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# INDUSTRY WAGE SURVEY

Pressed or Blown Glass  
and Glassware

MAY 1964

Bulletin No. 1423

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner





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## Preface

The results of a Bureau of Labor Statistics survey of wages and supplementary practices in the pressed or blown glass and glassware industries in May 1964 are summarized in this bulletin. Data are reported separately for glass containers and for other pressed or blown glass and glassware.

This study was conducted in the Bureau's Division of Occupational Pay, Toivo P. Kanninen, Chief, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Fred W. Mohr, under the immediate supervision of L. Earl Lewis. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

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



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# Industry Wage Survey—

## Pressed or Blown Glass and Glassware, May 1964

### Summary

Straight-time earnings of production and related workers in the pressed or blown glass and glassware manufacturing industries averaged \$2.31 an hour in May 1964. In the Middle Atlantic and Great Lakes regions, which together accounted for about two-thirds of the 81,748 workers within the scope of the Bureau of Labor Statistics survey,<sup>1</sup> hourly earnings averaged \$2.31 and \$2.32, respectively. The 51,848 production workers in the glass containers industry averaged \$2.29 an hour, compared with \$2.34 for the 29,900 workers in plants producing other pressed or blown glass and glassware.

For each of these industries, earnings data were tabulated by size of community, size of establishment, for selected occupations, and by method of wage payment.

Supplementary wage benefits, tabulated separately for glass containers and for other pressed or blown glass and glassware, typically included at least 7 paid holidays a year; paid vacations of 1 week or more after 1 year of service, with longer vacations after additional service; and various types of health, insurance, and pension benefits.

### Industry Characteristics

Glass manufacturing may be considered as three separate industries: The flat glass industry, including establishments primarily producing sheet or window glass, plate, laminated, and safety glass; the glass containers industry, producing containers for various products such as food, beverages, drugs and cosmetics, and household and industrial chemicals; and the pressed or blown glass and glassware industry, excluding containers, which manufactures such items as tableware, artware, industrial and illuminating glassware, and technical and scientific glassware from glass produced in the same establishment.<sup>2</sup> This study includes data for glass containers and other pressed or blown glass and glassware, but excludes flat glass.<sup>3</sup>

Most glass is made by melting together silica (in the form of sand), an alkali (such as potash or soda), and other base ingredients (usually lime). Cullet, or crushed glass, is commonly added to hasten melting and to make the batch more workable. If color is desired, small quantities of other ingredients such as oxides of chromium, cobalt, iron, or nickel are also added. The materials are fused together in furnaces at temperatures of about 2,700 degrees F. or hotter and become liquid. The glass can then be poured or cast; in the viscous state it can be blown and forced to take the shape of a mold.

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<sup>1</sup> See appendix A for scope and method of survey; also for definition of production workers, as used in this study.

<sup>2</sup> The value of the products shipped by manufacturers in these three industries in 1962 was approximately \$680 million for flat glass, \$992 million for glass containers, and \$609 million for pressed and blown glass and glassware, except containers. Annual Survey of Manufacturers: 1962. Value of Shipments of Selected Classes of Products (M 62 (AS)-2), (U. S. Bureau of the Census, 1964).

<sup>3</sup> Also excluded from the study are textile glass fibers which are included in the pressed or blown glass and glassware, except containers, industry as defined in the 1957 edition of the Standard Industrial Classification Manual.

The manufacture of glass containers is highly mechanized. Raw materials are mixed in large hoppers, carried by overhead rails or moving belts, and fed continuously into melting furnaces. The molten glass is automatically fed into the molds of a forming machine and blown to shape by compressed air. (None of the establishments in the Bureau's sample used hand methods in producing glass containers.) The containers pass on moving belts through annealing ovens, or lehrs, to be cooled slowly and are then inspected and packed, or sent to the finishing departments if decorations are to be added.

The pressed or blown glass and glassware, except containers, industry is also predominantly mechanized. About one-sixth of the production workers within scope of the survey, however, were in establishments primarily making hand-pressed articles and about the same proportion were in plants producing hand-blown articles.

The industries are located principally in the Middle Atlantic and Great Lakes regions, each of which accounted for approximately one-third of the production workers. About one-sixth of the workers were employed in the Border States and one-tenth in the Pacific region.

Slightly more than one-half of the workers in the glass containers manufacturing plants were in metropolitan areas<sup>4</sup> compared with about two-fifths in plants making other pressed or blown glass and glassware. In the glass containers industry, two-thirds of the workers in the Middle Atlantic and three-fifths in the Great Lakes region were in nonmetropolitan areas, whereas in the other regions for which data are shown, a large majority were in metropolitan areas. Non-metropolitan areas accounted for a majority of the workers in each region for which data are shown for the other industry.

Employment in individual establishments varied greatly, ranging from less than 100 to more than 2,000 production workers in each industry. Approximately seven-tenths of the employees in glass containers plants were in establishments with 500 workers or more, compared with two-thirds in other pressed or blown glass and glassware plants.<sup>5</sup>

Labor-management contracts covering all or a majority of the production workers were reported by each of the glass containers plants included in the Bureau's sample and by establishments employing more than nine-tenths of the workers in the other glassware industry studied. The American Flint Glass Workers' Union of North America typically had contracts covering mold making departments in both industries and also the production workers in the glass and glassware, except containers, industry. The Glass Bottle Blowers Association of the United States and Canada had contracts covering production workers (other than those in mold making departments) in most glass containers plants.

Men accounted for about two-thirds of the production workers in the glass containers industry and a slightly larger proportion in the other pressed or blown glass and glassware industry. Most occupations, including forming-machine operators, material-handling laborers, and the various maintenance jobs studied were almost exclusively staffed by men. Women were most commonly employed as selectors (examining the product for defects and packing), carton assemblers, final inspectors, and silk-screen decorators.

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<sup>4</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget in 1961.

<sup>5</sup> At the time of the Bureau's May 1960 study of these industries, the corresponding proportions were nearly eight-tenths in the glass containers industry and five-eighths in the other glassware industry. See Wage Structure: Pressed or Blown Glass and Glassware, May 1960 (BLS Report 177, 1961).

### Average Hourly Earnings

Earnings of production workers in the pressed or blown glass and glassware industries averaged \$2.31 an hour in May 1964, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts (table 1). Men averaged \$2.46 compared with \$1.99 for women. Among the regions, also, men's average hourly earnings were higher, the differences ranging from 31 cents in the Southeast and Southwest to 61 cents in the Pacific region.

Production workers' earnings in the glass containers industry averaged \$2.29 an hour compared with \$2.34 in the other pressed or blown glass and glassware industry. Among the three regions for which data are shown for both industries, average earnings in the Middle Atlantic and Great Lakes regions were 15 and 20 cents, respectively, higher in the glass and glassware, except containers, industry than in the containers industry. In the Border States, average hourly earnings were 20 cents higher in the glass containers plants. In each industry, men had higher regional average hourly earnings than women, the differences ranging from 31 to 61 cents.

Differences in average pay levels for men and women may be due to several factors, including variations in the distribution of the sexes among jobs and among establishments with different pay levels. Differences in averages for the same job may also reflect minor differences in duties. Job descriptions used to classify workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed.

Individual earnings ranged widely with about 1 percent in the glass containers industry receiving less than \$1.50 an hour and 2 percent receiving \$3.50 or more (table 3). In the other pressed or blown glass and glassware industry, the corresponding proportions were approximately 5 percent and 3 percent (table 4). As indicated in the following tabulation, the range of hourly earnings of the middle half of the workers varied considerably among the regions.

	<u>Range of earnings of the middle half of production workers</u>	
	Glass containers	Other pressed or blown glass and glassware
United States -----	\$1.92-\$2.58	\$2.01-\$2.59
Middle Atlantic-----	1.96- 2.47	2.09- 2.63
Border States-----	1.95- 2.72	1.82- 2.41
Southeast-----	1.77- 2.24	-
Southwest -----	1.72- 2.40	-
Great Lakes-----	1.89- 2.52	2.07- 2.70
Pacific-----	2.22- 2.90	-

Factors contributing to this fairly wide dispersion of individual earnings include the use of incentive wage systems, the variety of skills required, and differences in pay levels among establishments.

Men's earnings were more widely dispersed than women's earnings. For example, in the glass containers industry, the middle half of the men's earnings ranged from \$2.04 to \$2.81, compared with \$1.83 to \$2.15 for women. This is due, at least partially, to the greater concentration of women in similar jobs (e.g., seven-tenths of the women in this industry were employed as selectors, whereas the five occupations studied in which the greatest number of men were employed accounted for only one-third of all men plant workers). (See table 5.)

In the glass containers industry, metropolitan area workers averaged 5 cents an hour more than workers in this industry in nonmetropolitan areas; in the other industry, the difference was 3 cents. In the glass containers industry, regional average hourly earnings were very similar for metropolitan and nonmetropolitan area workers (\$2.26 and \$2.25, respectively, in the Middle Atlantic and \$2.21 and \$2.25 in the Great Lakes region); in the other glassware industry, metropolitan area workers in the Great Lakes region averaged 12 cents an hour more than nonmetropolitan area workers (\$2.50 and \$2.38).

Production workers in establishments with 500 employees or more averaged 14 cents an hour more than workers in smaller establishments in the glass containers industry (\$2.33 compared with \$2.19) and 18 cents more in the other glassware industry (\$2.40 and \$2.22). Regional data for both establishment size groups could be presented only for pressed or blown glass and glassware, except containers, in the Great Lakes region; workers in establishments with 20 to 499 employees averaged 4 cents more than workers in larger establishments (\$2.47 compared with \$2.43).

It is not possible in a study such as this to isolate the influence on wage levels of any one of the characteristics already discussed. As an illustration of interrelationships, in the pressed or blown glass and glassware, except containers, industry in the Great Lakes region, slightly more than seven-tenths of the workers in the smaller establishment size group (20-499 employees) were in metropolitan areas, compared with approximately four-tenths of the workers in larger establishments. In the glass containers industry in this region, the corresponding proportions were about one-tenth and nearly five-tenths.

### Occupational Earnings

The occupations for which earnings data are presented in tables 5 and 9 included three-fifths of the production workers within the scope of the study. In the glass containers industry, average hourly earnings ranged from \$3.18 for forming-machine upkeep men and for metal mold makers to \$1.89 for watchmen. Other occupational groups averaging more than \$2.75 an hour included the maintenance jobs of machinists (\$3), pipefitters (\$2.97), electricians (\$2.87), and mechanics (\$2.85), and the forming-machine operators (\$2.89). Guards and janitors were the only occupations studied, in addition to watchmen, that averaged less than \$2 an hour.

In the other pressed or blown glass and glassware industry, average hourly earnings for the occupations studied ranged from \$1.48 for wrappers to \$3.35 for blowers and \$3.42 for hand glassware pressers. Other occupational groups whose average earnings exceeded \$3 an hour were gatherers, pressed-ware punty (\$3.21), metal mold makers (\$3.12), forming-machine upkeep men (\$3.04), forming-machine operators (\$3.03), and maintenance machinists (\$3.03). The only occupational groups studied which averaged less than \$2 an hour, in addition to wrappers (\$1.48), were watchmen (\$1.80) and silk-screen decorators (\$1.95).

Regional comparisons of occupational average hourly earnings for a few numerically important jobs are shown in the following tabulations:

	Average hourly earnings in glass containers plants			
	Middle Atlantic	Border States	Great Lakes	Pacific
Assemblers, cartons -----	\$2.04	\$2.11	\$1.96	\$2.29
Forming-machine operators-----	2.83	2.96	2.91	3.20
Laborers, material handling-----	2.06	2.17	2.06	2.35
Mold makers, metal-----	3.10	3.11	3.12	3.55
Selectors-----	1.98	1.98	1.94	2.25

	Average hourly earnings in other pressed or blown glassware plants		
	Middle Atlantic	Border States	Great Lakes
Carry-in boys-----	\$2.37	\$1.81	\$2.06
Forming-machine operators-----	3.04	2.72	3.25
Gatherers, blowpipe-----	2.53	2.82	2.97
Grinders, glassware-----	2.21	1.82	2.11
Selectors-----	2.04	1.96	2.10

Occupational average hourly earnings shown above for glass containers plants were from 18 to 45 cents higher in the Pacific region than in any other region shown. If comparisons are limited to the three regions for which data are presented for both industries, the difference between the highest and lowest regional average hourly earnings ranged from 2 to 15 cents in the glass containers industry and from 14 to 56 cents in the other pressed and blown glassware plants.

Among occupations for which data are presented separately in tables 5 and 9 for men and women, men's average hourly earnings were generally higher, although the amounts of difference varied considerably. In some instances, women's average earnings were substantially higher than men's averages; for example, women carton assemblers in the glass containers industry in the Southwest averaged 30 cents an hour more than men, and women glassware grinders in the other glassware industry had an average wage advantage of 9 cents in the Border States and 32 cents in the Great Lakes region. As indicated earlier, differences in pay levels for men and women may be due to several factors.

Occupational data by size of community (tables 6 and 10) show no consistent relationship between average earnings in metropolitan and nonmetropolitan areas. For example, in the regions where comparisons could be made, a majority of the averages in the glass containers industry were higher in nonmetropolitan areas than in metropolitan areas, whereas in the other industry, the reverse was true.

Occupational average earnings in glass containers establishments with 500 workers or more were generally higher than earnings in smaller plants (table 7). In the other glassware industry, nationwide averages were also generally higher in the larger establishment size group; in the Great Lakes region, however, a majority of the occupational averages for which comparisons could be made were higher in the smaller establishment size group (table 11). This may be due, at least partially, to the fact that slightly more than seven-tenths of the workers in the smaller establishments in the pressed or blown glassware, except containers, industry in this region were in metropolitan areas, compared with approximately four-tenths of the workers in larger establishments.

Occupational average hourly earnings were typically higher for incentive-paid workers than for workers paid on a time basis (tables 8 and 12).

### Establishment Practices and Supplementary Wage Provisions

Data were also obtained on methods of wage payment, work schedules, overtime premium pay, shift differential provisions and practices, and supplementary wage benefits, including paid holidays and vacations, and health, insurance, and pension plans.

Method of Wage Payment. Incentive wage systems applied to three-eighths of the production workers in the glass containers industry (table 13) and approximately the same proportion in the other glass and glassware industry (table 20). Regionally, the proportions in the former industry ranged from 25 percent in the Southeast to 54 percent in the Border States and in the other industry, from 30 percent in the Middle Atlantic to 42 percent in the Great Lakes region.

Virtually all time-rated workers in both industries were in establishments having formal rate structures.<sup>6</sup> Approximately one-half of all production workers in the glass containers industry were paid on the basis of a single rate for an occupation; in the other industry, three-tenths were paid on this basis. The proportions paid on the basis of formal pay structures with a range of rates for a specific occupational classification were about one-seventh and one-third, respectively, in the two industries.

Scheduled Weekly Hours and Overtime Pay. In the glass containers industry, almost four-fifths of the production workers were in establishments having a cyclical work schedule of three 40-hour weeks and one 48-hour week in May 1964 (table 14). This was the predominant schedule in each region except the Pacific where a regular 40-hour workweek was more common. The cyclical work schedule was also reported in the other glassware industry, but applied to only slightly more than one-fifth of the production workers (table 21). Nearly three-fifths of the workers in this industry were in establishments having a 40-hour weekly schedule.

Pay of  $1\frac{1}{2}$  times the regular rate for work in excess of 8 hours a day or 40 hours a week was almost universally provided for production workers in both industries. In some instances, workers in the glass containers industry received time and one-half after 8 hours and double time after 12 hours a day.

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<sup>6</sup> For definition of the types of rate structure, see appendix A, p. 33.

Shift Differential Provisions and Practices. All production workers in the glass containers establishments included in the Bureau's sample and about nine-tenths of those in the other glassware industry were in establishments having provisions for wage differentials for late-shift work (tables 15 and 22). Differentials in the glass containers industry were nearly always 8 cents an hour for second shift and 12 cents for third-shift work. Differentials varied in the other industry but most commonly were 6 or 8 cents for second shift and 8 or 12 cents for third-shift work.

Approximately one-fourth of the workers in glass containers plants were employed on each the second and third shifts with wage differentials of 8 and 12 cents, respectively (table 16). In the other glassware industry, approximately one-sixth of the workers were employed on second shifts and most commonly received a differential of 6 or 8 cents (table 23). Third shifts accounted for almost a seventh of the workers in this industry; the predominant differential was 12 cents an hour.

Paid Holidays. All establishments in the Bureau's sample for the glass containers industry provided paid holidays, typically 7 days a year for both plant and office workers (table 17). In the other glassware industry, almost all production and office workers were in establishments providing paid holidays, usually 7 days annually; one-sixth of the production workers, however, were in plants providing more than this number of holidays.

Paid Vacations. Paid vacations after qualifying periods of service were provided in virtually all establishments studied (tables 18 and 25). In both industries, most production workers were in plants providing at least 1 week after 1 year, 2 weeks or more after 5 years, and 3 weeks or more after 10 years of service. Two-fifths of the production workers in the pressed or blown glassware, except containers, industry and a small percent in the containers industry were in establishments providing 4 weeks or more after 25 years of service. Provisions for office workers were generally more liberal than those for production workers, especially after the shorter periods of service for which data are shown.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to nearly all production workers in the glass containers industry and to nine-tenths or more in the other glassware industry (tables 19 and 26). Sickness and accident insurance and medical insurance were reported in plants with approximately four-fifths or more of the workers in each industry. Provisions for office workers were generally similar to those for production workers except sick leave was also usually included and catastrophe insurance was more common.

Retirement pension benefits (other than those available under Federal old-age, survivors, and disability insurance) were provided by establishments employing approximately nine-tenths or more of the production and office workers in both industries.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in pressed or blown glass and glassware manufacturing establishments by selected characteristics, United States and selected regions, May 1964)

Item	United States <sup>2</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>All establishments</u>														
All production workers-----	81,748	\$2.31	27,375	\$2.31	12,268	\$2.25	4,050	\$2.08	4,140	\$2.02	26,390	\$2.32	7,318	\$2.62
Men-----	54,629	2.46	19,536	2.43	7,778	2.44	2,951	2.16	2,605	2.14	16,851	2.50	4,755	2.83
Women-----	27,119	1.99	7,839	2.00	4,490	1.93	1,099	1.85	1,535	1.83	9,539	2.00	2,563	2.22
<u>Glass containers</u>														
All production workers-----	51,848	2.29	16,689	2.25	5,110	2.37	4,050	2.08	3,280	2.11	15,382	2.24	7,158	2.61
Men-----	33,608	2.45	11,440	2.39	3,022	2.62	2,951	2.16	1,972	2.25	9,497	2.43	4,595	2.83
Women-----	18,240	1.98	5,249	1.96	2,088	2.02	1,099	1.85	1,308	1.89	5,885	1.92	2,563	2.22
Size of community:														
Metropolitan areas <sup>3</sup> -----	26,611	2.31	5,585	2.26	3,238	2.26	3,201	2.12	-	-	5,907	2.21	6,578	2.61
Nonmetropolitan areas-----	25,237	2.26	11,104	2.25	-	-	-	-	-	-	9,475	2.25	-	-
Size of establishment: <sup>4</sup>														
500 workers or more-----	36,054	2.33	13,098	2.29	4,032	2.40	-	-	-	-	12,328	2.27	-	-
<u>Pressed or blown glass and glassware, except containers</u>														
All production workers-----	29,900	2.34	10,686	2.40	7,158	2.17	-	-	-	-	11,008	2.44	-	-
Men-----	21,021	2.48	8,096	2.50	4,756	2.33	-	-	-	-	7,354	2.60	-	-
Women-----	8,879	2.02	2,590	2.07	2,402	1.85	-	-	-	-	3,654	2.13	-	-
Size of community:														
Metropolitan areas <sup>3</sup> -----	12,390	2.36	-	-	-	-	-	-	-	-	5,481	2.50	-	-
Nonmetropolitan areas-----	17,510	2.33	-	-	5,848	2.12	-	-	-	-	5,527	2.38	-	-
Size of establishment:														
20-499 workers-----	10,092	2.22	-	-	3,481	2.05	-	-	-	-	2,885	2.47	-	-
500 workers or more-----	19,808	2.40	-	-	-	-	-	-	-	-	8,123	2.43	-	-
Type of product and method of manufacture: <sup>5</sup>														
Tableware, artware, industrial and illuminating glassware-----	23,923	2.32	-	-	6,456	2.16	-	-	-	-	8,046	2.45	-	-
Hand-----	6,749	2.22	-	-	4,039	2.13	-	-	-	-	-	-	-	-
Machine-----	17,174	2.36	-	-	-	-	-	-	-	-	7,131	2.47	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.<sup>3</sup> Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget in 1961. (See appendix A.)<sup>4</sup> The 15,794 workers in establishments with 20-499 workers averaged \$2.19 an hour. Regional data for this establishment size group did not meet publication criteria.<sup>5</sup> Data for all production workers include other products in addition to those shown separately.

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

Table 2. Earnings Distribution: Pressed or Blown Glass and Glassware

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup>  
United States and selected regions, May 1964)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$1.25	( <sup>3</sup> )	( <sup>3</sup> )	0.1	( <sup>3</sup> )	0.2	-	-	-	-
\$1.25 and under \$1.30	0.4	0.3	.7	0.1	1.1	( <sup>3</sup> )	2.8	0.3	-
\$1.30 and under \$1.35	.3	.3	.4	.1	1.2	( <sup>3</sup> )	1.9	-	-
\$1.35 and under \$1.40	.6	.5	.7	.4	1.9	( <sup>3</sup> )	3.0	( <sup>3</sup> )	-
\$1.40 and under \$1.45	.5	.6	.5	.1	2.7	0.5	1.1	.1	-
\$1.45 and under \$1.50	.3	.3	.3	.1	.5	.1	3.6	( <sup>3</sup> )	-
\$1.50 and under \$1.60	1.2	.9	1.7	.3	1.8	4.1	8.0	.6	-
\$1.60 and under \$1.70	1.9	1.3	3.1	.5	2.2	11.4	8.9	1.0	-
\$1.70 and under \$1.80	3.6	2.1	6.6	1.2	3.5	12.2	15.1	4.0	0.2
\$1.80 and under \$1.90	10.8	3.8	24.8	10.4	14.0	15.6	10.3	11.7	.6
\$1.90 and under \$2.00	9.6	8.3	12.4	11.4	7.6	10.3	7.7	10.9	2.6
\$2.00 and under \$2.10	12.1	9.9	16.6	16.8	8.6	12.6	6.1	12.3	2.6
\$2.10 and under \$2.20	10.8	8.8	14.8	12.6	9.5	6.7	2.9	9.9	15.9
\$2.20 and under \$2.30	8.6	8.3	9.2	8.3	7.1	2.9	3.9	9.3	15.3
\$2.30 and under \$2.40	6.3	7.7	3.5	6.9	6.1	2.1	3.8	6.2	9.1
\$2.40 and under \$2.50	4.5	5.7	2.0	4.4	4.0	2.1	2.0	4.7	7.9
\$2.50 and under \$2.60	4.2	5.7	1.2	3.3	4.0	4.8	2.9	4.3	8.0
\$2.60 and under \$2.70	3.8	5.4	.7	3.9	4.1	3.1	2.1	3.6	5.1
\$2.70 and under \$2.80	3.3	4.8	.3	2.9	3.4	3.9	2.9	3.3	4.7
\$2.80 and under \$2.90	2.7	4.0	.1	3.0	2.9	1.2	2.2	2.7	2.6
\$2.90 and under \$3.00	2.8	4.1	.1	3.1	2.2	.9	1.9	3.1	3.1
\$3.00 and under \$3.10	3.3	4.9	.1	4.1	3.9	1.5	.9	3.3	2.0
\$3.10 and under \$3.20	2.3	3.4	( <sup>3</sup> )	2.1	2.0	1.8	1.1	2.5	3.4
\$3.20 and under \$3.30	1.6	2.4	( <sup>3</sup> )	1.2	1.4	1.0	.8	1.9	3.2
\$3.30 and under \$3.40	1.1	1.7	( <sup>3</sup> )	.7	1.0	.2	1.2	1.6	1.8
\$3.40 and under \$3.50	.9	1.3	-	.6	1.0	.6	.7	.8	2.1
\$3.50 and over	2.5	3.7	( <sup>3</sup> )	1.7	2.2	.2	2.1	1.9	<sup>4</sup> 9.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	81,748	54,629	27,119	27,375	12,268	4,050	4,140	26,390	7,318
Average hourly earnings <sup>1</sup>	\$2.31	\$2.46	\$1.99	\$2.31	\$2.25	\$2.08	\$2.02	\$2.32	\$2.62

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Less than 0.05 percent.<sup>4</sup> Includes 4.5 percent at \$3.50 to \$3.60; 1.4 percent at \$3.60 to \$3.70; and 3.7 percent at \$3.70 and over.

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

Table 3. Earnings Distribution: Glass Containers

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup>  
United States and selected regions, May 1964)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Total	Men	Women						
Under \$ 1.25-----	-	-	-	-	-	-	-	-	-
\$ 1.25 and under \$ 1.30-----	0.2	0.1	0.4	-	-	( <sup>3</sup> )	0.2	0.5	-
\$ 1.30 and under \$ 1.35-----	.1	( <sup>3</sup> )	.2	-	0.1	( <sup>3</sup> )	1.2	-	-
\$ 1.35 and under \$ 1.40-----	.2	.1	.2	0.1	-	( <sup>3</sup> )	2.0	( <sup>3</sup> )	-
\$ 1.40 and under \$ 1.45-----	.1	.1	.2	( <sup>3</sup> )	.1	0.5	.1	.1	-
\$ 1.45 and under \$ 1.50-----	.2	.1	.3	( <sup>3</sup> )	( <sup>3</sup> )	.1	2.4	( <sup>3</sup> )	-
\$ 1.50 and under \$ 1.60-----	1.0	.7	1.6	.1	.4	4.1	6.0	.7	-
\$ 1.60 and under \$ 1.70-----	2.2	1.5	3.5	.7	.1	11.4	9.4	1.5	-
\$ 1.70 and under \$ 1.80-----	4.8	2.9	8.4	1.3	3.2	12.2	17.1	6.8	0.1
\$ 1.80 and under \$ 1.90-----	14.0	4.6	31.3	15.3	18.6	15.6	10.7	17.5	.6
\$ 1.90 and under \$ 2.00-----	10.1	10.4	9.4	12.8	5.0	10.3	7.1	13.0	2.4
\$ 2.00 and under \$ 2.10-----	11.3	11.3	11.4	20.8	4.1	12.6	7.1	8.7	2.2
\$ 2.10 and under \$ 2.20-----	11.4	8.0	17.8	11.7	13.6	6.7	2.7	11.4	16.1
\$ 2.20 and under \$ 2.30-----	7.5	6.5	9.2	6.2	8.8	2.9	4.5	6.5	15.5
\$ 2.30 and under \$ 2.40-----	4.7	5.7	2.9	4.2	4.9	2.1	4.6	3.9	9.2
\$ 2.40 and under \$ 2.50-----	3.8	5.3	1.2	3.0	4.4	2.1	2.5	3.3	8.1
\$ 2.50 and under \$ 2.60-----	4.5	6.3	1.0	2.9	5.6	4.8	3.6	4.0	8.2
\$ 2.60 and under \$ 2.70-----	3.9	5.7	.5	3.6	5.7	3.1	2.6	3.6	5.0
\$ 2.70 and under \$ 2.80-----	3.6	5.4	.2	3.0	4.7	3.9	3.6	3.1	4.8
\$ 2.80 and under \$ 2.90-----	2.5	3.9	( <sup>3</sup> )	2.2	4.1	1.2	2.7	2.6	2.7
\$ 2.90 and under \$ 3.00-----	2.4	3.6	( <sup>3</sup> )	2.4	3.0	.9	1.8	2.3	3.2
\$ 3.00 and under \$ 3.10-----	3.7	5.6	( <sup>3</sup> )	5.1	4.5	1.5	1.0	3.8	2.1
\$ 3.10 and under \$ 3.20-----	2.1	3.2	( <sup>3</sup> )	1.8	3.0	1.8	1.4	1.7	3.4
\$ 3.20 and under \$ 3.30-----	1.7	2.6	( <sup>3</sup> )	1.3	2.0	1.0	1.1	1.7	3.3
\$ 3.30 and under \$ 3.40-----	1.2	1.9	( <sup>3</sup> )	.6	1.7	.2	1.4	1.7	1.7
\$ 3.40 and under \$ 3.50-----	.9	1.4	-	.5	1.9	.6	.9	.6	2.1
\$ 3.50 and over-----	2.0	3.1	-	.7	.9	.2	2.3	.9	49.2
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	51,848	33,608	18,240	16,689	5,110	4,050	3,280	15,382	7,158
Average hourly earnings <sup>1</sup> -----	\$2.29	\$2.45	\$1.98	\$2.25	\$2.37	\$2.08	\$2.11	\$2.24	\$2.61

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Less than 0.05 percent.<sup>4</sup> Includes 4.6 percent at \$ 3.50 to \$ 3.60; 1.5 percent at \$ 3.60 to \$ 3.70; and 3.1 percent at \$ 3.70 and over.

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

Table 4. Earnings Distribution: Pressed or Blown Glass and Glassware, Except Containers

(Percent distribution of production workers by average straight-time hourly earnings, <sup>1</sup>  
United States and selected regions, May 1964)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Border States	Great Lakes
	Total	Men	Women			
Under \$ 1.25 -----	0.1	( <sup>3</sup> )	0.2	( <sup>3</sup> )	0.3	-
\$ 1.25 and under \$ 1.30 -----	.9	0.7	1.4	0.1	2.0	-
\$ 1.30 and under \$ 1.35 -----	.7	.7	.8	.3	2.0	-
\$ 1.35 and under \$ 1.40 -----	1.3	1.0	1.8	.8	3.2	-
\$ 1.40 and under \$ 1.45 -----	1.3	1.3	1.1	.1	4.5	-
\$ 1.45 and under \$ 1.50 -----	.5	.5	.4	.1	.8	( <sup>3</sup> )
\$ 1.50 and under \$ 1.60 -----	1.5	1.3	2.0	.5	2.9	0.4
\$ 1.60 and under \$ 1.70 -----	1.3	1.0	2.1	.3	3.8	.3
\$ 1.70 and under \$ 1.80 -----	1.6	1.0	3.0	1.0	3.7	.2
\$ 1.80 and under \$ 1.90 -----	5.1	2.5	11.3	2.6	10.7	3.7
\$ 1.90 and under \$ 2.00 -----	8.9	4.8	18.6	9.4	9.4	7.9
\$ 2.00 and under \$ 2.10 -----	13.4	7.6	27.2	11.3	11.8	17.2
\$ 2.10 and under \$ 2.20 -----	9.6	10.1	8.5	14.1	6.6	7.7
\$ 2.20 and under \$ 2.30 -----	10.5	11.1	9.2	11.6	5.9	13.2
\$ 2.30 and under \$ 2.40 -----	9.1	11.0	4.7	11.0	7.0	9.4
\$ 2.40 and under \$ 2.50 -----	5.6	6.4	3.7	6.5	3.6	6.6
\$ 2.50 and under \$ 2.60 -----	3.8	4.7	1.5	3.8	2.9	4.7
\$ 2.60 and under \$ 2.70 -----	3.7	4.9	.9	4.4	3.0	3.7
\$ 2.70 and under \$ 2.80 -----	2.8	3.8	.5	2.6	2.4	3.6
\$ 2.80 and under \$ 2.90 -----	3.1	4.2	.4	4.2	2.1	2.9
\$ 2.90 and under \$ 3.00 -----	3.5	4.9	.2	4.2	1.7	4.3
\$ 3.00 and under \$ 3.10 -----	2.7	3.8	.2	2.6	3.5	2.6
\$ 3.10 and under \$ 3.20 -----	2.5	3.6	.1	2.5	1.3	3.5
\$ 3.20 and under \$ 3.30 -----	1.5	2.1	( <sup>3</sup> )	1.2	.9	2.2
\$ 3.30 and under \$ 3.40 -----	.9	1.3	( <sup>3</sup> )	.8	.5	1.4
\$ 3.40 and under \$ 3.50 -----	.8	1.1	-	.7	.3	1.2
\$ 3.50 and over -----	3.3	4.7	.1	3.1	3.2	3.3
Total -----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	29,900	21,021	8,879	10,686	7,158	11,008
Average hourly earnings <sup>1</sup> -----	\$ 2.34	\$ 2.48	\$ 2.02	\$ 2.40	\$ 2.17	\$ 2.44

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

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

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

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

Table 5. Occupational Averages: Glass Containers—All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, May 1964)

Occupation and sex	United States <sup>2</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, cartons.....	3,287	\$2.02	1,130	\$2.04	187	\$2.11	265	\$1.85	235	\$1.85	1,024	\$1.96	434	\$2.29
Men .....	1,297	2.00	417	2.03	-	-	221	1.78	101	1.68	343	1.97	187	2.42
Women .....	1,990	2.03	713	2.04	171	2.10	-	-	134	1.98	681	1.95	247	2.19
Batch mixers (all men).....	435	2.16	126	2.17	53	2.34	56	1.87	73	1.88	73	2.29	52	2.52
Cullet handlers (all men).....	314	2.06	146	2.02	31	2.15	20	1.74	21	1.80	78	2.15	17	2.49
Electricians, maintenance (all men).....	332	2.87	100	2.70	37	2.93	42	2.78	21	2.67	92	2.89	40	3.36
Forming-machine operators (3,674 men and 8 women).....	3,682	2.89	1,251	2.83	366	2.96	299	2.64	233	2.79	1,014	2.91	500	3.20
Forming-machine upkeep men (all men).....	1,312	3.18	457	3.13	137	3.23	98	2.82	92	3.14	346	3.17	172	3.55
Guards (all men).....	62	1.95	17	2.19	-	-	10	1.87	-	-	17	1.81	18	1.91
Helpers, maintenance trades (all men).....	120	2.16	32	2.11	17	2.22	19	1.84	12	2.01	28	2.17	12	2.90
Inspectors, final.....	1,608	2.22	515	2.19	195	2.39	212	1.92	125	1.91	362	2.23	193	2.62
Men .....	1,173	2.32	453	2.21	160	2.46	152	2.04	16	2.24	217	2.34	169	2.68
Women .....	435	1.95	62	2.01	-	-	-	-	109	1.86	145	2.05	-	-
Janitors.....	508	1.93	138	1.94	58	1.89	38	1.65	23	1.79	185	1.91	63	2.22
Men .....	436	1.96	125	1.96	49	1.93	38	1.65	20	1.83	144	1.96	57	2.24
Women .....	72	1.76	13	1.81	9	1.67	-	-	-	-	41	1.75	6	1.99
Laborers, material handling (all men).....	2,035	2.05	705	2.06	192	2.17	221	1.80	195	1.85	532	2.06	184	2.35
Lehr tenders (all men).....	197	2.33	73	2.32	9	2.48	27	2.17	-	-	65	2.30	-	-
Machinists, maintenance (all men).....	310	3.00	136	2.90	30	3.13	17	2.63	28	2.52	62	2.96	-	-
Mechanics, maintenance (all men).....	516	2.85	187	2.74	50	3.01	45	2.59	18	2.35	128	2.80	88	3.30
Mold makers, metal (all men).....	1,696	3.18	694	3.10	169	3.11	77	3.04	59	3.18	430	3.12	262	3.55
Pipefitters, maintenance (all men).....	77	2.97	26	2.86	12	3.01	-	-	-	-	31	3.01	-	-
Selectors.....	14,934	2.00	4,830	1.98	1,726	1.98	917	1.91	1,002	1.88	4,311	1.94	2,148	2.25
Men .....	2,230	2.07	1,160	2.05	-	-	341	2.01	-	-	423	2.04	153	2.45
Women .....	12,704	1.98	3,670	1.96	1,724	1.98	576	1.84	851	1.86	3,888	1.93	1,995	2.24
Silk-screen decorators.....	487	2.05	135	2.03	-	-	106	2.17	86	1.80	82	1.99	-	-
Men .....	169	2.19	52	2.23	-	-	-	-	-	-	53	2.05	-	-
Women .....	318	1.97	-	-	-	-	86	2.25	74	1.79	29	1.88	-	-
Tankmen (all men).....	521	2.34	188	2.31	50	2.26	50	2.14	40	2.14	120	2.30	68	2.82
Truckers, power (forklift) (all men).....	1,593	2.27	461	2.26	116	2.24	109	2.03	97	1.98	519	2.21	283	2.62
Truckers, power (other than forklift) (all men).....	243	2.34	36	2.41	-	-	13	1.88	11	2.22	128	2.20	-	-
Watchmen (all men).....	100	1.89	23	1.93	23	1.88	-	-	12	1.88	24	1.89	-	-

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

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

Table 6. Occupational Averages: Glass Containers—By Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in metropolitan and nonmetropolitan areas, United States and selected regions, May 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic				Border States		Southeast		Great Lakes				Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>																		
Assemblers, cartons	628	\$2.03	669	\$1.98	128	\$2.16	289	\$1.97	-	-	170	\$1.80	-	-	176	\$2.06	139	\$2.42
Batch mixers	265	2.18	170	2.15	70	2.14	56	2.21	35	\$2.18	48	1.87	32	\$2.34	41	2.25	50	2.52
Cullet handlers	205	2.02	109	2.13	91	1.98	55	2.10	20	1.98	-	-	53	2.05	25	2.35	17	2.49
Electricians, maintenance	194	2.91	138	2.80	35	2.68	65	2.71	22	2.84	40	2.80	43	2.87	49	2.90	40	3.36
Forming-machine operators	1,914	2.90	1,760	2.90	471	2.79	780	2.86	277	2.90	231	2.65	342	2.83	672	2.94	462	3.21
Forming-machine upkeep men	672	3.17	640	3.19	169	3.09	288	3.16	96	3.17	78	2.84	123	3.06	223	3.22	148	3.55
Inspectors, final	605	2.31	568	2.32	309	2.17	144	2.30	-	-	66	2.36	-	-	172	2.40	137	2.66
Janitors	173	1.98	263	1.94	35	1.94	90	1.96	23	1.90	26	1.68	26	1.96	118	1.96	51	2.24
Laborers, material handling	1,027	2.05	1,008	2.05	310	2.10	395	2.04	129	2.06	120	1.96	183	1.93	349	2.12	148	2.34
Lehr tenders	91	2.42	106	2.26	22	2.53	51	2.24	-	-	-	-	27	2.29	38	2.32	-	-
Machinists, maintenance	167	3.16	143	2.81	61	3.03	75	2.80	30	3.13	10	2.85	-	-	53	2.91	-	-
Mechanics, maintenance	281	2.93	235	2.75	40	2.81	147	2.72	33	2.95	43	2.62	67	2.86	61	2.75	88	3.30
Mold makers, metal	915	3.21	781	3.13	325	3.08	369	3.11	134	3.09	66	3.04	115	3.12	315	3.13	244	3.55
Selectors	1,029	2.08	1,201	2.06	602	2.07	558	2.04	-	-	-	-	-	-	314	2.09	117	2.44
Tankmen	262	2.36	259	2.32	60	2.30	128	2.32	38	2.15	38	2.25	41	2.26	79	2.32	60	2.76
Truckers, power (forklift)	840	2.31	753	2.23	173	2.25	288	2.26	72	2.13	87	2.14	180	2.18	339	2.23	265	2.62
<u>Women</u>																		
Assemblers, cartons	961	2.08	1,029	1.99	212	2.12	501	2.01	106	2.06	-	-	273	1.91	408	1.98	247	2.19
Selectors	7,042	1.99	5,662	1.97	1,124	1.94	2,546	1.96	1,356	1.93	576	1.84	1,467	1.93	2,421	1.93	1,793	2.23

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

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

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

Table 7. Occupational Averages: Glass Containers—By Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, May 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic		Border States		Great Lakes	
	Establishments with—									
	20-499 workers		500 workers or more		500 workers or more					
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>										
Assemblers, cartons .....	806	\$1.99	491	\$2.03	136	\$2.23	-	-	198	\$1.92
Batch mixers .....	214	2.01	221	2.32	65	2.28	29	\$2.46	58	2.34
Cullet handlers .....	118	1.97	196	2.11	74	2.07	25	2.19	74	2.15
Electricians, maintenance .....	74	2.73	258	2.90	86	2.74	30	3.02	88	2.90
Forming-machine operators .....	1,269	2.83	2,405	2.93	927	2.89	257	2.99	792	2.96
Forming-machine upkeep men .....	480	3.08	832	3.24	349	3.21	92	3.31	272	3.25
Helpers, maintenance trades .....	32	2.11	88	2.19	29	2.10	15	2.21	18	2.16
Inspectors, final .....	634	2.20	539	2.45	222	2.39	66	2.51	161	2.40
Janitors .....	133	1.96	303	1.95	99	1.96	42	1.93	111	1.96
Laborers, material handling .....	739	1.97	1,296	2.09	562	2.09	125	2.26	377	2.10
Lehr tenders .....	61	2.17	136	2.41	59	2.34	9	2.48	49	2.35
Machinists, maintenance .....	54	2.65	256	3.07	122	2.93	30	3.13	59	2.98
Mechanics, maintenance .....	118	2.69	398	2.90	176	2.76	47	3.05	104	2.82
Mold makers, metal .....	443	3.21	1,253	3.16	608	3.09	130	3.14	331	3.13
Selectors .....	835	2.10	1,395	2.05	848	2.08	-	-	175	1.95
Tankmen .....	229	2.32	292	2.36	133	2.35	21	2.35	75	2.33
Truckers, power (forklift) .....	581	2.18	1,012	2.33	362	2.31	58	2.38	357	2.23
Truckers, power (other than forklift) .....	23	2.06	220	2.36	36	2.41	-	-	116	2.23
Watchmen .....	42	1.89	58	1.89	13	1.94	-	-	24	1.89
<u>Women</u>										
Assemblers, cartons .....	404	1.90	1,586	2.07	574	2.11	153	2.13	664	1.96
Inspectors, final .....	174	1.83	261	2.02	54	2.02	-	-	119	2.07
Selectors .....	3,681	1.94	9,023	2.00	3,189	1.96	1,266	2.02	3,266	1.95

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

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

Table 8. Occupational Averages: Glass Containers—By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, May 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic				Great Lakes			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Men</b>												
Assemblers, cartons .....	1, 113	\$ 1.96	184	\$ 2.27	293	\$ 1.94	124	\$ 2.24	290	\$ 1.92	-	-
Batch mixers .....	385	2.08	50	2.79	122	2.15	-	-	55	2.17	18	\$ 2.66
Cullet handlers .....	264	1.97	50	2.53	138	2.00	-	-	54	2.00	24	2.48
Electricians, maintenance .....	209	2.69	123	3.17	85	2.64	-	-	44	2.64	48	3.11
Forming-machine operators .....	490	2.55	3, 184	2.95	-	-	1, 140	2.85	148	2.56	866	2.96
Forming-machine upkeep men .....	189	2.75	1, 123	3.25	-	-	423	3.16	48	2.75	298	3.23
Helpers, maintenance trades .....	94	2.04	26	2.62	30	2.09	-	-	22	2.12	6	2.32
Inspectors, final .....	890	2.22	283	2.62	368	2.15	85	2.47	142	2.19	-	-
Laborers, material handling .....	1, 599	1.98	436	2.31	608	2.02	97	2.33	349	1.96	183	2.24
Lehr tenders .....	119	2.14	78	2.63	43	2.18	30	2.52	41	2.11	24	2.63
Mechanics, maintenance .....	328	2.67	188	3.16	131	2.64	-	-	87	2.65	41	3.12
Mold makers, metal .....	1, 423	3.13	273	3.41	651	3.08	-	-	338	3.07	92	3.32
Tankmen .....	472	2.28	49	2.92	179	2.29	-	-	100	2.18	20	2.90
Truckers, power (forklift) .....	1, 205	2.17	388	2.57	323	2.17	138	2.46	354	2.04	165	2.58
<b>Women</b>												
Assemblers, cartons .....	783	1.86	1, 207	2.15	231	1.82	482	2.15	305	1.76	376	2.11
Selectors .....	8, 706	1.90	3, 998	2.16	2, 424	1.89	1, 246	2.09	2, 588	1.83	1, 300	2.13

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

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

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

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Table 9. Occupational Averages: Pressed or Blown Glass and Glassware, Except Containers—All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations,  
United States and selected regions, May 1964)

Occupation and sex	United States <sup>2</sup>		Middle Atlantic		Border States		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Assemblers, cartons .....	220	\$ 2.03	-	-	20	\$ 1.59	132	\$ 2.17
Men .....	74	1.99	-	-	-	-	35	2.37
Women .....	146	2.05	-	-	7	1.35	97	2.10
Batch mixers (all men) .....	191	2.30	43	\$ 2.39	46	1.99	79	2.45
Blowers (all men) .....	434	3.35	107	3.23	254	3.26	39	3.42
Carry-in boys .....	714	2.04	244	2.37	355	1.81	108	2.06
Men .....	633	2.07	234	2.39	308	1.83	84	2.09
Women .....	81	1.80	-	-	47	1.69	24	1.97
Cullet handlers (all men) .....	114	2.08	44	2.22	26	2.12	29	2.12
Cutters, decorative (49 men and 57 women) .....	106	2.43	-	-	54	2.40	51	2.47
Electricians, maintenance (all men) .....	184	2.81	85	2.77	34	2.63	56	3.05
Forming-machine operators (all men) .....	855	3.03	165	3.04	150	2.72	470	3.25
Forming-machine upkeep men (all men) .....	252	3.04	72	3.14	43	2.55	104	3.28
Gatherers, blowpipe (all men) .....	527	2.77	205	2.53	256	2.82	44	2.97
Gatherers, pressed-ware punty (all men) .....	269	3.21	110	3.40	-	-	91	3.17
Grinders, glassware .....	435	2.01	152	2.21	196	1.82	82	2.11
Men .....	211	2.07	91	2.26	49	1.76	66	2.05
Women .....	224	1.96	-	-	147	1.85	16	2.37
Guards (all men) .....	62	2.13	-	-	-	-	34	2.21
Inspectors, final (182 men and 57 women) .....	719	2.21	-	-	55	1.98	237	2.40
Janitors .....	281	2.05	-	-	28	1.95	137	2.09
Men .....	227	2.09	-	-	22	1.96	99	2.13
Women .....	54	1.92	-	-	6	1.93	38	1.99
Laborers, material handling (all men) .....	1,286	2.11	-	-	260	2.03	376	2.19
Lehr tenders (153 men and 9 women) .....	162	2.23	55	2.32	49	1.75	46	2.65
Machinists, maintenance (all men) .....	298	3.03	-	-	58	2.85	98	3.25
Mechanics, maintenance (all men) .....	180	2.81	-	-	29	2.62	55	2.87
Mold makers, metal (all men) .....	476	3.12	139	3.14	-	-	189	3.14
Pipefitters, maintenance (all men) .....	114	2.80	-	-	-	-	34	2.83
Pressers, glassware, hand (all men) .....	255	3.42	106	3.57	63	3.28	86	3.35
Selectors .....	4,008	2.01	648	2.04	935	1.96	2,048	2.10
Men .....	208	1.91	86	2.29	-	-	-	-
Women .....	3,800	2.02	562	2.00	935	1.96	2,039	2.10
Silk-screen decorators (70 men and 447 women) .....	517	1.95	27	2.46	-	-	113	2.17
Tankmen (all men) .....	342	2.34	93	2.47	107	2.12	117	2.57
Transfer men (all men) .....	655	2.34	246	2.33	-	-	324	2.42
Truckers, power (forklift) (all men) .....	433	2.36	83	2.25	-	-	226	2.43
Warming-in boys (all men) .....	284	2.26	-	-	-	-	92	2.17
Watchmen (all men) .....	47	1.80	-	-	27	1.74	10	1.97
Wrappers (6 men and 116 women) .....	122	1.48	-	-	98	1.40	15	1.91

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

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

Table 10. Occupational Averages: Pressed or Blown Glass and Glassware, Except Containers—By Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in metropolitan and nonmetropolitan areas, United States and selected regions, May 1964)

Occupation and sex	United States <sup>2</sup>				Border States		Great Lakes			
	Metropolitan areas		Nonmetropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>										
Batch mixers.....	95	\$2.37	96	\$2.24	32	\$2.02	30	\$2.67	49	\$2.32
Carry-in boys.....	243	2.07	390	2.07	208	1.67	45	1.94	39	2.26
Cullet handlers.....	47	1.96	67	2.17	26	2.12	12	2.20	17	2.07
Electricians, maintenance.....	73	2.90	111	2.75	30	2.60	38	3.18	18	2.77
Forming-machine operators.....	452	3.12	403	2.93	150	2.72	258	3.43	212	3.03
Forming-machine upkeep men.....	141	3.16	111	2.88	43	2.55	74	3.30	30	3.23
Gatherers, pressed-ware punty.....	183	3.20	86	3.23	-	-	27	3.08	64	3.21
Janitors.....	91	2.04	136	2.11	14	1.93	56	2.16	43	2.08
Laborers, material handling.....	326	2.09	960	2.12	232	2.00	64	2.44	312	2.14
Lehr tenders.....	69	2.43	84	2.09	40	1.72	25	2.72	21	2.56
Machinists, maintenance.....	68	3.22	230	2.97	58	2.85	46	3.45	-	-
Mechanics, maintenance.....	21	2.84	159	2.81	29	2.62	7	3.09	48	2.84
Pressers, glassware, hand.....	175	3.43	80	3.42	-	-	27	3.24	59	3.40
Tankmen.....	197	2.40	145	2.27	85	2.12	76	2.67	41	2.38
Transfer men.....	298	2.40	357	2.29	-	-	178	2.55	146	2.27
Truckers, power (forklift).....	148	2.45	285	2.32	-	-	85	2.60	141	2.33
<u>Women</u>										
Grinders, glassware.....	104	2.17	120	1.77	113	1.77	14	2.44	-	-
Selectors.....	1,805	2.06	1,995	1.99	869	1.96	1,027	2.19	1,012	2.01

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

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

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

Table 11. Occupational Averages: Pressed or Blown Glass and Glassware, Except Containers—By Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, May 1964)

Occupation and sex	United States <sup>2</sup>				Border States		Great Lakes			
	Establishments with—									
	20-499 workers		500 workers or more		20-499 workers		20-499 workers		500 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>										
Batch mixers.....	98	\$ 2.24	93	\$ 2.37	32	\$ 1.83	37	\$ 2.53	42	\$ 2.38
Blowers.....	387	3.34	47	3.44	232	3.28	33	3.35	-	-
Carry-in boys.....	417	1.84	216	2.52	236	1.67	67	2.06	-	-
Cullet handlers.....	47	1.84	67	2.25	-	-	10	1.93	19	2.22
Electricians, maintenance.....	24	2.87	160	2.80	-	-	15	3.29	41	2.96
Forming-machine operators.....	237	2.97	618	3.05	-	-	129	3.52	341	3.15
Forming-machine upkeep men.....	44	3.45	208	2.95	-	-	32	3.45	72	3.20
Gatherers, blowpipe.....	473	2.74	54	2.99	234	2.82	38	2.86	-	-
Grinders, glassware.....	137	1.98	74	2.26	35	1.50	27	2.08	-	-
Janitors.....	57	1.98	170	2.12	-	-	31	2.23	68	2.08
Laborers, material handling.....	257	2.00	1,029	2.14	38	1.89	62	2.44	314	2.14
Lehr tenders.....	85	2.07	68	2.46	36	1.63	-	-	29	2.59
Machinists, maintenance.....	43	2.94	255	3.05	-	-	23	3.44	75	3.20
Mechanics, maintenance.....	15	2.87	165	2.81	-	-	8	3.03	47	2.84
Mold makers, metal.....	135	3.25	341	3.08	-	-	34	3.25	155	3.11
Pressers, glassware, hand.....	183	3.46	72	3.34	23	3.37	64	3.32	-	-
Tankmen.....	197	2.17	145	2.58	63	1.88	61	2.59	56	2.55
<u>Women</u>										
Assemblers, cartons.....	7	1.35	139	2.08	7	1.35	-	-	97	2.10
Janitors.....	22	1.82	32	1.99	-	-	12	1.97	26	1.99
Selectors.....	1,104	2.00	2,696	2.03	166	1.93	539	2.20	1,500	2.07

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

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

Table 12. Occupational Averages: Pressed or Blown Glass and Glassware, Except Containers—By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations, United States and selected regions, May 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic				Great Lakes			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Men</b>												
Batch mixers.....	159	\$ 2.25	32	\$ 2.56	22	\$ 2.36	21	\$ 2.42	70	\$ 2.40	-	-
Electricians, maintenance.....	156	2.75	28	3.13	85	2.77	-	-	32	2.95	24	\$ 3.18
Forming-machine operators.....	258	2.85	597	3.11	-	-	-	-	127	3.05	343	3.33
Forming-machine upkeep men.....	134	2.84	118	3.26	-	-	-	-	30	3.24	74	3.29
Grinders, glassware.....	138	1.99	73	2.24	64	2.12	27	2.60	50	1.95	16	2.36
Lehr tenders.....	107	2.16	46	2.44	31	2.31	-	-	30	2.58	16	2.79
Tankmen.....	279	2.25	63	2.76	56	2.29	-	-	101	2.51	16	2.95
Truckers, power (forklift).....	364	2.30	69	2.66	80	2.24	-	-	160	2.34	66	2.66
<b>Women</b>												
Inspectors, final.....	467	2.11	70	2.33	-	-	-	-	130	2.29	49	2.50
Selectors.....	2,963	2.02	837	2.03	376	1.96	186	2.10	1,690	2.07	349	2.24

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

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

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

Table 13. Glass Containers: Method of Wage Payment

(Percent of production workers by method of wage payment, United States and selected regions, May 1964)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
All workers.....	100	100	100	100	100	100	100
Time-rated workers.....	62	63	46	75	66	58	71
Formal plan.....	61	63	46	75	55	58	71
Single rate.....	48	54	33	64	26	44	53
Range of rates.....	14	8	13	12	29	14	18
Individual rates.....	1	-	-	-	11	-	( <sup>3</sup> )
Incentive workers.....	38	37	54	25	34	42	29
Individual piecework.....	-	-	-	-	-	-	-
Group piecework.....	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )	-
Individual bonus.....	29	28	48	22	29	29	22
Group bonus.....	9	9	6	2	4	14	7

<sup>1</sup> For definition of method of wage payment, see appendix A.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Less than 0.5 percent.

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

Table 14. Glass Containers: Scheduled Weekly Hours

(Percent of production and office workers by scheduled weekly hours of day-shift workers, <sup>1</sup> United States and selected regions, May 1964)

Weekly hours	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
Production workers							
All workers.....	100	100	100	100	100	100	100
36 hours.....	2	-	-	-	-	6	-
40 hours.....	14	7	8	7	15	4	56
42 hours.....	1	-	-	10	-	-	-
44 hours.....	1	-	-	-	11	-	-
45 hours.....	2	-	-	-	-	5	-
48 hours.....	1	-	-	6	12	-	-
Cyclical workweek: 40, 40, 40, and 48 hours.....	78	93	92	59	54	84	44
Other hours <sup>3</sup> .....	2	-	-	19	9	-	-
Office workers							
All workers.....	100	100	100	100	100	100	100
35 hours.....	2	-	16	9	-	-	-
37½ hours.....	1	2	-	-	-	-	-
38¾ hours.....	5	-	-	-	36	11	-
39 hours.....	1	-	-	12	-	-	-
40 hours.....	91	98	84	79	64	89	100

<sup>1</sup> Data relate to the predominant work schedule for full-time workers in each establishment.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> In the Southeast, 40, 40, 40, 40, and 48 hours; in the Southwest, 48, 48, 40, and 32 hours.

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

Table 15. Glass Containers: Shift Differential Provisions

(Percent of production workers by shift differential provisions,<sup>1</sup>  
United States and selected regions, May 1964)

Shift differential	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
<u>Second shift</u>							
Workers in establishments having second-shift provisions.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
With shift differential.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniform cents per hour.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
8 cents.....	98.4	100.0	100.0	100.0	92.0	96.5	100.0
10 cents.....	1.6	-	-	-	8.0	3.5	-
<u>Third or other late shift</u>							
Workers in establishments having third- or other late-shift provisions.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
With shift differential.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniform cents per hour.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
10 cents.....	.5	-	-	-	8.0	-	-
12 cents.....	98.4	100.0	100.0	100.0	92.0	96.5	100.0
12½ cents.....	1.0	-	-	-	-	3.5	-

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

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

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

Table 16. Glass Containers: Shift Differential Practices

(Percent of production workers employed on late shifts by amount of pay differential,  
United States and selected regions, May 1964)

Shift differential	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
<u>Second shift</u>							
Workers employed on second shift.....	26.9	26.5	27.6	28.9	29.5	27.6	23.6
Receiving shift differential.....	26.9	26.5	27.6	28.9	29.5	27.6	23.6
Uniform cents per hour.....	26.9	26.5	27.6	28.9	29.5	27.6	23.6
8 cents.....	26.5	26.5	27.6	28.9	26.9	26.7	23.6
10 cents.....	.4	-	-	-	2.6	.9	-
<u>Third or other late shift</u>							
Workers employed on third or other late shift.....	25.7	25.1	26.2	27.8	27.3	26.3	23.2
Receiving shift differential.....	25.7	25.1	26.2	27.8	27.3	26.3	23.2
Uniform cents per hour.....	25.7	25.1	26.2	27.8	27.3	26.3	23.2
10 cents.....	.1	-	-	-	2.1	-	-
12 cents.....	25.3	25.1	26.2	27.8	25.2	25.5	23.2
12½ cents.....	.2	-	-	-	-	.8	-

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

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

Table 17. Glass Containers: Paid Holidays

(Percent of production and office workers in establishments with formal provisions for paid holidays,  
United States and selected regions, May 1964)

Number of paid holidays	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	100	100	100	100	100	100	100
6 days.....	2	-	-	-	-	5	-
7 days.....	96	100	100	100	100	95	80
8 days.....	3	-	-	-	-	-	20
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	100	100	100	100	100	100	100
6 days.....	3	5	2	-	-	4	-
7 days.....	94	95	98	94	100	96	85
7 days plus 1 half day.....	2	-	-	-	-	-	10
7 days plus 2 half days.....	( <sup>2</sup> )	-	-	6	-	-	-
8 days.....	1	-	-	-	-	-	5

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

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

Table 18. Glass Containers: Paid Vacations

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, May 1964)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific	United States <sup>1</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
	Production workers							Office workers						
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>														
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	99	100	100	100	100	98	95	100	100	100	100	100	100	100
Percentage payment	1	-	-	-	-	2	5	-	-	-	-	-	-	-
<u>Amount of vacation pay<sup>2</sup></u>														
After 6 months of service:														
Under 1 week	30	30	53	10	-	41	15	2	2	-	-	-	-	11
1 week	3	-	-	-	-	-	20	57	53	73	14	45	67	54
Over 1 and under 2 weeks	2	-	-	-	31	-	-	-	-	-	-	-	-	-
After 1 year of service:														
1 week	55	35	87	65	53	48	85	26	35	25	24	18	23	12
Over 1 and under 2 weeks	45	65	13	35	47	52	15	2	6	-	-	-	-	-
2 weeks	-	-	-	-	-	-	-	72	59	75	76	82	77	88
After 2 years of service:														
1 week	42	35	79	58	53	48	-	13	25	4	6	18	9	-
Over 1 and under 2 weeks	43	62	21	35	47	52	-	-	-	-	-	-	-	-
2 weeks	12	-	-	7	-	-	85	85	69	96	94	82	91	100
Over 2 and under 3 weeks	3	3	-	-	-	-	15	2	6	-	-	-	-	-
After 5 years of service:														
2 weeks	51	24	87	65	53	48	85	98	94	100	100	100	100	100
Over 2 and under 3 weeks	49	76	13	35	47	52	15	2	6	-	-	-	-	-
After 10 years of service:														
2 weeks	8	3	-	11	16	11	11	16	24	2	21	17	18	5
3 weeks	82	82	92	73	84	81	81	83	73	98	79	83	82	95
Over 3 and under 4 weeks	10	15	8	16	-	8	8	1	4	-	-	-	-	-
After 15 years of service:														
2 weeks	4	-	-	11	11	10	-	3	-	-	9	6	9	-
3 weeks	58	23	77	63	81	67	92	95	94	100	91	94	91	100
Over 3 and under 4 weeks	37	77	23	26	9	19	8	2	6	-	-	-	-	-
4 weeks	-	-	-	-	-	-	-	8	8	16	-	27	4	5
Over 4 weeks	1	-	-	-	-	5	-	-	-	-	-	-	-	-
After 20 years of service:														
2 weeks	4	-	-	11	11	10	-	3	-	-	9	6	9	-
3 weeks	58	23	77	63	81	67	92	87	86	84	91	67	88	95
Over 3 and under 4 weeks	37	77	23	26	9	19	8	2	6	-	-	-	-	-
4 weeks	-	-	-	-	-	-	-	8	8	16	-	27	4	5
Over 4 weeks	1	-	-	-	-	5	-	-	-	-	-	-	-	-
After 25 years of service:														
2 weeks	4	-	-	11	11	10	-	3	-	-	9	6	9	-
3 weeks	56	16	77	63	81	67	92	83	79	84	91	67	84	95
Over 3 and under 4 weeks	39	84	23	26	9	19	8	2	6	-	-	-	8	5
4 weeks	-	-	-	-	-	-	-	12	15	16	-	27	8	5
Over 4 weeks	1	-	-	-	-	5	-	-	-	-	-	-	-	-

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

<sup>2</sup> The amount of vacation pay in this tabulation is expressed in terms of the length of time covered by the payment, measured against the workers' regular workweek. Thus, establishments providing 48 hours vacation pay were classified as granting 1 week if the work schedule was 48 hours but over 1 and under 2 weeks if the work schedule was less than 48 hours. Many establishments maintained regularly changing work schedules (e.g., 40 hours for the first 3 weeks and 48 hours for the fourth); in such instances, provisions for 48 hours of vacation pay were considered as over 1 and under 2 weeks. Vacation payments such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions. For example, the changes in proportions indicated at 5 years may include changes occurring after 4 years.

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

Table 19. Glass Containers: Health, Insurance, and Pension Plans

(Percent of production and office workers in establishments with specified health, insurance, and pension plans, United States and selected regions, May 1964)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Pacific
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	99	100	100	100	95	100	100
Accidental death and dismemberment insurance.....	75	58	100	90	84	72	85
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	84	82	100	94	95	100	31
Sickness and accident insurance. Sick leave (full pay, no waiting period).....	84	82	100	94	95	100	31
Sickness and accident insurance. Sick leave (partial pay or waiting period).....	-	-	-	-	-	-	-
Hospitalization insurance.....	99	100	100	100	95	100	100
Surgical insurance.....	99	100	100	100	95	100	100
Medical insurance.....	89	86	95	83	77	88	100
Catastrophe insurance.....	40	51	19	90	53	15	49
Retirement pension.....	94	100	92	100	95	86	92
No plans.....	( <sup>4</sup> )	-	-	-	5	-	-
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	99	100	100	100	96	100	100
Accidental death and dismemberment insurance.....	70	54	84	86	91	77	70
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	95	94	100	94	96	96	94
Sickness and accident insurance. Sick leave (full pay, no waiting period).....	79	84	100	82	87	92	21
Sickness and accident insurance. Sick leave (partial pay or waiting period).....	88	91	76	68	76	91	94
Hospitalization insurance.....	( <sup>4</sup> )	-	-	-	5	-	-
Surgical insurance.....	98	100	84	100	96	100	100
Medical insurance.....	98	100	84	100	96	100	100
Catastrophe insurance.....	95	98	82	91	95	94	100
Retirement pension.....	79	67	98	74	91	90	70
No plans.....	97	100	100	100	96	96	90
	( <sup>4</sup> )	-	-	-	4	-	-

<sup>1</sup> Includes only those plans for which at least part of the cost is borne by the employer. Legally required plans such as workmen's compensation and social security are excluded; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements.

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

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

<sup>4</sup> Less than 0.5 percent.

Table 20. Pressed or Blown Glass and Glassware, Except Containers: Method of Wage Payment

(Percent of production workers by method of wage payment, United States and selected regions, May 1964)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
All workers.....	100	100	100	100
Time-rated workers.....	64	70	65	58
Formal plan.....	62	66	65	57
Single rate.....	30	12	42	41
Range of rates.....	32	54	23	16
Individual rates.....	2	4	-	1
Incentive workers.....	36	30	35	42
Individual piecework.....	1	2	1	( <sup>3</sup> )
Group piecework.....	4	1	10	3
Individual bonus.....	14	17	6	13
Group bonus.....	17	11	19	25

<sup>1</sup> For definition of method of wage payment, see appendix A.

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

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

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

Table 21. Pressed or Blown Glass and Glassware, Except Containers: Scheduled Weekly Hours

(Percent of production and office workers by scheduled weekly hours of day-shift workers, <sup>1</sup> United States and selected regions, May 1964)

Weekly hours	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
Production workers				
All workers.....	100	100	100	100
30 hours.....	1	-	4	1
35 hours.....	1	-	3	-
37 1/2 hours.....	1	-	-	3
40 hours.....	59	77	55	48
44 hours.....	4	-	17	-
45 1/2 hours.....	4	12	-	-
48 hours.....	9	-	-	23
Cyclical workweek—40, 40, 40, and 48 hours.....	21	12	21	25
Office workers				
All workers.....	100	100	100	100
35 hours.....	1	1	3	-
36 1/4 hours.....	3	-	-	14
37 1/2 hours.....	54	74	42	17
38 and under 40 hours.....	6	10	-	2
40 hours.....	36	16	56	67
48 hours.....	( <sup>3</sup> )	-	-	-

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

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

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

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

Table 22. Pressed or Blown Glass and Glassware, Except Containers:  
Shift Differential Provisions

(Percent of production workers by shift differential provisions,<sup>1</sup>  
United States and selected regions, May 1964)

Shift differential	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
<u>Second shift</u>				
Workers in establishments having second-shift provisions	93.4	94.1	86.9	97.1
With shift differential	86.0	94.1	66.0	97.1
Uniform cents per hour	81.6	94.1	66.0	85.2
1 cent	1.9	-	-	5.3
3 cents	14.2	19.2	20.0	7.7
4 cents	3.0	-	-	8.3
5 cents	.6	-	2.5	-
6 cents	27.8	51.6	19.0	9.9
8 cents	26.0	11.7	24.5	44.4
9 cents	3.5	-	-	9.6
10 cents	4.1	11.6	-	-
15 cents	.5	-	-	-
Uniform percentage	4.3	-	-	11.9
10 percent	4.3	-	-	11.9
With no shift differential	7.4	-	20.9	-
<u>Third or other late shift</u>				
Workers in establishments having third- or other late-shift provisions	87.8	94.1	71.3	91.7
With shift differential	82.5	94.1	59.7	91.7
Uniform cents per hour	78.2	94.1	59.7	79.8
1 cent	1.9	-	-	5.3
3 cents	12.4	19.2	16.2	4.9
6 cents	2.1	-	-	5.7
8 cents	27.8	51.6	19.0	9.9
10 cents	4.1	11.6	-	-
12 cents	29.5	11.7	24.5	54.1
15 cents	.5	-	-	-
Uniform percentage	4.3	-	-	11.9
10 percent	4.3	-	-	11.9
With no shift differential	5.2	-	11.5	-

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

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

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

Table 23. Pressed or Blown Glass and Glassware, Except Containers:  
Shift Differential Practices

(Percent of production workers employed on late shifts by amount of pay differential,  
United States and selected regions, May 1964)

Shift differential	United States <sup>1</sup>	Middle Atlantic	Border States	Great Lakes
<u>Second shift</u>				
Workers employed on second shift	17.5	15.4	11.1	23.3
Receiving shift differential	16.3	15.4	9.0	23.3
Uniform cents per hour	15.2	15.4	9.0	20.4
1 cent	.6	-	-	1.7
3 cents	.7	1.5	-	.4
4 cents	.7	-	-	1.9
6 cents	4.1	7.4	3.3	1.3
8 cents	7.1	3.7	5.7	12.3
9 cents	1.0	-	-	2.8
10 cents	1.0	2.8	-	-
15 cents	.1	-	-	-
Uniform percentage	1.1	-	-	2.9
10 percent	1.1	-	-	2.9
Receiving no shift differential	1.2	-	2.1	-
<u>Third or other late shift</u>				
Workers employed on third or other late shift	14.0	11.1	9.4	19.7
Receiving shift differential	13.0	11.1	7.2	19.7
Uniform cents per hour	11.9	11.1	7.2	16.7
1 cent	.5	-	-	1.4
3 cents	.5	1.5	-	.1
6 cents	.2	-	-	.5
8 cents	2.1	3.7	1.6	.7
10 cents	.8	2.2	-	-
12 cents	7.7	3.7	5.6	14.1
15 cents	.1	-	-	-
Uniform percentage	1.1	-	-	2.9
10 percent	1.1	-	-	2.9
Receiving no shift differential	1.0	-	2.2	-

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

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

Table 24. Pressed or Blown Glass and Glassware,  
Except Containers: Paid Holidays

(Percent of production and office workers in establishments with formal provisions  
for paid holidays, United States and selected regions, May 1964)

Number of paid holidays	United States <sup>1</sup>	Middle Atlantic	Border States	Great Lakes
Production workers				
All workers.....	100	100	100	100
Workers in establishments providing paid holidays.....	96	100	94	99
3 days plus 1 half day.....	( <sup>2</sup> )	1	-	-
5 days.....	1	-	4	-
6 days.....	7	-	17	7
6 days plus 2 half days.....	( <sup>2</sup> )	-	-	1
7 days.....	71	97	70	55
7 days plus 1 half day.....	1	2	-	-
8 days.....	14	-	3	35
9 days.....	2	-	-	-
10 days.....	( <sup>2</sup> )	-	-	-
Workers in establishments providing no paid holidays.....	4	-	6	1
Office workers				
All workers.....	100	100	100	100
Workers in establishments providing paid holidays.....	97	100	98	100
5 days.....	1	-	3	-
6 days.....	3	-	9	5
6 days plus 2 half days.....	( <sup>2</sup> )	-	-	1
7 days.....	83	92	65	88
7 days plus 1 half day.....	5	8	-	-
8 days.....	4	-	21	5
9 days.....	1	-	-	-
10 days.....	( <sup>2</sup> )	-	-	-
Workers in establishments providing no paid holidays.....	3	-	2	-

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

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

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

Table 25. Pressed or Blown Glass and Glassware, Except Containers: Paid Vacations

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, May 1964)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Border States	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Border States	Great Lakes
	Production workers				Office workers			
All workers	100	100	100	100	100	100	100	100
<u>Method of payment</u>								
Workers in establishments providing paid vacations	97	100	91	99	99	100	98	99
Length-of-time payment	67	44	72	86	99	100	98	99
Percentage payment	30	56	19	13	-	-	-	-
Workers in establishments providing no paid vacations	3	-	9	1	1	-	2	1
<u>Amount of vacation pay <sup>2</sup></u>								
After 6 months of service:								
Under 1 week	10	2	-	25	-	-	-	-
1 week	( <sup>3</sup> )	-	-	-	77	89	54	71
Over 1 and under 2 weeks	1	-	-	3	-	-	-	-
2 weeks	-	-	-	-	4	2	17	1
After 1 year of service:								
Under 1 week	( <sup>3</sup> )	1	-	-	-	-	-	-
1 week	56	35	68	66	12	3	23	18
Over 1 and under 2 weeks	12	12	-	23	-	-	-	-
2 weeks	28	52	19	10	87	97	72	80
After 2 years of service:								
Under 1 week	( <sup>3</sup> )	1	-	-	-	-	-	-
1 week	51	31	72	54	11	2	26	15
Over 1 and under 2 weeks	18	14	-	35	-	-	-	-
2 weeks	29	54	19	10	88	98	72	84
After 5 years of service:								
1 week	2	1	4	3	1	-	3	2
Over 1 and under 2 weeks	1	2	-	-	-	-	-	-
2 weeks	50	33	68	53	99	100	95	97
Over 2 and under 3 weeks	16	12	-	33	-	-	-	-
3 weeks	28	52	19	10	-	-	-	-
After 10 years of service:								
1 week	2	1	4	3	1	-	3	2
2 weeks	36	24	43	40	22	15	38	19
Over 2 and under 3 weeks	1	-	-	3	-	-	-	-
3 weeks	30	23	25	44	77	85	57	78
4 weeks	28	52	19	10	-	-	-	-
After 15 years of service:								
1 week	2	1	4	3	1	-	3	2
2 weeks	19	16	43	3	15	9	38	6
Over 2 and under 3 weeks	1	-	-	3	-	-	-	-
3 weeks	47	31	25	81	84	91	57	92
4 weeks	28	52	19	10	-	-	-	-

See footnotes at end of table.

Table 25. Pressed or Blown Glass and Glassware, Except Containers: Paid Vacations—Continued

(Percent of production and office workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, May 1964)

Vacation policy	United States <sup>1</sup>	Middle Atlantic	Border States	Great Lakes	United States <sup>1</sup>	Middle Atlantic	Border States	Great Lakes
	Production workers				Office workers			
<u>Amount of vacation pay</u> <sup>2</sup> —Continued								
After 20 years of service:								
1 week.....	2	1	4	3	1	-	3	2
2 weeks.....	19	16	43	3	14	7	38	6
Over 2 and under 3 weeks.....	1	-	-	3	-	-	-	-
3 weeks.....	42	31	25	69	29	16	6	78
4 weeks.....	4	-	-	12	57	77	51	14
Over 4 weeks.....	28	52	19	10	-	-	-	-
After 25 years of service:								
1 week.....	2	1	4	3	1	-	3	2
2 weeks.....	19	16	43	3	14	7	38	6
Over 2 and under 3 weeks.....	1	-	-	3	-	-	-	-
3 weeks.....	34	31	25	44	21	16	6	47
4 weeks.....	13	-	-	36	64	77	51	45
Over 4 weeks.....	28	52	19	10	-	-	-	-

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

<sup>2</sup> The amount of vacation pay in this tabulation is expressed in terms of the length of time covered by the payment, measured against the workers' regular workweek. Thus, establishments providing 48 hours of vacation pay were classified as granting 1 week if the work schedule was 48 hours but over 1 and under 2 weeks if the work schedule was less than 48 hours. Several establishments maintained regularly changing work schedules (e.g., 40 hours for the first 3 weeks and 48 hours for the fourth); in such instances, provisions for 48 hours of vacation pay were considered as over 1 and under 2 weeks. Vacation payments such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions. For example, the changes in proportions indicated at 5 years may include changes occurring after 4 years.

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

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

Table 26. Pressed or Blown Glass and Glassware, Except Containers:  
Health, Insurance, and Pension Plans

(Percent of production and office workers in establishments with specified health, insurance, and pension plans, United States and selected regions, May 1964)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Great Lakes
Production workers				
All workers.....	100	100	100	100
Workers in establishments providing:				
Life insurance .....	96	99	100	93
Accidental death and dismemberment insurance.....	84	85	79	86
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	89	95	85	93
Sickness and accident insurance.....	89	95	85	93
Sick leave (full pay, no waiting period).....	( <sup>4</sup> )	-	-	-
Sick leave (partial pay or waiting period).....	-	-	-	-
Hospitalization insurance.....	90	88	96	89
Surgical insurance.....	90	88	96	89
Medical insurance.....	78	77	65	89
Catastrophe insurance.....	45	71	30	32
Retirement pension.....	89	99	73	91
No plans.....	2	-	-	4
Office workers				
All workers.....	100	100	100	100
Workers in establishments providing:				
Life insurance .....	99	99	100	96
Accidental death and dismemberment insurance.....	93	95	91	91
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	95	99	93	96
Sickness and accident insurance.....	94	98	93	96
Sick leave (full pay, no waiting period).....	80	91	68	72
Sick leave (partial pay or waiting period).....	-	-	-	-
Hospitalization insurance.....	96	96	96	96
Surgical insurance.....	96	96	96	96
Medical insurance.....	91	89	91	96
Catastrophe insurance.....	83	95	81	63
Retirement pension.....	94	99	82	87
No plans.....	1	( <sup>4</sup> )	-	4

<sup>1</sup> Includes only those plans for which at least part of the cost is borne by the employer. Legally required plans such as workmen's compensation and social security are excluded; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements.

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

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

<sup>4</sup> Less than 0.5 percent.

## Appendix A. Scope and Method of Survey

### Scope of Survey

The survey included establishments primarily engaged in manufacturing glass containers for commercial packing and bottling, and for home canning, and those primarily engaged in manufacturing other glass and glassware, pressed, blown, or shaped from glass produced in the same establishment (industries 3221 and 3229, except textile glass fibers, as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget).

The establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists.

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

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied,  
Pressed or Blown Glass and Glassware Industries, <sup>1</sup> May 1964

Industry and region <sup>2</sup>	Number of establishments <sup>3</sup>		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total <sup>4</sup>	Production workers	Office workers	
<b>All establishments:</b>						
United States <sup>5</sup> -----	216	122	97,089	81,748	5,774	78,187
Middle Atlantic-----	58	29	33,935	27,375	2,755	27,376
Border States-----	45	23	14,135	12,268	787	10,676
Southeast-----	11	8	4,611	4,050	128	3,845
Southwest-----	17	12	4,814	4,140	238	3,753
Great Lakes-----	59	35	30,325	26,390	1,409	26,286
Pacific-----	23	12	8,439	7,318	407	5,421
<b>Glass containers establishments:</b>						
United States <sup>5</sup> -----	104	70	59,389	51,848	2,606	48,394
Middle Atlantic-----	30	18	19,205	16,689	927	15,482
Border States-----	9	7	5,916	5,110	315	5,456
Southeast-----	11	8	4,611	4,050	128	3,845
Southwest-----	12	9	3,798	3,280	148	3,191
Great Lakes-----	23	16	17,407	15,382	678	14,830
Pacific-----	18	11	8,244	7,158	402	5,382
<b>Other pressed or blown glass and glassware establishments:</b>						
United States <sup>5</sup> -----	112	52	37,700	29,900	3,168	29,793
Middle Atlantic-----	28	11	14,730	10,686	1,828	11,894
Border States-----	36	16	8,219	7,158	472	5,220
Great Lakes-----	36	19	12,918	11,008	731	11,456

<sup>1</sup> Establishments primarily engaged in the manufacture of textile glass fibers were excluded.

<sup>2</sup> The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and Pacific—California, Nevada, Oregon, and Washington.

<sup>3</sup> Includes only establishments with 20 workers or more at the time of reference of the universe data.

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

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

### Method of Study

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

### Establishment Definition

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

### Employment

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

### Production Workers

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

### Office Workers

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

### Occupations Selected for Study

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

### Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments—such as those resulting from piecework or production bonus systems—and cost-of-living bonuses, were included as part of the workers' regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal rather than actual hours.<sup>7</sup>

### Comparison With Other Statistics

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

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<sup>7</sup> Average hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers, were obtained by weighting each rate (or hourly earnings) by the number of workers receiving the rate.

### Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget in 1961.

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

### Establishment Practices and Supplementary Wage Provisions

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

Method of Wage Payment. Formal rate structures for time-rated workers provide single rates or a range of rates for each job category in the establishment. In the absence of a formal rate structure, pay rates are determined primarily with reference to the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the worker to achieve the full job rate over a period of time. Individual experienced workers may occasionally be paid above or below the single rate for special reasons, but such payments are regarded as exceptions. Range-of-rate plans are those in which the minimum and/or maximum rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of various concepts of merit and length of service.

Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production in excess of a quota or for completion of a job in less than standard time.

Weekly Hours. Data refer to the predominant work schedule for full-time production and office workers employed on the day shift.

Overtime Premium Pay. Weekly overtime refers to work in excess of a specified number of hours per week regardless of the day on which it is performed, the number of hours per day, or number of days worked. Daily overtime refers to work in excess of a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period.

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

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

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

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,<sup>8</sup> plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

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

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

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

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

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<sup>8</sup> The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

## Appendix B. Occupational Descriptions

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

### ASSEMBLER, CARTON

Assembles cartons from prepared box blanks. Work involves folding the box blanks along scored lines and fastening the edges together by one or more of the following methods: Coating flaps with glue and pressing them together; interlocking the corners by means of tabs; sealing edges with strips of gummed tape; or stapling edges together by means of power-stitching machines or hand staplers.

### BATCH MIXER

Blends or mixes various glassmaking ingredients in controlled amounts, according to formula, by hand or machine. Work involves the following: Weighing out specified amounts of ingredients such as sand, soda, lime, borax, feldspar, and coloring; and mixing them either by hand or machine. In addition, may load ingredients into mixing machine.

### BLOWER

(Glass blower)

Blows or inflates ball of molten glass, gathered on the end of a blowpipe, into desired shape and size, either with or without the aid of a metal mold. In addition, may dip end of blowpipe into molten glass to gather the proper amount for the article to be made.

### CARRY-IN BOY

Carries heated, formed glass articles by tongs or on a pronged fork to the Lehr and places them on the conveyor moving through the Lehr.

### CULLET HANDLER

Works as a member of a crew that tends a machine to wash and crush refuse glass.

### CUTTER, DECORATIVE

Cuts monograms or ornamental designs on glassware with an abrasive wheel. Work involves the following: Selecting and mounting proper abrasive wheel on lathe; moistening revolving wheel with a wet abrasive agent; and holding glassware against edge of wheel, turning and twisting article so that design or pattern will be properly cut in the article. May cut designs deeper on ware having pressed designs. In addition, may trace or mark pattern on the glassware before doing the cutting.

ELECTRICIAN, MAINTENANCE

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

FORMING-MACHINE OPERATOR

Tends the operation of an automatic machine that forms bottles or other articles from molten glass. Work involves the following: Regulating flow of molten glass to molds on machine; regulating and setting lubrication valves to prevent the glass from sticking to the molds; and occasionally checking completed article by weighing it on scales, or measuring it with gages or calipers. In addition, may make minor adjustments to the machine.

FORMING-MACHINE UPKEEP MAN

Adjusts and repairs the automatic feeding, flowing, and forming machines used to manufacture glasswares. Assists in setting up and adjusting the machinery for job changes.

GATHERER, BLOWPIPE

Gathers desired amount of molten glass on end of blowpipe. Work involves the following: Dipping end of blowpipe into molten glass and carrying ball of molten glass on end of blowpipe to the blower. In addition, may blow into pipe to begin inflation of glass before handing pipe to blower for completion of process.

GATHERER, PRESSED-WARE PUNTY

Gathers desired amount of molten glass on end of an iron rod. Work involves the following: Dipping end of iron rod into molten glass and carrying ball of molten glass on end of rod to the presser.

GRINDER, GLASSWARE

Grinds or smooths the edges, rims, ridges, rough surfaces, etc., of glassware on an abrasive wheel. Work involves the following: Pressing the glass against revolving abrasive wheels and moving or turning the glass from one position to another to grind all surfaces evenly.

GUARD

Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting worker by holding materials or tools; performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

INSPECTOR, FINAL

Performs final inspection on glasswares, examining for defects in the ware and any decoration thereon. May wrap and pack.

JANITOR

(Sweeper; charwoman; janitress)

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

LABORER, MATERIAL HANDLING

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

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

LEHR TENDER

Regulates temperature of a reheating oven (lehr) used to anneal or fire-glaze glass or glass articles. May arrange glass articles according to size and shape on lehr conveyor, so that maximum quantity will be carried in oven or may place glass in oven by means of a long paddle.

MACHINIST, MAINTENANCE

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

MECHANIC, MAINTENANCE

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

MOLD MAKER, METAL

Constructs and/or repairs metal molds. Work involves most of the following: Laying out and marking metal blanks or castings according to blueprints or drawings; using hand-tools and various metalworking machines to cut and shape the parts to dimensions and specifications outlined; and fitting and assembling parts together to form complete mold.

PIPEFITTER, MAINTENANCE

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

PRESSER, GLASSWARE, HAND

Molds (presses) molten glass into specified shape. Work involves the following: Shearing off desired amount of molten glass from iron rod (gathering iron) held by gatherer over mold, and allowing it to drop in mold; positioning mold under plunger of press; and forcing a metal plunger into the mold, causing the glass to fill the space between the plunger and the mold. In addition, may, when glass has cooled, open the mold, remove article, and send it to lehr for annealing or to other workers for further processing.

SELECTOR

(Selector and packer)

Examines glassware visually and with simple gages for defects, such as bubbles or seeds in ware, scratches on surface, ware out of shape, and bad finish, as the ware is received from the annealing ovens. Selects accepted ware and packs in cartons or puts in trays for transfer to other workers for further processing. May keep records of rejected glass.

SILK-SCREEN DECORATOR

Decorates glassware by a silk-screening or stainless-steel screening process. Work involves the following: Filling receptacle with paint, placing glassware in machine, bringing silk (or stainless steel) screen into position with ware, setting rubber rollers or squeegee in operation to force the paint through the screen to decorate the glassware with the desired design, removing ware from machine, inspecting for defects in decoration, and placing ware on conveyors for baking oven.

TANKMAN

(Furnace operator; teaser)

Feeds raw materials to the glassmelting tank. Reverses the gas fire at stated intervals from one side of the gas- and air-regenerative chambers to the other side to equalize heat in tank. Regulates draft dampers which control pressure on inside of melting tank and regulates pressure of gas fed to tank.

TRANSFER MAN

(Floor boy)

Removes glassware from rotating stations of a glass-forming machine with the aid of hand tongs and places ware on conveyors or stations of other machines for further forming.

TRUCKER, POWER

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

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

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

WARMING-IN BOY

Reheats glassware in a furnace for further processing. Work involves the following: Inserting glassware attached to blowpipe or held by longhandled pincers (snaps) into furnace (glory hole) until it has softened; and removing and passing heated glassware to another worker.

WATCHMAN

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

WRAPPER

Wraps glassware in paper or tissue. In addition, may pack wrapped articles in cartons or other containers.



## Industry Wage Studies

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

### I. Occupational Wage Studies

#### Manufacturing

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).  
Candy and Other Confectionery Products, 1960. BLS Report 195.  
\*Canning and Freezing, 1957. BLS Report 136.  
Cigar Manufacturing, 1961. BLS Bulletin 1317 (30 cents).  
Cigarette Manufacturing, 1960. BLS Report 167.  
Cotton Textiles, May 1963. BLS Bulletin 1410 (40 cents).  
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1957. BLS Report 123.  
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).  
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).  
Fluid Milk Industry, 1960. BLS Report 174.  
Footwear, 1962. BLS Bulletin 1360 (45 cents).  
Hosiery, 1962. BLS Bulletin 1349 (45 cents).
- Industrial Chemicals, 1955. BLS Report 103.  
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).  
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).  
Machinery Manufacturing, 1963. BLS Bulletin 1388 (25 cents).  
Meat Products, 1963. BLS Bulletin 1415 (75 cents).  
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1961.  
BLS Bulletin 1323 (40 cents).  
Men's and Boys' Suits and Coats, 1958. BLS Report 140.  
Miscellaneous Plastics Products, 1960. BLS Report 168.  
Miscellaneous Textiles, 1953. BLS Report 56.  
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).
- Nonferrous Foundries, 1960. BLS Report 180.  
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).  
Petroleum Refining, 1959. BLS Report 158.  
Pressed or Blown Glass and Glassware, 1960. BLS Report 177.  
\*Processed Waste, 1957. BLS Report 124.  
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).  
Radio, Television, and Related Products, 1951. Series 2, No. 84.  
Railroad Cars, 1952. Series 2, No. 86.  
\*Raw Sugar, 1957. BLS Report 136.
- Southern Sawmills and Planing Mills, 1962. BLS Bulletin 1361 (30 cents).  
Structural Clay Products, 1960. BLS Report 172.  
Synthetic Fibers, 1958. BLS Report 143.  
Synthetic Textiles, June 1963. BLS Bulletin 1414 (35 cents).

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

## I. Occupational Wage Studies—Continued

### Manufacturing—Continued

- Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).  
\*Tobacco Stemming and Redrying, 1957. BLS Report 136.  
West Coast Sawmilling, 1959. BLS Report 156.  
Women's and Misses' Coats and Suits, 1962. BLS Bulletin 1371 (25 cents).  
Women's and Misses' Dresses, 1963. BLS Bulletin 1391 (30 cents).  
Wood Household Furniture, Except Upholstered, 1962. BLS Bulletin 1369 (40 cents).  
\*Wooden Containers, 1957. BLS Report 126.  
Wool Textiles, 1962. BLS Bulletin 1372 (45 cents).  
Work Clothing, 1961. BLS Bulletin 1321 (35 cents).

### Nonmanufacturing

- Auto Dealer Repair Shops, 1958. BLS Report 141.  
Banking Industry, 1960. BLS Report 179.  
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).  
Communications, 1962. BLS Bulletin 1389 (20 cents).  
Contract Cleaning Services, 1961. BLS Bulletin 1327 (25 cents).  
Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.  
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.  
  
Eating and Drinking Places, June 1963. BLS Bulletin 1400 (40 cents).  
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).  
Hospitals, Mid-1963. BLS Bulletin 1409 (50 cents).  
Hotels and Motels, June 1963. BLS Bulletin 1406 (40 cents).  
Laundries and Cleaning Services, 1963. BLS Bulletin 1401 (50 cents).  
Life Insurance, 1961. BLS Bulletin 1324 (30 cents).

## II. Other Industry Wage Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 (40 cents).  
Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 (35 cents).

### Retail Trade:

- Employee Earnings in Retail Trade, June 1962 (Overall Summary of the Industry). BLS Bulletin 1380 (45 cents).  
Employee Earnings at Retail Building Materials, Hardware, and Farm Equipment Dealers, June 1962. BLS Bulletin 1380-1 (25 cents).  
Employee Earnings in Retail General Merchandise Stores, June 1962. BLS Bulletin 1380-2 (45 cents).  
Employee Earnings in Retail Food Stores, June 1962. BLS Bulletin 1380-3 (40 cents).  
Employee Earnings at Retail Automotive Dealers and in Gasoline Service Stations, June 1962. BLS Bulletin 1380-4 (40 cents).  
Employee Earnings in Retail Apparel and Accessory Stores, June 1962. BLS Bulletin 1380-5 (45 cents).  
Employee Earnings in Retail Furniture, Home Furnishings, and Household Appliance Stores, June 1962. BLS Bulletin 1380-6 (40 cents).  
Employee Earnings in Miscellaneous Retail Stores, June 1962. BLS Bulletin 1380-7 (40 cents).

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

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

## BUREAU OF LABOR STATISTICS REGIONAL OFFICES

