 an hour in October 1960. The tabulation below shows that in June 1962, 9 months after the \$1.15 Federal minimum wage became effective, virtually all of the workers earned at least the new minimum and the proportion at or just above the minimum had increased from a twentieth to a fifth. Changes in the wage distribution diminished at higher levels of pay. The proportion of subject workers earning \$1.25 or more an hour, for example, increased from 60 to 69 percent and those earning \$1.50 or more rose from 38 to 42 percent between October 1960 and June 1962. In nonsubject industries, wages also rose above the 1960 level and the proportion of the lower paid workers was reduced. Nevertheless, over three-fifths of these workers received less than \$1.15 an hour and almost half, less than \$1 in June 1962.

Average hourly earnings	All industries except retail trade				Retail trade (excluding eating and drinking places)			
	Subject		Nonsubject		Subject		Nonsubject	
	Oct. 1960	June 1962	Oct. 1960	June 1962	June 1961	June 1962	June 1961	June 1962
	(Cumulative percent)							
Under \$1.00-----	2	1	52	47	28	5	44	38
Under \$1.05-----	19	2	62	58	41	36	56	51
Under \$1.15-----	30	3	68	63	51	45	63	58
Under \$1.20-----	35	24	70	67	55	51	66	62
Under \$1.25-----	40	31	71	69	58	54	68	64
Under \$1.50-----	62	58	83	80	73	72	81	78
Under \$2.00-----	81	80	93	93	89	89	83	92
Number of workers (in thousands)-----	1,925	2,160	212	240	160	143	549	574
Average hourly earnings -----	\$1.55	\$1.62	\$1.04	\$1.10	\$1.32	\$1.40	\$1.14	\$1.21

In the segment of retail trade which became subject to the act in September 1961, accounting for roughly a fifth of the retail employment in southern nonmetropolitan areas, average earnings increased by 8 cents an hour between June of 1961 and 1962. Three months before the \$1 Federal minimum wage became effective for these workers, nearly three-tenths were paid less than \$1 an hour. In June 1962, only a twentieth of the workers had such earnings and the proportion at or just above the \$1 Federal minimum wage had increased from about an eighth to more than three-tenths. Changes in the wage distribution above \$1 were nominal; 58 percent earned less than \$1.25 in June 1961 compared with 54 percent in June 1962. In the exempt segment of retail trade, the hourly pay level increased by about the same amount as in the subject segment between June of 1961 and 1962. The proportion of exempt workers paid less than \$1 also declined during this period, but by much less than in the subject segment, from 44 to 38 percent. Moreover, the proportion at the \$1-\$1.05 wage interval remained at about an eighth.

#### Selected Southern Areas

Wage data are provided separately for 15 nonmetropolitan areas in the South. The information presented relates to the specified areas only and should not be considered as representative of any other areas. Each of these areas

is a relatively small, homogeneous labor market in which economic activity is generally dominated by one or two industries. Wages in these, as in all labor markets, are influenced by a variety of factors such as the demographic characteristics of the labor force, the supply of and demand for labor, the industrial composition, the occupational mix, the availability of capital, Federal and state minimum wage legislation, degree of unionization, regional and sectional wage patterns, etc. The extent to which these forces act singularly or in combination with others determines the wage structure in the area. It is not, however, the object of this report to isolate these wage determinants but rather to summarize the level and distribution of earnings in each of the areas at the time of the survey.

As shown in the following tabulation, population (according to the 1960 census) varied from approximately 50,000 to 100,000, except for Gaston County, N. C., and the area consisting of Lake, Pasco, and Polk Counties in Florida. Nonsupervisory employees within the scope of the survey in June 1962 ranged from 4,800 to 34,200 but varied from about 7,000 to 14,000 in 12 of the areas. Manufacturing employment accounted for at least half of the work force in 10 of the areas. Sarasota was a major resort area and mining was prevalent in the Hopkins—Muhlenberg area largely accounted for the relatively small proportion of workers in manufacturing in these areas. Although a wide variety of manufacturing activities were found, most common were textiles, food processing, lumber, and apparel. Retail trade was numerically the most important non-manufacturing industry studied in all but one of the areas.

Area	Population (1960 census)	Estimated num- ber of nonsuper- visory workers included in the survey, June 1962	Percent of nonsuper- visory workers in manufacturing	Percent of non- manufacturing workers in retail trade	Major manufacturing industries
Bartow and Cherokee Counties, Ga -----	51,268	7,400	65	54	Textile mill products
Beaufort, Tyrrell, and Washington Counties, N. C -----	54,022	4,800	50	58	Lumber
Chambers and Lee Counties, Ala -----	87,582	14,000	79	48	Textile mill products
Charlotte and Sarasota Counties, Fla -----	89,489	9,900	20	50	Electrical machinery
Cooke and Grayson Counties, Tex -----	95,603	11,600	46	46	Food and kindred products
Florence County, S. C-----	84,438	10,100	51	51	Apparel
Gaston County, N. C -----	127,074	33,100	82	47	Textile mill products
Harrison County, W. Va-----	77,856	12,800	48	35	Stone, clay, and glass products
Hopkins and Muhlenberg Counties, Ky -----	66,249	7,600	17	22	Apparel
Jones County, Miss -----	59,542	9,100	60	53	Paper and allied products
Lake, Pasco, and Polk Counties, Fla-----	289,307	34,200	35	45	Food and kindred products
Loudon and McMinn Counties, Tenn-----	57,419	9,300	78	50	Textile mill products
Somerset, Wicomico, and Worcester Counties, Md -----	92,406	14,000	60	66	Food and kindred products
Union County, Ark -----	49,518	7,100	51	40	Lumber
Washington County, Va -----	55,220	8,400	55	39	Nonelectrical machinery

All industry-area pay levels for nonsupervisory employees ranged from \$1.19 to \$2.16 an hour in June 1962 (table 2). In nine of the areas, however, averages clustered within a 15-cent range (\$1.37 to \$1.52), reflecting the similarity of wage levels in several industries (lumber, textiles, apparel, and food) which generally dominate manufacturing activities in the area studied. The dispersion of individual earnings for the middle half of the area workers varied widely, as shown in the following tabulation. Such earnings were distributed over a 34- to 38-cent range in five of the areas, a 44- to 38-cent range in seven of the areas, and the spread exceeded \$1 in the other three areas.

Area	Interquartile range <sup>1</sup>
Bartow and Cherokee Counties, Ga-----	\$1.18-\$1.54
Beaufort, Tyrrell, and Washington Counties, N. C-----	1.02- 1.36
Chambers and Lee Counties, Ala -----	1.25- 1.61
Charlotte and Sarasota Counties, Fla-----	1.12- 1.82
Cooke and Grayson Counties, Tex -----	1.15- 1.88
Florence County, S. C-----	1.13- 1.51
Gaston County, N. C-----	1.27- 1.62
Harrison County, W. Va-----	1.40- 2.72
Hopkins and Muhlenberg Counties, Ky-----	1.19- 3.01
Jones County, Miss -----	1.18- 2.01
Lake, Pasco, and Polk Counties, Fla-----	1.16- 1.80
Loudon and McMinn Counties, Tenn-----	1.18- 1.76
Somerset, Wicomico, and Worcester Counties, Md -----	1.18- 1.62
Union County, Ark -----	1.16- 2.32
Washington County, Va -----	1.17- 1.87

<sup>1</sup> The limits of the interquartile range were determined by interpolation within a 5- or 10-cent wage interval shown in the tables.

Manufacturing pay levels ranged from \$1.22 to \$2.52 an hour. However, such earnings exceeded \$2 in only 2 areas and were less than \$1.70 in 10 of the areas. Despite these relatively low earnings, factory workers still averaged up to 71 cents an hour more than nonfactory workers; the pay differential exceeded 34 cents an hour in eight areas. On the other hand, sizable concentrations in the low-wage manufacturing industries, coupled with large employment in mining in Hopkins-Muhlenberg, Ky., trucking and public utilities in Gaston, N.C., and public utilities in Somerset-Wicomico-Worcester, Md., produced in these areas higher pay levels in nonmanufacturing than in manufacturing.

The proportion of factory workers who earned just the \$1.15 Federal minimum wage in June 1962 varied from fewer than a tenth to more than two-fifths. Areas with the largest concentrations of workers at the Federal minimum were those generally dominated by the low-paying manufacturing industries. However, in areas where manufacturing wage levels ranked among the lowest but textiles were paramount, such as Chambers-Lee, Ala., and Gaston, N.C., fewer than a tenth of the workers were found at the \$1.15-\$1.20 wage interval. More than two-fifths of the workers in these areas had earnings averaging between \$1.25 and \$1.50 an hour. In Union County, Ark., on the

other hand, about a fourth of the factory workers were paid the \$1.15 Federal minimum, but the manufacturing wage level was next to the highest among the areas because almost as many workers were employed in the higher paying petroleum refining industry as in the lumber industry.

In nonmanufacturing industries, approximately two-fifths or more of the workers earned less than \$1.25 an hour in 13 of the 15 areas, and from a fourth to almost two-fifths received less than \$1 in 8 areas. Where area data were available for retail trade, earnings appeared to be influenced by the \$1 Federal minimum wage although substantial proportions in each of the areas were paid less than \$1 an hour in June 1962. The proportions of retail workers earning between \$1 and \$1.05 ranged from about a tenth to more than a fourth.

Wage Changes. For each of the individual areas, earnings data for industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments were available for a period 1 year before the increase of the Federal minimum wage from \$1 to \$1.15 an hour and 1 month after, and 9 months after. Pay levels for workers in the subject industries increased in all but four of the areas between October of 1960 and 1961, and were somewhat greater than the changes recorded between October 1961 and June 1962 in nine of these areas. Marked reductions in the proportions of workers receiving less than \$1.15 an hour occurred in most of the areas during the period in which the \$1.15 Federal minimum became effective. The magnitude of change, however, varied by area; the proportions of subject workers with such earnings in October 1960 ranged from fewer than a twentieth to more than three-fifths. The proportion of workers at or just above the \$1.15 Federal minimum in October 1961 ranged up to a third and was a tenth or more in 12 of the areas. In all but one of the areas, this concentration was greater than the proportion paid the 4½-year-old \$1 Federal minimum in October 1960, and in five of the areas was at least twice as great. In June 1962, the proportion of workers at the \$1.15-\$1.20 pay interval had diminished slightly in nine of the areas. In the nonsubject industries, excluding retail trade, where earnings data were available, from about a fourth to three-fourths of the workers earned less than \$1.15 in June 1962 in 10 of the areas.

In retail trade, average earnings increased between June of 1961 and 1962 in 5 of the 12 areas where such data were available. Nevertheless, the proportion of workers earning less than \$1 an hour was reduced in each of the areas. This reduction was accompanied by an increase in the proportion at the \$1-\$1.05 wage interval. The extent of the change around the \$1 pay level was more apparent in the four areas where data were available separately for the subject segment of retail trade.

#### Bartow and Cherokee Counties, Ga.

An estimated 7,400 nonsupervisory workers in the area were within the scope of the survey and, as a group, averaged \$1.37 an hour at straight-time rates in June 1962. Median earnings were \$1.32 an hour. Earnings for the middle half of the workers ranged from \$1.18 to \$1.54 an hour. Nearly a fifth of the workers were concentrated at the \$1.15-\$1.20 wage interval.

Manufacturing workers, who accounted for 65 percent of the workers included in the area survey, averaged \$1.40 an hour. Earnings for nearly nine-tenths of the factory workers were compressed within a 45-cent range

between \$1.15 and \$1.60. A fifth of the factory workers, most of whom were employed in food processing and apparel plants, were at or just above the \$1.15 Federal minimum wage. Another fifth of the factory work force who, for the most part, were employed in textile mills, received between \$1.50 and \$1.60. Together, the three industries accounted for more than four-fifths of the area's manufacturing employment.

Nonmanufacturing workers included in the area survey averaged \$1.31, 9 cents an hour less than factory workers. Half of the workers earned less than \$1.25 an hour, almost a third less than \$1.15, and an eighth less than \$1. About equal proportions of workers, 14 percent, were at two 5-cent wage intervals, \$1-\$1.05 and \$1.15-\$1.20, which reflected the application of both the \$1 and \$1.15 Federal minimum wages to newly protected as well as previously covered nonmanufacturing employees.

Retail trade, which comprised more than half of the nonfactory workers included in the area survey, had a pay level of \$1.22 an hour. A sixth of the retail workers earned less than \$1 and half less than \$1.15. Almost a fourth were at or just above the \$1 Federal minimum wage.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings for June 1962 were \$1.42 an hour, 2 cents an hour higher than in October 1961, and 5 cents higher than in October 1960. The increase in the Federal minimum wage from \$1 to \$1.15 appeared to have some effect on changes in the distribution of earnings at the lower pay levels. One year before the effective date, an eighth of the workers were at the \$1-\$1.05 pay interval and almost a fourth earned less than \$1.15 an hour. One month after the effective date, all but 4 percent of the workers earned at least \$1.15 an hour, and the proportion at the \$1.15-\$1.20 pay interval had more than doubled, from about a tenth to almost a fourth. During this 1-year period, the proportion of subject workers earning \$1.50 or more an hour rose from slightly more than a fourth to nearly a third. By June 1962, the proportion concentrated at or just above the \$1.15 Federal minimum wage was reduced to a fifth, and the proportion earning \$1.50 or more had increased to somewhat more than a third.

In nonsubject industries, excluding retail trade, average earnings increased from \$1.10 to \$1.22 an hour between October of 1960 and 1961. The proportion paid less than \$1 an hour decreased from a half to a fifth during this period, while those earning less than \$1.15 declined from almost two-thirds to three-tenths. Almost a fourth of the workers were at the \$1.15-\$1.20 wage interval in October 1961, nearly twice the proportion at the \$1-\$1.05 interval in October 1960. Although average hourly earnings remained at \$1.22 in June 1962, almost a tenth of the workers were concentrated at the \$1.25-\$1.30 interval, whereas relatively few workers were found at that interval in October 1961.

In retail trade, a substantial reduction occurred in the proportion of workers paid less than \$1, from about two-fifths in June 1961 to a sixth in June 1962.<sup>8</sup> This decrease was accompanied by an increase from fewer than a sixth to almost a fourth of the workers at or just above \$1 an hour. During this period average earnings increased from \$1.10 to \$1.22 an hour.

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<sup>8</sup> Fewer than a fifth of the workers in June 1961 were employed in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

Average hourly earnings	All industries except retail trade						Retail trade (including eating and drinking places)	
	Subject			Nonsubject			June 1961	June 1962
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962		
	(Cumulative percent)							
Under \$1.00 -----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	50	20	20	41	16
Under \$1.05 -----	12	1	1	62	21	21	56	40
Under \$1.15 -----	24	4	2	65	30	26	61	50
Under \$1.20 -----	33	27	22	65	53	46	66	58
Under \$1.25 -----	38	35	31	70	58	50	70	63
Under \$1.50 -----	73	68	65	86	74	75	86	81
Under \$2.00 -----	95	94	94	94	99	99	96	97
Number of workers (in hundreds) -----	51	54	55	2	3	4	10	10
Average hourly earnings -----	\$1.37	\$1.40	\$1.42	\$1.10	\$1.22	\$1.22	\$1.10	\$1.22

<sup>1</sup> Less than 0.5 percent.

### Beaufort, Tyrrell, and Washington Counties, N. C.

An estimated 4,800 nonsupervisory workers in the area were within the scope of the survey and, as a group, averaged \$1.19 an hour in June 1962. Median earnings were also \$1.19 and the middle half of the work force earned from \$1.02 to \$1.36 an hour. Half of the workers within this range were concentrated at the \$1.15-\$1.20 wage interval.

The level of pay in manufacturing industries, where half of the area workers were employed, was \$1.22 an hour. More than three-fifths of the workers earned less than \$1.25 an hour and two-fifths were concentrated at the \$1.15 Federal minimum wage. Nine-tenths of these workers were employed in the apparel, wood products, and furniture industries, which together accounted for about three-fifths of the manufacturing employment in the area. About a sixth of the factory workers earned less than the Federal minimum wage, most of whom worked in food processing plants.

In nonmanufacturing industries, average earnings were \$1.16 an hour. Half of the nonfactory workers earned less than \$1.15 an hour and more than a third received less than \$1. Over an eighth of the workers were concentrated at the \$0.75-\$0.80 wage interval and a tenth were at the \$1-\$1.05 interval.

Nearly three-fifths of the nonmanufacturing workers were employed by retail stores, where average earnings of \$1.11 were 12 cents an hour less than those for other nonmanufacturing workers. Almost three-fifths of the retail workers earned less than \$1.05 an hour, and about a sixth each were at the \$1-\$1.05 and \$0.75-\$0.80 pay intervals.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, workers averaged \$1.27 an hour in June 1962, exceeding the October 1961 level by 2 cents an hour and the October 1960 level by 10 cents. The increase in the Federal minimum wage

had a marked influence on the distribution of individual earnings. In October 1960, three-tenths of the workers were paid the existing \$1 Federal minimum and more than three-fifths earned less than \$1.15 an hour. One month after the \$1.15 Federal minimum became effective, only a sixth of the workers earned less than that amount and approximately a third were at or just above the \$1.15 Federal minimum. During the October 1960-61 period, the proportion earning \$1.25 or more an hour rose from about three-tenths to two-fifths. By June 1962, the proportion paid less than \$1.15 an hour was slightly reduced and the proportions at the \$1.15-\$1.20 pay interval, as well as those earning \$1.25 or more had increased slightly.

In the nonsubject industries studied, excluding retail trade, average earnings of 92 cents in October 1960 was 8 cents an hour higher in October 1961, and remained at that level in June 1962. The proportion earning less than \$1 an hour decreased from three-fourths in 1960 to about three-fifths in 1961. This reduction was accompanied by only a small increase of 3 percentage points in the proportion of workers at the \$1-\$1.05 pay interval and an increase from a sixth to almost a fourth in the proportion earning \$1.25 or more. The proportion of workers earning less than \$1 in June 1962 was somewhat greater than in October 1961.

Little change occurred in the level of pay for retail employees between June of 1961 and 1962. Nevertheless, the proportion earning less than \$1 an hour decreased from 50 to 43 percent, and the proportion earning between \$1 and \$1.05 increased from 9 to 15 percent.<sup>9</sup>

Average hourly earnings	All industries except retail trade						Retail trade (including eating and drinking places)	
	Subject			Nonsubject			June 1961	June 1962
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962		
	(Cumulative percent)							
Under \$1.00 -----	10	8	7	75	62	67	50	43
Under \$1.05 -----	40	14	12	81	71	73	59	58
Under \$1.15 -----	63	17	13	83	74	76	67	64
Under \$1.20 -----	67	51	50	84	74	78	72	69
Under \$1.25 -----	71	59	55	84	76	79	73	71
Under \$1.50 -----	90	88	88	88	82	80	84	84
Under \$2.00 -----	97	97	97	97	96	96	94	98
Number of workers (in hundreds) -----	31	31	31	2	3	3	15	14
Average hourly earnings -----	\$1.17	\$1.25	\$1.27	\$0.92	\$1.00	\$1.00	\$1.12	\$1.11

<sup>9</sup> About a tenth of the workers in June 1961 were employed in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

Chambers and Lee Counties, Ala.

An estimated 14,000 nonsupervisory workers in the area were within the scope of the survey and, as a group, averaged \$1.44 an hour in June 1962. Median earnings were nearly the same—\$1.45. Earnings for the middle half of the workers ranged from \$1.25 to \$1.61 an hour.

Approximately four-fifths of the area workers surveyed were in manufacturing industries, where average earnings were \$1.51 an hour. The factory wage distribution was dominated by the earnings in textile mills, which accounted for all but about a sixth of the manufacturing workers. Earnings for two-thirds of the factory workers were compressed within a 45-cent range, from \$1.25 to \$1.70 an hour and more than a sixth were at the \$1.50–\$1.60 pay interval. Excluding the textile workers, earnings averaged \$1.45 an hour. Two-fifths of the nontextile factory workers earned less than \$1.25, of whom the vast majority were concentrated at or just above the \$1.15 Federal minimum wage. Most of these workers were employed in the lumber and food industries.

Average earnings for the 2,900 workers in the nonmanufacturing industries included in the area survey were \$1.16, 35 cents an hour less than those for factory workers. Somewhat more than half of the nonfactory workers received less than \$1.15 and about three-eighths were paid less than \$1. Approximately a tenth of the workers were at the \$1–\$1.05 wage interval and a like proportion at the \$1.15–\$1.20 interval.

Retail workers, who comprised nearly half of the nonfactory workers, averaged \$1.07, 18 cents an hour less than the average of other nonfactory workers. Forty-five percent of the retail workers were paid less than \$1, and 15 percent were concentrated at the \$1–\$1.05 wage interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.51 in June 1962 were 5 cents an hour more than the October 1961 pay level and 9 cents more than the October 1960 level. The increase in the Federal minimum wage from \$1 to \$1.15 an hour appeared to be a major factor affecting the change in the wage distribution between October of 1960 and 1961. The proportion of workers earning less than \$1.15 an hour declined from 11 to 4 percent, while the proportion at or just above the \$1.15 Federal minimum doubled from 7 to 14 percent. Identical proportions of workers, 78 percent, were found earning \$1.25 or more an hour in both 1960 and 1961. Workers with such earnings in June 1962, however, had risen to 85 percent, while the concentration at the Federal minimum wage level diminished to 9 percent.

In retail trade, earnings averaged \$1.07 an hour in both June of 1961 and 1962. Nevertheless, the proportion of retail workers paid less than \$1 was reduced from 52 to 45 percent, and the proportion earning between \$1 and \$1.05 an hour increased from 12 to 15 percent.<sup>10</sup>

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<sup>10</sup> Fewer than a tenth of the workers in June 1961 were employed in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

Average hourly earnings	All subject industries except retail trade			Retail trade (including eating and drinking places)	
	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962
	(Cumulative percent)				
Under \$1.00 -----	2	1	( <sup>1</sup> )	52	45
Under \$1.05 -----	7	2	1	64	60
Under \$1.15 -----	11	4	2	70	67
Under \$1.20 -----	18	18	11	72	69
Under \$1.25 -----	22	22	15	73	71
Under \$1.50 -----	68	65	54	83	86
Under \$2.00 -----	99	97	95	94	96
Number of workers (in hundreds) -----	113	118	119	16	14
Average hourly earnings -----	\$1.42	\$1.46	\$1.51	\$1.07	\$1.07

<sup>1</sup> Less than 0.5 percent.

#### Charlotte and Sarasota Counties, Fla.

Average straight-time hourly earnings for the 9,900 area workers within the scope of the survey were \$1.52 an hour in June 1962. Median earnings were 12 cents below the average. The middle half of the work force earned between \$1.12 and \$1.82 an hour. Almost a tenth of the workers were at the \$1-\$1.05 wage interval and nearly the same proportion were at the \$1.25-\$1.30 interval.

Manufacturing workers, who represented about a fifth of the area workers covered by the survey, averaged \$1.83 an hour. Earnings for about a tenth of the workers were clustered at the \$1.25-\$1.30 pay interval. Almost as many workers, a third, earned at least \$2 an hour, as did those who earned less than \$1.50. Most of the higher paid factory workers were employed in plants manufacturing electrical machinery, which accounted for a third of the factory workers.

The fact that Sarasota is a major resort area accounts for the large majority of workers in nonmanufacturing industries, in which earnings averaged \$1.45 an hour. A seventh of the workers received less than \$1, two-fifths less than \$1.25, and about three-fifths less than \$1.50. Approximately a tenth of the workers were at the \$1-\$1.05 pay interval.

About half of the nonfactory workers were employed in retail stores, where earnings averaged \$1.46 an hour. Fewer than a sixth of the retail employees earned less than \$1 and nearly an eighth were concentrated at the \$1-\$1.05 wage interval. More than three-fifths of the workers received less than \$1.50 an hour. Average hourly earnings for the other nonmanufacturing workers differed by only 1 cent. Almost half of these workers were employed in service industries, particularly hotels and motels.

Wage Changes. In industries subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.75 in June 1962 were 5 cents higher than in October 1961 but 4 cents lower than in October 1960. The proportion of workers paid less than \$1.15 an hour declined from 12 to 5 percent between October of 1960 and 1961. The proportion at the \$1.15 minimum in October 1961

(7 percent) was somewhat smaller than the proportion at the \$1 Federal minimum in October 1960 (9 percent). The decrease in hourly pay levels during this period was largely attributable to a reduction in the proportion of workers earning \$2 or more an hour, from about a third to a fourth. In June 1962, the proportion at the \$1.15 Federal minimum was slightly reduced while the proportion earning \$2 or more increased, but was still below that in October 1960.

In the nonsubject industries studied, excluding retail trade, average earnings increased by 2 cents an hour between October of 1960 and 1961. A small decrease occurred in the proportion of workers earning less than \$1 an hour during this period, but in June 1962, the proportion was equivalent to that in 1960. Average hourly earnings declined by 4 cents an hour between October 1961 and June 1962.

In retail establishments which became subject to the \$1 Federal minimum wage, accounting for nearly two-fifths of the retail work force, the pay level was 4 cents an hour higher in June of 1961 than in 1962. During this period, however, the proportion of workers earning less than \$1 an hour was reduced from 12 to 1 percent, and the proportion at or just above the \$1 Federal minimum doubled, from 11 to 20 percent. In retail stores not subject to the Fair Labor Standards Act, little change at and below the \$1 level occurred during this period. However, the proportion of workers with higher earnings increased. For example, half of the workers earned \$1.25 or more in June 1961 compared with almost three-fifths in June 1962. Average earnings during this period increased by 3 cents an hour.

Average hourly earnings	All industries except retail trade						Retail trade			
	Subject			Nonsubject			Subject		Nonsubject (including eating and drinking places)	
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962	June 1961	June 1962
	(Cumulative percent)									
Under \$1.00-----	( <sup>1</sup> )	1	( <sup>1</sup> )	22	18	23	12	1	24	25
Under \$1.05-----	9	3	3	43	36	39	23	21	34	32
Under \$1.15-----	12	5	5	48	44	47	32	30	42	38
Under \$1.20-----	14	12	10	49	48	53	37	37	45	40
Under \$1.25-----	17	15	14	49	51	56	41	41	50	42
Under \$1.50-----	39	43	40	74	70	73	64	64	66	60
Under \$2.00-----	67	75	72	89	89	89	85	89	83	82
Number of workers (in hundreds) -----	36	34	37	20	21	22	16	15	26	25
Average hourly earnings -----	\$1.79	\$1.70	\$1.75	\$1.31	\$1.33	\$1.29	\$1.54	\$1.50	\$1.41	\$1.44

<sup>1</sup> Less than 0.5 percent.

#### Cooke and Grayson Counties, Tex.

Average earnings were \$1.49 an hour for the 11,600 nonsupervisory area workers included in the survey in June 1962. Median earnings were \$1.35 an hour. The middle 50 percent of the workers had earnings ranging from \$1.15 to \$1.88 an hour. An eighth of the workers were clustered at the \$1.15-\$1.20 wage interval.

Manufacturing industries, which employed 46 percent of the area work force included in the survey, paid an average of \$1.69 an hour. More than half of the factory workers earned \$1.50 or more an hour and over a fourth at least \$2 an hour. Approximately a fourth of the factory workers were employed in food processing—grain milling and edible oil refining—where average earnings were 42 cents an hour higher than for the other manufacturing industries combined. On the other hand, more than a fourth of the factory workers earned less than \$1.25 an hour, most of whom were concentrated at or just above the \$1.15 Federal minimum wage. Almost half of these workers were employed in the apparel industry, which accounted for somewhat more than a sixth of the factory work force.

The pay level for the 6,300 area workers surveyed in nonmanufacturing industries was \$1.33 an hour. More than half of the workers earned less than \$1.25, three-tenths less than \$1, and about a sixth less than 75 cents. Nearly a tenth of the workers were at the \$1–\$1.05 pay interval.

Almost half of the area nonfactory workers surveyed were employed in retail trade, where average earnings of \$1.18 were 28 cents below the average of the other workers in nonmanufacturing industries. Two-fifths of the retail workers earned less than \$1 and nearly a sixth between \$1 and \$1.05 an hour.

Wage Changes. In industries subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.70 exceeded the October 1961 level by 4 cents an hour and the October 1960 level by 9 cents an hour. Between October of 1960 and 1961, the proportion of workers earning less than \$1.15 an hour declined from 25 to 3 percent, and was accompanied by a sharp increase in those at the \$1.15–\$1.20 wage interval, from 6 to 20 percent. The concentration of workers at the \$1.15 Federal minimum in October 1961 was greater than that at the 4<sup>1</sup>/<sub>2</sub>-year-old \$1 minimum in October 1960. The proportion of workers earning \$1.25 or more also rose during this period from 65 to 71 percent. By June 1962, the proportion of workers earning at least \$1.25 had further increased to 74 percent, while the concentration at the \$1.15–\$1.20 wage interval had declined by 2 percentage points.

In the nonsubject industries, excluding retail trade, the proportion of workers paid less than \$1 an hour was markedly reduced from 64 percent in October 1960 to 44 percent in October 1961. This reduction, however, was not accompanied by any significant change in the proportion of workers at the \$1–\$1.05 wage interval. Average hourly earnings rose by 22 cents from the 94 cent level in October 1960 and had increased by another 7 cents in June 1962.

In retail establishments which became subject to the \$1 Federal minimum wage in September 1961, about a sixth of the retail work force, average hourly earnings were nearly the same in June of 1961 and 1962. The proportion of workers paid less than \$1 an hour, however, decreased from 27 percent in June 1961 to 4 percent in June 1962. Concomitantly, the proportion of workers at or just above the \$1 Federal minimum wage increased from 9 to 32 percent. In nonsubject retail establishments, on the other hand, the proportion of workers paid less than \$1 in June 1962 was slightly greater than in June 1961.

Average hourly earnings	All industries except retail trade						Retail trade			
	Subject			Nonsubject			Subject		Nonsubject (including eating and drinking places)	
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962	June 1961	June 1962
	(Cumulative percent)									
Under \$1.00-----	( <sup>1</sup> )	1	1	64	44	45	27	4	42	46
Under \$1.05-----	14	2	2	71	53	54	36	36	52	58
Under \$1.15-----	25	3	3	80	58	60	47	45	58	65
Under \$1.20-----	31	23	21	81	62	63	49	50	64	67
Under \$1.25-----	35	29	26	83	63	65	51	51	67	70
Under \$1.50-----	50	47	46	89	79	76	68	72	85	85
Under \$2.00-----	75	73	72	92	89	87	88	89	95	95
Number of workers (in hundreds) -----	64	70	72	13	14	15	6	5	29	26
Average hourly earnings -----	\$1.61	\$1.66	\$1.70	\$0.94	\$1.16	\$1.23	\$1.37	\$1.38	\$1.11	\$1.14

<sup>1</sup> Less than 0.5 percent.

### Florence County, S. C.

Earnings for the 10,100 nonsupervisory workers within the scope of the survey averaged \$1.31 an hour in June 1962. Median earnings were \$1.23 an hour. The middle 50 percent of the workers had earnings ranging from \$1.13 to \$1.51 an hour. Nearly a fifth of the workers were concentrated at the \$1.15-\$1.20 wage interval.

More than half of the area work force included in the survey were employed in manufacturing industries, where earnings averaged \$1.38 an hour. Earnings for more than three-fourths of the workers ranged from \$1 to \$1.50 an hour. Nearly three-tenths of the workers were paid the \$1.15 Federal minimum wage and more than a tenth were at the \$1.25-\$1.30 pay interval. The major employer in the area was the apparel industry, which accounted for about three-tenths of the factory workers. The textile and lumber industries each employed about a sixth of the workers.

In the nonmanufacturing industries surveyed, average earnings were \$1.23 an hour. Almost three-fifths of the workers earned less than \$1.25 an hour, a third less than \$1, and over a fifth less than 75 cents. Nearly a tenth were found at each of two 5-cent wage intervals, \$1.15-\$1.20 and \$1-\$1.05.

Retail workers, who accounted for about half of the nonmanufacturing workers included in the survey, averaged \$1.13 an hour, 20 cents less than other nonfactory workers. Fourteen percent of the retail workers were at the \$1-\$1.05 wage interval, 44 percent earned less than \$1, and 30 percent less than 75 cents.

Wage Changes. In industries subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.42 in June 1962 were 2 cents an hour higher than in October 1961 and 6 cents higher than in October 1960. The increase in the Federal minimum wage from \$1 to \$1.15 was reflected in the changes in the distribution of earnings. In October 1960, about a sixth of the workers were at or just above the \$1 Federal minimum wage and three-tenths earned less than \$1.15 an hour. In October 1961, fewer than a

tenth were paid less than \$1.15 and three-tenths were concentrated at the \$1.15 Federal minimum wage. During the October 1960-61 period, the proportion of workers earning \$1.25 or more increased from 42 to 52 percent. In June 1962, this proportion was further increased to 56 percent, while the concentration at the \$1.15-\$1.20 wage interval was slightly reduced.

Although the pay level in the nonsubject industries surveyed, excluding retail trade, advanced by 12 cents an hour between October of 1960 and 1961, the proportion of workers receiving less than \$1 an hour in the earlier period was almost identical to that in the later period. However, three-tenths of the workers in 1961 compared with a fourth in 1960 earned \$1.25 or more an hour. Changes in the wage distribution were relatively minor during the period between October 1961 and June 1962.

In retail establishments which became subject to the \$1 Federal minimum wage in September 1961, accounting for a fifth of the retail work force in 1961 and a fourth in 1962, the pay level rose by 10 cents an hour between June of 1961 and 1962. The proportion of workers paid less than \$1 an hour was sharply reduced from 38 percent in June 1961 to 5 percent in June 1962. Concomitantly, the proportion of workers at or just above the \$1 Federal minimum wage increased from fewer than a tenth to almost two-fifths. In nonsubject retail establishments, by contrast, the proportion of workers earning less than \$1 in June 1962 was identical to that 1 year earlier.

Average hourly earnings	All industries except retail trade						Retail trade			
	Subject			Nonsubject			Subject		Nonsubject (including eating and drinking places)	
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962	June 1961	June 1962
	(Cumulative percent)									
Under \$1.00-----	4	2	2	58	57	56	38	5	61	61
Under \$1.05-----	21	6	5	67	63	58	46	42	69	64
Under \$1.15-----	31	8	7	70	66	63	53	49	76	69
Under \$1.20-----	40	38	33	72	68	65	54	57	78	73
Under \$1.25-----	58	48	44	75	70	67	57	59	78	75
Under \$1.50-----	76	72	73	84	79	80	73	71	88	82
Under \$2.00-----	88	90	91	94	92	92	91	89	98	94
Number of workers (in hundreds) -----	63	65	67	8	9	9	6	7	24	20
Average hourly earnings -----	\$1.36	\$1.40	\$1.42	\$1.01	\$1.13	\$1.11	\$1.30	\$1.40	\$0.96	\$1.03

#### Gaston County, N. C.

An estimated 33,100 nonsupervisory workers were within the scope of the survey and, as a group, averaged \$1.47 an hour at straight-time rates in June 1962. Median earnings were \$1.41 an hour. Earnings for the middle half of the workers ranged from \$1.27 to \$1.62 an hour. About a tenth of the workers were concentrated in each of three 5-cent wage intervals: \$1.25-\$1.30, \$1.35-\$1.40, and \$1.40-\$1.45.

Approximately four-fifths of the area workers surveyed were in manufacturing industries, where average earnings were \$1.47 an hour. Earnings for half of the workers were concentrated between \$1.25 and \$1.50 and all but a twentieth received less than \$2 an hour. The large cluster of workers found within a 25-cent wage range was attributable largely to the dominant position of textile mills in the area, which employed 4 out of 5 factory workers.

Workers employed in nonmanufacturing industries averaged \$1.48, 1 cent an hour more than factory workers. Although slightly more than three-fifths of the nonfactory workers earned less than \$1.50, about the same as in manufacturing, nearly half received less than \$1.25, more than a third less than \$1.15, and over an eighth less than \$1. Nearly a sixth of the workers were concentrated at the \$1-\$1.05 wage interval. At the other end of the pay scale, a fifth of the workers earned at least \$2 an hour.

Almost half of the nonmanufacturing workers surveyed were employed in retail stores, where average earnings of \$1.23 were 47 cents an hour less than the average for other nonmanufacturing workers. About a fifth of the retail workers earned less than \$1 an hour, and more than a fourth were at the \$1-\$1.05 wage interval.

Wage Changes. In industries subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.50 in June 1962 were 4 cents higher than in October 1961, but only 3 cents higher than in October 1960. Despite the absence of an upward movement in the pay level between October of 1960 and 1961, changes in the wage distribution, in part, reflected the increase of the Federal minimum wage from \$1 to \$1.15 an hour. In October 1960, a tenth of the workers earned less than \$1.15 an hour. One month after the \$1.15 Federal minimum became effective, virtually all of the subject workers earned at least that amount, and the proportion at the \$1.15-\$1.20 pay level rose from 6 to 10 percent. During this period, the proportion earning at least \$2 an hour decreased from 10 to 6 percent. Between October 1961 and June 1962, the proportion of workers earning \$1.25 or more increased from 79 to 85 percent.

In the nonsubject industries studied, excluding retail trade, average earnings of \$1.28 in October 1960 were 7 cents an hour higher than in October 1961. The proportion of workers earning less than \$1 an hour more than doubled during this period, from fewer than a fifth to almost two-fifths. In June 1962, the proportion earning less than \$1 was reduced to three-tenths, and average hourly earnings were restored to the October 1960 level.

In retail trade, the proportion paid less than \$1 an hour decreased from a third to a fifth, and the proportion at the \$1-\$1.05 pay interval increased from about a tenth to more than a fourth between June of 1961 and 1962.<sup>11</sup> However, the proportion of workers earning \$1.25 or more was sharply reduced from 45 percent in June 1961 to 35 percent in June 1962, which largely accounted for the 9-cent decrease in average hourly earnings.

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<sup>11</sup> Approximately a third of the workers in June 1961 were employed in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

Average hourly earnings	All industries except retail trade						Retail trade (including eating and drinking places)	
	Subject			Nonsubject			June 1961	June 1962
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962		
	(Cumulative percent)							
Under \$1.00-----	1	( <sup>1</sup> )	( <sup>1</sup> )	18	39	30	33	19
Under \$1.05-----	4	1	1	28	49	40	42	46
Under \$1.15-----	10	1	1	39	57	51	49	56
Under \$1.20-----	16	11	9	41	59	56	52	60
Under \$1.25-----	26	21	15	55	62	58	55	65
Under \$1.50-----	70	68	63	80	78	76	73	80
Under \$2.00-----	90	94	93	95	91	88	90	94
Number of workers (in hundreds) -----	277	299	295	7	8	9	39	27
Average hourly earnings -----	\$1.47	\$1.46	\$1.50	\$1.28	\$1.21	\$1.28	\$1.32	\$1.23

<sup>1</sup> Less than 0.5 percent.

### Harrison County, W. Va.

An estimated 12,800 nonsupervisory workers were within the scope of the survey and, as a group, averaged \$2.16 an hour in June 1962. Median earnings were \$2.18 an hour. Earnings for the middle half of the workers ranged from \$1.40 to \$2.72 an hour.

In manufacturing plants, which employed nearly half of the area work force included in the survey, straight-time earnings averaged \$2.52 an hour. About three-fourths of the factory workers earned at least \$2 an hour; approximately two-fifths, \$2.50 or more; and nearly a sixth, \$3 or more. More than seven-tenths of the factory workers were employed in the stone, clay, and glass products industry group, where they averaged \$2.62, 36 cents an hour more than other factory workers.

Nonmanufacturing workers included in the survey averaged \$1.81 an hour. Fewer than a sixth of the nonfactory workers earned less than \$1 an hour and a third less than \$1.25. At the other end of the pay scale, more than a third of the workers received at least \$2 an hour and approximately a sixth were paid \$3 or more. About four-fifths of the nonfactory workers who earned \$3 or more an hour were employed in mining, which accounted for about a fifth of the nonmanufacturing work force. Average earnings of \$2.74 for mine workers were \$1.22 an hour higher than the average for other nonfactory workers.

In retail establishments, which employed about a third of the nonfactory workers, average earnings were \$1.26, 84 cents an hour less than the average of other nonmanufacturing industries. Three-tenths of the retail workers earned less than \$1 and a fifth were clustered at the \$1-\$1.05 wage interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$2.46 an hour in June 1962 were 2 cents an hour higher than in October of 1961 and 1960. The increase in the Federal minimum wage from \$1 to \$1.15 an hour had little effect on the earnings distribution since only 4 percent of the workers earned less than \$1.15 an hour in October 1960. Relatively few changes occurred in the wage distribution at higher levels of pay during the payroll periods studied.

In the nonsubject industries studied, excluding retail trade, average earnings were 12 cents an hour higher in October of 1961 than in 1960. During this period, the proportion of workers paid less than \$1 decreased from 43 to 34 percent and those earning less than \$1.15 from 60 to 46 percent. The concentration of workers at the \$1-\$1.05 wage interval was reduced from 16 to 10 percent while those at the \$1.15-\$1.20 interval rose from 1 to 6 percent. In June 1962, the level and distribution of earnings were not significantly different from those in October 1961.

The pay level for retail trade in June 1962 was 11 cents an hour below that in June 1961. Nevertheless, the proportion of workers paid less than \$1 an hour decreased from more than a third to three-tenths during this period and the proportion at the \$1-\$1.05 pay interval increased from fewer than a tenth to more than a fifth.<sup>12</sup> However, there was no significant upward movement above that level. For example, the proportion of workers earning less than \$1.25 an hour was a tenth greater in June of 1962 than in 1961.

	All industries except retail trade						Retail trade (including eating and drinking places)	
	Subject			Nonsubject			June 1961	June 1962
Average hourly earnings	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962
	(Cumulative percent)							
Under \$1.00-----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	43	34	34	35	30
Under \$1.05-----	2	( <sup>1</sup> )	( <sup>1</sup> )	59	44	44	44	51
Under \$1.15-----	4	( <sup>1</sup> )	( <sup>1</sup> )	60	46	47	49	58
Under \$1.20-----	5	4	4	61	52	52	52	64
Under \$1.25-----	5	5	5	62	53	54	55	65
Under \$1.50-----	10	12	12	72	67	67	68	75
Under \$2.00-----	22	29	29	85	89	89	83	88
Number of workers (in hundreds) -----	93	96	96	9	9	9	26	23
Average hourly earnings -----	\$2.44	\$2.44	\$2.46	\$1.16	\$1.28	\$1.28	\$1.37	\$1.26

<sup>1</sup> Less than 0.5 percent.

### Hopkins and Muhlenberg Counties, Ky.

An estimated 7,600 nonsupervisory workers were within the scope of the survey and, as a group, averaged \$2.10 an hour in June 1962. Median earnings were \$2.12. Earnings for the middle half of the workers ranged from \$1.19 to \$3.01 an hour. Almost a tenth of the workers had earnings between \$1.15 and \$1.20 an hour.

In manufacturing plants, which employed a sixth of the area work force included in the survey, straight-time earnings averaged \$1.54 an hour. Nearly two-thirds of the factory workers earned less than \$1.50, two-fifths less than \$1.25, and nearly three-tenths were clustered within the \$1.15-\$1.20 wage interval. About four-fifths of those at the \$1.15 Federal minimum were employed in the apparel and lumber industries, which accounted for almost half of the factory work force.

<sup>12</sup> Nearly a sixth of the workers in June 1961 were employed in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

Nonmanufacturing workers, as a group, averaged \$2.21 an hour, which exceeded the manufacturing average by 67 cents an hour. Nearly three-fifths of the nonfactory workers earned at least \$2 an hour and a third \$3 or more. Virtually all of the nonfactory workers who earned \$3 or more an hour were employed in mining, which accounted for about half of the nonfactory work force. Average earnings of \$2.95 for mine workers were \$1.61 an hour higher than the average for other nonmanufacturing workers.

In retail establishments, which employed nearly a fifth of the nonfactory workers, average earnings were \$1.17 an hour. More than three-fifths of the retail workers earned less than \$1.15, an eighth were found at the \$1-\$1.05 wage interval, and about two-fifths earned less than \$1 an hour.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$2.44 in June 1962 were 2 cents lower than in October 1961 but the same as in October 1960. The proportion of workers earning less than \$1.15 an hour was reduced from 11 to 3 percent between October of 1960 and 1961. Eight percent of the workers were at the \$1.15 minimum in October 1961 compared with 6 percent at the \$1 Federal minimum which was in effect in October 1960. The proportion of workers at the \$1.15 Federal minimum increased to 10 percent in June 1962.

In the nonsubject industries studied, excluding retail trade, average earnings decreased by 4 cents an hour between October of 1960 and 1961. During this period, the proportion of workers earning less than \$1 increased from 57 to 61 percent, while the proportion at the \$1-\$1.05 wage interval decreased from 21 to 4 percent. A 9-cent gain in the pay level occurred between October 1961 and June 1962, which reflected a decline in the proportion of workers earning less than \$1.

No change occurred in the level of pay for retail employees between June of 1961 and 1962.<sup>13</sup> Although the proportion of retail workers earning at least \$1 increased by 3 percentage points, the proportion earning \$1.50 or more an hour, decreased by 5 percentage points.

Average hourly earnings	All industries except retail trade						Retail trade (including eating and drinking places)	
	Subject			Nonsubject			June 1961	June 1962
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962		
	(Cumulative percent)							
Under \$1.00-----	1	( <sup>1</sup> )	1	57	61	55	44	41
Under \$1.05-----	7	1	1	78	65	60	55	55
Under \$1.15-----	11	3	2	81	70	67	61	62
Under \$1.20-----	14	11	12	87	72	72	63	66
Under \$1.25-----	15	13	14	87	76	76	66	69
Under \$1.50-----	23	23	24	91	89	86	76	81
Under \$2.00-----	33	32	32	93	97	95	91	92
Number of workers (in hundreds) -----	58	57	57	6	6	6	18	14
Average hourly earnings -----	\$2.44	\$2.46	\$2.44	\$0.99	\$0.95	\$1.04	\$1.17	\$1.17

<sup>1</sup> Less than 0.5 percent.

<sup>13</sup> About a fifth of the workers in June 1961 were employed in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

Jones County, Miss.

An estimated 9,100 nonsupervisory workers were within the scope of the survey and, as a group, averaged \$1.60 an hour at straight-time rates in June 1962. Median earnings were \$1.58 an hour. Earnings for the middle 50 percent of the workers ranged from \$1.18 to \$2.01. Nearly an eighth of the workers were concentrated at the \$1.15-\$1.20 wage interval.

Manufacturing workers, who accounted for three-fifths of the workers included in the survey, averaged \$1.76 an hour. Earnings for about an eighth of the workers were clustered within the \$1.15-\$1.20 wage interval and a fifth were paid less than \$1.25. As many workers earned less than \$1.50, a third, as there were earning at least \$2 an hour. Workers employed by papermills, more than half of the factory work force, accounted for about three-fourths of those earning \$2 or more. Most of the lower paid workers were employed in the food processing and apparel industries.

Nonmanufacturing workers included in the survey averaged \$1.36, 40 cents an hour less than factory workers. A fourth of the nonfactory workers earned less than \$1 and nearly an eighth were at the \$1-\$1.05 wage interval. More than half of the workers earned less than \$1.25 an hour.

Retail trade, which comprised more than half of the nonfactory workers surveyed, had a pay level of \$1.30 an hour. Nearly three-tenths of the retail workers received less than \$1 and about a sixth were paid between \$1 and \$1.05.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.76 in June 1962 were 5 cents an hour higher than in October 1961 and 10 cents higher than in October 1960. The increase in the Federal minimum wage from \$1 to \$1.15 in September 1961 appeared to be a factor affecting the change in the distribution of earnings at the lower pay levels. In October 1960, more than an eighth of the workers were at the \$1-\$1.05 pay interval and about a fifth earned less than \$1.15 an hour. In October 1961, all but 4 percent of the workers earned at least \$1.15 an hour, and the proportion at the \$1.15-\$1.20 pay interval had risen from 4 to 16 percent. During this period, the proportion of subject workers earning \$1.25 or more increased slightly from 73 to 76 percent. In June 1962, the proportion at or just above the \$1.15 Federal minimum wage was almost the same as in October 1961, but the proportion earning \$1.25 or more had increased to 78 percent.

In nonsubject industries, excluding retail trade, average earnings decreased by 3 cents an hour between October of 1960 and 1961. Although the proportion of workers earning less than \$1 an hour decreased from 56 to 46 percent, the proportion earning less than \$1.50 increased from 78 to 85 percent. Between October 1961 and June 1962, average earnings had advanced by 4 cents an hour and the proportion of workers earning less than \$1.50 an hour was reduced to 82 percent.

In retail trade, earnings averaged \$1.30 an hour in both June of 1961 and 1962. Nevertheless, the proportion of retail workers paid less than \$1 an hour decreased from 35 to 28 percent, and the proportion earning between \$1 and \$1.05 an hour increased from 4 to 15 percent.<sup>14</sup>

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<sup>14</sup> About a fourth of the workers in June 1961 were employed in retail establishments which became subject to the Fair Labor Standards Act of September 1961.

Average hourly earnings	All industries except retail trade						Retail trade (including eating and drinking places)	
	Subject			Nonsubject			June 1961	June 1962
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962		
	(Cumulative percent)							
Under \$1.00-----	2	2	1	56	46	44	35	28
Under \$1.05-----	16	3	1	64	61	59	39	43
Under \$1.15-----	21	4	3	67	65	63	46	49
Under \$1.20-----	25	20	19	68	71	69	48	51
Under \$1.25-----	27	24	22	72	72	69	50	53
Under \$1.50-----	37	38	35	78	85	82	65	69
Under \$2.00-----	76	73	68	85	97	94	87	87
Number of workers (in hundreds) -----	63	66	64	5	7	8	15	19
Average hourly earnings -----	\$1.66	\$1.71	\$1.76	\$1.05	\$1.02	\$1.06	\$1.30	\$1.30

#### Lake, Pasco, and Polk Counties, Fla.

An estimated 34,200 nonsupervisory area workers were within the scope of the survey and averaged, as a group, \$1.49 an hour at straight-time rates in June 1962. Median earnings were \$1.36 an hour. Earnings for the middle half of the workers ranged from \$1.16 to \$1.80. About a tenth of the workers were concentrated at each of two 5-cent wage intervals—\$1–\$1.05 and \$1.15–\$1.20.

Manufacturing workers, who accounted for approximately a third of the workers included in the survey, averaged \$1.56 an hour. Three-fifths of the workers earned less than \$1.50 an hour and almost three-tenths less than \$1.25. Nearly a fifth of the factory workers were at or just above the \$1.15 Federal minimum wage.

At the time of the survey, 56 percent of the area factory workers were employed in plants processing food products, primarily fruits. Food workers averaged \$1.38, 41 cents an hour less than the average for the other factory workers. More than three-fourths of the food processing workers earned less than \$1.50 an hour and about a third less than \$1.25. About a fifth were concentrated at the \$1.15–\$1.20 wage interval and a sixth at the \$1.35–\$1.40 interval.

Nonmanufacturing workers included in the survey averaged \$1.45, 11 cents an hour less than factory workers. Three-fifths of the nonfactory workers earned less than \$1.50; more than a third, less than \$1.15; and about an eighth, less than \$1. A sixth of the workers were clustered at the \$1–\$1.05 wage interval, and almost a tenth at the \$1.15–\$1.20 interval. Most of the nonfactory workers at or just above the \$1 Federal minimum wage were employed in retail trade while the majority of those at the \$1.15 Federal minimum were in wholesale trade. Workers in phosphate mines accounted for most of the workers earning \$1.50 or more an hour.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.65 for June 1962 were 4 cents below the pay levels for October of 1960 and 1961. The increase

in the Federal minimum wage from \$1 to \$1.15 appeared to have some effect on the earnings of the lower paid workers; the proportion earning less than \$1.15 declined from 16 to 4 percent between October of 1960 and 1961. During this period, the proportion of workers at the \$1.15-\$1.20 pay interval increased from 3 to 17 percent. The proportion of workers earning \$1.50 or more an hour, however, was slightly greater in 1960 than in 1961, 59 and 56 percent, respectively. By June 1962, the proportion earning \$1.50 or more had decreased to 50 percent.

<u>All subject industries except retail trade</u>			
Average hourly earnings	Oct. 1960	Oct. 1961	June 1962
(Cumulative percent)			
Under \$1.00-----	2	1	1
Under \$1.05-----	9	2	2
Under \$1.15-----	16	4	4
Under \$1.20-----	19	21	21
Under \$1.25-----	22	25	26
Under \$1.50-----	41	44	50
Under \$2.00-----	74	74	77
Number of workers (in hundreds) --	168	190	222
Average hourly earnings -----	\$1.69	\$1.69	\$1.65

#### Loudon and McMinn Counties, Tenn.

An estimated 9,300 nonsupervisory workers were within the scope of the survey and, as a group, averaged \$1.49 an hour at straight-time rates in June 1962. Median earnings were \$1.28 an hour. Earnings for the middle half of the workers ranged from \$1.18 to \$1.76 an hour. Nearly a fourth of the workers were concentrated at the \$1.15-\$1.20 wage interval.

Almost four-fifths of the area workers surveyed were in manufacturing industries, where average earnings were \$1.58 an hour. More than a fourth of the factory workers were at or just above the \$1.15 Federal minimum wage. Nearly two-fifths of the workers were paid less than \$1.25 and about three-fifths less than \$1.50. Another fifth earned at least \$2 an hour, nearly two-thirds of whom were employed in the paper industry, which accounted for about a sixth of the factory workers.

In textile mills, which accounted for more than a third of the factory workers, average hourly earnings of \$1.31 were 42 cents an hour less than the average for the other factory workers. All but a sixth of the textile workers earned less than \$1.50 an hour. Earnings for about half of the workers were concentrated between \$1.15 and \$1.25 an hour, with nearly two-fifths at or just above the \$1.15 Federal minimum wage.

The pay level for the 2,000 workers in the nonmanufacturing industries surveyed was \$1.14, 44 cents an hour less than that for factory workers. Over half of the nonfactory workers earned less than \$1.15 an hour, almost two-fifths less than \$1, and more than a fourth less than 75 cents. Approximately a tenth of the workers were concentrated at each of two 5-cent wage intervals—\$1-\$1.05 and \$1.15-\$1.20.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.58 in October 1961 were 7 cents higher than in October 1960. The increase in the Federal minimum wage from \$1 to \$1.15 was reflected in marked changes in the earnings of the lower paid workers. In October 1960, more than a fifth of the workers were at or just above the \$1 Federal minimum wage and almost two-fifths earned less than \$1.15 an hour. In October 1961, virtually all of the workers earned at least the \$1.15 Federal minimum, and about three-tenths were concentrated at the \$1.15-\$1.20 wage interval. Although the proportion earning \$1.25 or more increased from about half to three-fifths during the October 1960-61 period, approximately the same proportions were earning \$1.40 or more. The pay level remained the same between October 1961 and June 1962 and little change occurred in the distribution of individual earnings.

<u>All subject industries except retail trade</u>			
Average hourly earnings	Oct. 1960	Oct. 1961	June 1962
(Cumulative percent)			
Under \$1.00 -----	1	1	1
Under \$1.05 -----	23	2	2
Under \$1.15 -----	38	3	3
Under \$1.20 -----	44	32	30
Under \$1.25 -----	49	41	39
Under \$1.50 -----	64	62	62
Under \$2.00 -----	81	79	80
Number of workers (in hundreds) --	68	76	78
Average hourly earnings -----	\$1.51	\$1.58	\$1.58

#### Somerset, Wicomico, and Worcester Counties, Md.

An estimated 14,000 nonsupervisory workers were within the scope of the survey and, as a group, averaged \$1.44 an hour at straight-time rates in June 1962. Median earnings were \$1.26 an hour. Earnings for the middle half of the workers ranged from \$1.18 to \$1.62 an hour. A sixth of the workers were at the \$1.15-\$1.20 wage interval.

Hourly earnings for almost three-fifths of the factory workers were compressed within a 15-cent range from \$1.15 to \$1.30. Nearly a fourth of the workers were concentrated at or just above the \$1.15 Federal minimum wage, more than a fifth at the \$1.20-\$1.25 interval, and nearly an eighth at the \$1.25-\$1.30 interval.

At the time of the survey, 45 percent of the factory workers were employed in food processing, where earnings averaged \$1.29 an hour. Seven-tenths of the food workers earned between \$1.15 and \$1.30 an hour. In the apparel industries, which accounted for more than a fourth of the manufacturing work force, average earnings were just 1 cent above the pay level in food processing. Almost three-fifths of the apparel workers had earnings between \$1.15 and \$1.30 an hour.

Nonmanufacturing workers included in the survey averaged \$1.50, 10 cents an hour more than manufacturing workers. Although more than three-tenths of the nonfactory workers received less than \$1.15 an hour, three-fifths earned at least \$1.25, and two-fifths \$1.50 or more.

The pay level in retail trade, which comprised about two-thirds of the nonfactory workers, was \$1.41 an hour. A sixth of the retail employees earned less than \$1 an hour and about another sixth were at the \$1-\$1.05 wage interval. Nearly half of the workers earned less than \$1.25.

In wholesale trade, average earnings were identical to the nonmanufacturing average. Virtually all wholesale trade employees earned \$1.15 or more and a sixth were concentrated at or just above the \$1.15 Federal minimum wage. Excluding the trade industry groups, average earnings for the other nonfactory workers were \$1.72 an hour.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.47 in June 1962 were 3 cents an hour higher than in October 1961 and 12 cents higher than in October 1960. The increase in the Federal minimum wage from \$1 to \$1.15 an hour was a major factor which affected the wage distribution between October of 1960 and 1961. In October 1960, more than a fifth of the workers were paid the existing \$1 Federal minimum and nearly two-fifths earned less than \$1.15 an hour. One month after the \$1.15 Federal minimum became effective, all but a twentieth of the workers earned at least that amount and nearly three-tenths were at or just above the \$1.15 Federal minimum. During the October 1960-61 period, the proportion earning at least \$1.25 an hour increased from about two-fifths to half. By June 1962, the proportion at the \$1.15-\$1.20 wage interval was reduced to approximately a fifth and the proportion at the \$1.20-\$1.25 interval had increased from 15 to 19 percent. Consequently, the proportion of workers earning \$1.25 or more in June 1962 was not significantly different from that in October 1961.

In retail establishments which became subject to the \$1 Federal minimum wage, employing nearly a third of the retail workers, average earnings increased by 11 cents an hour between June of 1961 and 1962. An eighth of the workers earned less than \$1 an hour in June 1961. Nine months after the effective date of the new minimum, virtually all of the workers earned at least \$1, and the proportion at or just above the \$1 Federal minimum had increased from an eighth to about a sixth. Changes in the wage distribution were not limited to the lower pay levels. During the same period, the proportion of subject retail employees receiving \$2 or more an hour increased from about a fourth to a third.

In nonsubject retail establishments average earnings of \$1.33 in June 1962 were 3 cents an hour more than 1 year earlier. Although the proportion of workers paid less than \$1 decreased slightly during the 1-year period, about a fifth of the workers still had such earnings in June 1962.

Average hourly earnings	Retail trade						
	All subject industries except retail trade			Nonsubject (including eating and drinking places)			
	Oct. 1960	Oct. 1961	June 1962	Subject		Nonsubject	
			June 1961	June 1962	June 1961	June 1962	
	(Cumulative percent)						
Under \$1.00 -----	1	1	1	12	2	26	21
Under \$1.05 -----	23	3	3	24	19	40	39
Under \$1.15 -----	37	5	5	29	23	48	43
Under \$1.20 -----	51	33	27	32	30	50	49
Under \$1.25 -----	59	48	46	36	31	55	52
Under \$1.50 -----	74	71	70	51	45	74	72
Under \$2.00 -----	91	88	86	74	66	89	91
Number of workers (in hundreds) -----	108	109	99	12	8	26	29
Average hourly earnings -----	\$1.35	\$1.44	\$1.47	\$1.62	\$1.73	\$1.30	\$1.38

Union County, Ark.

An estimated 7,100 nonsupervisory workers were within the scope of the survey and, as a group, averaged \$1.70 an hour. Median earnings were 31 cents an hour less than the mean earnings. The middle 50 percent of the workers had earnings ranging from \$1.16 to \$2.32 an hour. A sixth of the workers were concentrated at the \$1.15-\$1.20 wage interval.

Half of the area workers surveyed were in manufacturing industries, where average earnings were \$2.01 an hour. A third of the workers earned less than \$1.25 an hour and more than a fourth were concentrated at or just above the \$1.15 Federal minimum wage. Virtually all of these workers were employed in the lumber industry, which accounted for about a third of the factory work force. At the higher end of the wage scale, a third of the workers were paid at least \$2.50 an hour. Nearly all of these workers were employed in the petroleum refining and chemical industries, which together accounted for more than two-fifths of the factory workers.

Nonmanufacturing workers included in the survey averaged \$1.38, 63 cents an hour less than factory workers. Three-tenths of the nonfactory workers earned less than \$1, more than two-fifths less than \$1.15, and about half less than \$1.25. Most of the nonfactory workers earning less than \$1.25 were employed in retail stores, which accounted for nearly two-fifths of the workers in nonmanufacturing industries.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.97 in June 1962 were 1 cent higher than in October 1961 and 3 cents higher than in October 1960. The increase in the Federal minimum wage from \$1 to \$1.15 an hour appeared to influence the earnings of the lower paid workers. In October 1960, a sixth of the workers were at or just above the \$1 Federal minimum wage and more than a fourth earned less than \$1.15 an hour. In October 1961, virtually all of the subject workers earned at least \$1.15 and more than a fifth were concentrated at the \$1.15 Federal minimum wage. During this period, the proportion of workers earning \$2.50 or more decreased slightly from about a third to three-tenths. Little change occurred in the wage distribution between October 1961 and June 1962.

<u>All subject industries except retail trade</u>			
Average hourly earnings	Oct. 1960	Oct. 1961	June 1962
(Cumulative percent)			
Under \$1.00-----	(1)	1	1
Under \$1.05-----	16	2	2
Under \$1.15-----	27	2	2
Under \$1.20-----	32	24	24
Under \$1.25-----	34	28	29
Under \$1.50-----	44	45	43
Under \$2.00-----	54	58	58
Number of workers (in hundreds) --	47	48	49
Average hourly earnings-----	\$1.94	\$1.96	\$1.97

<sup>1</sup> Less than 0.5 percent.

Washington County, Va.

Average straight-time hourly earnings for the 8,400 nonsupervisory workers within the scope of the survey were \$1.51 an hour in June 1962. Median earnings were \$1.42 an hour. The middle half of the work force earned between \$1.17 and \$1.87 an hour. Almost a tenth of the workers were clustered at the \$1.15-\$1.20 wage interval.

Manufacturing workers, who represented 55 percent of the area workers covered by the survey, averaged \$1.72 an hour. Three-fifths of the factory workers earned at least \$1.50 an hour, and nearly three-tenths were paid \$2 or more. The majority of workers who received \$2 or more an hour were employed in the machinery industry, which accounted for somewhat more than a fourth of the factory workers. Fewer than a sixth of the manufacturing workers earned less than \$1.25 an hour and about a tenth were at or just above the \$1.15 Federal minimum wage. Most of these workers were employed in apparel and food processing plants, which together accounted for over a third of the factory work force.

In nonmanufacturing industries, the pay level for the 3,800 workers surveyed was \$1.26 an hour. Nearly three-fifths of the workers earned less than \$1.25, almost a third less than \$1, and a fifth less than 75 cents. A tenth of the workers each were at the \$1-\$1.05 and \$1.15-\$1.20 pay intervals.

Two-fifths of the nonfactory workers surveyed were employed in retail trade, where average earnings of \$1.17 were 15 cents below the average of the other workers in nonmanufacturing industries. More than seven-tenths of the workers earned less than \$1.25; approximately a third, less than \$1; and a fifth, less than 75 cents. A tenth of the retail employees were clustered at the \$1.15-\$1.20 pay interval and a sixth at the \$1-\$1.05 interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.71 in June 1962 were the same as in October 1961, but 4 cents an hour higher than in October 1960. The increase in the Federal minimum wage from \$1 to \$1.15 an hour appeared to be a major factor affecting the wage distribution between October of 1960 and 1961. Eleven months before the effective date of the new minimum wage, a sixth of the workers earned less than \$1.15 an hour. One month after the effective date, virtually all of the workers earned at least \$1.15 an hour, and the proportion at the \$1.15-\$1.20 pay interval had increased from 5 to 13 percent. The proportion of workers at the higher minimum wage in October 1961 was more than twice the proportion at the 4 $\frac{1}{2}$ -year-old \$1 minimum in October 1960. The concentration of workers at the \$1.15-\$1.20 pay interval had declined by 3 percentage points by June 1962.

In nonsubject industries, excluding retail trade, average earnings increased by 4 cents an hour between October of 1960 and 1961. During this period, the proportion of workers earning less than \$1 decreased from 68 to 63 percent, while the proportion earning less than \$1.15 decreased by only 1 percentage point. A 1-cent gain in the pay level between October 1961 and June 1962 reflected only minor changes in the wage distribution.

The pay level for retail workers in June 1962 was 3 cents an hour higher than the \$1.14 level recorded 1 year earlier. The proportion of retail workers earning less than \$1 an hour decreased from two-fifths to about a third, while the proportion paid between \$1 and \$1.05 increased from an eighth to a sixth.<sup>15</sup>

Average hourly earnings	All industries except retail trade						Retail trade (including eating and drinking places)	
	Subject			Nonsubject			June 1961	June 1962
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962		
	(Cumulative percent)							
Under \$1.00-----	1	( <sup>1</sup> )	1	68	63	63	41	35
Under \$1.05-----	7	1	1	76	74	74	53	52
Under \$1.15-----	16	2	2	80	79	77	64	59
Under \$1.20-----	21	15	12	81	81	79	66	70
Under \$1.25-----	25	19	17	82	81	79	67	72
Under \$1.50-----	41	42	41	92	94	91	82	82
Under \$2.00-----	72	74	73	98	98	98	93	93
Number of workers (in hundreds) -----	53	59	58	6	10	10	18	15
Average hourly earnings -----	\$1.67	\$1.71	\$1.71	\$0.85	\$0.89	\$0.90	\$1.14	\$1.17

<sup>1</sup> Less than 0.5 percent.

### North Central Region

Nonsupervisory employees in nonmetropolitan areas of the North Central region averaged \$1.77 an hour in June 1962 (table 3). Almost three-fifths of the 2<sup>1</sup>/<sub>4</sub> million employees in manufacturing and nonmanufacturing industries covered by the survey earned at least \$1.50 an hour; a third, \$2 or more; and about a sixth, \$2.50 or more. Approximately a fourth of them received less than \$1.25 an hour and a sixth less than \$1.15.

In manufacturing industries, which employed about half of the workers included in the survey, the pay level was \$1.98 an hour. Nearly half of the factory workers earned \$2 an hour or more and about a fifth at least \$2.50. Fewer than a tenth of the workers were at or just above the \$1.15 Federal minimum wage and only a slightly larger proportion earned less than \$1.25 an hour.

In nonmanufacturing industries, earnings averaged \$1.55 an hour. Hourly earnings of less than \$1.50 were paid to nearly three-fifths of the 1.1 million nonfactory workers. Two-fifths of them earned less than \$1.25; almost a third, less than \$1.15; and a seventh, less than \$1. An eighth of the workers earning between \$1 and \$1.05 an hour was the largest clustering at any single 5-cent wage interval.

Separate information for three nonmanufacturing industry groups show that the employees in retail trade, the largest numerically, averaged \$1.48, 8 cents an hour less than employees in wholesale trade and 18 cents less than those in finance, insurance, and real estate. The influence of the dual Federal

<sup>15</sup> A twentieth of the workers in June 1961 were employed in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

minimum wage was apparent in the trade industries: 15 percent of those in wholesale trade earned between \$1.15 and \$1.20 an hour and 17 percent of those in retail trade earned between \$1 and \$1.05. In finance, insurance, and real estate, fewer than a tenth of the workers were at or just above the \$1.15 Federal minimum, which was slightly smaller than the proportion at the \$1.25-\$1.30 wage interval.

Wage Changes, October 1960-June 1962. Nonsupervisory employees, retail employees excluded, averaged 5 cents an hour more in June 1962 than in October 1960, \$1.90 and \$1.85, respectively. During this period, the proportion of workers earning less than \$1.15 an hour declined from 14 to 6 percent. About two-fifths of the workers received \$2 or more an hour and approximately two-thirds \$1.50 or more in both the 1960 and 1962 survey periods.

In industries generally subject to the provisions of the Fair Labor Standards Act prior to the 1961 amendments, 4 percent of the workers were at or just above the \$1 Federal minimum wage and 11 percent earned less than \$1.15 an hour in October 1960. In June 1962, only 2 percent of the workers earned less than the new Federal minimum and the proportion at the \$1.15 minimum had increased from 2 to 9 percent. Other changes in the wage distribution were relatively small. In nonsubject industries, little change occurred in the distribution or level of earnings between October 1960 and June 1962, as shown in the following tabulation.

	All industries except retail trade				Retail trade (excluding eating and drinking places)			
	Subject		Nonsubject		Subject		Nonsubject	
Average hourly earnings	Oct. 1960	June 1962	Oct. 1960	June 1962	June 1961	June 1962	June 1961	June 1962
(Cumulative percent)								
Under \$1.00-----	1	1	38	38	19	3	22	19
Under \$1.05-----	5	1	48	49	27	21	36	35
Under \$1.15-----	11	2	53	54	35	30	42	42
Under \$1.20-----	13	11	55	58	39	37	45	45
Under \$1.25-----	16	13	56	59	43	41	48	48
Under \$1.50-----	28	29	72	73	64	62	67	66
Under \$2.00-----	56	55	86	89	84	82	87	86
Number of workers (in thousands)-----	1,428	1,484	129	117	139	154	475	532
Average hourly earnings -----	\$1.91	\$1.95	\$1.25	\$1.24	\$1.50	\$1.56	\$1.40	\$1.46

In the segment of retail trade which became subject to the act in September 1961, accounting for approximately a fifth of the retail employment in the North Central nonmetropolitan areas, the pay level increased by 6 cents an hour. About a fifth of these workers received less than \$1 an hour in June 1961. One year later, only 3 percent of the workers had such earnings and the proportion at the \$1 Federal minimum wage had doubled, from fewer than a tenth to nearly a fifth. The proportion of workers earning \$1.25 or more an hour did not change significantly, 57 percent in 1961 and 59 percent in 1962. In that part of retail

trade where a \$1 minimum wage was not required, average earnings also increased by 6 cents an hour. However, the proportion of workers earning less than \$1 decreased only slightly, from 22 to 19 percent between June of 1961 and 1962, in concert with a small increase, from 14 to 16 percent, in the proportion at the \$1-\$1.05 wage interval.

### Selected North Central Areas

Wage data are provided separately for 11 nonmetropolitan areas in the North Central region. As previously indicated for the southern region, such information should not be considered as representative of any other area.

As shown in the following tabulation, population (according to the 1960 census) varied from approximately 25,000 to 75,000 in 8 of the areas and ranged from about 90,000 to above 105,000 in the other areas. Nonsupervisory employment within scope of the survey in June 1962 ranged from 4,200 to 25,900 but was no more than 10,100 in 8 of the areas. Manufacturing employment accounted for more than half of the work force in all but one of the areas. A wide variety of manufacturing activities was found, with the manufacture of transportation equipment, electrical machinery, and fabricated metal products being the most common. Retail trade was numerically the most important nonmanufacturing activity studied in each of the areas.

Area	Population (1960 census)	Estimated number of nonsupervisory workers included in the survey, June 1962	Percent of non- supervisory workers in manufacturing	Percent of non- manufacturing workers in retail trade	Major manufacturing industries
Alpena County, Mich-----	28,556	4,200	64	60	Glass products
Barton and Rice Counties, Kans--	46,277	4,300	16	43	Transportation equipment
Crawford, Franklin, and Washington Counties, Mo ----	71,559	10,100	64	47	Footwear
Elkhart County, Ind -----	106,790	25,900	75	51	Transportation equipment
Fayette County, Ind -----	24,454	4,900	73	62	Electrical machinery
Manitowoc County, Wis-----	75,215	15,200	73	61	Fabricated metal products
Marathon County, Wis -----	88,874	12,800	55	40	Paper products
Portage County, Ohio-----	91,798	8,900	57	63	Rubber and miscel- laneous plastics products
Sandusky County, Ohio -----	56,486	8,300	65	66	Electrical machinery
Whiteside County, Ill-----	59,887	9,000	70	52	Fabricated metal products
Winona County, Minn -----	40,937	6,700	57	52	Food and kindred products

All industry-area pay levels of nonsupervisory employees ranged from \$1.57 to \$2.35 an hour in June 1962 (table 4). Average earnings exceeded \$2 in four areas and were less than \$1.80 in four other areas. The dispersion of individual earnings for the middle 50 percent of all the area workers varied from a spread of 61 cents to \$1.41 an hour. Such earnings were distributed over a 69- to 91-cent range in seven of the other areas and the spread exceeded \$1 in the other two areas.

Area	Interquartile range <sup>1</sup>
Alpena County, Mich -----	\$1.78-\$2.68
Barton and Rice Counties, Kans -----	1.18- 1.97
Crawford, Franklin, and Washington Counties, Mo -----	1.20- 1.81
Elkhart County, Ind-----	1.61- 2.52
Fayette County, Ind -----	1.78- 2.47
Manitowoc County, Wis-----	1.43- 2.20
Marathon County, Wis -----	1.32- 2.23
Portage County, Ohio -----	1.37- 2.47
Sandusky County, Ohio-----	1.42- 2.57
Whiteside County, Ill -----	1.66- 3.07
Winona County, Minn -----	1.27- 2.09

<sup>1</sup> The limits of the interquartile range were determined by interpolation within a 5- or 10-cent wage interval shown in the tables.

In manufacturing industries, wage levels ranged from \$1.59 to \$2.69 an hour. In all but four of the areas, earnings averaged more than \$2 an hour. The average pay advantage of factory workers over nonfactory workers exceeded 50 cents an hour in six of the areas, extending to as much as \$1.12 in one area. Only in the area with the lowest manufacturing wage level was the wage differential small.

Factory workers at the \$1.15-\$1.20 pay interval were found in significant numbers in only 1 of the 11 areas in June 1962. In each of nine areas, fewer than a tenth of the workers earned less than \$1.25 an hour. On the other hand, more than half of the workers were paid \$2 or more an hour in seven areas, and at least three-eighths had such earnings in 3 of the 4 remaining areas.

In nonmanufacturing industries, from about a fourth to more than two-fifths of the workers in the 11 areas earned less than \$1.25, and from about a tenth to a fifth received less than \$1 in all but 1 of the areas. Where area data were available separately for retail trade, substantial proportions of workers in each of the areas earned less than \$1 an hour in June 1962. The \$1 Federal minimum wage, however, appeared to have some influence on retail earnings since from 8 to 15 percent of the workers were clustered at the \$1-\$1.05 wage interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, pay levels rose during the period after the Federal minimum wage increased from \$1 to \$1.15 (between October 1961 and June 1962) in the 11 areas, and were greater than the wage changes occurring during the period in which the new minimum became effective (between October of 1961 and 1962) in 7 of the areas. In only one area was the greater increase in average hourly earnings in the earlier than in the later period reflective of the introduction of the \$1.15 Federal minimum wage. A fourth of the subject workers in the Crawford-Franklin-Washington, Mo., area earned less than \$1.15 an hour in October 1960, compared with about a tenth in one other area and even smaller proportions in the remaining areas. In the one affected area, approximately a fifth of the workers were concentrated at or just above the \$1.15 Federal minimum wage in October 1961, whereas no more than a tenth had such earnings in the other areas. Most of the changes in the distributions of earnings between October 1961 and June 1962 occurred at the higher levels of pay. Few changes occurred in the levels and distributions of wages in nonsubject industries, excluding retail trade, where data were available separately for five of the areas.

In retail trade, average earnings increased between June of 1961 and 1962 in 4 of the 5 areas where such data were available. Reductions in the proportions of retail workers earning less than \$1 were relatively small, and in only 1 of these 5 areas was there a significant increase in the proportion at the \$1-\$1.05 pay interval. However, in three of these areas, where data were available separately for the subject segment of retail trade, decreases in the proportions of workers earning less than \$1 between June of 1961 and 1962 were sharp, but changes at the \$1-\$1.05 wage interval were less pronounced.

#### Alpena County, Mich.

An estimated 4,200 nonsupervisory workers within the scope of the survey, as a group, averaged \$2.20 an hour in June 1962. Median earnings were 12 cents an hour higher than the average. Earnings for the middle half of the workers ranged between \$1.78 and \$2.68 an hour.

Average earnings were \$2.46 an hour for manufacturing workers, who constituted almost two-thirds of the area work force included in the survey. Nearly nine-tenths of the workers received \$2 or more an hour and more than a half earned at least \$2.50. The relatively high earnings were largely due to the presence of plants manufacturing glass, machinery, and paper, where better than nine-tenths of the factory workers were employed.

The 1,500 workers in the nonmanufacturing industries surveyed, as a group, averaged \$1.75 an hour. Nearly three-fifths of the workers earned at least \$1.50 an hour and over a third \$2 or more. More than a fourth of the workers received less than \$1.25 an hour and a tenth between \$1 and \$1.05 an hour. Almost four-fifths of the workers at this interval were employed in retail trade, which accounted for three-fifths of the nonfactory workers.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the September 1961 amendments, average hourly earnings of \$2.43 in June 1962 were 6 cents an hour higher than the October 1961 level and 12 cents higher than the October 1960 level. The increase in the Federal minimum wage had little or no effect on earnings, since virtually all of the workers earned at least \$1.15 an hour before the increase became effective. Most of the changes in the wage distribution affected workers earning \$2.50 or more an hour, who represented 38 percent of the subject workers in October 1960, 42 percent in October 1961, and 51 percent in June 1962.

<u>All subject industries except retail trade</u>			
Average hourly earnings	Oct. 1960	Oct. 1961	June 1962
	(Cumulative percent)		
Under \$1.00 -----	(1)	(1)	(1)
Under \$1.05 -----	1	(1)	(1)
Under \$1.15 -----	1	1	1
Under \$1.20 -----	2	1	1
Under \$1.25 -----	2	2	2
Under \$2.00 -----	18	19	17
Under \$2.50 -----	62	58	49
Number of workers (in hundreds) --	33	31	31
Average hourly earnings -----	\$2.31	\$2.37	\$2.43

<sup>1</sup> Less than 0.5 percent.

Barton and Rice Counties, Kans.

Approximately 4,300 nonsupervisory workers within the scope of the survey,<sup>16</sup> as a group, averaged \$1.57 an hour in June 1962. Median earnings were 7 cents an hour lower than the average. The middle half of the workers earned between \$1.18 and \$1.97 an hour. Approximately a tenth of the workers were at the \$1.25-\$1.30 wage interval.

Factory workers, who comprised a sixth of the area work force surveyed, averaged \$1.87 an hour. All but a seventh of the workers earned at least \$1.50 an hour and nearly two-fifths received \$2 or more. Earnings for about two-thirds of the workers ranged between \$1.50 and \$2.20 an hour. The food, structural clay, and transportation equipment industries accounted for almost three-fifths of the manufacturing employment.

In the nonmanufacturing industries included in the survey, average earnings were \$1.51 an hour. Nearly three-fifths of the workers received less than \$1.50, a third less than \$1.25, and nearly a fifth less than \$1. More than a tenth of the workers, most of whom were employed in hotels and motels, were paid less than 75 cents. An eighth of the workers were clustered at the \$1.25-\$1.30 wage interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, hourly pay levels fluctuated by no more than 3 cents between October of 1960 and 1961 and June 1962. The rise in the Federal minimum from \$1 to \$1.15 appeared to generate a clustering of 8 percent of the workers at the \$1.15-\$1.20 pay interval in October 1961. A year earlier, relatively few workers had such earnings and only 3 percent were at or just above the \$1 Federal minimum in effect at that time. By June 1962, the proportion at the \$1.15 Federal minimum wage was slightly reduced and the proportion at the \$1.25-\$1.30 wage interval had doubled from 6 to 12 percent.

In nonsubject industries, excluding retail trade, the proportion of workers paid less than \$1 in October 1961 was greater than in October 1960. This was still true in June 1962.

Average hourly earnings	All industries except retail trade					
	Subject			Nonsubject		
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962
	(Cumulative percent)					
Under \$1.00-----	( <sup>1</sup> )	1	2	42	51	50
Under \$1.05-----	3	2	2	47	55	57
Under \$1.15-----	5	2	2	53	58	59
Under \$1.20-----	5	10	8	53	58	60
Under \$1.25-----	8	12	10	57	58	60
Under \$2.00-----	66	66	67	93	91	91
Under \$2.50-----	84	89	88	100	97	99
Number of workers (in hundreds)-----	21	20	21	5	6	6
Average hourly earnings-----	\$1.82	\$1.79	\$1.80	\$1.15	\$1.17	\$1.16

<sup>1</sup> Less than 0.5 percent.

<sup>16</sup> Excluded from the survey were the petroleum and natural gas extraction industries which were a major source of employment in the area.

Crawford, Franklin, and Washington Counties, Mo.

Nonsupervisory workers within the scope of the survey numbered 10,100 and, as a group, averaged \$1.57 an hour in June 1962. Median earnings were 15 cents below the average. Earnings for the middle half of the workers ranged between \$1.20 and \$1.81 an hour. A sixth of the workers were at the \$1.15-\$1.20 wage interval.

In manufacturing, which accounted for almost two-thirds of the area work force surveyed, earnings averaged \$1.59 an hour. Nearly three-fifths of the workers earned less than \$1.50 and almost three-tenths less than \$1.25. Better than a fifth of the workers were at or just above the \$1.15 Federal minimum wage. More than half of the factory workers were employed in the leather industry, primarily footwear, where average earnings of \$1.51 were 18 cents an hour less than the average for the other manufacturing industries. A fourth of the leather workers earned between \$1.15 and \$1.20 an hour, accounting for more than three-fifths of the factory workers at that wage interval.

Average hourly earnings of \$1.57 for nonmanufacturing industries were only 2 cents an hour less than the pay level in manufacturing. Although about the same proportion of nonfactory as factory workers earned less than \$1.50 an hour, more than a third in nonmanufacturing received less than \$1.25; a fourth, less than \$1.15; and a sixth, less than \$1.

In retail trade, which comprised almost half of the nonmanufacturing work force surveyed, earnings averaged \$1.35 an hour. A fourth of the workers earned less than \$1, accounting for about seven-tenths of the nonfactory workers with such earnings. Fifteen percent of the retail employees were clustered at the \$1-\$1.05 wage interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average earnings of \$1.65 in June 1962 exceeded the October 1961 level by 3 cents an hour, and the October 1960 level by 7 cents an hour. Changes in the wage distribution appeared to reflect the increase in the Federal minimum wage from \$1 to \$1.15. In October 1960, a fourth of the workers earned less than \$1.15 an hour. One month after the \$1.15 Federal minimum became effective, virtually all of the workers earned at least that amount and the proportion at the higher minimum had increased from a twentieth to a fifth, which was almost twice the proportion at the \$1 Federal minimum in effect in October 1960. The wage distribution in June 1962 was similar to that in October 1961, although the proportion of workers earning \$1.25 or more had risen slightly, from 72 to 75 percent.

Average hourly earnings in retail trade were only 2 cents an hour higher in June 1962 than the \$1.33 level in June 1961. About the same proportion of workers were paid less than \$1 an hour in both survey years.<sup>17</sup>

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<sup>17</sup> Fewer than a tenth of the workers in June 1961 were in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

Average hourly earnings	All subject industries except retail trade			Retail trade (including eating and drinking places)	
	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962
	(Cumulative percent)				
Under \$1.00-----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	27	25
Under \$1.05-----	12	( <sup>1</sup> )	( <sup>1</sup> )	41	40
Under \$1.15-----	25	1	( <sup>1</sup> )	48	44
Under \$1.20-----	30	22	19	51	49
Under \$1.25-----	34	28	25	53	52
Under \$2.00-----	81	81	80	88	85
Under \$2.50-----	91	91	90	96	95
Number of workers (in hundreds) -----	63	74	81	19	17
Average hourly earnings -----	\$1.58	\$1.62	\$1.65	\$1.33	\$1.35

<sup>1</sup> Less than 0.5 percent.

### Elkhart County, Ind.

The pay level for approximately 25,900 nonsupervisory workers within the scope of the survey was \$2.10 an hour in June 1962. Median earnings were \$2.12 an hour. Earnings for the middle half of the workers ranged from \$1.61 to \$2.52.

Factory workers, who comprised three-fourths of the workers surveyed, averaged \$2.26 an hour. More than nine-tenths of the workers earned at least \$1.50 an hour; more than two-thirds, \$2 or more; and better than three-tenths, \$2.50 or more. Almost a fifth of the manufacturing workers were engaged in the production of transportation equipment, numerically the largest industry in the area. The furniture, and fabricated metal products industries, together, provided employment for about a fourth of the manufacturing workers; and food, rubber, nonelectrical machinery, and musical instruments manufacturers accounted for about another fourth. Pay levels in transportation, fabricated metal products, nonelectrical machinery, and musical instruments exceeded the all manufacturing average while those for the other industries fell below the average.

In the nonmanufacturing industries surveyed, average earnings were \$1.68 an hour. About half the workers earned less than \$1.50, and about as many workers earned at least \$2 an hour, almost three-tenths, as there were earning less than \$1.15. A tenth of the nonfactory workers were at the \$1-\$1.05 pay interval and about the same proportion earned less than \$1 an hour.

In retail trade, which accounted for more than a half of the nonfactory workers included in the survey, the pay level was \$1.60 an hour. Almost two-fifths of the retail employees earned less than \$1.15 and more than an eighth were at or just above \$1 an hour. Average earnings in wholesale trade exceeded the retail trade pay level by 24 cents an hour. All but about a tenth of the wholesale trade employees earned at least \$1.15 an hour, although nearly a sixth were concentrated at the \$1.25-\$1.30 wage interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the September 1961 amendments, average hourly earnings of \$2.22 in June 1962 were 3 cents higher than the October 1961 average, and 5 cents higher than the October 1960 average. The increase of the Federal minimum wage from \$1 to \$1.15 had little effect on the wage distribution since virtually all of the subject workers earned at least \$1.15 in 11 months before the higher minimum became effective. Between October 1960 and June 1962, the proportion of workers earning \$2.50 or more an hour rose from about a fourth to three-tenths.

In retail trade, the proportion of workers earning less than \$1.25 expanded from 37 to 44 percent between June of 1961 and 1962 and the proportion earning between \$1 and \$1.05 increased from 9 to 14 percent. The proportion of workers earning less than \$1 remained unchanged during this period.<sup>18</sup>

Average hourly earnings	All subject industries except retail trade			Retail trade (including eating and drinking places)	
	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962
	(Cumulative percent)				
Under \$1.00 -----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	15	15
Under \$1.05 -----	1	( <sup>1</sup> )	( <sup>1</sup> )	24	29
Under \$1.15 -----	2	1	1	32	39
Under \$1.20 -----	3	3	2	35	42
Under \$1.25 -----	5	4	3	37	44
Under \$2.00 -----	37	37	35	76	78
Under \$2.50 -----	76	74	70	90	90
Number of workers (in hundreds) -----	203	202	215	35	34
Average hourly earnings -----	\$2.17	\$2.19	\$2.22	\$1.59	\$1.60

<sup>1</sup> Less than 0.5 percent.

#### Fayette County, Ind.

An estimated 4,900 nonsupervisory workers within the scope of the survey, as a group, averaged \$2.07 an hour at straight-time rates in June 1962. Median earnings were \$2.20 an hour. Earnings for the middle half of the workers ranged between \$1.78 and \$2.47 an hour.

Factory workers, who accounted for almost three-fourths of the workers included in the survey, averaged \$2.28 an hour. While more than four-fifths of the workers in manufacturing earned \$2 or more an hour, earnings for almost half of them were confined to a 40-cent range between \$2.10 and \$2.50 an hour. This concentration was largely attributable to the wages paid in the fabricated metal products and electrical equipment industries, which together accounted for approximately seven-tenths of the factory workers. The combined average for these workers was \$2.31 an hour.

<sup>18</sup> More than a fifth of the workers in June 1961 were in retail establishments which became subject to the Fair Labor Standards Act in September 1961.

The pay level for workers in the nonmanufacturing industries surveyed was 80 cents an hour less than the average for workers in manufacturing. Almost three-fifths of the nonfactory workers earned less than \$1.50; two-fifths, less than \$1.25; and more than a sixth, less than \$1 an hour. About a tenth of the workers were at the \$1-\$1.05 wage interval, of whom four-fifths were employed in retail trade.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to September 1961, average earnings of \$2.24 in June 1962 were 4 cents an hour higher than in October 1961 and 5 cents higher than in October 1960. Relatively few workers earned less than \$1.15 an hour in October 1960, thereby minimizing the effects of the rise in the Federal minimum wage. The little change which did occur in the wage distribution applied to the proportion of workers earning \$2 or more, which increased slightly between survey periods.

Average hourly earnings	All subject industries except retail trade		
	Oct. 1960	Oct. 1961	June 1962
	(Cumulative percent)		
Under \$1.00-----	( <sup>1</sup> )	-	( <sup>1</sup> )
Under \$1.05-----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Under \$1.15-----	1	1	1
Under \$1.20-----	2	1	1
Under \$1.25-----	2	2	2
Under \$2.00-----	27	25	21
Under \$2.50-----	80	76	74
Number of workers (in hundreds) --	39	38	40
Average hourly earnings -----	\$2.19	\$2.20	\$2.24

<sup>1</sup> Less than 0.5 percent.

#### Manitowoc County, Wis.

The approximately 15,200 nonsupervisory workers within the scope of the survey, as a group, averaged \$1.81 an hour in June 1962. Median earnings were \$1.75 an hour. Earnings for the middle half of the workers ranged between \$1.42 and \$2.20 an hour.

Manufacturing workers, who accounted for almost three-fourths of the area employment surveyed, averaged \$1.92 an hour. About four-fifths of the factory workers earned at least \$1.50 an hour and more than two-fifths \$2 or more. Better than a third of the workers in manufacturing were employed in plants fabricating metal products, where average earnings of \$1.81 were 11 cents an hour less than the manufacturing average. The furniture and the nonelectrical machinery industries, together accounted for almost three-tenths of the manufacturing work force. Pay levels in these industries were \$1.80 and \$2.19 an hour, respectively.

In the nonmanufacturing industries included in the survey, average earnings of \$1.58 were 34 cents an hour less than those in manufacturing. Almost a fifth of the nonfactory workers earned less than \$1 an hour and two-fifths less than \$1.25. Earnings for a tenth of the workers were clustered at the \$1-\$1.05 hourly pay interval and almost the same proportion was at the \$0.85-\$0.90 interval.

In retail trade, which accounted for more than three-fifths of the non-manufacturing employment, average earnings were \$1.53 an hour. A fifth of the

retail employees earned less than \$1 an hour and more than half had earnings of less than \$1.30 an hour. Almost a sixth of the workers were at the \$1-\$1.05 wage interval and an eighth were at the \$0.85-\$0.90 interval, accounting for the vast majority of nonfactory workers with such earnings.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the September 1961 amendments, average hourly earnings of \$1.91 in June 1962 were 3 cents higher than the October 1961 level and 4 cents higher than the October 1960 level. Eleven months before the rise in the Federal minimum wage from \$1 to \$1.15, fewer than a tenth of the subject workers earned less than \$1.15 an hour. One month after the effective date of the higher minimum, virtually all of the workers were paid at least \$1.15 an hour and 4 percent were at or just above this level, approximating the proportion at the \$1 Federal minimum in effect in October 1960. Although the proportion earning \$2 or more declined during the October 1960-61 period from 42 to 38 percent, nearly all of this loss was regained in June 1962.

In nonsubject industries, excluding retail trade, the same proportion of workers earned less than \$1 in October 1961 as in October 1960, but the proportion earning between \$1 and \$1.15 an hour increased from 7 to 15 percent. The 14-cent-an-hour increase in average earnings during this period was attributable mostly to a rise from 8 to 16 percent in the proportion of workers paid \$2.50 or more an hour. No significant changes occurred in the wage distribution between October 1961 and June 1962.

In the segment of retail trade which became subject to the \$1 Federal minimum wage, accounting for about a fifth of the retail workers, the pay level increased by 11 cents an hour between June of 1961 and 1962. The proportion of workers paid less than \$1 an hour during this period decreased sharply, from 20 percent in June 1961 to 6 percent in June 1962. The concentration of workers at or just above the \$1 Federal minimum wage expanded from 14 to 19 percent and the proportion earning \$1.25 or more increased from 40 to 44 percent. In the nonsubject segment of retail trade, on the other hand, the proportion of workers earning less than \$1 an hour was greater in 1962 than in 1961, 24 and 20 percent, respectively. Earnings averaged 6 cents an hour more in 1961 than in 1962.

Average hourly earnings	All industries except retail trade						Retail trade			
	Subject			Nonsubject			Subject		Nonsubject (including eating and drinking places)	
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962	June 1961	June 1962
	(Cumulative percent)									
Under \$1.00-----	1	( <sup>1</sup> )	( <sup>1</sup> )	34	34	36	20	6	20	24
Under \$1.05-----	5	( <sup>1</sup> )	( <sup>1</sup> )	39	42	43	34	25	33	37
Under \$1.15-----	8	1	1	41	49	49	51	43	39	39
Under \$1.20-----	10	5	3	42	49	51	57	51	41	43
Under \$1.25-----	12	8	6	42	50	52	60	56	41	44
Under \$2.00-----	58	62	59	85	79	76	92	88	82	82
Under \$2.50-----	93	91	87	92	84	82	98	97	94	95
Number of workers (in hundreds) -----	110	116	121	6	8	8	5	5	21	21
Average hourly earnings -----	\$1.87	\$1.88	\$1.91	\$1.39	\$1.53	\$1.51	\$1.33	\$1.44	\$1.61	\$1.55

<sup>1</sup> Less than 0.5 percent.

### Marathon County, Wis.

Approximately 12,800 nonsupervisory workers within the scope of the survey, as a group, averaged \$1.79 an hour at straight-time rates in June 1962. This average was 4 cents an hour more than median earnings. The middle half of the workers had earnings ranging from \$1.32 to \$2.23 an hour.

Earnings in manufacturing industries, which employed 55 percent of the workers included in the survey, averaged \$2.01 an hour. More than four-fifths of the workers earned \$1.50 or more, of whom about half earned between \$2 and \$2.50 an hour. Most of the workers whose earnings were clustered within this 50-cent range were employed in the paper industry, particularly papermills, which accounted for more than a third of the factory work force. Food, lumber, and nonelectrical machinery accounted for about three-tenths of the workers in manufacturing industries.

In the nonmanufacturing industries surveyed, average earnings of \$1.52 were 49 cents less than those in manufacturing. Nearly two-fifths of the nonfactory workers received less than \$1.25 an hour, more than a fifth less than \$1.15, and over a tenth less than \$1. Better than a tenth of the workers had earnings between \$1.15 and \$1.20 an hour.

In retail trade, which employed two-fifths of the nonfactory workers, average earnings of \$1.46 were 10 cents an hour below the average for the rest of the nonmanufacturing workers. More than two-fifths of the retail employees earned less than \$1.25 and a fifth less than \$1. An eighth of the workers earning between 85 and 90 cents was the largest concentration of workers at any 5-cent wage interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the September 1961 amendments, average earnings of \$1.92 in June 1962 were 4 cents an hour more than in October 1961 and 6 cents more than in October 1960. The proportion of subject workers earning less than \$1.15 an hour was reduced from 6 percent in October 1960 to 1 percent in October 1961. The proportion at or just above the \$1.15 minimum wage increased from 3 to 8 percent during this period. By June 1962, this proportion had decreased to 6 percent, while the proportion earning \$2 or more increased 4 percentage points from 42 percent in 1961.

In nonsubject industries, excluding retail trade, average hourly earnings in June 1962 and October 1961 were 3 and 2 cents an hour, respectively, below the \$1.29 pay level in October 1960. The proportion of workers at the \$1-\$1.05 and \$1.15-\$1.20 wage intervals increased significantly between October of 1960 and 1961, from 5 to 16 percent and from 1 to 9 percent, respectively. These increases were accompanied by only slight reductions in the proportion of workers paid less than \$1 and \$1.15 an hour. The concentration of workers at the \$1-\$1.05 and \$1.15-\$1.20 wage intervals increased further by June 1962, with little or no change in the proportions paid less than these amounts.

In retail establishments which became subject to the \$1 Federal minimum, employing about a fourth of the retail employees, average earnings increased by 17 cents an hour between June of 1961 and 1962. The proportion of workers paid less than \$1 an hour decreased from 12 to 4 percent during this period and, contrary to the expected pattern of wage changes, the proportion at or just above the \$1 Federal minimum was reduced in half, from 10 to 5 percent. In the nonsubject segment of retail trade, average hourly earnings remained unchanged between survey years, and approximately the same proportion of workers were paid less than \$1 an hour.

Average hourly earnings	All industries except retail trade						Retail trade			
	Subject			Nonsubject			Subject		Nonsubject (including eating and drinking places)	
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962	June 1961	June 1962
	(Cumulative percent)									
Under \$1.00-----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	30	27	27	12	4	26	27
Under \$1.05-----	2	( <sup>1</sup> )	( <sup>1</sup> )	35	43	46	22	9	39	35
Under \$1.15-----	6	1	1	50	52	53	31	15	45	45
Under \$1.20-----	9	9	7	51	61	64	33	20	48	50
Under \$1.25-----	11	12	10	65	63	67	37	24	50	52
Under \$2.00-----	60	58	54	88	90	89	88	79	89	91
Under \$2.50-----	90	88	87	96	98	98	95	91	95	97
Number of workers (in hundreds) -----	103	100	97	6	8	8	6	6	18	17
Average hourly earnings -----	\$1.86	\$1.88	\$1.92	\$1.29	\$1.27	\$1.26	\$1.51	\$1.68	\$1.38	\$1.38

<sup>1</sup> Less than 0.5 percent.

### Portage County, Ohio

Average earnings for the approximately 8,900 nonsupervisory workers within the scope of the survey were \$1.95 an hour in June 1962. The median exceeded the average by 7 cents an hour. Earnings for the middle half of the workers ranged between \$1.37 and \$2.47 an hour.

Factory workers, who accounted for nearly three-fifths of the workers included in the survey, averaged \$2.24 an hour. Better than seven-tenths of the manufacturing workers earned at least \$2 an hour and three-tenths \$2.50 or more. About a third of the factory workers clustered between \$2 and \$2.50 were employed in the rubber and plastics products industry. These workers averaged \$2.13 an hour.

Workers in the nonmanufacturing industries surveyed averaged 65 cents an hour less than the factory workers. More than a fifth of the nonfactory workers received less than \$1, nearly two-fifths less than \$1.15, and over half less than \$1.50 an hour. Almost a tenth, most of whom were employed in retail trade, earned between \$1 and \$1.05 an hour.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the September 1961 amendments, average hourly earnings of \$2.24 in June 1962 were 1 cent higher than the October 1961 level and 10 cents higher than the October 1960 level. The increase in the Federal minimum wage from \$1 to \$1.15 had little effect on earnings between October of 1960 and 1961, since only 3 percent of the subject workers earned less than \$1.15 an hour before the higher minimum became effective. Most of the changes in the wage distri-

bution occurred at the higher levels of pay. For example, the proportion earning \$2 or more an hour increased from 63 to 68 percent. Although the proportion of workers with such earnings was unchanged in June 1962, the proportion earning at least \$2.50 an hour rose slightly.

All subject industries except retail trade			
Average hourly earnings	Oct. 1960	Oct. 1961	June 1962
(Cumulative percent)			
Under \$1.00-----	(1)	(1)	(1)
Under \$1.05-----	1	(1)	(1)
Under \$1.15-----	3	(1)	(1)
Under \$1.20-----	4	1	1
Under \$1.25-----	5	2	2
Under \$2.00-----	37	32	32
Under \$2.50-----	75	71	68
Number of workers (in hundreds) --	54	58	60
Average hourly earnings-----	\$2.14	\$2.23	\$2.24

<sup>1</sup> Less than 0.5 percent.

### Sandusky County, Ohio

Average hourly earnings were \$1.97 for the estimated 8,300 nonsupervisory workers within the scope of the survey in June 1962. The median was 8 cents an hour higher than the mean. Earnings for the middle 50 percent of the workers ranged between \$1.42 and \$2.57 an hour.

Factory workers, who made up almost two-thirds of the area work force, averaged \$2.21 an hour. Three-fifths of the factory workers received between \$2 and \$2.80 an hour, with a fourth clustered between \$2.60 and \$2.80. The electrical machinery industry (particularly electrical appliances), employing almost two-fifths of the factory workers, accounted for most of the manufacturing workers concentrated within the 20-cent range.

Average hourly earnings for the nonmanufacturing industries surveyed were 68 cents lower than those in manufacturing. Almost a sixth of the workers earned less than \$1 an hour; a third, less than \$1.15; and almost three-fifths, less than \$1.50. Over a tenth of the workers had earnings between \$1 and \$1.05 an hour, more workers than at any other 5-cent wage interval. About four-fifths of the nonfactory workers with such earnings were in retail trade.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the September 1961 amendments, average hourly earnings of \$2.19 in June 1962 were 7 cents an hour higher than the October 1961 level and 6 cents higher than the October 1960 level. The proportion of subject workers earning less than \$1.15 was reduced from 5 percent in October 1960 to 1 percent in October 1961. Workers earning \$2 or more an hour, however, declined from 65 to 62 percent during this period. By June 1962, the proportion of workers with such earnings had risen to 66 percent.

In nonsubject industries, excluding retail trade, average hourly earnings in June 1962 and October 1961 were 12 and 8 cents an hour, respectively, below the \$1.26 pay level of October 1960. The proportion of workers earning less than \$1 increased from 26 to 37 percent between October of 1960 and 1961 and was virtually unchanged in June 1962.

Average hourly earnings	All industries except retail trade					
	Subject			Nonsubject		
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962
	(Cumulative percent)					
Under \$1.00-----	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	26	37	38
Under \$1.05-----	3	1	( <sup>1</sup> )	52	66	65
Under \$1.15-----	5	1	( <sup>1</sup> )	55	69	66
Under \$1.20-----	6	4	2	55	70	70
Under \$1.25-----	8	5	4	55	70	70
Under \$2.00-----	35	38	34	94	86	93
Under \$2.50-----	70	69	64	98	97	99
Number of workers (in hundreds)-----	64	56	60	3	4	4
Average hourly earnings-----	\$2.13	\$2.12	\$2.19	\$1.26	\$1.18	\$1.14

<sup>1</sup> Less than 0.5 percent.

#### Whiteside County, Ill.

The approximately 9,000 nonsupervisory workers within the scope of the survey, as a group, averaged \$2.35 an hour at straight-time rates in June 1962. The median was 9 cents an hour less than the mean. Earnings for the middle half of the workers extended over a \$1.41 range, between \$1.66 and \$3.07 an hour.

Factory workers, who accounted for 7 of every 10 workers covered by the study, averaged \$2.69 an hour. More than three-fourths earned \$2 an hour or more; better than a half, \$2.50 or more; and over a third, at least \$3. More than half of the manufacturing workers in the area were employed in plants fabricating metal products, with cutlery, handtools, and general hardware being the major products manufactured. Average hourly earnings in this industry were \$2.56 an hour. The primary metals industry, which employed three-tenths of the factory workers, had a pay level of \$3.24 an hour.

In the nonmanufacturing industries surveyed, average earnings were \$1.57 an hour. Over half of the nonfactory workers earned less than \$1.50; more than one-third, less than \$1.25; and about a sixth, less than \$1 an hour. The largest concentration of workers at a 5-cent wage interval was a tenth, earning from \$1 to \$1.05 an hour. Better than half of the nonfactory workers earning less than \$1 and almost two-thirds at or just above the \$1 level were in retail trade.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the 1961 amendments, average hourly earnings of \$2.62 in June 1962 were 3 cents higher than the October 1961 level and 27 cents higher than the October 1960 level. Earnings for only 3 percent of the workers in October 1960 were below the \$1.15 Federal minimum wage. Most of the increase

in average hourly earnings between October of 1960 and 1961 was attributable to a rise in the proportion of the higher paid workers. For example, a fifth of the workers earned \$3 or more in October 1960 compared with about three-tenths in October 1961. This proportion had increased to a third in June 1962.

<u>All subject industries except retail trade</u>			
Average hourly earnings	Oct. 1960	Oct. 1961	June 1962
(Cumulative percent)			
Under \$1.00-----	(1)	(1)	(1)
Under \$1.05-----	1	(1)	1
Under \$1.15-----	3	(1)	1
Under \$1.20-----	3	2	2
Under \$1.25-----	3	2	2
Under \$2.00-----	37	29	26
Under \$2.50-----	64	52	50
Number of workers (in hundreds)--	66	68	70
Average hourly earnings-----	\$2.35	\$2.59	\$2.62

<sup>1</sup> Less than 0.5 percent.

#### Winona County, Minn.

An estimated 6,700 nonsupervisory workers within the scope of the survey, as a group, averaged \$1.71 an hour at straight-time rates in June 1962. The median was 7 cents lower than the mean. The middle 50 percent of the workers had earnings ranging between \$1.27 and \$2.09 an hour.

Factory workers, who accounted for almost three-fifths of the area work force included in the study, averaged \$1.84 an hour. Seven-tenths of the workers earned \$1.50 an hour or more and about two-fifths \$2 or more. Food processing was the largest single manufacturing industry group in the area, employing 3 of every 10 factory workers. Food workers averaged \$2.01, 26 cents an hour more than the average for the other manufacturing workers.

In the nonmanufacturing industries surveyed, average earnings were 28 cents an hour less than those in manufacturing. Over half of the nonfactory workers earned less than \$1.50 an hour, almost two-fifths less than \$1.25 an hour, nearly three-tenths less than \$1.15, and about a sixth less than \$1.

Retail trade workers, comprising better than a half of the nonmanufacturing work force surveyed, averaged \$1.49 an hour. More than a sixth of the retail workers earned less than \$1 an hour and almost a half less than \$1.25. More than a tenth of the workers had earnings at the \$1-\$1.05 hourly wage interval.

Wage Changes. In industries generally subject to the Fair Labor Standards Act prior to the September 1961 amendments, average earnings of \$1.85 in June 1962 were 7 cents an hour more than in October 1961 and 5 cents an hour more than in October 1960. Although the pay level declined by 2 cents an hour between October of 1960 and 1961, the proportion of subject workers earning less than \$1.15 an hour was reduced from 11 to 4 percent and the proportion

at or just above the \$1.15 Federal minimum wage increased from 3 to 10 percent. The proportion of workers earning \$1.50 or more, however, was greater in 1960 than in 1961, 67 and 64 percent, respectively. By June 1962, the concentration of workers at the \$1.15-\$1.20 pay interval was reduced to 7 percent and the proportion earning at least \$1.50 an hour had increased to 70 percent.

In nonsubject industries, excluding retail trade, average hourly earnings fluctuated by no more than 2 cents during the 20-month period covered by the surveys. Little change occurred in the distribution of individual earnings during this period.

In the segment of retail trade which became subject to the \$1 Federal minimum wage, employing a fourth of the retail workers, average hourly earnings went up 11 cents between June of 1961 and 1962. Almost a fourth of the workers earned less than \$1 an hour in June 1961, whereas virtually all subject retail workers earned at least the \$1 Federal minimum wage in June 1962. The proportion of retail workers at the \$1-\$1.05 wage interval, however, did not change significantly, 12 percent in 1961 and 14 percent in 1962, while those with earnings from \$1.05 to \$1.25 increased from 11 to 30 percent. In the nonsubject segment of retail trade, on the other hand, changes in the level and distribution of earnings were relatively minor during this period.

Average hourly earnings	All industries except retail trade						Retail trade			
	Subject			Nonsubject			Nonsubject (including eating and drinking places)			
	Oct. 1960	Oct. 1961	June 1962	Oct. 1960	Oct. 1961	June 1962	June 1961	June 1962	June 1961	June 1962
	(Cumulative percent)									
Under \$1.00-----	1	2	( <sup>1</sup> )	26	31	28	24	1	24	22
Under \$1.05-----	5	3	( <sup>1</sup> )	37	40	40	36	15	37	32
Under \$1.15-----	11	4	( <sup>1</sup> )	44	43	45	43	28	41	38
Under \$1.20-----	14	14	7	46	48	48	46	33	43	40
Under \$1.25-----	16	17	11	48	55	53	47	45	46	47
Under \$2.00-----	65	68	62	93	91	92	91	85	83	85
Under \$2.50-----	86	88	87	98	96	96	98	98	96	97
Number of workers (in hundreds) -----	46	48	47	5	5	5	4	4	12	12
Average hourly earnings -----	\$1.80	\$1.78	\$1.85	\$1.27	\$1.28	\$1.29	\$1.40	\$1.51	\$1.47	\$1.46

<sup>1</sup> Less than 0.5 percent.

Table 1. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings,<sup>1</sup> Selected Major Industry Divisions and Industry Groups,<sup>2</sup> Nonmetropolitan Areas,<sup>3</sup> South,<sup>4</sup> June 1962

Average hourly earnings <sup>1</sup>	All industries	Manufacturing							Nonmanufacturing					
		Total <sup>5</sup>	Food and kindred products	Textile mill products	Apparel and related products	Lumber and wood products	Furniture and fixtures	Paper and allied products	Total <sup>5</sup>	Mining	Transportation and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under \$0.50-----	1.2	( <sup>6</sup> )	0.2	( <sup>6</sup> )	-	( <sup>6</sup> )	0.1	-	2.7	-	0.7	0.3	2.7	0.1
\$0.50 and under \$0.55-----	1.0	( <sup>6</sup> )	.1	( <sup>6</sup> )	( <sup>6</sup> )	-	-	-	2.3	-	.2	.2	2.5	.4
\$0.55 and under \$0.60-----	.5	( <sup>6</sup> )	.1	-	( <sup>6</sup> )	( <sup>6</sup> )	-	-	1.1	-	.2	.1	1.5	( <sup>6</sup> )
\$0.60 and under \$0.65-----	1.2	0.1	.3	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	-	-	2.7	-	.5	-	3.2	( <sup>6</sup> )
\$0.65 and under \$0.70-----	.8	( <sup>6</sup> )	.1	-	-	-	-	-	1.8	-	.3	.1	2.1	.2
\$0.70 and under \$0.75-----	.7	.1	.4	( <sup>6</sup> )	-	-	-	-	1.6	-	.1	.1	2.2	( <sup>6</sup> )
\$0.75 and under \$0.80-----	1.9	.1	.6	-	-	0.2	-	( <sup>6</sup> )	4.3	-	.5	1.2	5.6	.5
\$0.80 and under \$0.85-----	1.3	.1	.4	( <sup>6</sup> )	( <sup>6</sup> )	-	-	0.1	2.8	-	.8	.5	3.3	.8
\$0.85 and under \$0.90-----	1.1	.1	.5	0.1	( <sup>6</sup> )	.1	-	.1	2.4	-	.9	.1	3.1	.2
\$0.90 and under \$0.95-----	1.1	.1	.3	( <sup>6</sup> )	0.1	.1	-	-	2.5	-	.6	.4	3.3	.2
\$0.95 and under \$1.00-----	.6	.1	.2	.1	-	-	-	( <sup>6</sup> )	1.2	-	.5	.4	1.5	.8
\$1.00 and under \$1.05-----	5.5	1.1	3.4	.3	2.6	.9	-	( <sup>6</sup> )	11.4	( <sup>6</sup> )	2.2	2.2	16.9	2.8
\$1.05 and under \$1.10-----	1.2	.6	.5	.4	1.1	.3	.1	.1	2.1	( <sup>6</sup> )	.7	.5	3.0	.5
\$1.10 and under \$1.15-----	1.6	.6	.9	.5	.9	.6	( <sup>6</sup> )	-	3.0	( <sup>6</sup> )	1.5	1.2	4.3	1.3
\$1.15 and under \$1.20-----	15.6	21.2	30.7	8.4	44.1	53.1	44.7	1.0	8.3	4.5	9.8	34.1	4.6	13.7
\$1.20 and under \$1.25-----	5.6	7.8	14.6	6.7	11.4	9.2	13.8	.7	2.9	.5	3.2	6.1	2.6	6.4
\$1.25 and under \$1.30-----	7.1	8.3	5.3	8.3	11.4	11.8	9.6	1.1	5.5	1.4	5.1	8.7	5.4	8.5
\$1.30 and under \$1.35-----	4.3	5.8	4.9	9.3	7.2	3.5	8.7	.7	2.4	.5	2.0	3.5	2.4	7.0
\$1.35 and under \$1.40-----	4.6	5.8	2.3	12.8	4.6	3.2	5.3	.5	3.1	.3	3.1	6.0	2.9	6.1
\$1.40 and under \$1.45-----	4.4	5.8	9.1	9.4	3.9	2.5	3.1	.5	2.6	.5	2.4	4.6	2.3	5.2
\$1.45 and under \$1.50-----	2.8	3.7	2.7	7.8	2.5	1.3	2.0	.2	1.6	.5	1.4	2.5	1.6	3.2
\$1.50 and under \$1.60-----	6.7	7.6	6.6	13.0	4.1	4.8	3.8	.7	5.6	2.1	9.6	6.6	4.9	7.7
\$1.60 and under \$1.70-----	4.1	4.6	3.8	6.9	2.1	2.6	1.7	.9	3.4	1.2	5.1	4.2	3.2	6.2
\$1.70 and under \$1.80-----	3.5	3.5	1.6	5.4	1.4	1.5	1.3	.5	3.6	3.3	6.7	3.7	2.5	8.7
\$1.80 and under \$1.90-----	3.0	3.5	1.9	4.9	.9	1.0	1.1	17.6	2.4	2.7	3.4	2.0	2.1	5.0
\$1.90 and under \$2.00-----	2.1	2.5	1.1	2.9	.5	.4	1.4	10.5	1.5	1.5	1.9	1.6	1.4	2.4
\$2.00 and under \$2.10-----	2.2	2.3	1.5	1.7	.4	1.2	.8	12.1	2.1	1.3	3.6	2.3	1.9	2.6
\$2.10 and under \$2.20-----	1.4	1.7	1.3	.7	.1	.3	.5	11.0	1.1	1.5	1.4	1.3	1.0	1.6
\$2.20 and under \$2.30-----	1.5	1.7	1.2	.3	.2	.3	.5	6.1	1.1	3.2	1.5	.7	1.0	1.6
\$2.30 and under \$2.40-----	1.3	1.4	1.2	.1	.1	.2	.5	6.4	1.0	1.5	2.4	.5	.7	1.7
\$2.40 and under \$2.50-----	.9	1.2	.6	.1	( <sup>6</sup> )	.2	.1	4.6	.5	2.3	2.1	.3	.4	.8
\$2.50 and under \$2.60-----	1.2	1.2	.4	( <sup>6</sup> )	.1	.3	.3	5.6	1.2	2.9	2.3	1.8	.8	1.1
\$2.60 and under \$2.70-----	.8	1.0	.3	( <sup>6</sup> )	( <sup>6</sup> )	.2	.1	2.3	.5	.7	3.9	.1	.3	.6
\$2.70 and under \$2.80-----	1.0	1.2	.1	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	.1	2.9	.6	1.1	4.9	.3	.5	.3
\$2.80 and under \$2.90-----	1.1	1.0	.1	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	.1	1.2	1.2	6.4	4.3	.4	.3	.5
\$2.90 and under \$3.00-----	.9	1.0	.1	( <sup>6</sup> )	-	-	( <sup>6</sup> )	1.4	.8	8.0	2.4	.1	.3	.1
\$3.00 and over-----	4.0	3.4	.5	( <sup>6</sup> )	.1	.2	.3	11.2	4.6	52.0	7.9	1.2	1.9	1.6
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (in thousands)-----	3,118	1,773	241	410	237	141	72	63	1,345	89	150	117	718	75
Average hourly earnings <sup>1</sup> -----	\$1.49	\$1.57	\$1.36	\$1.46	\$1.27	\$1.27	\$1.30	\$2.24	\$1.39	\$2.72	\$1.87	\$1.39	\$1.24	\$1.54

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

<sup>2</sup> The 1957 revised edition of the Standard Industrial Classification Manual prepared by the Bureau of the Budget was used in classifying establishments by industry division and group. Major industry divisions excluded from the survey were agriculture, contract construction, and government. Also excluded were petroleum and natural gas from the mining group; railroads from the transportation group; eating and drinking places excluded from retail trade on a regional basis but included for individual areas; nonprofit religious, charitable, educational, and humane organizations from the services group.

<sup>3</sup> Nonmetropolitan areas as used in this study, refer to all counties not defined by the Bureau of the Budget as Standard Metropolitan Statistical Areas. Thus, nonmetropolitan areas exclude those counties containing at least 1 central city of 50,000 population and those counties around such cities which are metropolitan in character and economically integrated with the central city.

<sup>4</sup> The South included the States of Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

<sup>5</sup> Includes industries in addition to those shown separately.

<sup>6</sup> Less than 0.05 percent.

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

Table 2. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings,<sup>1</sup> Selected Industry Groups,<sup>2</sup> Selected Nonmetropolitan Areas,<sup>3</sup> South, June 1962

Average hourly earnings <sup>1</sup>	Bartow and Cherokee Counties, Ga.				Beaufort, Tyrrell, and Washington Counties, N. C.				Chambers and Lee Counties, Ala.				Charlotte and Sarasota Counties, Fla.				
	All industries	Manufacturing	Nonmanufacturing		All industries	Manufacturing	Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing	Nonmanufacturing	
			Total <sup>4</sup>	Retail trade			Total <sup>4</sup>	Retail trade		Total <sup>4</sup>	Textile mill products	Total <sup>4</sup>	Retail trade			Total <sup>4</sup>	Retail trade
Under \$0.50	0.8	-	2.2	3.8	1.0	0.2	1.9	2.9	0.8	-	-	4.0	4.6	2.2	-	2.8	5.4
\$0.50 and under \$0.55	.2	-	.6	.6	1.2	.5	1.9	1.9	.4	-	-	2.1	2.8	.7	-	.9	.7
\$0.55 and under \$0.60	.2	-	.6	.7	.4	.1	.8	.7	.6	-	-	2.9	4.0	.2	-	.2	.2
\$0.60 and under \$0.65	.6	-	1.7	1.7	1.0	.3	1.7	1.3	1.1	0.1	-	5.0	3.7	.9	-	1.1	.9
\$0.65 and under \$0.70	.3	-	.8	.8	.7	.4	1.0	1.3	.5	-	-	2.6	2.9	1.1	-	1.4	1.4
\$0.70 and under \$0.75	.2	-	.7	.9	1.2	1.4	.9	.1	.5	( <sup>5</sup> )	0.1	2.1	2.5	.7	0.1	.8	1.3
\$0.75 and under \$0.80	.8	-	2.3	2.9	7.3	.9	13.7	16.3	1.2	-	-	5.6	9.0	1.4	-	1.7	2.3
\$0.80 and under \$0.85	.1	-	.4	.6	3.0	.8	5.3	5.6	.7	-	-	3.6	4.1	1.1	-	1.3	1.2
\$0.85 and under \$0.90	.3	( <sup>5</sup> )	.7	1.2	2.3	1.3	3.3	5.0	1.0	-	-	4.6	5.8	.9	.1	1.1	.4
\$0.90 and under \$0.95	.8	-	2.3	3.0	1.4	.3	2.6	3.7	.6	-	-	2.8	4.4	1.9	-	2.4	1.6
\$0.95 and under \$1.00	( <sup>5</sup> )	-	.1	.1	1.5	.3	2.7	3.8	.4	-	-	2.1	1.1	.9	-	1.1	.7
\$1.00 and under \$1.05	5.0	0.3	13.6	23.9	8.2	6.4	10.0	15.7	2.8	.8	.2	10.6	15.2	9.3	2.6	11.0	11.9
\$1.05 and under \$1.10	.7	-	1.9	2.9	1.6	.9	2.2	3.2	.5	.4	.2	.9	1.4	2.3	.2	2.8	2.7
\$1.10 and under \$1.15	2.6	1.4	4.6	6.6	1.4	1.0	1.9	3.0	1.6	1.1	.6	3.5	5.1	3.0	2.6	3.1	4.3
\$1.15 and under \$1.20	17.9	19.8	14.4	8.6	24.7	40.7	8.5	4.2	7.5	6.9	3.4	9.5	2.6	4.9	3.8	5.1	3.8
\$1.20 and under \$1.25	7.8	10.2	3.5	4.8	4.4	5.8	3.0	2.6	4.1	4.4	4.4	2.8	2.2	3.2	1.7	3.6	3.0
\$1.25 and under \$1.30	8.7	9.1	7.9	6.1	8.9	9.9	8.0	5.2	7.8	8.5	8.5	5.2	3.8	8.4	10.9	7.7	6.8
\$1.30 and under \$1.35	6.3	8.2	2.8	4.4	3.7	5.7	1.7	1.6	3.1	2.9	2.4	3.7	4.4	3.4	3.8	3.3	3.1
\$1.35 and under \$1.40	5.1	5.3	4.7	4.1	5.0	7.6	2.4	1.3	7.4	8.6	9.1	3.1	3.8	3.7	4.8	3.5	4.1
\$1.40 and under \$1.45	4.2	4.5	3.5	2.5	4.2	4.5	3.9	1.9	7.8	9.5	10.5	1.3	1.9	3.5	2.5	3.8	3.1
\$1.45 and under \$1.50	5.7	7.6	2.3	1.1	2.9	2.3	3.4	2.6	8.8	10.8	11.6	1.2	1.1	2.3	2.3	2.3	2.3
\$1.50 and under \$1.60	16.8	20.9	9.4	6.4	3.4	2.5	4.3	4.6	15.1	17.7	19.6	5.2	2.8	8.8	10.9	8.3	8.9
\$1.60 and under \$1.70	3.0	2.8	3.5	2.8	2.9	2.5	3.3	4.2	7.9	9.1	10.0	3.1	1.7	5.0	5.6	4.9	4.6
\$1.70 and under \$1.80	3.6	3.6	3.6	1.8	2.1	1.0	3.3	3.5	4.3	4.9	5.2	2.0	2.5	4.6	6.4	4.2	3.0
\$1.80 and under \$1.90	2.2	2.0	2.6	3.2	1.5	.8	2.2	.7	4.8	5.6	6.2	1.9	.6	3.9	3.9	3.8	3.4
\$1.90 and under \$2.00	.8	.7	1.0	1.3	1.4	.9	1.8	1.0	4.2	4.9	5.5	1.2	1.5	2.7	3.8	2.5	3.3
\$2.00 and under \$2.10	1.8	2.1	1.2	.7	.7	.3	1.1	1.6	1.7	2.0	1.9	.7	.8	3.3	3.8	3.1	1.9
\$2.10 and under \$2.20	.9	.6	1.3	1.6	1.1	.1	.1	.1	.7	.5	.2	1.6	.1	1.8	2.3	1.7	2.1
\$2.20 and under \$2.30	.3	.2	.3	.6	.3	.2	.3	-	.6	.5	.3	1.2	1.0	1.9	2.8	1.7	2.1
\$2.30 and under \$2.40	.4	.1	1.1	.1	.4	.1	.7	.4	.3	.2	( <sup>5</sup> )	1.0	.9	1.7	3.1	1.3	1.1
\$2.40 and under \$2.50	.8	( <sup>5</sup> )	2.3	-	.4	-	.8	-	.2	.2	.1	.2	.1	1.0	1.2	1.0	1.4
\$2.50 and under \$2.60	.3	.1	.6	.4	.3	.2	.5	.1	.1	.1	-	.1	.1	1.5	2.9	1.1	1.0
\$2.60 and under \$2.70	.2	-	.6	-	.2	( <sup>5</sup> )	.3	-	.2	.2	-	.2	.5	1.8	5.5	.9	.9
\$2.70 and under \$2.80	.2	( <sup>5</sup> )	.6	-	.1	( <sup>5</sup> )	.2	-	.2	( <sup>5</sup> )	-	.7	.5	1.5	5.8	.4	.3
\$2.80 and under \$2.90	.1	-	.2	-	( <sup>5</sup> )	-	( <sup>5</sup> )	-	.2	( <sup>5</sup> )	-	.6	.1	1.0	1.0	1.0	.5
\$2.90 and under \$3.00	-	-	-	-	-	-	-	-	.3	.1	( <sup>5</sup> )	.8	.5	.6	1.2	.4	.2
\$3.00 and over	.2	.3	-	-	.1	-	.3	.1	.1	.1	-	.3	.3	3.0	4.4	2.6	3.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (in hundreds)	74	48	26	14	48	24	24	14	140	111	94	29	14	99	20	80	40
Average hourly earnings <sup>1</sup>	\$1.37	\$1.40	\$1.31	\$1.22	\$1.19	\$1.22	\$1.16	\$1.11	\$1.44	\$1.51	\$1.52	\$1.16	\$1.07	\$1.52	\$1.83	\$1.45	\$1.46

See footnotes at end of table.

Table 2. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings,<sup>1</sup> Selected Industry Groups,<sup>2</sup> Selected Nonmetropolitan Areas,<sup>3</sup> South, June 1962—Continued

Average hourly earnings <sup>1</sup>	Cooke and Grayson Counties, Tex.				Florence County, S. C.				Gaston County, N. C.				Harrison County, W. Va.							
	All industries	Manu- facturing		Nonmanu- facturing		All industries	Manu- facturing	Nonmanu- facturing		All industries	Manu- facturing	Nonmanu- facturing		All industries	Manu- facturing	Nonmanu- facturing				
		Total <sup>4</sup>	Food and kindred products	Total <sup>4</sup>	Retail trade			Total <sup>4</sup>	Retail trade			Total <sup>4</sup>	Retail trade			Total <sup>4</sup>	Retail trade	Total <sup>4</sup>	Mining	Retail trade
Under \$0.50-----	1.9	0.2	-	3.4	4.7	4.4	-	9.1	12.6	( <sup>5</sup> )	( <sup>5</sup> )	0.1	-	0.7	-	1.4	-	2.5		
\$0.50 and under \$0.55-----	1.9	-	-	3.5	6.0	2.5	-	5.2	7.7	0.1	( <sup>5</sup> )	.5	0.6	1.1	-	2.1	-	4.9		
\$0.55 and under \$0.60-----	.8	-	-	1.6	2.4	.7	-	1.4	1.9	.1	-	.3	.6	.1	( <sup>5</sup> )	.3	-	.5		
\$0.60 and under \$0.65-----	2.0	-	-	3.7	4.9	.9	-	1.9	3.1	.1	-	.8	( <sup>5</sup> )	.8	-	1.5	-	2.8		
\$0.65 and under \$0.70-----	1.7	-	-	3.1	2.9	1.1	-	2.2	2.1	( <sup>5</sup> )	-	.2	.3	.9	-	1.7	-	3.3		
\$0.70 and under \$0.75-----	1.0	-	-	1.9	2.6	1.1	0.6	1.6	2.4	.1	-	.6	1.1	.5	-	1.0	-	1.8		
\$0.75 and under \$0.80-----	2.2	-	-	4.0	4.4	1.7	.2	3.4	3.5	1.0	-	5.7	7.9	1.2	-	2.3	-	4.3		
\$0.80 and under \$0.85-----	1.3	( <sup>5</sup> )	-	2.5	3.3	1.7	.7	2.8	2.8	.2	-	1.1	1.6	.9	-	1.8	-	3.8		
\$0.85 and under \$0.90-----	.7	-	-	1.3	1.4	1.3	.4	2.3	3.2	.2	( <sup>5</sup> )	1.3	1.8	.9	-	1.7	-	2.5		
\$0.90 and under \$0.95-----	2.1	-	-	3.8	5.3	.9	.3	1.6	2.4	.3	( <sup>5</sup> )	1.9	3.2	.5	-	.9	-	2.3		
\$0.95 and under \$1.00-----	.8	-	-	1.4	1.4	1.0	( <sup>5</sup> )	2.1	2.6	.2	( <sup>5</sup> )	1.1	1.8	.4	( <sup>5</sup> )	.8	-	1.5		
\$1.00 and under \$1.05-----	5.5	1.0	0.4	9.3	15.5	5.2	2.0	8.5	13.5	3.2	0.8	14.7	26.9	4.6	0.1	8.9	-	21.0		
\$1.05 and under \$1.10-----	1.4	.2	.4	2.4	2.8	1.4	.9	2.0	2.9	.6	( <sup>5</sup> )	3.3	3.6	.7	( <sup>5</sup> )	1.3	-	3.1		
\$1.10 and under \$1.15-----	1.5	.6	-	2.3	4.0	1.3	.8	1.9	2.2	.7	.1	3.3	6.2	.8	.1	1.6	-	4.0		
\$1.15 and under \$1.20-----	12.3	19.2	7.3	6.4	2.9	18.9	27.9	9.4	5.1	7.7	7.6	8.2	5.1	3.9	2.7	5.1	0.1	5.4		
\$1.20 and under \$1.25-----	3.8	5.2	.8	2.6	2.1	8.4	13.7	2.7	2.1	5.7	6.2	3.2	4.1	1.2	.9	1.4	.3	1.4		
\$1.25 and under \$1.30-----	6.3	7.6	1.8	5.3	5.9	7.9	11.7	3.9	2.2	9.8	10.9	4.7	3.8	3.4	.9	5.8	7.4	4.3		
\$1.30 and under \$1.35-----	2.9	4.0	1.2	2.0	2.0	4.7	7.0	2.2	1.8	8.1	9.0	3.8	4.6	1.2	.5	1.8	.2	1.3		
\$1.35 and under \$1.40-----	3.7	4.1	.4	3.4	2.7	4.0	4.6	3.4	1.5	9.9	11.3	3.4	1.9	1.2	.3	2.0	2.8	1.9		
\$1.40 and under \$1.45-----	2.8	2.7	.3	2.9	3.7	2.9	3.4	2.5	1.7	10.1	11.5	3.6	3.8	1.4	.3	2.5	1.4	1.8		
\$1.45 and under \$1.50-----	2.2	2.4	.3	2.1	1.5	2.5	3.5	1.4	1.4	6.5	7.6	1.6	1.3	.8	.9	.7	-	.8		
\$1.50 and under \$1.60-----	4.5	4.5	2.3	4.6	2.8	5.3	4.3	6.4	3.8	8.9	9.7	5.3	4.6	3.1	1.4	4.8	5.2	4.1		
\$1.60 and under \$1.70-----	3.8	3.8	3.4	3.7	2.8	3.8	4.1	3.6	3.2	6.3	6.8	4.0	2.6	2.5	1.2	3.8	1.9	2.7		
\$1.70 and under \$1.80-----	4.8	6.6	3.1	3.2	2.5	2.7	2.2	3.3	1.9	7.7	8.6	3.6	2.4	2.9	2.9	3.0	4.0	2.3		
\$1.80 and under \$1.90-----	3.8	4.5	11.7	3.1	1.8	2.1	1.9	2.3	2.3	3.2	3.3	2.9	2.2	2.1	1.4	2.8	3.8	2.2		
\$1.90 and under \$2.00-----	3.4	5.2	13.0	1.8	1.3	2.5	3.0	1.9	2.1	1.6	1.6	1.6	1.7	5.9	9.6	2.4	2.4	1.1		
\$2.00 and under \$2.10-----	3.3	4.3	8.2	2.5	1.1	1.6	.9	2.4	1.7	1.9	1.7	3.0	1.9	3.6	4.5	2.7	3.1	2.1		
\$2.10 and under \$2.20-----	4.0	5.5	16.4	2.7	1.4	1.7	1.8	1.5	.8	1.3	1.2	1.9	1.2	3.3	4.8	1.9	1.0	1.9		
\$2.20 and under \$2.30-----	2.2	3.1	4.5	1.5	1.1	1.1	1.1	1.1	1.3	.7	.6	1.2	.9	6.4	10.9	2.1	1.8	.7		
\$2.30 and under \$2.40-----	2.6	4.2	9.9	1.2	.7	.4	.3	.5	.4	.6	.5	1.2	.2	5.9	10.6	1.3	.6	.6		
\$2.40 and under \$2.50-----	1.8	2.1	7.8	1.6	.3	.8	1.3	.3	.5	.3	.2	1.0	.3	3.2	4.7	1.7	.1	.6		
\$2.50 and under \$2.60-----	1.6	2.4	2.3	.9	.2	.5	.2	.9	.2	.4	.3	1.2	.3	4.2	4.5	3.9	.9	3.5		
\$2.60 and under \$2.70-----	1.0	1.5	.5	.5	.1	.5	.7	.3	.5	.4	.1	1.6	.2	3.7	5.8	1.7	.5	.1		
\$2.70 and under \$2.80-----	1.4	1.7	.3	1.2	.2	.3	( <sup>5</sup> )	.5	.2	.7	.1	3.4	.2	3.9	5.2	2.7	.3	.3		
\$2.80 and under \$2.90-----	.5	.6	.3	.4	( <sup>5</sup> )	.4	.4	.4	.2	.2	.1	.7	.1	3.5	5.4	1.6	.1	.3		
\$2.90 and under \$3.00-----	.6	.8	.5	.5	.3	.5	( <sup>5</sup> )	1.1	1.0	.2	( <sup>5</sup> )	1.1	.1	3.0	4.3	1.7	3.8	.2		
\$3.00 and over-----	1.8	1.8	2.9	1.9	.9	.9	.1	1.7	1.2	.6	.1	3.1	.9	15.7	16.1	15.3	58.2	1.9		
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
Number of workers (in hundreds) --	116	53	13	63	29	101	52	49	25	331	273	58	27	128	62	66	14	23		
Average hourly earnings <sup>1</sup> -----	\$1.49	\$1.69	\$2.01	\$1.33	\$1.18	\$1.31	\$1.38	\$1.23	\$1.13	\$1.47	\$1.47	\$1.48	\$1.23	\$2.16	\$2.52	\$1.81	\$2.74	\$1.26		

See footnotes at end of table.

Table 2. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, <sup>1</sup> Selected Industry Groups, <sup>2</sup> Selected Nonmetropolitan Areas, <sup>3</sup> South, June 1962—Continued

Average hourly earnings <sup>1</sup>	Hopkins and Muhlenberg, Counties, Ky.					Jones County, Miss.				Lake, Pasco, and Polk Counties, Fla.				Loudon and McMinn Counties, Tenn.			
	All industries	Manufacturing	Nonmanufacturing			All industries	Manufacturing	Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	All industries	Manufacturing		Nonmanufacturing
			Total <sup>4</sup>	Mining	Retail trade			Total <sup>4</sup>	Retail trade		Total <sup>4</sup>	Food and kindred products			Total <sup>4</sup>	Textile mill products	
Under \$0.50	0.4	-	0.5	-	2.4	1.7	-	4.4	4.1	1.3	( <sup>5</sup> )	( <sup>5</sup> )	2.0	1.9	-	-	9.0
\$0.50 and under \$0.55	1.7	-	2.1	-	9.3	.6	( <sup>5</sup> )	1.5	1.7	.8	-	-	1.2	.9	-	-	4.2
\$0.55 and under \$0.60	.1	-	.1	-	.4	1.0	( <sup>5</sup> )	2.5	4.0	.5	-	-	.7	.3	-	-	1.3
\$0.60 and under \$0.65	.9	-	1.1	-	2.6	1.1	0.1	2.6	2.7	.8	-	-	1.2	1.0	( <sup>5</sup> )	0.1	4.7
\$0.65 and under \$0.70	1.9	-	2.2	-	3.1	.6	-	1.4	1.6	1.0	0.1	( <sup>5</sup> )	1.4	.5	-	-	2.3
\$0.70 and under \$0.75	1.5	-	1.8	-	4.9	.5	( <sup>5</sup> )	1.2	.8	.8	( <sup>5</sup> )	( <sup>5</sup> )	1.1	1.0	-	-	4.6
\$0.75 and under \$0.80	2.2	3.4	2.0	-	8.2	1.2	.3	2.6	4.0	1.0	.1	0.1	1.5	.4	-	-	1.8
\$0.80 and under \$0.85	1.1	-	1.3	-	3.3	1.1	( <sup>5</sup> )	4.3	4.6	.8	( <sup>5</sup> )	.1	1.2	.8	0.2	.2	2.9
\$0.85 and under \$0.90	1.0	.4	1.1	-	2.9	.8	.2	1.8	.9	1.0	.4	.7	1.3	.8	.4	1.1	2.3
\$0.90 and under \$0.95	.9	-	1.0	-	2.9	.8	.1	2.0	2.8	.7	( <sup>5</sup> )	.1	1.0	.7	.1	.2	3.2
\$0.95 and under \$1.00	.7	-	.9	-	1.8	.3	.1	.6	1.1	.7	.2	.4	.9	.6	.2	.5	1.9
\$1.00 and under \$1.05	3.2	1.2	3.6	0.1	13.4	4.8	.4	11.4	15.1	10.8	1.0	1.5	16.0	3.1	1.2	2.1	10.0
\$1.05 and under \$1.10	1.0	-	1.2	-	3.7	1.4	1.0	2.0	2.6	1.1	.7	1.0	1.4	.8	.2	.6	3.1
\$1.10 and under \$1.15	1.4	2.8	1.1	-	3.4	1.7	1.0	2.8	3.2	2.5	1.2	1.7	3.3	.7	3.3	.6	2.0
\$1.15 and under \$1.20	8.3	28.5	4.1	1.5	4.2	11.8	14.3	8.2	2.1	11.8	18.5	21.3	8.1	23.0	26.9	37.9	9.2
\$1.20 and under \$1.25	2.2	4.5	1.7	( <sup>5</sup> )	3.2	2.9	3.3	2.3	1.9	4.2	5.6	5.8	3.5	8.7	9.3	13.3	6.5
\$1.25 and under \$1.30	4.3	12.8	2.5	1.0	2.4	3.8	3.7	4.1	2.0	5.5	6.9	6.6	4.8	8.1	8.7	9.4	5.9
\$1.30 and under \$1.35	1.3	3.9	.7	.1	1.3	2.1	1.6	3.0	3.1	3.8	5.7	7.4	2.8	3.8	4.5	5.9	1.2
\$1.35 and under \$1.40	2.4	3.3	2.2	.1	2.9	2.3	1.2	3.9	5.0	5.5	10.1	16.6	3.0	4.1	4.3	4.9	3.2
\$1.40 and under \$1.45	1.6	1.8	1.5	.3	1.8	3.1	3.1	3.3	3.5	3.9	6.5	9.6	2.4	3.4	3.8	3.8	1.8
\$1.45 and under \$1.50	1.2	1.9	1.1	.2	2.9	1.9	2.1	1.5	2.1	2.2	3.3	4.7	1.7	1.8	1.9	2.4	1.2
\$1.50 and under \$1.60	3.4	6.8	2.7	.4	4.0	5.0	4.3	6.1	5.7	4.7	5.7	7.1	4.2	3.6	3.8	2.7	3.1
\$1.60 and under \$1.70	1.4	2.0	1.2	.1	1.8	3.1	3.4	2.5	2.8	3.6	3.7	3.9	3.5	3.2	3.7	4.1	1.7
\$1.70 and under \$1.80	2.5	2.5	2.5	.1	2.6	3.2	1.8	5.4	6.3	5.9	6.3	3.3	5.8	3.0	3.0	2.8	2.8
\$1.80 and under \$1.90	1.1	1.2	1.0	.5	1.9	12.3	18.9	2.3	2.0	4.8	4.3	2.3	5.0	3.6	4.3	2.5	.9
\$1.90 and under \$2.00	.5	.8	.4	.2	.8	4.6	6.7	1.4	1.5	2.9	2.6	1.1	4.6	2.7	3.2	2.1	.6
\$2.00 and under \$2.10	1.6	3.7	1.2	.3	2.2	6.0	8.3	2.4	2.0	2.9	2.6	1.2	3.1	2.8	3.4	1.5	.7
\$2.10 and under \$2.20	.9	.8	.9	1.0	.9	5.6	8.3	1.5	2.3	2.0	2.4	.6	1.8	1.8	2.2	.7	.3
\$2.20 and under \$2.30	2.6	4.8	2.1	3.1	1.1	3.7	5.2	1.5	2.2	2.3	2.3	.6	2.2	2.4	3.0	.3	.5
\$2.30 and under \$2.40	.4	.5	.4	.2	.4	2.6	3.6	1.2	1.1	2.2	2.1	.7	2.2	1.2	1.3	.2	.6
\$2.40 and under \$2.50	.3	.4	.3	.2	2.5	1.8	2.6	.5	.4	1.7	1.5	.3	1.7	1.0	1.2	-	.4
\$2.50 and under \$2.60	1.4	1.3	1.5	1.4	1.2	2.1	2.5	1.4	1.2	2.4	2.6	.3	2.3	1.8	2.0	.1	.9
\$2.60 and under \$2.70	1.2	.6	1.3	.3	.1	1.1	1.2	1.0	1.0	.8	.6	.3	.9	.7	.5	-	1.3
\$2.70 and under \$2.80	2.2	8.9	.8	.4	.1	.6	.5	.9	-	.7	.4	.1	.9	1.3	1.1	-	2.2
\$2.80 and under \$2.90	6.4	-	7.7	13.0	.1	.8	.1	1.9	.7	.6	.4	.1	.8	.5	.5	.2	.4
\$2.90 and under \$3.00	7.8	.1	9.4	16.5	.1	.5	-	1.3	.6	.4	.3	( <sup>5</sup> )	.4	.3	.3	.1	-
\$3.00 and over	27.3	1.1	32.7	58.9	1.8	.7	.2	1.5	1.2	1.6	1.6	.2	1.5	3.6	4.3	( <sup>5</sup> )	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (in hundreds)	76	13	63	34	14	91	55	36	19	342	120	67	222	93	73	26	20
Average hourly earnings <sup>1</sup>	\$2.10	\$1.54	\$2.21	\$2.95	\$1.17	\$1.60	\$1.76	\$1.36	\$1.30	\$1.49	\$1.56	\$1.38	\$1.45	\$1.49	\$1.58	\$1.31	\$1.14

See footnotes at end of table.

Table 2. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, <sup>1</sup> Selected Industry Groups, <sup>2</sup> Selected Nonmetropolitan Areas, <sup>3</sup> South, June 1962—Continued

Average hourly earnings <sup>1</sup>	Somerset, Wicomico, and Worcester Counties, Md.							Union County, Ark.			Washington County, Va.			
	All industries	Manufacturing			Nonmanufacturing			All industries	Manufacturing	Nonmanufacturing	All industries	Manufacturing	Nonmanufacturing	
		Total <sup>4</sup>	Food and kindred products	Apparel	Total <sup>4</sup>	Wholesale trade	Retail trade						Total <sup>4</sup>	Retail trade
Under \$0.50.....	1.1	0.5	0.2	-	1.8	0.5	1.9	2.4	0.7	4.1	4.0	0.2	8.6	11.1
\$0.50 and under \$0.55.....	.5	-	-	-	1.2	-	1.8	1.2	-	2.4	1.6	.1	3.4	3.7
\$0.55 and under \$0.60.....	.2	-	-	-	.6	-	.5	.7	-	1.4	.6	.1	1.2	1.4
\$0.60 and under \$0.65.....	.3	-	-	-	.9	-	1.0	1.7	-	3.5	1.3	( <sup>5</sup> )	2.8	2.1
\$0.65 and under \$0.70.....	.3	-	-	-	.6	-	.6	1.2	-	2.5	.4	-	.8	.5
\$0.70 and under \$0.75.....	.6	( <sup>5</sup> )	.1	-	1.4	-	1.6	.7	.1	1.3	.9	-	2.0	.4
\$0.75 and under \$0.80.....	1.0	.2	.4	-	2.2	-	3.0	2.3	-	4.7	1.0	-	2.2	4.5
\$0.80 and under \$0.85.....	.7	( <sup>5</sup> )	.1	-	1.6	-	1.7	1.9	-	3.9	1.8	-	4.1	1.6
\$0.85 and under \$0.90.....	.8	( <sup>5</sup> )	.1	0.1	1.8	-	2.2	1.4	.1	2.8	1.0	( <sup>5</sup> )	2.2	2.9
\$0.90 and under \$0.95.....	.5	.1	.2	-	1.0	-	1.3	1.1	-	2.2	1.4	-	3.2	4.5
\$0.95 and under \$1.00.....	.6	.4	.8	-	1.0	-	1.2	.6	-	1.2	.6	-	1.3	2.1
\$1.00 and under \$1.05.....	6.2	2.5	3.6	3.4	11.7	-	17.3	3.8	.7	7.0	4.5	( <sup>5</sup> )	9.9	17.0
\$1.05 and under \$1.10.....	1.3	.8	.9	1.5	2.0	.5	1.6	.7	-	1.5	.5	-	1.1	2.2
\$1.10 and under \$1.15.....	2.2	1.6	1.3	( <sup>5</sup> )	3.1	1.4	3.6	1.8	-	3.6	1.6	.7	2.7	5.3
\$1.15 and under \$1.20.....	16.5	23.6	17.4	35.7	5.8	17.4	5.4	16.0	25.4	6.5	9.0	8.5	9.5	10.2
\$1.20 and under \$1.25.....	14.2	21.9	35.8	16.1	2.7	7.1	2.2	3.9	5.8	2.0	4.1	5.9	2.0	2.0
\$1.25 and under \$1.30.....	10.1	11.8	17.6	7.6	7.6	9.8	8.4	4.4	4.7	4.1	6.6	6.5	6.8	5.7
\$1.30 and under \$1.35.....	3.4	3.7	2.7	5.6	3.0	5.0	2.7	2.0	1.8	2.2	4.8	6.7	2.5	1.4
\$1.35 and under \$1.40.....	3.7	3.2	2.1	6.2	4.4	4.8	4.2	2.7	2.5	2.9	2.8	3.3	2.2	2.4
\$1.40 and under \$1.45.....	3.0	3.1	3.3	4.1	2.7	6.6	2.4	1.7	1.9	1.6	4.2	5.6	2.5	.5
\$1.45 and under \$1.50.....	2.1	2.4	1.6	3.9	1.7	3.2	1.3	2.3	1.5	3.0	1.8	2.4	1.0	.8
\$1.50 and under \$1.60.....	5.0	3.9	3.0	5.7	6.6	10.5	6.3	3.4	3.5	3.3	7.1	6.5	7.9	3.1
\$1.60 and under \$1.70.....	3.7	3.1	2.1	4.0	4.6	9.4	3.4	3.1	2.3	3.9	5.1	6.9	2.9	2.8
\$1.70 and under \$1.80.....	3.4	2.8	1.6	2.0	4.3	8.7	4.0	2.1	1.4	2.8	4.9	7.0	2.4	.8
\$1.80 and under \$1.90.....	3.1	2.7	1.2	1.2	3.7	2.1	3.8	2.6	1.3	4.0	4.8	7.1	2.0	3.0
\$1.90 and under \$2.00.....	1.7	1.5	.8	.6	2.1	1.8	1.9	2.0	1.2	2.9	2.8	4.6	.6	.5
\$2.00 and under \$2.10.....	2.3	2.1	.8	1.1	2.5	2.7	2.1	2.2	1.0	3.4	2.7	3.9	1.4	.3
\$2.10 and under \$2.20.....	2.1	1.9	.4	.1	2.4	3.2	2.2	1.9	1.8	2.0	2.4	3.5	1.0	.3
\$2.20 and under \$2.30.....	1.7	1.1	.5	.6	2.7	1.8	3.1	2.7	2.3	3.2	3.2	5.4	.4	.5
\$2.30 and under \$2.40.....	2.2	2.1	.4	( <sup>5</sup> )	2.4	.9	1.9	2.4	3.0	1.8	3.0	4.8	.8	1.2
\$2.40 and under \$2.50.....	.7	.8	.2	.1	.6	.5	.4	1.7	2.4	1.1	1.7	2.6	.6	.5
\$2.50 and under \$2.60.....	1.0	.9	.2	( <sup>5</sup> )	1.2	.9	.7	1.3	1.0	1.5	1.6	2.1	.8	1.1
\$2.60 and under \$2.70.....	.5	.3	.2	( <sup>5</sup> )	.8	.5	.3	1.5	2.1	.9	1.6	2.6	.3	.1
\$2.70 and under \$2.80.....	.6	.2	.2	.1	1.2	.2	.6	2.2	3.3	1.1	.6	.7	.5	.5
\$2.80 and under \$2.90.....	.5	.2	.2	-	1.1	-	.6	1.1	1.8	.5	2.7	1.3	4.4	.4
\$2.90 and under \$3.00.....	.6	.4	.2	-	.8	.5	.1	2.6	4.5	.7	.4	.3	.4	-
\$3.00 and over.....	1.7	.2	.1	.1	3.9	.2	2.6	12.3	21.6	2.8	.9	.5	1.5	2.9
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (in hundreds).....	140	84	38	22	56	4	37	71	36	35	84	46	38	15
Average hourly earnings <sup>1</sup> .....	\$1.44	\$1.40	\$1.29	\$1.30	\$1.50	\$1.50	\$1.41	\$1.70	\$2.01	\$1.38	\$1.51	\$1.72	\$1.26	\$1.17

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> See footnote 2, table 1.

<sup>3</sup> See footnote 3, table 1.

<sup>4</sup> Includes industries in addition to those shown separately.

<sup>5</sup> Less than 0.05 percent.

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

Table 3. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings,<sup>1</sup> Selected Major Industry Divisions and Industry Groups,<sup>2</sup> Nonmetropolitan Areas,<sup>3</sup> North Central Region,<sup>4</sup> June 1962

Average hourly earnings <sup>1</sup>	All industries	Manufacturing	Nonmanufacturing			
			Total <sup>5</sup>	Wholesale trade	Retail trade	Finance, insurance, and real estate
Under \$0.50	0.4	( <sup>6</sup> )	0.7		0.4	0.6
\$0.50 and under \$0.55	.3	( <sup>6</sup> )	.6	-	.8	-
\$0.55 and under \$0.60	.2	-	.4	( <sup>6</sup> )	.4	( <sup>6</sup> )
\$0.60 and under \$0.65	.4	( <sup>6</sup> )	.8	0.3	.9	-
\$0.65 and under \$0.70	.5	( <sup>6</sup> )	1.0	-	1.1	-
\$0.70 and under \$0.75	.5	( <sup>6</sup> )	1.0	-	1.3	-
\$0.75 and under \$0.80	1.7	( <sup>6</sup> )	3.6	1.2	3.2	-
\$0.80 and under \$0.85	.6	( <sup>6</sup> )	1.3	.1	1.6	-
\$0.85 and under \$0.90	1.0	( <sup>6</sup> )	2.0	( <sup>6</sup> )	2.3	.4
\$0.90 and under \$0.95	.8	( <sup>6</sup> )	1.6	-	2.1	.4
\$0.95 and under \$1.00	.5	( <sup>6</sup> )	1.1	2.4	1.1	( <sup>6</sup> )
\$1.00 and under \$1.05	6.1	0.3	12.2	3.7	16.9	4.7
\$1.05 and under \$1.10	1.1	.1	2.2	1.4	3.0	.5
\$1.10 and under \$1.15	1.7	.1	3.4	3.4	4.2	1.0
\$1.15 and under \$1.20	7.1	8.8	5.3	15.0	4.0	8.4
\$1.20 and under \$1.25	2.7	2.4	3.0	4.0	3.0	2.9
\$1.25 and under \$1.30	5.8	4.5	7.2	8.9	7.5	9.8
\$1.30 and under \$1.35	2.7	2.6	2.8	2.8	2.8	5.8
\$1.35 and under \$1.40	3.2	2.6	3.8	4.0	3.7	6.1
\$1.40 and under \$1.45	2.7	2.4	2.9	2.9	2.6	5.3
\$1.45 and under \$1.50	2.2	2.2	2.3	3.4	2.3	3.5
\$1.50 and under \$1.60	6.0	5.1	7.0	10.7	6.9	8.2
\$1.60 and under \$1.70	4.6	4.6	4.5	4.9	4.1	7.5
\$1.70 and under \$1.80	5.0	5.5	4.4	5.6	3.7	7.7
\$1.80 and under \$1.90	4.0	4.8	3.2	4.2	3.3	3.6
\$1.90 and under \$2.00	4.1	5.8	2.2	2.4	1.9	3.3
\$2.00 and under \$2.10	4.6	5.9	3.2	3.0	3.0	4.0
\$2.10 and under \$2.20	4.0	6.1	1.7	2.3	1.5	2.0
\$2.20 and under \$2.30	3.9	5.6	2.2	2.6	1.9	1.3
\$2.30 and under \$2.40	3.2	4.9	1.4	2.6	1.3	2.6
\$2.40 and under \$2.50	3.0	4.7	1.1	1.7	.9	.8
\$2.50 and under \$2.60	3.1	4.3	1.8	2.7	1.3	1.2
\$2.60 and under \$2.70	3.1	5.0	1.1	.5	.7	2.4
\$2.70 and under \$2.80	2.0	2.8	1.1	.6	.7	.8
\$2.80 and under \$2.90	1.5	2.0	.9	.4	.4	.7
\$2.90 and under \$3.00	1.1	1.4	.7	.2	.4	.2
\$3.00 and over	4.6	5.2	4.0	1.9	2.9	4.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (in thousands)	2,288	1,181	1,107	113	686	71
Average hourly earnings <sup>1</sup>	\$1.77	\$1.98	\$1.55	\$1.56	\$1.48	\$1.66

<sup>1</sup> See footnote 1, table 1.<sup>2</sup> See footnote 2, table 1.<sup>3</sup> See footnote 3, table 1.<sup>4</sup> The North Central region included the states of Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota,

Ohio, South Dakota, and Wisconsin.

<sup>5</sup> Includes industries in addition to those shown separately.<sup>6</sup> Less than 0.05 percent.

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

Table 4. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings,<sup>1</sup> Selected Industry Groups,<sup>2</sup> Selected Nonmetropolitan Areas,<sup>3</sup> North Central Region, June 1962

Average hourly earnings <sup>1</sup>	Alpena County, Mich.			Barton and Rice Counties, Kans.			Crawford, Franklin, and Washington Counties, Mo.				Elkhart County, Ind.					
	All industries	Manu- facturing	Nonmanu- facturing	All industries	Manu- facturing	Nonmanu- facturing	All industries	Manu- facturing		Nonmanu- facturing		All industries	Manu- facturing	Nonmanu- facturing		
								Total <sup>4</sup>	Leather	Total <sup>4</sup>	Retail trade			Total <sup>4</sup>	Wholesale trade	Retail trade
Under \$0.50.....	0.1	-	0.4	0.4	-	0.5	0.5	( <sup>5</sup> )	( <sup>5</sup> )	1.4	1.1	( <sup>5</sup> )	-	0.2	-	-
\$0.50 and under \$0.55.....	-	-	-	.5	0.7	.4	.6	-	-	1.2	2.3	0.2	-	.9	-	1.5
\$0.55 and under \$0.60.....	-	-	-	.7	-	.8	.4	-	-	.8	1.8	.1	-	.5	-	.2
\$0.60 and under \$0.65.....	-	-	-	4.2	-	5.0	.5	-	-	1.5	3.3	.2	-	.7	-	.7
\$0.65 and under \$0.70.....	.7	-	1.9	1.8	-	2.2	.7	-	-	1.9	2.9	.1	( <sup>5</sup> )	.2	-	.4
\$0.70 and under \$0.75.....	.2	-	.5	1.7	-	2.0	.3	-	-	.7	1.6	.4	-	1.5	-	1.8
\$0.75 and under \$0.80.....	.2	-	.6	3.2	-	3.8	1.3	-	-	3.8	4.3	.7	-	2.8	0.7	4.6
\$0.80 and under \$0.85.....	.1	-	.4	1.4	-	1.6	.5	-	-	1.2	1.4	.3	( <sup>5</sup> )	1.1	-	2.1
\$0.85 and under \$0.90.....	.5	-	1.3	1.0	-	1.2	.7	( <sup>5</sup> )	0.1	1.8	2.7	.1	( <sup>5</sup> )	.4	-	.8
\$0.90 and under \$0.95.....	.2	0.2	.1	.6	-	.7	.4	-	-	1.2	2.7	.6	( <sup>5</sup> )	2.4	-	2.1
\$0.95 and under \$1.00.....	-	-	-	.4	-	.5	.4	( <sup>5</sup> )	-	1.2	.8	.1	( <sup>5</sup> )	.4	-	.6
\$1.00 and under \$1.05.....	3.7	.1	10.0	4.0	.7	4.6	2.4	( <sup>5</sup> )	.1	6.8	14.9	2.5	( <sup>5</sup> )	9.7	2.9	13.7
\$1.05 and under \$1.10.....	.6	.1	1.6	1.3	-	1.6	.1	( <sup>5</sup> )	-	.2	.5	.6	-	2.1	-	2.7
\$1.10 and under \$1.15.....	1.2	.2	3.0	1.1	-	1.4	.7	0.2	.2	1.6	3.6	1.5	0.1	5.8	4.9	8.2
\$1.15 and under \$1.20.....	1.2	.1	3.1	4.9	2.6	5.4	16.5	22.2	24.7	6.2	5.2	1.5	1.3	1.9	1.6	2.2
\$1.20 and under \$1.25.....	1.4	.1	3.8	1.8	.1	2.1	4.6	5.6	7.1	2.8	3.2	1.0	.5	2.5	1.3	2.7
\$1.25 and under \$1.30.....	2.4	.7	5.4	10.6	1.7	12.4	8.5	8.1	7.0	9.4	7.4	3.6	2.3	7.5	14.2	7.4
\$1.30 and under \$1.35.....	.5	.3	.9	1.7	.7	1.9	4.3	5.6	5.6	1.9	1.4	1.4	1.1	2.2	.9	2.2
\$1.35 and under \$1.40.....	2.2	.3	5.4	2.8	1.8	3.0	5.2	6.2	7.1	3.4	1.6	1.9	1.6	2.7	2.9	1.9
\$1.40 and under \$1.45.....	1.3	.6	2.4	3.5	4.4	3.3	4.2	4.2	4.7	4.4	2.3	1.7	1.4	2.5	2.0	2.2
\$1.45 and under \$1.50.....	.9	.3	1.8	2.6	1.1	2.9	3.5	4.6	5.0	1.5	2.2	1.2	1.1	1.3	1.8	1.1
\$1.50 and under \$1.60.....	3.0	1.2	6.2	6.3	11.0	5.4	6.8	7.2	8.2	6.1	5.4	4.9	4.1	7.1	9.7	5.5
\$1.60 and under \$1.70.....	2.4	.9	5.0	5.0	5.1	5.0	6.0	5.7	5.8	6.7	5.0	4.4	4.1	5.1	7.1	4.3
\$1.70 and under \$1.80.....	2.8	.7	6.4	6.3	15.1	4.5	5.6	6.8	5.1	3.5	3.8	5.9	6.0	5.5	6.0	4.4
\$1.80 and under \$1.90.....	3.3	2.0	5.4	5.2	7.4	4.8	4.0	4.4	4.1	3.4	2.9	4.1	4.7	2.5	2.1	2.4
\$1.90 and under \$2.00.....	3.7	4.1	2.9	3.0	8.6	1.9	2.3	2.9	2.8	1.3	.7	3.8	4.3	2.4	3.4	2.3
\$2.00 and under \$2.10.....	6.2	6.8	5.3	4.6	10.0	3.5	3.3	2.8	2.8	4.3	3.6	6.5	6.9	5.3	5.8	4.0
\$2.10 and under \$2.20.....	5.3	6.7	2.9	3.5	10.0	2.2	1.8	2.3	2.2	.9	.6	4.6	5.7	1.5	3.1	1.1
\$2.20 and under \$2.30.....	5.1	6.0	3.5	3.5	4.9	3.2	2.4	2.1	1.7	3.1	3.5	5.9	6.9	3.1	3.0	3.3
\$2.30 and under \$2.40.....	5.1	7.1	1.6	2.2	4.2	1.8	1.5	1.3	1.0	1.7	2.6	7.0	8.5	2.7	7.1	2.2
\$2.40 and under \$2.50.....	6.5	9.4	1.5	1.2	3.1	.8	1.1	.9	.8	1.5	.1	7.0	8.7	2.0	3.0	1.0
\$2.50 and under \$2.60.....	8.1	11.3	2.6	2.4	2.9	2.3	1.2	1.3	1.5	1.1	1.0	7.2	8.4	3.6	3.2	3.1
\$2.60 and under \$2.70.....	7.8	11.2	1.8	1.6	.8	1.8	1.7	1.7	1.4	1.6	.8	3.1	3.8	1.0	3.1	.5
\$2.70 and under \$2.80.....	7.7	10.7	2.5	1.3	.7	1.4	.6	.6	.5	.6	-	3.1	3.3	2.4	4.1	1.2
\$2.80 and under \$2.90.....	6.4	8.6	2.6	.6	1.0	.6	1.3	.6	.4	2.7	.1	2.8	3.4	1.0	.2	.6
\$2.90 and under \$3.00.....	4.6	6.7	1.0	.8	.4	.9	.4	.1	.1	1.1	.5	1.2	1.5	.3	.2	.3
\$3.00 and over.....	4.5	3.6	6.2	2.2	1.0	2.4	3.6	2.7	.4	5.3	2.0	8.9	10.1	5.4	5.6	4.7
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (in hundreds).....	42	27	15	43	7	35	101	65	36	36	17	259	193	67	9	34
Average hourly earnings <sup>1</sup> .....	\$2.20	\$2.46	\$1.75	\$1.57	\$1.87	\$1.51	\$1.57	\$1.59	\$1.51	\$1.57	\$1.35	\$2.10	\$2.26	\$1.68	\$1.84	\$1.60

See footnotes at end of table.

Table 4. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings,<sup>1</sup> Selected Industry Groups,<sup>2</sup> Selected Nonmetropolitan Areas,<sup>3</sup> North Central Region, June 1962—Continued

Average hourly earnings <sup>1</sup>	Fayette County, Ind.			Maniowoc County, Wis.				Marathon County, Wis.				Portage County, Ohio			
	All indus- tries	Manu- facturing	Nonmanu- facturing	All indus- tries	Manu- facturing	Nonmanu- facturing		All indus- tries	Manu- facturing	Nonmanu- facturing		All indus- tries	Manu- facturing		Nonmanu- facturing
						Total <sup>4</sup>	Retail trade			Total <sup>4</sup>	Retail trade		Total <sup>4</sup>	Rubber	
Under \$0.50-----	( <sup>5</sup> )	-	0.1	( <sup>5</sup> )	-	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-
\$0.50 and under \$0.55-----	0.6	-	2.4	-	-	( <sup>5</sup> )	-	0.2	-	0.4	-	-	-	-	-
\$0.55 and under \$0.60-----	.2	-	.9	( <sup>5</sup> )	-	( <sup>5</sup> )	-	-	-	-	-	0.2	-	-	0.6
\$0.60 and under \$0.65-----	.9	-	3.4	-	-	-	-	.1	0.1	.1	0.3	.8	-	-	1.8
\$0.65 and under \$0.70-----	( <sup>5</sup> )	-	.2	-	-	-	-	.2	.1	.3	.1	.6	-	-	1.5
\$0.70 and under \$0.75-----	.1	-	.5	0.1	-	0.2	0.3	( <sup>5</sup> )	-	.1	( <sup>5</sup> )	.3	-	-	.6
\$0.75 and under \$0.80-----	1.7	-	6.3	.8	-	2.9	1.0	.3	-	.7	.5	2.4	-	-	5.6
\$0.80 and under \$0.85-----	.1	-	.5	.1	( <sup>5</sup> )	.2	.3	.2	.1	.3	.3	1.2	-	-	2.9
\$0.85 and under \$0.90-----	.2	-	.9	2.3	( <sup>5</sup> )	8.7	12.1	2.8	-	6.3	12.8	1.8	-	-	4.3
\$0.90 and under \$0.95-----	.1	-	.5	1.0	-	3.7	3.8	1.1	-	2.3	4.0	1.7	-	-	3.9
\$0.95 and under \$1.00-----	.5	-	1.9	.6	( <sup>5</sup> )	2.4	2.2	.5	-	1.1	2.4	.5	( <sup>5</sup> )	-	1.1
\$1.00 and under \$1.05-----	2.9	0.1	10.8	2.8	0.2	9.9	14.6	2.7	.1	5.8	8.0	4.0	-	-	9.4
\$1.05 and under \$1.10-----	1.0	.1	3.8	.3	.1	.9	.9	.6	( <sup>5</sup> )	1.3	2.3	1.3	-	-	3.2
\$1.10 and under \$1.15-----	.8	.1	2.6	1.2	.3	3.7	4.4	1.5	-	3.4	5.9	1.4	0.2	0.5	3.0
\$1.15 and under \$1.20-----	.8	.3	2.2	2.9	2.1	5.2	5.5	6.6	3.0	11.0	5.1	1.8	.7	1.1	3.4
\$1.20 and under \$1.25-----	.7	.1	2.2	2.4	2.7	1.7	1.8	2.8	1.9	3.9	2.6	.8	.6	.5	1.1
\$1.25 and under \$1.30-----	2.2	.8	6.1	3.5	2.2	7.3	7.9	4.4	2.2	7.1	7.0	3.9	2.6	2.3	5.6
\$1.30 and under \$1.35-----	.5	.3	1.1	2.7	2.6	2.7	1.6	2.9	2.4	3.6	1.5	1.3	1.3	1.8	1.4
\$1.35 and under \$1.40-----	.8	.4	1.9	2.6	2.2	3.4	2.7	3.5	2.7	4.5	5.3	2.2	1.2	1.5	3.5
\$1.40 and under \$1.45-----	1.5	.5	4.0	3.1	3.4	2.2	.8	2.8	2.5	3.2	3.0	1.4	1.3	2.6	1.5
\$1.45 and under \$1.50-----	1.5	.3	4.7	2.6	2.9	1.6	1.7	2.5	2.0	3.1	3.6	1.2	1.3	2.8	1.0
\$1.50 and under \$1.60-----	2.0	1.6	3.1	9.7	10.0	9.0	9.6	5.7	5.0	6.7	6.4	4.8	2.7	4.3	7.6
\$1.60 and under \$1.70-----	3.6	3.1	5.0	7.8	9.5	3.1	2.2	5.9	6.3	5.5	5.0	3.0	2.5	3.6	3.5
\$1.70 and under \$1.80-----	2.8	1.8	5.7	6.9	7.7	4.6	3.6	5.3	5.8	4.6	3.8	5.1	6.6	10.4	3.0
\$1.80 and under \$1.90-----	1.7	1.6	2.1	5.9	6.8	3.3	3.0	5.2	5.9	4.4	5.1	2.7	3.3	3.4	1.8
\$1.90 and under \$2.00-----	5.0	6.4	.9	4.6	5.3	2.5	3.3	4.1	4.8	3.1	2.9	4.0	4.8	6.6	2.8
\$2.00 and under \$2.10-----	9.0	7.0	14.6	5.2	5.7	4.0	4.8	5.1	7.3	2.5	3.1	6.5	7.9	6.9	4.6
\$2.10 and under \$2.20-----	9.2	12.3	.5	5.9	7.1	2.7	2.6	6.1	9.0	2.5	2.1	5.8	8.6	10.4	2.0
\$2.20 and under \$2.30-----	10.5	13.4	2.4	4.6	5.6	2.1	2.4	5.7	8.9	1.8	.7	6.3	9.8	11.6	1.6
\$2.30 and under \$2.40-----	6.5	8.8	.2	3.5	4.3	1.2	1.5	6.4	10.6	1.4	1.3	4.7	6.7	6.9	1.9
\$2.40 and under \$2.50-----	10.4	13.9	.4	5.2	6.8	.8	.7	3.9	5.8	1.5	.7	4.8	7.9	7.2	.5
\$2.50 and under \$2.60-----	6.7	8.2	2.5	4.2	5.1	1.9	1.5	3.1	4.3	1.8	1.2	6.1	7.4	6.1	4.3
\$2.60 and under \$2.70-----	5.7	7.3	1.0	2.4	2.8	1.2	.6	2.0	3.0	.8	.6	4.7	7.5	1.0	.8
\$2.70 and under \$2.80-----	3.0	3.5	1.6	.9	1.1	.4	.1	1.7	2.5	.7	.6	3.5	4.5	1.8	2.2
\$2.80 and under \$2.90-----	4.2	5.3	1.1	1.0	1.1	.8	.5	1.2	.9	1.5	.5	2.5	2.4	.4	2.7
\$2.90 and under \$3.00-----	.7	.9	-	.9	.6	1.7	.2	.4	.6	.3	.2	2.1	2.9	2.0	1.1
\$3.00 and over-----	1.7	1.6	2.2	2.3	1.7	3.9	2.0	2.4	2.3	2.5	1.2	4.9	5.4	4.4	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	100.0	100.0	100.0	100.0
Number of workers (in hundreds)-----	49	36	13	152	111	41	25	128	70	58	23	89	51	16	38
Average hourly earnings <sup>1</sup> -----	\$2.07	\$2.28	\$1.48	\$1.81	\$1.92	\$1.58	\$1.53	\$1.79	\$2.01	\$1.52	\$1.46	\$1.95	\$2.24	\$2.13	\$1.59

See footnotes at end of table.

Table 4. Percentage Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings,<sup>1</sup> Selected Industry Groups,<sup>2</sup> Selected Nonmetropolitan Areas,<sup>3</sup> North Central Region, June 1962—Continued

Average hourly earnings <sup>1</sup>	Sandusky County, Ohio			Whiteside County, Ill.			Winona County, Minn.			
	All indus- tries	Manu- facturing	Nonmanu- facturing	All indus- tries	Manu- facturing	Nonmanu- facturing	All indus- tries	Manu- facturing	Nonmanu- facturing	
									Total <sup>4</sup>	Retail trade
Under \$0.50 -----	-	-	-	0.2	( <sup>5</sup> )	0.5	-	-	-	-
\$0.50 and under \$0.55 -----	( <sup>5</sup> )	-	( <sup>5</sup> )	.1	-	.4	( <sup>5</sup> )	-	( <sup>5</sup> )	0.1
\$0.55 and under \$0.60 -----	-	-	-	.2	-	.7	0.1	-	0.2	-
\$0.60 and under \$0.65 -----	1.0	-	2.8	.2	-	.8	.5	-	1.1	1.6
\$0.65 and under \$0.70 -----	.2	-	.5	.8	-	2.6	.2	-	.4	.7
\$0.70 and under \$0.75 -----	1.0	-	2.9	.5	( <sup>5</sup> )	1.6	.5	-	1.2	.1
\$0.75 and under \$0.80 -----	.8	-	2.3	1.1	-	3.8	.9	-	2.2	1.7
\$0.80 and under \$0.85 -----	.8	-	2.2	1.0	-	3.3	.9	-	2.1	2.8
\$0.85 and under \$0.90 -----	1.0	-	3.0	.5	-	1.7	2.5	-	5.7	7.6
\$0.90 and under \$0.95 -----	.4	-	1.2	.5	-	1.7	.8	-	1.8	2.3
\$0.95 and under \$1.00 -----	.1	0.1	.2	.2	0.2	.2	.2	( <sup>5</sup> )	.4	.5
\$1.00 and under \$1.05 -----	4.2	-	11.9	3.0	.2	9.8	3.4	0.1	7.9	10.7
\$1.05 and under \$1.10 -----	.9	-	2.6	.4	( <sup>5</sup> )	1.4	.8	.1	1.8	3.0
\$1.10 and under \$1.15 -----	1.4	-	3.8	.8	( <sup>5</sup> )	2.8	1.4	.1	3.1	4.5
\$1.15 and under \$1.20 -----	3.2	1.8	5.7	1.4	.5	3.4	5.3	6.5	3.8	3.1
\$1.20 and under \$1.25 -----	1.9	1.4	2.7	.7	.1	2.0	5.3	4.5	6.4	8.2
\$1.25 and under \$1.30 -----	3.7	2.7	5.7	2.0	.5	5.5	4.7	4.0	5.6	6.3
\$1.30 and under \$1.35 -----	1.3	1.1	1.7	1.3	.4	3.5	3.0	3.9	1.9	1.6
\$1.35 and under \$1.40 -----	2.6	2.2	3.4	1.4	.5	3.3	2.7	3.0	2.4	2.3
\$1.40 and under \$1.45 -----	1.4	1.1	1.8	2.1	2.1	2.1	4.0	4.6	3.3	3.0
\$1.45 and under \$1.50 -----	1.5	1.4	1.7	1.2	.3	3.4	2.8	3.4	2.0	2.2
\$1.50 and under \$1.60 -----	4.2	3.5	5.6	3.3	2.4	5.4	7.5	7.1	8.0	7.5
\$1.60 and under \$1.70 -----	4.0	4.2	3.9	3.7	3.7	3.7	6.6	8.8	3.8	4.1
\$1.70 and under \$1.80 -----	3.9	4.0	3.9	3.5	3.4	3.7	5.7	5.8	5.6	4.8
\$1.80 and under \$1.90 -----	4.5	4.1	5.1	4.9	4.8	4.9	5.5	6.5	4.3	3.3
\$1.90 and under \$2.00 -----	3.4	3.9	2.4	4.1	4.1	4.0	4.2	3.5	5.1	3.3
\$2.00 and under \$2.10 -----	5.3	6.3	3.6	4.5	5.1	3.1	6.1	8.8	2.6	3.7
\$2.10 and under \$2.20 -----	4.4	4.7	4.0	3.3	3.1	3.7	4.7	6.4	2.5	1.6
\$2.20 and under \$2.30 -----	6.7	9.3	2.2	5.2	6.5	2.2	5.0	6.1	3.7	4.7
\$2.30 and under \$2.40 -----	5.7	7.9	1.7	3.5	4.1	2.1	2.9	3.7	1.8	1.5
\$2.40 and under \$2.50 -----	2.2	3.0	.8	4.2	5.6	1.0	1.5	2.1	.7	.3
\$2.50 and under \$2.60 -----	4.8	5.8	2.8	2.5	2.9	1.8	1.4	1.6	1.1	.6
\$2.60 and under \$2.70 -----	10.1	15.0	1.1	2.5	2.8	1.7	1.3	1.8	.7	.1
\$2.70 and under \$2.80 -----	6.4	9.4	.9	3.6	3.8	3.1	1.5	1.9	.9	.3
\$2.80 and under \$2.90 -----	1.6	2.1	.8	2.8	3.8	.5	1.9	2.1	1.7	.1
\$2.90 and under \$3.00 -----	1.9	2.0	1.7	2.6	3.5	.5	1.1	1.4	.7	.1
\$3.00 and over -----	3.3	3.2	3.5	26.0	35.4	3.9	2.9	2.2	3.8	1.8
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (in hundreds) -----	83	54	29	90	63	27	67	38	29	15
Average hourly earnings <sup>1</sup> -----	\$1.97	\$2.21	\$1.53	\$2.35	\$2.69	\$1.57	\$1.71	\$1.84	\$1.56	\$1.49

<sup>1</sup> See footnote 1, table 1.

<sup>2</sup> See footnote 2, table 1.

<sup>3</sup> See footnote 3, table 1.

<sup>4</sup> Includes industries in addition to those shown separately.

<sup>5</sup> Less than 0.05 percent.

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



## Appendix A. Scope and Method of Survey

### Scope of Survey

The survey covered establishments with one or more employees located in non-metropolitan areas of the South and North Central regions of the United States. Auxiliary units affiliated with and serving the various establishments (i.e., warehouses, central offices, laboratories, and powerplants) were also included. Major industry groups within the scope of the survey were: (1) Mining (except petroleum and natural gas); (2) manufacturing; (3) transportation (except railroads), communication, electric, gas, and sanitary services; (4) wholesale trade; (5) retail trade (eating and drinking places were not covered on a regional basis, but were in 26 selected areas); (6) finance, insurance, and real estate; and (7) services (except nonprofit, religious, charitable, educational, and humane organizations). Major industry groups excluded were agriculture, contract construction, and government. The 1957 revised edition of the Standard Industrial Classification Manual prepared by the Bureau of the Budget was used in classifying establishments by industry.

The data for this survey reflect earnings of nonsupervisory employees (except outside salespersons) for a payroll period ending nearest June 15, 1962. In 26 of the selected areas, data were also obtained for a payroll period ending nearest October 15, 1961, for all industries except retail trade.

### Sample Design

The sampling procedure adopted for this study comprised two stages. First, all nonmetropolitan counties in the South and North Central regions were stratified by location, major industry, and employment. As a result, strata were developed for areas in which the predominant economic activity, in terms of employment, was agriculture, coal mining, machinery manufacturing, textile manufacturing, food processing, etc. Equal employment size of strata was maintained as nearly as possible. From each stratum, one sampling unit, which was a single county or a contiguous group of counties, was selected with probability proportionate to its size to represent the entire stratum. Thirty-five nonmetropolitan areas in the South, and 31 in the North Central region were chosen for study.

The second stage involved the selection of establishments in each of the 66 sampling unit areas. State agencies which administer the unemployment insurance laws furnished establishment listings showing location, employment, and industry classification. Establishments with fewer than four employees, however, were not included because these laws do not cover such establishments in many States. For the 26 nonmetropolitan areas shown separately, a stratified sample design was employed with variable sampling ratios depending on industry division and employment size. As personal visits were employed, the most efficient allocation of the sample was necessary. For the remaining 40 sampling areas, where information was solicited by a mail questionnaire, all establishments within scope of the survey employing 20 or more workers and one-fifth of those employing fewer than 20 employees were selected.

Retail trade in the 26 areas was treated in the same manner as the other industry groups. The regional estimates for retail trade, however, were a product of the Bureau's nationwide retail survey conducted in June 1962.

### Method of Collection

Primary data used in the tabulations were obtained largely by mail questionnaires with the exception of the October 1961 and June 1962 data shown for the 26 selected areas. Because the study required data collection for two payroll periods in these areas, the Bureau's field economists made personal visits. Data collection for a sample of the non-respondents to the mail questionnaire was also conducted by personal visits.

### Method of Estimation

Data collected for each sampling unit were weighted in accordance with the probability of selecting that unit. For example, where 1 out of 5 establishments was selected among the size group with 4 to 19 employees, it was considered as representing itself and 4 others, and was given a weight of 5. Data for establishments with 1 to 3 employees, which were not included in the unemployment agency listings, were imputed to the establishments with 4 to 19 employees. Data obtained by personal visits from a sample of nonrespondents to the mail questionnaire were weighted to represent all other nonrespondents.

Regional estimates for all industries (except retail trade) were obtained by weighting each set of sample area data in accordance with the probability of selection of that area. The weight is the ratio of employment in the stratum to that in the sample area. Retail trade estimates for the region were derived from the Bureau's nationwide industry study.

The estimates of employment levels and period-to-period changes are subject to some error because of the omission of establishments new to the universe subsequent to the compilation of the establishment listing, which were completed in advance of the surveys. In addition, the lack of precise information for establishments with fewer than four employees makes it necessary to regard with some reservation small employment changes based on samples.

### Definition of Terms

Establishment is generally defined as a single physical location where business is conducted. Because the survey was conducted on a county area basis (as opposed to an industry basis), data were requested for all establishments of the reporting unit located within the specified area. Auxiliary units, such as warehouses, offices, repair shops, and laboratories, were also included in the survey as part of the reporting units.

Nonsupervisory employees include such workers as miners, production workers, office and clerical workers, inside salespersons, routemen, repairmen, maintenance workers, installation men, cafeteria employees, custodial workers, truckdrivers, etc. Working supervisors who spend less than 20 percent of their time at supervisory duties are also classified as nonsupervisory. Excluded from this group are outside salespersons, force-account construction workers, and executive, administrative, professional, and supervisory personnel.

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

Earnings Data. For purposes of this study, earnings data relate to straight-time earnings, excluding premium pay for overtime work, and for work on weekends, holidays, and late shifts. Cost-of-living and incentive payments, such as those resulting from piece-work or production bonus systems, are considered part of the worker's regular pay, but nonproduction payments, such as Christmas or yearend bonuses, are not. Earnings of workers paid on an incentive or salary basis were converted to an hourly rate by dividing the total straight-time earnings reported by the number of hours paid for during the payroll period. Group average hourly earnings for industries, excluding retail trade, published in this report were obtained by dividing the sum of the hourly earnings by the number of individuals represented in the group total. Group average hourly earnings for retail trade were obtained by dividing the sum of the hourly earnings by the number of hours worked. This procedure was used because of the wide variation of work schedules for retail employees.

Nonmetropolitan Areas. The term "nonmetropolitan areas" as used in this bulletin refers to those cities and county areas not defined as Standard Metropolitan Statistical Areas. Under the sponsorship of the Bureau of the Budget, certain criteria, such as population, metropolitan character, and integration have been established to make it possible for all Federal statistical agencies to utilize the same boundaries in publishing statistical data for analyzing metropolitan problems. Nonmetropolitan areas would, therefore, exclude counties containing cities with populations of 50,000 or more, as well as those adjacent counties that are found to be metropolitan in character and economically and socially integrated with such counties. For a more detailed description of metropolitan areas, see Standard Metropolitan Statistical Areas, prepared by the Bureau of the Budget, 1961.

Industry Groups. The definitions of the industry groups used in this bulletin are completely defined in the 1957 revised edition of the Standard Industrial Classification Manual, prepared by the Bureau of the Budget.

South and North Central Regions. The States included in each region are: South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; and North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

Subject and Nonsubject Industries. These terms are defined as those industries generally subject to and those generally not subject to the provisions of the Fair Labor Standards Act. Retail trade was treated separately because of its exemption prior to September 1961. Because data were grouped by industry rather than by individual establishments and workers, some workers or establishments may be improperly classified as to whether they were subject to the act. The industries included in each group and within the scope of the survey are listed below with their respective Standard Industrial Classification Codes (as defined by the Bureau of the Budget):

Subject industries—Mining (10–12 and 14); Manufacturing (19–39); motor freight transportation and warehousing (42); water transportation (44); transportation by air (45); pipeline transportation (46); transportation service (47); communication (48); electric, gas, and sanitary services (49); wholesale trade (50); retail trade—includes only those retail enterprises with \$1 million or more in annual sales, establishments with \$250,000 or more in annual sales which are part of such enterprises, and gasoline service stations with \$250,000 or more in annual sales. Excluded are farm equipment and motor vehicle dealers, as well as food service workers in this retail group (52–57 and 59); finance and insurance (60–64 and 67); miscellaneous business services (73); and miscellaneous services (89).

Nonsubject industries—Local and suburban transit and interurban passenger transportation (41); retail trade—includes retail establishments with less than \$250,000 in annual sales which are part of enterprises with \$1 million or more in annual sales, retail enterprises with less than \$1 million in annual sales, gasoline service stations with less than \$250,000 in annual sales, farm equipment and motor vehicle dealers, and food service workers in this retail group (52–57 and 59); eating and drinking places in the 26 selected areas only (58); real estate (65 and 66); hotels and other lodging places (70); personal services (72); automobile repair, automobile services and garages (75); miscellaneous repair services (76); motion pictures (78); amusement and recreation services, except motion pictures (79); medical and other health services (80); legal services (81); educational services (82); museums, art galleries, botanical and zoological gardens (84).



## Appendix B. Questionnaire

BLS 2704  
(Rev. '62)

Budget Bureau No. 44-R1167.  
Approval expires 6-30-63.

Your report will be held in confidence

**U.S. DEPARTMENT OF LABOR**  
BUREAU OF LABOR STATISTICS  
WASHINGTON 25, D.C.

### WAGES AND SALARIES OF NONSUPERVISORY EMPLOYEES

**COMPANY IDENTIFICATION:** \_\_\_\_\_

This report should cover all establishments of your company located in the county specified above. Include auxiliary units such as warehouses, offices, repair shops, and research laboratories, etc. Do not report data for any establishment located outside of the designated county.

**1. TYPE OF BUSINESS:** \_\_\_\_\_

Indicate your major business activity (e. g., eating and drinking places, contract construction, mining, manufacturing, wholesale trade, etc.) and your principal product or service based on value of sales or receipts (e. g., crude petroleum, seamless hosiery, groceries, etc.). Typical examples of proper entries are: Mining—coal; manufacturing—textile machinery; banking; automobile repair shops; restaurants, etc.

**2. PAYROLL PERIOD:**

The employment, wage, and salary data reported should correspond to your payroll period (for example, weekly, biweekly, or monthly) ending nearest June 15, 1962.

Indicate the dates for the payroll period used. If the length of the payroll period varies among employees, enter the dates affecting the greatest number.

From \_\_\_\_\_, 1962, to \_\_\_\_\_, 1962.

**3. EMPLOYMENT IN ESTABLISHMENTS AND AUXILIARY UNITS COVERED BY REPORT:**

A. Total \_\_\_\_\_

*Enter total number of employees (full-time and part-time) who received pay for any part of the payroll period. Do not include proprietors, members of unincorporated firms, unpaid family workers, or pensioners.*

B. Nonsupervisory employees (except outside salesmen) \_\_\_\_\_

*Enter total number of wage and salary employees (full-time and part-time) below the supervisory level who received pay for any part of the payroll period. Working supervisors who spend less than 20 percent of their time at supervisory duties should be classified as nonsupervisory. Include such workers as miners, production workers, office and clerical workers, salespersons, routemen, repairmen, maintenance workers, installation men, cafeteria employees, waiters, custodial workers, truckdrivers, etc. Do not include outside salesmen, force-account construction workers, and executive, administrative, professional, and supervisory employees.*

4. Do you want a copy of the Bureau's report on this survey? ----- Yes  No

Name and title of person furnishing data \_\_\_\_\_

(Please type or print)

**BLS USE ONLY**

Schedule number	Area	Reg.	State	City size	SIC code	Est. size	Weight	Special charac.

## 5. WAGES AND SALARIES OF NONSUPERVISORY EMPLOYEES:

Wage data are requested for the payroll period ending nearest June 15, 1962. The total number of employees for whom data are reported should correspond with the number of nonsupervisory employees entered in item 3-B on page 1. Earnings data should be reported for each of these workers. If hourly rates or earnings and hours are identical for two or more workers of the same sex, you may make a combined entry. Do not, however, report aggregate earnings and hours for several workers. Instructions for entering data for different methods of wage payment are listed below.

### Method of Wage Payment

Hourly rate	—	Use columns 1, 2, and 3. Enter each straight-time hourly rate in the establishment in column 3; the number of employees of the same sex at each rate in column 2; and indicate whether the employee is male (M) or female (F) in column 1.
Salary rate	—	Use columns 1, 2, 4, and 5. Enter each straight-time salary rate in the establishment in column 4; the number of hours worked during the salary period in column 5; the number of employees of the same sex for each salary rate and hours entry in column 2; and indicate whether the employee is male (M) or female (F) in column 1.
Straight incentive (piecework, bonus, or commissions)	---	Use columns 1, 2, 4, and 5. Enter for each employee total straight-time incentive earnings in column 4; the number of hours worked during the incentive pay period in column 5; the number of employees of the same sex for each earnings and hours entry in column 2; and indicate whether the employee is male (M) or female (F) in column 1. If average hourly earnings excluding overtime and shift premium pay are readily available, enter such averages for each incentive worker in column 3 and leave columns 4 and 5 blank.
Incentive (piecework, bonus, or commission) plus salary (or hourly rate)	---	Use columns 1, 2, 4, and 5. Enter for each employee total straight-time salary (or hourly rate) and incentive earnings in column 4; the number of hours worked during the salary and incentive payroll period in column 5; the number of employees of the same sex for each earnings and hours entry in column 2; and indicate whether the employee is male (M) or female (F) in column 1. If the incentive earnings cover a period longer than the salary payroll period reported, add only the prorated amount of the incentive earnings that correspond with the hours reported in column 5.

**NOTE: EXCLUDE PREMIUM PAY FOR OVERTIME AND FOR WORK ON WEEKENDS, HOLIDAYS, AND LATE SHIFTS FROM ALL WAGE AND SALARY DATA REPORTED.**

Examples of how to report for different methods of pay  
are shown on enclosed example sheet.



BUREAU OF LABOR STATISTICS REGIONAL OFFICES

