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**Employer Expenditures for Selected  
Supplementary Compensation Practices for  
Production and Related Workers**

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**Composition of Payroll Hours**

**MANUFACTURING INDUSTRIES, 1962**

Bulletin No. 1428



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

**BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner**



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## Preface

This study represents the Bureau of Labor Statistics first resurvey of employer expenditures for supplementary compensation. The first study in this series, 1959 expenditures in manufacturing, was followed by surveys of 1960 expenditures in the mining industries; 1961 expenditures in the finance, insurance, and real estate industries; and now by a 1962 manufacturing expenditure study.

Another report in this series was issued on 1962 expenditures in the meatpacking and processing industries. That study was conducted within the framework of this broader survey, and in this bulletin the information collected from meatpackers and processors has been combined with data for the food and kindred products industry.

This study was conducted in the Bureau's Division of National Wage and Salary Income, by Norman J. Samuels, Chief of the Division, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The statistical and sampling techniques were developed by Samuel E. Cohen and Theodore J. Golonka. The analysis was prepared by Arnold Strasser, assisted by Harlan F. Edmonds and Robert E. Pope.



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# Employer Expenditures for Selected Supplementary Compensation Practices; and Composition of Payroll Hours

## Manufacturing Industries, 1962

### Chapter 1. Introduction and Summary

#### Introduction

During 1962, employers in the Nation's manufacturing industries had expenditures for selected supplementary compensation practices that amounted to 57 cents for every hour spent in the plant by production and related workers. In 1959, such expenditures among all manufacturing establishments amounted to approximately 48 cents per plant hour.<sup>1</sup> (See chart 1.)

The 18-percent increase in expenditures for the selected supplements studied is substantially greater than the relative increase in the average hourly earnings of production workers, as reported by the Bureau of Labor Statistics, for the same period.<sup>2</sup> Similar differences in the rate of increase between employer expenditures for supplementary compensation and basic wages were found in all of the industries for which data were available. This difference in relative movement emphasizes the increasing importance of supplements in the wage structure in the Nation's manufacturing industries.

The structure of employer expenditures for the selected supplements changed between 1959 and 1962. In 1959, those supplements which comprised part of payroll (leave, premiums, and bonuses) accounted for more than half the expenditures.<sup>3</sup> In 1962, more than half the expenditures were for legally required insurance programs and private welfare plans that provided factory workers in the manufacturing industries with life, accident, and health insurance, private pensions, social security, and unemployment benefits, among other benefits.

The greatest relative increase in cents per plant hour expenditures, 38.3 percent, was for the legally required insurance programs,<sup>4</sup> and the next largest increase, 18.8 percent, was for private welfare plans. Payments to the workers for overtime, weekend, holiday, and shift-work premiums increased least—4.9 percent; leave payments rose by 7.7 percent. As a percent of straight-time payroll,<sup>5</sup> employer expenditures for the legally required insurance programs

---

<sup>1</sup> Plant hours are defined as aggregate hours paid for during the year minus leave hours.

<sup>2</sup> The gross average hourly earnings of production and related workers in all manufacturing rose 9.1 percent from \$2.19 per hour in 1959 to \$2.39 in 1962. Employment and Earnings Statistics for the United States, 1909-62 (BLS Bulletin 1312-1, 1963).

<sup>3</sup> Employer Expenditures for Selected Supplementary Remuneration Practices for Production Workers in Manufacturing Industries, 1959 (BLS Bulletin 1308, 1962).

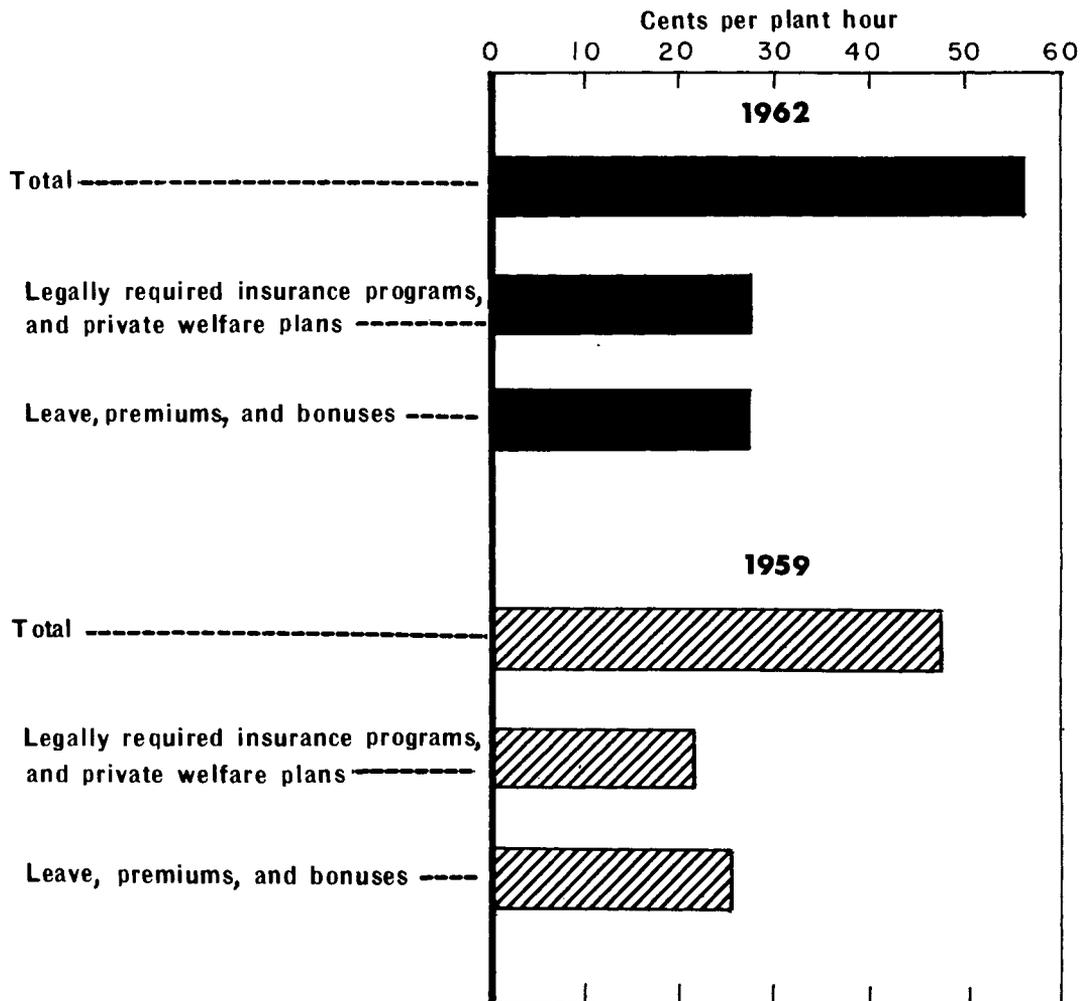
<sup>4</sup> The greatest increase, 50 percent—from 1.2 to 1.8 cents per plant hour, was actually noted in expenditures for nonproduction bonuses. Part of this increase, however, is reflective of a change in the definitions used in 1959 and 1962. In 1959, payments for bonuses which were primarily made under profit-sharing plans were excluded; these payments were included in 1962. The extent of the impact of this change in definition cannot be measured.

<sup>5</sup> Straight-time payroll is defined as gross payroll for production and related workers minus premium payments for overtime, weekend, holiday, and shift work.

Throughout this report, expenditures expressed as cents per plant hour, and as a percent of straight-time payroll have been used for purposes of year-to-year comparisons. Comparisons based on these measures, since they respectively exclude the leave time, and premium expenditure variables, are considered to be more representative of the actual movement than expenditures expressed either in cents per hour paid for, or as a percent of gross payroll.

# Chart 1. Employer Expenditures Per Plant Hour for Selected Supplementary Compensation Practices, Manufacturing Industries, 1959 and 1962

Production and Related Workers



and private welfare plans rose, while leave and premium payments declined slightly. This change in the structure of employer expenditures for the selected supplements, while more likely indicative of the choices available to labor and management than of a trend, does indicate that during the 1959-62 period, health and welfare benefits had been strengthened and extended.<sup>6</sup> The improvement of the health and welfare programs, however, was not necessarily at the expense of the supplements paid directly to the workers. In this connection, an examination of the composition of payroll hours shows that paid leave time, the largest direct payroll supplement, represented the same proportion of total hours paid for in 1962 as in 1959.

The increased expenditure for private welfare plans, in addition to the large increase in expenditures for the legally required insurance programs which in the main provide like types of benefits, indicates the importance placed on health and welfare programs by both labor and management. Employer expenditures for the private plans providing production workers with life, accident, and health insurance, and pension and retirement benefits increased by 2.3 cents per plant hour—an amount equal to more than half of the increased expenditure per plant hour for the legally required programs—most of which (1.9 cents) was for insurance providing production workers with life, accident, and health coverage not provided as a matter of right under the legally required programs, and the balance (0.4 cents) was for private pensions which supplement the retirement income provisions of the social security program. The importance placed on life, accident, and health insurance is demonstrated by the 38-percent increase in employer expenditures per plant hour—a greater increase in cents than for any other supplement studied not mandated by law, and exceeded only by expenditures for unemployment compensation which rose by 2 cents per plant hour or almost 60 percent.<sup>7</sup>

#### Framework of the Analysis

The four types of ratios used in this report (expenditures as a percent of gross payroll; as a percent of straight-time payroll; in cents per hour paid for; and in cents per plant hour<sup>8</sup>) are presented for all establishments, including those without an expenditure for the practice, as well as separately for establishments that actually had an expenditure for the practice during the survey year. The data for all establishments are particularly useful for comparisons with other regularly published data which generally relate to total industry employment, hours, and earnings. The data for establishments with expenditures for a practice are useful in making comparisons among those establishments, and may be compared by manufacturers with the expenditure level in their own establishments.

Total expenditures as a percent of payroll are not shown in this report. Payments for leave, bonuses, and premiums are integral parts of payroll and would also be basic components of the numerator (expenditures for the supplementary practices studied). Hence, such totaling would double count the same values. However, such double counting is not a factor in aggregating the expenditures measured in cents per plant hour, since for each hour that production and related workers spent at the plant, employers actually made payments for the supplements studied in addition to the basic pay for the hour's work.

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<sup>6</sup> For further information about the changes in health and welfare benefits, see "Recent Changes in Negotiated Pension Plans," *Monthly Labor Review*, May 1962, pp. 528-532, and "Recent Changes in Negotiated Health and Insurance Plans," *Monthly Labor Review*, September 1962, pp. 1015-1018.

<sup>7</sup> BLS Bulletin 1308, op. cit., footnote 3.

<sup>8</sup> See appendix A for a description of the procedure used in deriving these measures.

Neither the percent nor the cent ratios for establishments with expenditures can be totaled because the base (or denominator) for each item was changed for the computation of each ratio.

The ratios for all establishments are generally lower than those for establishments with expenditures, the difference depending on the proportion of establishments without expenditures and their relative importance in terms of employment size, payrolls, and hours.

### 1962 Expenditures

During 1962, payments to production and related workers, in all manufacturing establishments, for leave time comprised the largest component of employer expenditures for the supplementary practices studied, with expenditures for the legally required insurance programs and private welfare plans, in that order, being only slightly lower. Premium and bonus payments were considerably lower than expenditures for the other supplements studied (table 1).

The pattern noted above did not, however, prevail in all of the industry groups for which 1962 data were available (table 2).<sup>9</sup> In some groups (tobacco, primary metal, and transportation equipment), the expenditures for private welfare plans exceeded expenditures for any other supplement studied; in other industry groups (textiles, lumber, and paper), premium payments were higher than leave payments; and in some industries (textile; apparel; lumber; furniture; leather; stone, clay, and glass; fabricated metal products; and miscellaneous manufacturing), expenditures for the legally required insurance programs were higher than expenditures for the other supplements studied.

Other differences were noted among only those establishments that actually had expenditures for the practices during 1962. Among such establishments, employer expenditures for private welfare plans generally were second only to leave payments (tables 3 and 4); and among the private plans the relationship of expenditures for pensions and insurances were the reverse of that found at the all-establishment level, that is—among plants with expenditures, payments for pension plans were higher than expenditures for life, accident, and health insurance.

All Establishments. In 1962, 10.9 percent of the gross payroll, or 11.3 percent of the straight-time payroll, for production and related workers in the manufacturing industries, consisted of payments for leave time; premium pay for overtime, weekend, holiday, and shift work; and yearend, Christmas, and other irregular bonuses. In addition, employer payments, among all manufacturing establishments, for legally required insurance programs and private welfare plans covering the production work force, on the average, equaled 11.2 percent of gross or 11.7 percent of straight-time payroll.

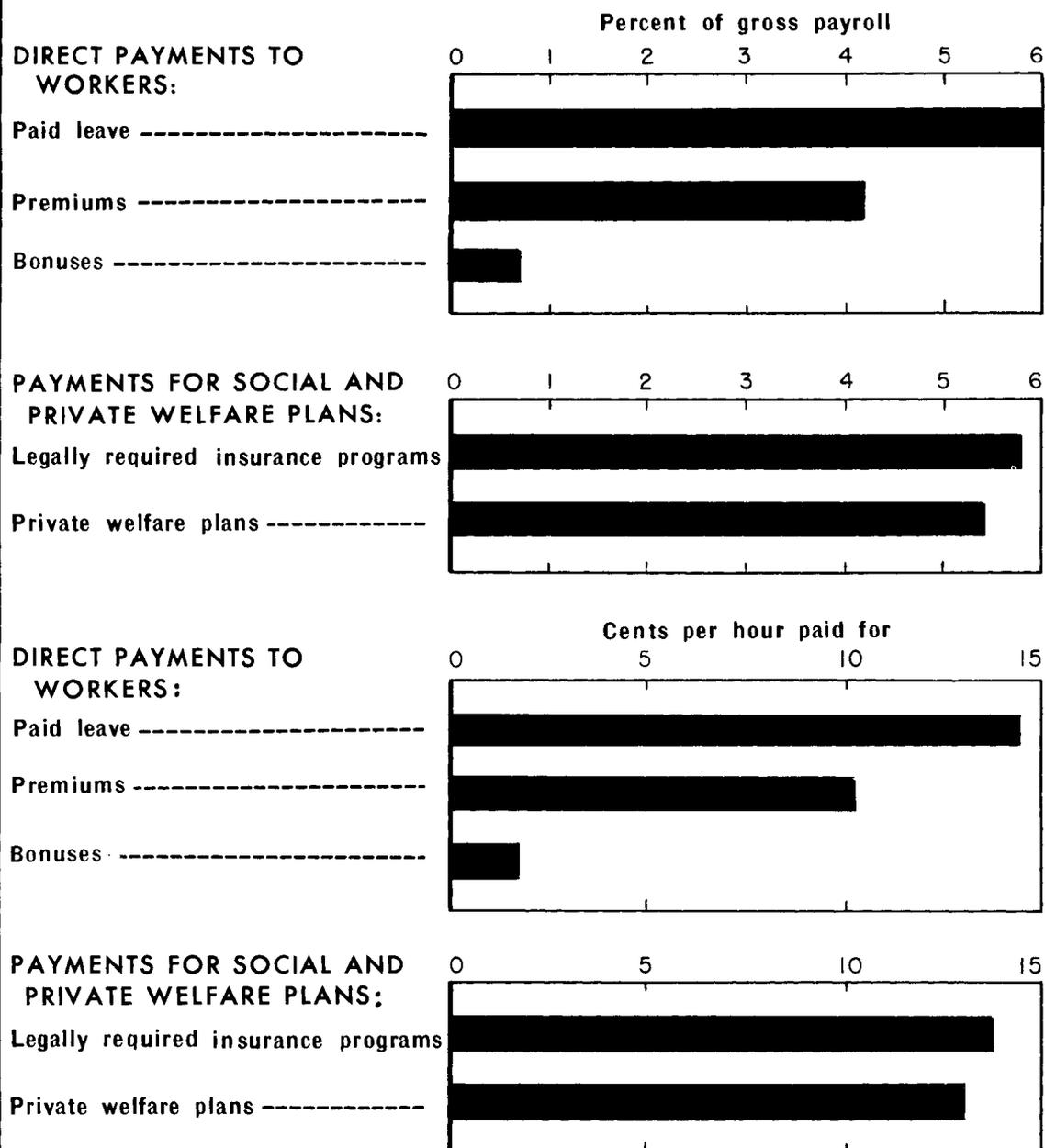
Pay for leave, premiums, and bonuses amounted to 26.4 cents per hour paid for in 1962 or 28 cents per plant hour. Employer expenditures for legally required insurance programs and private welfare plans amounted to an additional 27 cents per hour paid for, or 28.7 cents per plant hour.

In general, employer expenditures for the selected practices studied tended to be highest in the higher wage, highly unionized plants, and tended to rise with increases in size of establishment. However, for the legally required insurance programs, lower wage establishments generally had a higher level of expenditures, relative to payroll, but a lower level of expenditures measured in cents per hour than did the higher wage plants. Bonus payments did not follow any defined

<sup>9</sup> The 1962 data for the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries did not meet publication criteria. Hence, these industry groups have been excluded from all comparisons of expenditures by industry.

## Chart 2. Employer Expenditures for Selected Supplementary Compensation Practices, Manufacturing Industries, 1962

### Production and Related Workers



wage pattern. Establishments at both ends of the wage spectrum had relatively low levels of bonus expenditures, while some of the establishments in the mid-range of the wage pattern had comparatively high bonus expenditures.

Expenditures for the supplementary practices studied varied as a percent of payroll by region. However, the aggregate expenditures per plant hour were highest in the North Central region and lowest in the South.

Prevalence.<sup>10</sup> All of the production and related workers in the Nation's manufacturing industries during 1962 were covered by social security and almost all were also covered by unemployment insurance and workmen's compensation. In addition, the vast majority of the workers were employed by plants that had expenditures for some type of private welfare plan—usually life, accident, and health insurance, about 90 percent, and pension and retirement plans, about 60 percent.

Paid leave time, primarily vacation and holiday, was provided by establishments that employed approximately 96 percent of the production and related workers, and premium payments for overtime, weekend, holiday, and shift work were made by plants with about 93 percent of the production employment. About a third of the workers were employed by manufacturing establishments that paid yearend, Christmas, or other irregular bonuses during 1962.

Establishments With Expenditures. Among establishments with expenditures for the practices studied, leave payments comprised about 6 percent; premiums almost 5 percent; and bonuses accounted for about 2 percent of the gross and straight-time payrolls of the production work force. In addition, employers with expenditures, paid the equivalent of about 6 percent of payroll for the legally required insurance programs, and about the same proportion for private welfare plans.

These payments measured in cents per hour paid for amounted to about 15 cents for leave; 11 cents for premiums; 5 cents for bonuses; 14 cents for the legally required insurances; and 15 cents for private welfare plans. Measured in cents per plant hour, the expenditures were about 1 cent higher for all items except bonuses, which were only 0.3 cents per plant hour higher.

The relationship of one type of expenditure to another in plants with expenditures, even considering the shifting base used in computation, was quite similar to that found at the all-establishment level. However, a reversal of the relative importance in terms of expenditures shown at the all-establishment level was found in establishments with expenditures for the life, accident, and health insurances, and the pension and retirement plans. At the all-establishment level, expenditures for the insurances were equal to a greater proportion of payroll than pension expenditures and amounted to more when measured in cents. In establishments that actually had expenditures, those for pensions were about 27 percent greater on an hourly basis and equaled a greater proportion of payroll than did expenditures for the insurances. This structural difference was partly the result of varying prevalence for the two practices; establishments employing about 90 percent of the production force had expenditures for one or more types of insurance, but only about 60 percent of the workers were employed in 1962 by plants that had an expenditure for a pension or retirement plan.

When data for establishments with expenditures for the supplementary practices were tabulated by regions, the highest level of expenditures was generally found in the Northeast for leave and bonuses; in the North Central for premiums and private welfare plans; and in the West for the legally required insurance programs.

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<sup>10</sup> Unless otherwise noted, the percentages used throughout this report apply to all production and related workers in establishments that actually had an expenditure for the practice, and not the proportion actually receiving the benefit.

Table 1. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Manufacturing Industries, by Region, 1962

Supplementary compensation practice	Employer expenditures in all establishments by region <sup>1</sup>									
	Percent of gross payroll					Percent of straight-time payroll				
	United States	Northeast	South	North Central	West	United States	Northeast	South	North Central	West
Paid leave-----	6.0	6.4	5.1	6.1	5.9	6.2	6.6	5.3	6.4	6.2
Vacation-----	3.6	3.7	3.2	3.7	3.3	3.7	3.8	3.3	3.9	3.4
Holiday-----	2.1	2.4	1.6	2.2	2.2	2.2	2.5	1.7	2.3	2.3
Sick-----	.3	.3	.3	.2	.4	.3	.3	.3	.2	.4
Other <sup>2</sup> -----	( <sup>3</sup> )	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )
Premium payments-----	4.2	3.8	4.3	4.6	4.0	4.4	4.0	4.5	4.8	4.1
Overtime, weekend, and holiday work-----	3.3	3.0	3.5	3.6	3.1	3.5	3.1	3.7	3.8	3.2
Shift differentials-----	.9	.8	.8	1.0	.9	.9	.9	.8	1.0	.9
Yearend, Christmas, and other irregular bonuses-----	.7	.9	.6	.6	.5	.7	.9	.6	.7	.6
Legally required insurance programs-----	5.8	6.1	5.7	5.3	6.4	6.0	6.3	5.9	5.6	6.7
Social security-----	2.6	2.6	2.8	2.5	2.5	2.7	2.7	2.9	2.7	2.6
Unemployment compensation-----	2.1	2.4	1.9	1.9	2.3	2.2	2.5	2.0	1.9	2.4
Workmen's compensation-----	1.0	.9	.9	.9	1.5	1.0	.9	1.0	.9	1.6
Other <sup>4</sup> -----	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Private welfare plans-----	5.4	5.3	4.8	6.1	4.7	5.7	5.5	5.1	6.4	4.9
Life, accident, and health insurance-----	2.7	2.6	2.2	3.1	2.5	2.8	2.7	2.3	3.2	2.6
Pension and retirement plans-----	2.4	2.3	2.3	2.6	2.0	2.5	2.4	2.4	2.7	2.1
Vacation and holiday funds-----	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Severance or dismissal pay and supplemental unemployment benefits-----	.3	.2	.2	.4	.2	.3	.2	.2	.4	.2
Savings and thrift plans-----	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.1	( <sup>3</sup> )	( <sup>3</sup> )
	Cents per hour paid for					Cents per plant hour				
Paid leave-----	14.5	15.2	10.4	15.9	16.2	15.4	16.2	10.9	17.0	17.3
Vacation-----	8.6	8.7	6.5	9.7	9.0	9.1	9.3	6.8	10.4	9.6
Holiday-----	5.1	5.7	3.2	5.6	5.9	5.5	6.1	3.4	6.0	6.3
Sick-----	.6	.7	.5	.5	1.2	.7	.7	.6	.5	1.2
Other <sup>2</sup> -----	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
Premium payments-----	10.2	9.2	8.8	12.0	10.8	10.8	9.8	9.3	12.8	11.5
Overtime, weekend, and holiday work-----	8.1	7.2	7.2	9.4	8.5	8.6	7.7	7.6	10.1	9.0
Shift differentials-----	2.1	2.0	1.6	2.5	2.4	2.3	2.1	1.7	2.7	2.5
Yearend, Christmas, and other irregular bonuses-----	1.7	2.2	1.3	1.6	1.5	1.8	2.3	1.3	1.7	1.6
Legally required insurance programs-----	13.9	14.5	11.5	13.9	17.5	14.8	15.5	12.1	14.8	18.7
Social security-----	6.3	6.3	5.7	6.7	6.9	6.7	6.7	5.9	7.1	7.3
Unemployment compensation-----	5.1	5.8	3.9	4.8	6.3	5.4	6.2	4.1	5.2	6.7
Workmen's compensation-----	2.4	2.1	1.9	2.3	4.2	2.5	2.2	2.0	2.5	4.5
Other <sup>4</sup> -----	.1	.3	( <sup>3</sup> )	( <sup>3</sup> )	.1	.1	.3	( <sup>3</sup> )	( <sup>3</sup> )	.1
Private welfare plans-----	13.1	12.7	9.9	15.8	12.8	13.9	13.6	10.4	16.9	13.6
Life, accident, and health insurance-----	6.5	6.3	4.5	8.0	6.8	6.9	6.7	4.7	8.6	7.3
Pension and retirement plans-----	5.7	5.6	4.7	6.7	5.4	6.1	6.0	4.9	7.1	5.8
Vacation and holiday funds-----	.1	.1	( <sup>3</sup> )	.1	.1	.1	.1	( <sup>3</sup> )	.1	.1
Severance or dismissal pay and supplemental unemployment benefits-----	.6	.5	.4	.9	.4	.7	.6	.4	1.0	.5
Savings and thrift plans-----	.1	.1	.3	.1	.1	.1	.1	.3	.1	.1

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

<sup>2</sup> Includes military, jury, witness, voting, and personal leave.

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

<sup>4</sup> Principally State temporary disability insurance.

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

Table 2. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Manufacturing Industries, by Industry Group, 1962

Industry group	Employer expenditures in all establishments									
	Percent of gross payroll					Percent of straight-time payroll				
	Paid leave	Premium payments	Bonuses	Legally required insurance programs	Private welfare plans	Paid leave	Premium payments	Bonuses	Legally required insurance programs	Private welfare plans
All industries <sup>1</sup> .....	6.0	4.2	0.7	5.8	5.4	6.2	4.4	0.7	6.0	5.7
Food and kindred products.....	6.1	3.8	0.8	5.9	5.3	6.4	4.0	0.9	6.2	5.5
Tobacco manufactures.....	5.8	2.5	1.1	5.6	7.9	6.0	2.6	1.2	5.8	8.1
Textile mill products.....	3.7	4.0	.6	6.0	2.9	3.8	4.1	.6	6.2	3.1
Apparel and other finished textile products.....	3.3	1.5	.6	6.7	3.2	3.3	1.5	.6	6.8	3.2
Lumber and wood products.....	3.1	3.8	.7	8.4	2.7	3.3	4.0	.8	8.7	2.8
Furniture and fixtures.....	4.6	3.0	.7	6.7	3.7	4.8	3.1	.7	7.0	3.9
Paper and allied products.....	6.4	6.8	.4	5.4	5.0	6.9	7.3	.5	5.7	5.4
Printing, publishing, and allied industries.....	6.6	4.5	.8	4.6	4.0	6.9	4.7	.8	4.8	4.2
Rubber and miscellaneous plastics products.....	6.8	5.0	.5	5.9	6.2	7.1	5.2	.5	6.2	6.5
Leather and leather products.....	5.1	1.9	.6	7.0	3.1	5.2	1.9	.6	7.1	3.2
Stone, clay, and glass products.....	5.5	5.1	.5	6.0	5.2	5.8	5.4	.5	6.3	5.5
Primary metal industries.....	6.9	4.5	.4	5.2	7.9	7.2	4.7	.4	5.4	8.3
Fabricated metal products.....	5.8	4.2	1.1	6.5	5.7	6.1	4.4	1.2	6.8	5.9
Machinery, except electrical.....	6.0	4.1	1.3	5.3	5.4	6.3	4.3	1.3	5.5	5.7
Electrical machinery, equipment, and supplies.....	6.6	4.0	.5	5.5	5.1	6.8	4.2	.5	5.8	5.3
Transportation equipment.....	6.6	5.3	.3	5.4	7.2	7.0	5.6	.3	5.7	7.6
Instruments and related products.....	6.8	3.7	1.9	5.5	5.7	7.1	3.9	2.0	5.7	6.0
Miscellaneous manufacturing industries.....	5.1	2.7	1.6	6.4	4.0	5.3	2.7	1.6	6.6	4.1
	Cents per hour paid for					Cents per plant hour				
All industries <sup>1</sup> .....	14.5	10.2	1.7	13.9	13.1	15.4	10.8	1.8	14.8	13.9
Food and kindred products.....	14.1	8.8	1.9	13.7	12.1	15.0	9.3	2.1	14.5	12.8
Tobacco manufactures.....	11.4	5.0	2.3	11.0	15.6	12.1	5.3	2.4	11.7	16.5
Textile mill products.....	6.4	6.9	1.1	10.4	5.1	6.6	7.2	1.1	10.8	5.3
Apparel and other finished textile products.....	5.6	2.6	1.0	11.5	5.5	5.8	2.6	1.1	11.9	5.7
Lumber and wood products.....	6.2	7.6	1.4	16.6	5.3	6.4	7.8	1.5	17.1	5.4
Furniture and fixtures.....	9.3	5.9	1.4	13.5	7.5	9.7	6.2	1.5	14.1	7.8
Paper and allied products.....	15.7	16.8	1.1	13.2	12.4	16.9	18.0	1.1	14.2	13.3
Printing, publishing, and allied industries.....	19.1	12.9	2.3	13.2	11.6	20.5	13.9	2.5	14.1	12.5
Rubber and miscellaneous plastics products.....	16.9	12.3	1.2	14.7	15.3	18.1	13.2	1.3	15.8	16.4
Leather and leather products.....	9.1	3.4	1.1	12.3	5.5	9.5	3.5	1.2	13.0	5.8
Stone, clay, and glass products.....	13.8	12.8	1.2	15.0	13.1	14.6	13.6	1.3	16.0	13.9
Primary metal industries.....	21.1	13.8	1.2	15.8	24.2	22.7	14.9	1.3	17.0	26.1
Fabricated metal products.....	14.9	10.6	2.9	16.5	14.4	15.8	11.3	3.1	17.5	15.3
Machinery, except electrical.....	16.3	11.1	3.5	14.4	14.7	17.5	11.8	3.7	15.3	15.7
Electrical machinery, equipment, and supplies.....	15.7	9.7	1.1	13.3	12.2	16.9	10.4	1.2	14.2	13.0
Transportation equipment.....	19.0	15.3	.8	15.6	20.6	20.4	16.4	.9	16.8	22.1
Instruments and related products.....	16.8	9.2	4.8	13.5	14.2	18.1	9.9	5.1	14.5	15.3
Miscellaneous manufacturing industries.....	10.7	5.6	3.3	13.3	8.3	11.3	5.9	3.5	14.1	8.8

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

Table 3. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in Manufacturing Industry Establishments  
With Expenditures for the Practice, by Region, 1962

Supplementary compensation practice	Employer expenditures in establishments with expenditures for the practice by region <sup>1</sup>									
	Percent of gross payroll					Percent of straight-time payroll				
	United States	Northeast	South	North Central	West	United States	Northeast	South	North Central	West
Paid leave.....	6.1	6.5	5.4	6.2	6.1	6.4	6.8	5.6	6.5	6.4
Vacation.....	3.7	3.8	3.4	3.8	3.5	3.9	4.0	3.6	4.0	3.6
Holiday.....	2.3	2.5	2.0	2.2	2.3	2.4	2.6	2.1	2.3	2.4
Sick.....	.9	1.0	1.0	.8	1.0	1.0	1.0	1.0	.9	1.0
Other <sup>2</sup> .....	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1
Premium payments.....	4.5	4.2	4.6	4.7	4.2	4.7	4.4	4.8	4.9	4.4
Overtime, weekend, and holiday work.....	3.5	3.3	3.8	3.7	3.3	3.7	3.5	3.9	3.9	3.5
Shift differentials.....	1.3	1.3	1.3	1.3	1.2	1.4	1.4	1.4	1.3	1.3
Yearend, Christmas, and other irregular bonuses.....	2.2	2.5	1.8	2.1	2.1	2.3	2.6	1.9	2.1	2.2
Legally required insurance programs.....	5.8	6.1	5.7	5.3	6.4	6.0	6.3	5.9	5.6	6.7
Social security.....	2.6	2.6	2.8	2.5	2.5	2.7	2.8	2.9	2.7	2.6
Unemployment compensation.....	2.1	2.5	1.9	1.9	2.3	2.2	2.6	2.0	1.9	2.4
Workmen's compensation.....	1.0	.9	1.0	.9	1.6	1.0	.9	1.0	.9	1.6
Other <sup>3</sup> .....	.3	.4	( <sup>4</sup> )	.1	.5	.3	.4	( <sup>4</sup> )	.1	.6
Private welfare plans.....	5.9	5.8	5.3	6.3	5.3	6.1	6.1	5.6	6.6	5.5
Life, accident, and health insurance.....	2.9	2.9	2.4	3.2	2.8	3.1	3.1	2.6	3.4	3.0
Pension and retirement plans.....	3.5	3.5	3.7	3.6	2.9	3.7	3.6	3.9	3.8	3.1
Vacation and holiday funds.....	1.9	2.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	2.0	2.1	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Severance or dismissal pay and supplemental unemployment benefits.....	.9	.8	.9	1.1	.7	1.0	.9	.9	1.2	.7
Savings and thrift plans.....	1.2	1.0	1.8	.9	( <sup>4</sup> )	1.3	1.0	1.9	1.0	( <sup>4</sup> )
	Cents per hour paid for					Cents per plant hour				
Paid leave.....	15.0	15.7	11.3	16.1	17.0	16.0	16.8	11.9	17.2	18.1
Vacation.....	9.1	9.2	7.2	9.9	9.6	9.7	9.9	7.6	10.6	10.2
Holiday.....	5.7	6.0	4.6	5.8	6.4	6.1	6.4	4.9	6.2	6.9
Sick.....	2.5	2.5	2.6	2.2	2.8	2.7	2.7	2.8	2.4	3.0
Other <sup>2</sup> .....	.3	.3	.3	.3	.3	.3	.3	.3	.3	.3
Premium payments.....	10.9	10.3	9.5	12.4	11.4	11.6	11.0	10.0	13.2	12.2
Overtime, weekend, and holiday work.....	8.7	8.1	7.8	9.8	9.0	9.3	8.7	8.2	10.5	9.6
Shift differentials.....	3.4	3.4	3.1	3.5	3.6	3.7	3.7	3.3	3.8	3.9
Yearend, Christmas, and other irregular bonuses.....	4.9	5.7	3.4	5.0	5.7	5.2	6.1	3.5	5.2	6.1
Legally required insurance programs.....	13.9	14.5	11.5	13.9	17.5	14.8	15.5	12.1	14.8	18.7
Social security.....	6.4	6.3	5.7	6.7	6.9	6.8	6.8	5.9	7.1	7.3
Unemployment compensation.....	5.1	5.9	3.9	4.8	6.3	5.5	6.3	4.1	5.2	6.7
Workmen's compensation.....	2.4	2.1	2.0	2.4	4.3	2.5	2.3	2.1	2.5	4.6
Other <sup>3</sup> .....	.8	.9	( <sup>4</sup> )	.2	1.5	.8	1.0	( <sup>4</sup> )	.2	1.6
Private welfare plans.....	14.5	14.3	11.3	16.8	14.7	15.5	15.3	11.9	18.0	15.8
Life, accident, and health insurance.....	7.3	7.2	5.2	8.6	7.9	7.8	7.7	5.5	9.2	8.5
Pension and retirement plans.....	9.3	9.0	8.7	10.1	8.4	9.9	9.7	9.2	10.8	9.1
Vacation and holiday funds.....	4.7	4.4	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	4.9	4.5	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )
Severance or dismissal pay and supplemental unemployment benefits.....	2.7	2.4	2.4	3.4	2.0	3.0	2.6	2.7	3.7	2.1
Savings and thrift plans.....	3.3	2.7	4.8	2.5	( <sup>4</sup> )	3.6	2.9	5.2	2.7	( <sup>4</sup> )

<sup>1</sup> See footnote 1, table 1 for definition of regions. Detail by practice does not add to total because of a change in the base used in computing each of the components.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave.

<sup>3</sup> Principally State temporary disability insurance.

<sup>4</sup> Data do not meet publication criteria.

Table 4. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Industry Group, 1962

Industry group	Employer expenditures in establishments with expenditures for the practice									
	Percent of gross payroll					Percent of straight-time payroll				
	Paid leave	Premium payments	Bonuses	Legally required insurance programs	Private welfare plans	Paid leave	Premium payments	Bonuses	Legally required insurance programs	Private welfare plans
All industries <sup>1</sup>	6.1	4.5	2.2	5.8	5.9	6.4	4.7	2.3	6.0	6.1
Food and kindred products	6.3	4.2	2.3	5.9	5.9	6.5	4.4	2.4	6.2	6.1
Tobacco manufactures	6.0	2.8	2.6	5.6	8.4	6.2	2.8	2.6	5.8	8.7
Textile mill products	3.8	4.1	1.6	6.0	3.2	4.0	4.2	1.7	6.2	3.3
Apparel and other finished textile products	3.9	2.1	1.3	6.7	4.5	4.0	2.1	1.4	6.8	4.6
Lumber and wood products	3.8	4.3	2.2	8.4	3.8	4.0	4.5	2.3	8.7	4.0
Furniture and fixtures	4.9	3.2	1.6	6.7	4.4	5.0	3.3	1.7	7.0	4.5
Paper and allied products	6.4	7.0	1.5	5.4	5.1	6.9	7.5	1.6	5.7	5.5
Printing, publishing, and allied industries	6.6	4.9	2.0	4.6	4.5	7.0	5.1	2.1	4.8	4.7
Rubber and miscellaneous plastics products	6.8	5.1	2.1	5.9	6.4	7.2	5.4	2.2	6.2	6.7
Leather and leather products	5.2	2.1	1.3	7.0	3.4	5.3	2.1	1.3	7.1	3.5
Stone, clay, and glass products	5.6	5.3	1.5	6.0	5.5	6.0	5.6	1.6	6.3	5.8
Primary metal industries	6.9	4.5	2.2	5.2	8.0	7.2	4.7	2.3	5.4	8.4
Fabricated metal products	5.9	4.4	2.7	6.5	6.0	6.2	4.6	2.8	6.8	6.2
Machinery, except electrical	6.1	4.2	3.0	5.3	5.8	6.3	4.4	3.1	5.5	6.1
Electrical machinery, equipment, and supplies	6.6	4.1	2.1	5.5	5.2	6.8	4.3	2.2	5.8	5.5
Transportation equipment	6.7	5.3	1.6	5.4	7.3	7.1	5.6	1.7	5.7	7.7
Instruments and related products	6.8	3.9	4.8	5.5	6.1	7.1	4.0	5.0	5.7	6.4
Miscellaneous manufacturing industries	5.3	3.1	2.7	6.4	4.8	5.5	3.2	2.8	6.6	4.9
	Cents per hour paid for					Cents per plant hour				
All industries <sup>1</sup>	15.0	10.9	4.9	13.9	14.5	16.0	11.6	5.2	14.8	15.5
Food and kindred products	14.6	9.8	5.2	13.7	14.1	15.6	10.4	5.5	14.5	15.0
Tobacco manufactures	12.1	5.5	5.0	11.0	17.1	12.8	5.9	5.3	11.7	18.2
Textile mill products	6.7	7.1	2.8	10.4	5.6	6.9	7.4	2.9	10.8	5.8
Apparel and other finished textile products	6.7	3.6	2.2	11.5	7.8	7.0	3.7	2.2	11.9	8.1
Lumber and wood products	7.9	8.7	4.1	16.6	8.1	8.2	9.0	4.2	17.1	8.5
Furniture and fixtures	10.0	6.4	3.0	13.5	9.0	10.5	6.7	3.2	14.1	9.5
Paper and allied products	15.8	17.3	3.6	13.2	12.6	16.9	18.6	3.8	14.2	13.5
Printing, publishing, and allied industries	19.3	14.4	5.8	13.2	13.3	20.7	15.4	6.2	14.1	14.3
Rubber and miscellaneous plastics products	17.2	12.8	4.7	14.7	16.2	18.4	13.7	5.0	15.8	17.4
Leather and leather products	9.1	3.7	2.2	12.3	6.0	9.6	3.9	2.4	13.0	6.4
Stone, clay, and glass products	14.3	13.3	3.5	15.0	14.0	15.3	14.2	3.6	16.0	14.9
Primary metal industries	21.4	13.9	6.1	15.8	24.5	22.7	14.9	6.5	17.0	26.3
Fabricated metal products	15.0	11.2	6.5	16.5	15.3	16.0	11.9	6.9	17.5	16.2
Machinery, except electrical	16.4	11.5	7.8	14.4	15.8	17.5	12.2	8.3	15.3	16.9
Electrical machinery, equipment, and supplies	15.8	9.8	5.0	13.3	12.7	16.9	10.6	5.3	14.2	13.6
Transportation equipment	19.2	15.3	4.6	15.6	21.0	20.6	16.5	4.9	16.8	22.6
Instruments and related products	16.9	9.6	12.0	13.5	15.5	18.2	10.3	12.9	14.5	16.7
Miscellaneous manufacturing industries	11.3	6.4	5.5	13.3	10.1	12.0	6.7	5.8	14.1	10.7

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

## Chapter 2. Paid Leave

### Total Paid Leave

All Establishments. During 1962, employer payments for leave accounted for about 6 percent of the gross and straight-time payrolls of production and related workers in the manufacturing industries. (See chart 3 and table 5.) These payments, amounting to 14.5 cents per hour paid for and 15.4 cents per plant hour, were principally for vacation and holiday time; payments for sick, military, jury, witness, voting, and personal leave of 0.7 cents per hour paid for and 0.8 cents per plant hour comprised the remaining 5 percent of the total expenditures for leave.

The highest level of leave expenditures, among the industries for which data were available, was found in primary metal (about 7 percent of gross and 21 cents per hour paid for) and the lowest expenditure level was found in the lumber and apparel industries (about 3 percent of gross and approximately 6 cents per hour paid for). Leave payments in one-half of the industries, however, ranged from 6 to 7 percent of gross payroll<sup>11</sup> and amounted to 14 cents or more per 1962 hour paid for.<sup>12</sup>

In some manufacturing establishments, leave payments for production workers ranged up to 11 percent or more of gross payroll and more than 30 cents per hour paid for. In general, these payments were reported by the larger, higher wage, unionized establishments in metropolitan areas.

Prevalence. Approximately 96 percent of the production and related workers were employed during 1962 by establishments that paid for one or more types of leave; the proportions ranging, by industry, from about three-fourths in lumber, and four-fifths in apparel to substantially all of the workers in a majority of the industries for which data are available (table 7). Among the regions, the proportion of workers in establishments with expenditures ranged from 91 percent in the South to 99 percent in the North Central.

Establishments With Expenditures. Employer expenditures during 1962 among establishments that paid for one or more types of leave comprised slightly more than 6 percent of the gross and straight-time payrolls of the production work force. These payments amounted to 15 cents per 1962 hour paid for or 16 cents

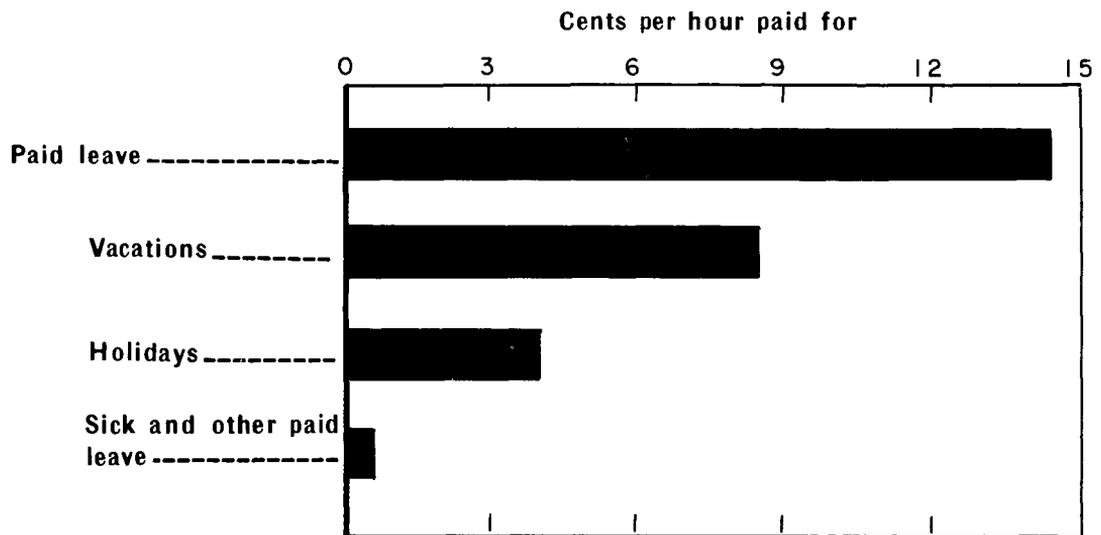
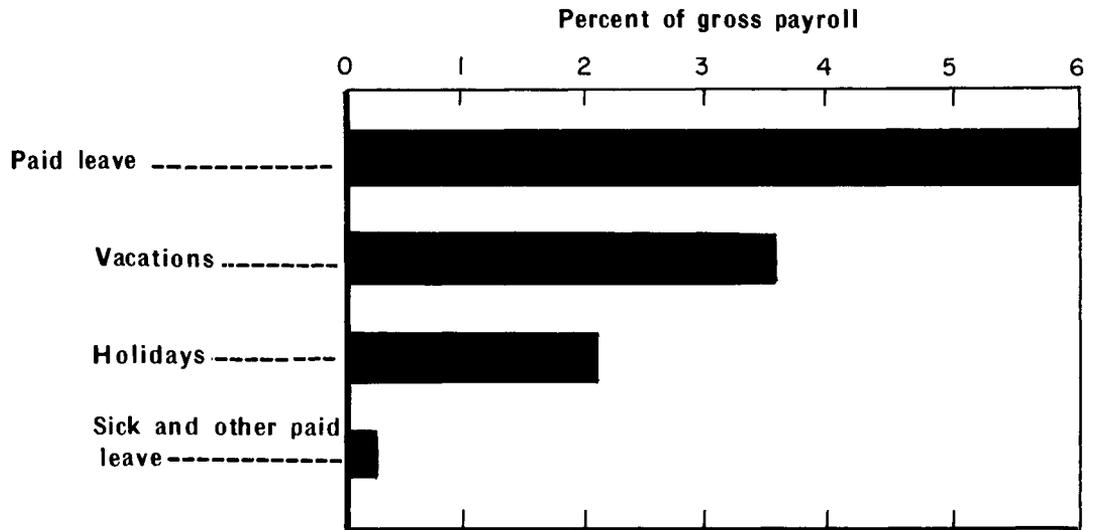
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<sup>11</sup> For ease of reading in this and subsequent discussions of tabulations, the limits of the class interval are designated as 4 to 8 percent, 4 to 20 percent, etc., instead of using the more precise terminology, 4 and under 8 percent, 4 and under 20 cents, etc.

<sup>12</sup> In addition to the payments made directly to the workers for leave time, some employers contribute to vacation and holiday funds. These funds make payments to the workers for vacation and holiday hours. The hours so compensated were excluded from the scope of this study. The payments to the funds were counted as expenditures for a private welfare plan. (See ch. 6.) However, some establishments, particularly in the primary metal and fabricated metal industries, voluntarily reported that they were segregating funds to pay for "extended vacations" during periods subsequent to 1962. These monies, equaling about 0.3 or 0.4 percent of the gross production payroll and amounting to about 1 to 1.5 cents per 1962 hour paid for, were in addition to direct payments to the workers, but were not paid into "vacation and holiday funds" as described in the instruction sheet accompanying the survey questionnaire. (See app. B.) All funds set aside by the plant for use during a future period were outside the scope of this study. Hence, the leave data throughout this report exclude funds placed in "extended vacation" accounts maintained by the plant.

**Chart 3. Employer Expenditures for Paid Leave,  
Manufacturing Industries, 1962**

Production and Related Workers



per plant hour. Leave expenditures, among the industries for which data are available, ranged from a high of 6.9 percent of gross payroll and 21.1 cents per hour paid for in the primary metal industry to a low of 3.8 percent of gross payroll in the textile and lumber industries, and 6.7 cents per hour paid for in the textile and apparel industries.

About 60 percent of the production and related workers in plants that paid for leave were employed by establishments in which the payments comprised 4 to 8 percent of gross payroll and ranged from 4 to 20 cents per 1962 hour paid for (tables 7 and 10).

There was an observable relationship between the average wage level in an industry and the distribution of workers in plants that paid for leave time. The largest concentrations of workers in high wage industries were generally found in the upper half of the distribution; in low wage industries, these were in the lower third of the distribution. For example, about three-fifths of the workers in the primary metal industry and about two-fifths of the workers in the transportation equipment and printing industries were employed by establishments with leave payments averaging 20 cents or more per hour paid for; in the textiles and apparel industries about four-fifths of the workers were employed by establishments in which leave payments averaged less than 10 cents per hour paid for.

In the tobacco industry, however, the distribution of workers was scattered with a low percentage of workers in all establishment expenditure intervals except the 8 to 10 cents and 16 to 18 cents intervals. Approximately one-half of all tobacco workers were employed by establishments with expenditures of these magnitudes; 23 percent in plants with expenditures of 8 to 10 cents and 26 percent in plants with expenditures of 16 to 18 cents per 1962 hour paid for. Most of the workers in the higher interval were employed by cigarette manufacturers; the workers in the lower interval were mostly employed by establishments manufacturing tobacco products other than cigarettes.

By region, the largest clusters of workers in the North Central and West were employed by plants in which leave expenditures comprised 4 to 8 percent of gross payroll and amounted to 8 to 22 cents per 1962 hour paid for; in the Northeast, by plants expending 5 to 9 percent and 4 to 20 cents; and in the South, by establishments with leave expenditures that comprised under 5 percent of the gross production payroll and amounted to less than 8 cents per 1962 hour paid for.

### Vacations

All Establishments. Among all manufacturing establishments, vacation pay for production and related workers comprised 3.6 percent of the gross and 3.7 percent of the 1962 straight-time payroll. These payments amounted to 8.6 cents per hour paid for and 9.1 cents per plant hour. Among the industries for which data were available, vacation expenditures ranged from a high of 4.6 percent of gross payroll and 14 cents per hour paid for in the primary metal industry, to a low of 1.7 percent of gross and 2.9 cents per hour paid for in the apparel industry.

Among all manufacturing establishments, expenditures for production workers' vacations ranged up to 8 percent or more of gross payroll (table 8), and up to 24 cents and over per hour paid for (table 11).

Prevalence. Approximately 94 percent of the production and related workers in manufacturing were employed by establishments which had expenditures for vacations during 1962 (table 8). About 15 percent of these workers, however,

were not scheduled for vacations and thus received no vacation pay. (See chapter 9.) In each of the industries for which data were available, except in apparel and lumber, at least 90 percent of the production and related workers were employed by plants which had expenditures for 1962 vacations. In the apparel and lumber industries, however, only 72 percent of the workers were employed by plants that made direct payments to the workers for vacations. Among the regions, the proportion of workers in establishments with expenditures ranged from 90 percent in the South to 98 percent in the North Central.

Establishments With Expenditures. Employer payments, for production workers' vacations, among establishments with expenditures during 1962, comprised 3.7 percent of gross and 3.9 percent of the straight-time payroll (table 6). These payments amounted to 9.1 cents per hour paid for and 9.7 cents per plant hour. Among the industries for which data were available, vacation expenditures ranged from a high of 4.6 percent of gross payroll and 14 cents per hour paid for in primary metal industry plants with the expenditure, to a low of 2.3 percent of gross and 3.9 cents in apparel industry plants.

About two-thirds of the production and related workers in plants that paid for vacation hours were employed by establishments in which the payments comprised 2 to 5 percent of gross payroll (table 8); and about four-fifths of the workers were employed by plants in which the expenditure ranged from 2 to 14 cents (table 11). Among the regions, the distribution of workers in plants with expenditures generally resembled the distribution of workers in all manufacturing; however, in the South, about three-tenths of the workers were employed by plants whose vacation payments amounted to less than 2 percent of gross payroll and less than 4 cents per hour paid for.

### Paid Holidays

All Establishments. During 1962, holiday payments to production and related workers in all manufacturing comprised about 2 percent of the gross and straight-time payrolls and amounted to 5.1 cents per hour paid for or 5.5 cents per plant hour. Among the industries for which data were available, holiday expenditures as a percent of payroll were highest in the electrical equipment and instrument industries; when measured in cents, they were highest in the primary metal and transportation equipment industries. The lowest expenditures, by either measure, were found in the textile, lumber, and apparel industries.

Among all manufacturing establishments, holiday payments ranged up to 5 percent or more of gross payroll (table 9), and to 14 cents or more per hour paid for (table 12). Payments were generally higher in the larger, higher wage, or unionized establishments in metropolitan areas than in the smaller, lower wage, or nonunion establishments located in nonmetropolitan areas, and directly reflects the different pattern of holiday hours paid for by plants with differing characteristics. (See chapter 9.)

Prevalence. Approximately 89 percent of the production and related workers in manufacturing were employed by establishments with expenditures for 1962 holiday hours. At least 80 percent of the production and related workers in each of the industries for which data are available, except three, were employed by establishments that paid for holidays; and in a majority of the industry groups, at least 90 percent of the workers were employed in establishments with expenditures. In the textile, lumber, and apparel industries, the proportions were respectively 56, 57, and 76 percent. Among the regions, the proportion of workers in establishments with holiday expenditures ranged from 70 percent in the South to 96 percent in the North Central.

Establishments With Expenditures. Employer payments for holidays, among establishments with expenditures, comprised 2.3 percent of gross and 2.4 percent of the straight-time payroll for production and related workers. These payments amounted to 5.7 cents per hour paid for and 6.1 cents per plant hour. Among the industries for which data were available, holiday payments in plants with expenditures were highest as a payroll relative in the electrical equipment and instruments industries; and in the primary metal and transportation equipment industries when expenditures were measured in cents.

About three-fifths of the production workers at the all manufacturing level and fully one-half in most of the industries for which data were available were employed by establishments in which holiday payments comprised 2 to 3 percent of gross payroll and amounted to 4 to 8 cents per hour paid for. In addition, about 10 percent of the workers in all manufacturing, ranging from about 1 percent in tobacco and textiles to about 20 percent in several industries, were employed by plants in which holiday payments accounted for at least 3 percent of payroll.

### Paid Sick Leave

All Establishments. Employer payments for sick leave comprised 0.3 percent of gross and straight-time payrolls, and amounted to 0.6 cent per hour paid for and 0.7 cent per plant hours. Among the industries for which data are available, pay for sick time ranged from a high of 0.5 percent of gross payroll and 1.2 cents per hour paid for in the instruments group, to less than 0.1 percent of payroll and less than 0.25 cent in several of the industries for which data are available.

In general, expenditures for sick leave were higher in the large, high wage establishments in metropolitan areas than in the small, low wage establishments located in nonmetropolitan areas. Expenditures in plants that had collectively bargained agreements covering a majority of the production work force represented approximately the same proportion of payroll as in nonunion plants.

Prevalence. Approximately 25 percent of the Nation's production and related workers were employed by manufacturers with expenditures for sick leave during 1962. More than 40 percent of the workers in the tobacco, food, printing, and instruments industries were in plants with sick leave expenditures; the proportion ranged from 34 to 4 percent in the other industries for which data were available. By region, about 39 percent of the workers in the West were employed by plants with expenditures for sick time; the ratios in the other three regions ranged from 25 to 20 percent.

Establishments With Expenditures. Employer payments for sick time, among establishments with expenditures, comprised about 1 percent of gross and straight-time payrolls, and amounted to about 2.5 cents per hour paid for or per plant hour. Among the industries for which data were available, sick pay ranged from 1.3 percent of gross payroll and 3.4 cents per hour paid for to 0.4 percent of payroll and 0.7 cent per hour.

About three-fifths of the production and related workers in plants with expenditures for sick leave (15 percent of all workers) were employed by establishments in which the expenditures comprised less than 1 percent of gross payroll, and about nine-tenths of the workers were employed by plants in which the payments comprised less than 2 percent of gross. Similarly, the vast majority of workers employed by plants that paid for sick time worked for establishments in which the expenditure amounted to less than 4 cents per hour paid for, and

almost all of the workers were employed by plants in which the payments amounted to less than 10 cents per hour. The other workers (about 2 percent of the total; 9 percent of those in plants with expenditures) were employed by plants whose sick leave payments ranged up to 5 percent or more of gross payroll.

### Other Paid Leave

All Establishments. In all manufacturing, expenditures for military, jury, witness, voting, and personal leave comprised less than 0.05 percent of the gross or straight-time payrolls, and amounted to about 0.1 cent per hour paid for or per plant hour. Among the industries for which data were available, these payments ranged up to about 0.1 percent of payroll and approximately 0.2 cent per hour.

Prevalence. Approximately 38 percent of the production and related workers in manufacturing were employed by establishments with expenditures for military, jury, witness, voting, and personal leave. By industry, the prevalence ratios ranged from 60 percent or more in primary metal and transportation equipment to less than 10 percent in apparel and lumber. Among the regions, about 35 percent of the workers in the South and West and about 40 percent in the Northeast and North Central were employed by establishments with expenditures for military, jury, witness, voting, and personal leave.

Establishments With Expenditures. Employer expenditures among establishments that paid for military, jury, witness, voting, and personal leave comprised about 0.1 percent of the gross and straight-time payrolls and amounted to 0.3 cent per hour paid for or per plant hour. The highest payments (about 0.2 percent and 0.5 cent) among establishments with expenditures in the industries for which data were available, were found in the machinery and instruments industries. All other industries, except the food, rubber, furniture, paper, and electrical equipment groups, had expenditures of 0.1 percent of payroll or less, and under a quarter of a cent per hour paid for. The five industry groups specified above had expenditures ranging up to about 0.4 cent per hour paid for or per plant hour.

Almost all production and related workers in establishments which paid for these miscellaneous types of leave were in establishments with expenditures of under 1 percent of gross payroll or under 1 cent per hour paid for. Only the machinery industry had as many as one-tenth of its production workers in establishments with expenditures of 1 cent or more per hour paid for.

When expenditures by selected establishment characteristics were measured separately, the ratios among all establishments were different from those for the establishments that actually had expenditures; the differences resulting from the level of prevalence among each characteristic group. Among all establishments the highest level of expenditures were found in plants in the largest size group; in the highest third of the wage distribution; and in plants with collectively bargained agreements covering the majority of the production work force. When only plants with expenditures were examined, however, those in the smallest size group and nonunion plants tended to have higher expenditures than plants in other size and union status groups. Nevertheless, among the plants that paid for military, jury, witness, voting, and personal leave, those in the highest third of the wage curve, and those in metropolitan areas, as among all establishments, tended to have somewhat higher expenditure ratios than other plants. (See chs. 7 and 8.)

Table 5. Employer Expenditures for Paid Leave for Production and Related Workers in the Manufacturing Industries, by Industry Group, 1962

Industry group	Employer expenditures in all establishments									
	Percent of gross payroll					Percent of straight-time payroll				
	Paid leave	Vacations	Holidays	Sick leave	Other paid leave <sup>1</sup>	Paid leave	Vacations	Holidays	Sick leave	Other paid leave <sup>1</sup>
All industries <sup>2</sup>	6.0	3.6	2.1	0.3	( <sup>3</sup> )	6.2	3.7	2.2	0.3	( <sup>3</sup> )
Food and kindred products	6.1	3.7	2.0	0.4	0.1	6.4	3.8	2.1	0.4	0.1
Tobacco manufactures	5.8	3.4	2.1	.3	( <sup>3</sup> )	6.0	3.4	2.2	.3	( <sup>3</sup> )
Textile mill products	3.7	2.7	.9	( <sup>3</sup> )	( <sup>3</sup> )	3.8	2.8	1.0	( <sup>3</sup> )	( <sup>3</sup> )
Apparel and other finished textile products	3.3	1.7	1.5	( <sup>3</sup> )	( <sup>3</sup> )	3.3	1.7	1.6	( <sup>3</sup> )	( <sup>3</sup> )
Lumber and wood products	3.1	1.9	1.2	( <sup>3</sup> )	( <sup>3</sup> )	3.3	2.0	1.2	( <sup>3</sup> )	( <sup>3</sup> )
Furniture and fixtures	4.6	2.7	1.8	( <sup>3</sup> )	( <sup>3</sup> )	4.8	2.8	1.9	.1	( <sup>3</sup> )
Paper and allied products	6.4	4.0	2.2	.1	.1	6.9	4.3	2.4	.1	.1
Printing, publishing, and allied industries	6.6	4.0	2.3	.3	( <sup>3</sup> )	6.9	4.2	2.4	.3	( <sup>3</sup> )
Rubber and miscellaneous plastics products	6.8	4.2	2.4	.1	.1	7.1	4.4	2.5	.1	.1
Leather and leather products	5.1	2.9	2.2	( <sup>3</sup> )	( <sup>3</sup> )	5.2	3.0	2.2	( <sup>3</sup> )	( <sup>3</sup> )
Stone, clay, and glass products	5.5	3.5	1.9	.1	( <sup>3</sup> )	5.8	3.7	2.0	.1	( <sup>3</sup> )
Primary metal industries	6.9	4.6	2.3	( <sup>3</sup> )	( <sup>3</sup> )	7.2	4.8	2.4	( <sup>3</sup> )	( <sup>3</sup> )
Fabricated metal products	5.8	3.5	2.3	.1	( <sup>3</sup> )	6.1	3.7	2.4	.1	( <sup>3</sup> )
Machinery, except electrical	6.0	3.5	2.2	.3	.1	6.3	3.6	2.3	.3	.1
Electrical machinery, equipment, and supplies	6.6	3.6	2.5	.4	.1	6.8	3.8	2.6	.4	.1
Transportation equipment	6.6	3.8	2.4	.4	( <sup>3</sup> )	7.0	4.0	2.5	.4	( <sup>3</sup> )
Instruments and related products	6.8	3.7	2.5	.5	.1	7.1	3.9	2.6	.5	.1
Miscellaneous manufacturing industries	5.1	2.9	2.1	.1	( <sup>3</sup> )	5.3	3.0	2.1	.1	( <sup>3</sup> )
	Cents per hour paid for					Cents per plant hour				
All industries <sup>2</sup>	14.5	8.6	5.1	0.6	0.1	15.4	9.1	5.5	0.7	0.1
Food and kindred products	14.1	8.5	4.6	0.9	0.1	15.0	9.0	4.9	1.0	0.1
Tobacco manufactures	11.4	6.6	4.2	.5	.1	12.1	7.0	4.5	.6	.1
Textile mill products	6.4	4.7	1.6	.1	( <sup>3</sup> )	6.6	4.9	1.7	.1	( <sup>3</sup> )
Apparel and other finished textile products	5.6	2.9	2.7	.1	( <sup>3</sup> )	5.8	3.0	2.8	.1	( <sup>3</sup> )
Lumber and wood products	6.2	3.8	2.3	( <sup>3</sup> )	( <sup>3</sup> )	6.4	3.9	2.4	( <sup>3</sup> )	( <sup>3</sup> )
Furniture and fixtures	9.3	5.5	3.7	.1	( <sup>3</sup> )	9.7	5.7	3.8	.1	( <sup>3</sup> )
Paper and allied products	15.7	9.9	5.4	.2	.2	16.9	10.6	5.8	.2	.2
Printing, publishing, and allied industries	19.1	11.6	6.7	.8	.1	20.5	12.4	7.2	.8	.1
Rubber and miscellaneous plastics products	16.9	10.4	5.9	.3	.2	18.1	11.2	6.3	.4	.2
Leather and leather products	9.1	5.1	3.9	.1	( <sup>3</sup> )	9.5	5.4	4.1	.1	( <sup>3</sup> )
Stone, clay, and glass products	13.8	8.7	4.8	.2	.1	14.6	9.3	5.1	.2	.1
Primary metal industries	21.1	14.0	6.9	.1	.1	22.7	15.1	7.4	.1	.1
Fabricated metal products	14.9	8.9	5.7	.1	.1	15.8	9.5	6.1	.2	.1
Machinery, except electrical	16.3	9.4	6.0	.8	.2	17.5	10.0	6.4	.8	.2
Electrical machinery, equipment, and supplies	15.7	8.7	5.9	.9	.2	16.9	9.4	6.4	1.0	.2
Transportation equipment	19.0	11.0	6.8	1.1	.1	20.4	11.8	7.3	1.1	.1
Instruments and related products	16.8	9.2	6.2	1.2	.2	18.1	9.9	6.6	1.3	.2
Miscellaneous manufacturing industries	10.7	6.1	4.3	.2	( <sup>3</sup> )	11.3	6.4	4.6	.2	( <sup>3</sup> )

<sup>1</sup> Includes military, jury, witness, voting, and personal leave.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 6. Employer Expenditures for Paid Leave for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Industry Group, 1962

Industry group	Employer expenditures in establishments with expenditures for the practice									
	Percent of gross payroll					Percent of straight-time payroll				
	Paid leave <sup>1</sup>	Vacations	Holidays	Sick leave	Other paid leave <sup>2</sup>	Paid leave <sup>1</sup>	Vacations	Holidays	Sick leave	Other paid leave <sup>2</sup>
All industries <sup>3</sup> .....	6.1	3.7	2.3	0.9	0.1	6.4	3.9	2.4	1.0	0.1
Food and kindred products .....	6.3	3.8	2.2	0.9	0.1	6.5	3.9	2.3	0.9	0.1
Tobacco manufactures .....	6.0	3.6	2.4	( <sup>4</sup> )	( <sup>4</sup> )	6.2	3.7	2.4	( <sup>4</sup> )	( <sup>4</sup> )
Textile mill products .....	3.8	2.8	1.6	( <sup>4</sup> )	( <sup>4</sup> )	4.0	2.9	1.7	( <sup>4</sup> )	( <sup>4</sup> )
Apparel and other finished textile products .....	3.9	2.3	2.0	( <sup>4</sup> )	( <sup>4</sup> )	4.0	2.4	2.0	( <sup>4</sup> )	( <sup>4</sup> )
Lumber and wood products .....	3.8	2.4	1.8	( <sup>4</sup> )	( <sup>4</sup> )	4.0	2.6	1.8	( <sup>4</sup> )	( <sup>4</sup> )
Furniture and fixtures .....	4.9	3.0	2.1	.5	.1	5.0	3.0	2.2	.5	.1
Paper and allied products .....	6.4	4.0	2.2	.5	.1	6.9	4.3	2.4	.5	.1
Printing, publishing, and allied industries .....	6.6	4.0	2.4	.6	.1	7.0	4.2	2.5	.7	.1
Rubber and miscellaneous plastics products .....	6.8	4.3	2.4	( <sup>4</sup> )	.1	7.2	4.5	2.5	.5	.2
Leather and leather products .....	5.2	3.0	2.3	( <sup>4</sup> )	.1	5.3	3.0	2.4	( <sup>4</sup> )	.1
Stone, clay, and glass products .....	5.6	3.6	2.1	.4	.1	6.0	3.8	2.2	.4	.1
Primary metal industries .....	6.9	4.6	2.3	.4	.1	7.2	4.8	2.4	.4	.1
Fabricated metal products .....	5.9	3.5	2.3	.5	.1	6.2	3.7	2.4	.5	.1
Machinery, except electrical .....	6.1	3.5	2.3	1.1	.2	6.3	3.6	2.4	1.1	.2
Electrical machinery, equipment, and supplies .....	6.6	3.7	2.5	1.3	.1	6.8	3.8	2.6	1.4	.1
Transportation equipment .....	6.7	3.9	2.4	1.1	.1	7.1	4.1	2.6	1.1	.1
Instruments and related products .....	6.8	3.7	2.5	1.1	.2	7.1	3.9	2.6	1.1	.2
Miscellaneous manufacturing industries .....	5.3	3.0	2.3	.6	.1	5.5	3.1	2.4	.6	.1
	Cents per hour paid for					Cents per plant hour				
All industries <sup>3</sup> .....	15.0	9.1	5.7	2.5	0.3	16.0	9.7	6.1	2.7	0.3
Food and kindred products .....	14.6	8.8	5.3	2.1	0.4	15.6	9.4	5.6	2.3	0.4
Tobacco manufactures .....	12.1	7.2	4.8	( <sup>4</sup> )	( <sup>4</sup> )	12.8	7.7	5.2	( <sup>4</sup> )	( <sup>4</sup> )
Textile mill products .....	6.7	4.9	2.9	( <sup>4</sup> )	.1	6.9	5.1	3.1	( <sup>4</sup> )	.1
Apparel and other finished textile products .....	6.7	3.9	3.5	.7	( <sup>4</sup> )	7.0	4.1	3.6	( <sup>4</sup> )	( <sup>4</sup> )
Lumber and wood products .....	7.9	5.0	3.9	( <sup>4</sup> )	( <sup>4</sup> )	8.2	5.2	4.1	( <sup>4</sup> )	( <sup>4</sup> )
Furniture and fixtures .....	10.0	6.1	4.5	1.1	.3	10.5	6.4	4.7	1.2	.3
Paper and allied products .....	15.8	10.0	5.4	1.2	.3	16.9	10.7	5.8	1.3	.3
Printing, publishing, and allied industries .....	19.3	11.8	6.9	1.8	.2	20.7	12.6	7.4	2.0	.2
Rubber and miscellaneous plastics products .....	17.2	10.7	6.1	1.2	.4	18.4	11.5	6.5	1.3	.4
Leather and leather products .....	9.1	5.2	4.1	( <sup>4</sup> )	.1	9.6	5.5	4.4	( <sup>4</sup> )	.1
Stone, clay, and glass products .....	14.3	9.2	5.4	.9	.2	15.3	9.7	5.8	1.0	.2
Primary metal industries .....	21.1	14.0	6.9	1.1	.2	22.7	15.1	7.5	1.2	.2
Fabricated metal products .....	15.0	9.1	5.9	1.2	.2	16.0	9.6	6.3	1.2	.2
Machinery, except electrical .....	16.4	9.4	6.3	2.9	.5	17.5	10.1	6.7	3.1	.6
Electrical machinery, equipment, and supplies .....	15.8	8.8	6.0	3.4	.3	16.9	9.5	6.5	3.7	.3
Transportation equipment .....	19.2	11.1	7.0	3.1	.2	20.6	12.0	7.6	3.4	.2
Instruments and related products .....	16.9	9.3	6.2	2.9	.4	18.2	10.0	6.6	3.2	.5
Miscellaneous manufacturing industries .....	11.3	6.4	4.8	1.2	.1	12.0	6.8	5.1	1.3	.2

<sup>1</sup> Detail by practice does not add to total because of a change in the base used in computing each of the components.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave.

<sup>3</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

<sup>4</sup> Data do not meet publication criteria.

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

Table 7. Distribution of Production and Related Workers by Employer Expenditures for Paid Leave As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—													
		No expenditures for the practice	Expenditures for paid leave												
			All	As a percent of gross payroll											
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and over
United States <sup>1</sup> .....	100	4	96	1	5	7	9	12	15	16	14	9	4	2	2
Northeast.....	100	4	96	1	3	6	9	10	14	16	16	12	5	2	2
South.....	100	9	91	4	10	14	14	11	8	9	8	6	2	2	1
North Central.....	100	1	99	( <sup>2</sup> )	2	4	6	15	19	23	15	9	3	1	( <sup>2</sup> )
West.....	100	5	95	1	5	4	8	15	19	12	15	8	6	( <sup>2</sup> )	2
Food and kindred products.....	100	4	96	2	9	8	10	13	9	11	15	5	9	2	3
Tobacco manufactures.....	100	6	94	5	7	1	7	8	19	25	9	4	1	7	1
Textile mill products.....	100	5	95	1	14	19	27	15	11	4	3	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Apparel and other finished textile products.....	100	17	83	2	11	22	13	11	11	10	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1
Lumber and wood products.....	100	26	74	8	13	8	10	15	15	5	( <sup>2</sup> )	1	-	-	-
Furniture and fixtures.....	100	8	92	2	11	16	13	14	12	11	5	3	2	3	1
Paper and allied products.....	100	( <sup>2</sup> )	99	( <sup>2</sup> )	2	2	3	14	17	26	26	9	1	( <sup>2</sup> )	( <sup>2</sup> )
Printing, publishing, and allied industries.....	100	1	99	( <sup>2</sup> )	1	6	3	12	13	23	19	15	4	2	1
Rubber and miscellaneous plastics products.....	100	1	99	1	6	2	7	10	14	13	14	23	4	4	2
Leather and leather products.....	100	1	99	3	2	6	15	21	16	19	12	2	2	-	-
Stone, clay, and glass products.....	100	4	96	2	6	6	9	14	14	20	14	9	2	( <sup>2</sup> )	( <sup>2</sup> )
Primary metal industries.....	100	( <sup>2</sup> )	99	-	1	2	6	9	14	20	14	29	5	1	( <sup>2</sup> )
Fabricated metal products.....	100	1	99	( <sup>2</sup> )	2	3	8	17	19	22	19	6	2	( <sup>2</sup> )	( <sup>2</sup> )
Machinery, except electrical.....	100	1	99	1	1	5	11	11	18	19	21	8	2	( <sup>2</sup> )	2
Electrical machinery, equipment, and supplies.....	100	( <sup>2</sup> )	99	( <sup>2</sup> )	1	3	4	13	17	20	23	13	4	1	( <sup>2</sup> )
Transportation equipment.....	100	1	99	( <sup>2</sup> )	1	1	4	9	21	26	12	15	7	2	1
Instruments and related products.....	100	( <sup>2</sup> )	99	-	1	2	6	14	9	36	13	6	8	1	5
Miscellaneous manufacturing industries.....	100	6	94	1	2	7	12	19	20	17	10	4	1	( <sup>2</sup> )	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 8. Distribution of Production and Related Workers by Employer Expenditures for Paid Vacations As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—												
		No expenditures for the practice	Expenditures for paid vacations											
			All	As a percent of gross payroll								6 and under 7	7 and under 8	8 and over
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6					
United States <sup>1</sup> .....	100	6	94	3	13	19	25	19	10	3	1	( <sup>2</sup> )		
Northeast.....	100	6	94	3	11	18	26	19	12	4	1	( <sup>2</sup> )		
South.....	100	10	90	6	22	17	20	13	9	2	1	( <sup>2</sup> )		
North Central.....	100	2	98	2	9	20	27	25	11	3	1	( <sup>2</sup> )		
West.....	100	6	94	3	13	26	26	16	8	2	( <sup>2</sup> )	( <sup>2</sup> )		
Food and kindred products.....	100	5	95	4	19	16	22	16	12	5	1	1		
Tobacco manufactures.....	100	9	91	11	8	16	11	34	3	8	1	1		
Textile mill products.....	100	5	95	2	24	30	29	9	1	( <sup>2</sup> )	-	( <sup>2</sup> )		
Apparel and other finished textile products.....	100	28	72	7	27	16	17	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )		
Lumber and wood products.....	100	28	72	12	16	24	15	3	1	-	-	-		
Furniture and fixtures.....	100	10	90	8	28	23	14	9	3	2	3	-		
Paper and allied products.....	100	1	99	1	5	17	28	26	18	4	( <sup>2</sup> )	-		
Printing, publishing, and allied industries.....	100	2	98	( <sup>2</sup> )	8	15	27	26	20	2	( <sup>2</sup> )	-		
Rubber and miscellaneous plastics products.....	100	2	98	4	10	14	23	14	21	4	7	-		
Leather and leather products.....	100	2	98	4	21	27	29	12	4	-	-	-		
Stone, clay, and glass products.....	100	5	95	6	11	18	26	17	14	2	1	1		
Primary metal industries.....	100	( <sup>2</sup> )	99	-	5	16	22	14	24	17	1	1		
Fabricated metal products.....	100	2	98	2	10	20	31	23	10	1	( <sup>2</sup> )	( <sup>2</sup> )		
Machinery, except electrical.....	100	1	99	4	12	18	28	30	6	1	-	-		
Electrical machinery, equipment, and supplies.....	100	1	99	1	7	22	31	31	7	1	-	-		
Transportation equipment.....	100	1	99	2	5	16	32	31	10	2	-	( <sup>2</sup> )		
Instruments and related products.....	100	1	99	2	9	19	32	27	8	2	( <sup>2</sup> )	1		
Miscellaneous manufacturing industries.....	100	6	94	4	17	30	25	10	6	( <sup>2</sup> )	-	-		

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 9. Distribution of Production and Related Workers by Employer Expenditures for Paid Holidays As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—							
		No expenditures for the practice	Expenditures for paid holidays						
			All	As a percent of gross payroll					
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and over
United States <sup>1</sup> .....	100	11	89	5	22	53	9	1	( <sup>2</sup> )
Northeast.....	100	6	94	4	20	51	17	2	( <sup>2</sup> )
South.....	100	30	70	10	22	34	3	( <sup>2</sup> )	( <sup>2</sup> )
North Central.....	100	4	96	3	23	66	4	( <sup>2</sup> )	( <sup>2</sup> )
West.....	100	10	90	4	21	56	7	1	-
Food and kindred products.....	100	14	86	13	20	40	11	2	1
Tobacco manufactures.....	100	13	87	6	5	75	1	-	-
Textile mill products.....	100	44	56	16	18	21	1	-	( <sup>2</sup> )
Apparel and other finished textile products.....	100	24	76	7	30	34	4	1	-
Lumber and wood products.....	100	43	57	9	28	20	( <sup>2</sup> )	-	-
Furniture and fixtures.....	100	18	82	9	29	36	5	3	1
Paper and allied products.....	100	1	99	2	27	65	5	( <sup>2</sup> )	-
Printing, publishing, and allied industries.....	100	2	98	5	28	48	14	2	( <sup>2</sup> )
Rubber and miscellaneous plastics products.....	100	3	97	5	15	58	19	( <sup>2</sup> )	-
Leather and leather products.....	100	6	94	5	27	44	15	2	-
Stone, clay, and glass products.....	100	12	88	6	31	47	4	-	-
Primary metal industries.....	100	1	99	( <sup>2</sup> )	24	73	2	-	-
Fabricated metal products.....	100	3	97	4	20	59	14	( <sup>2</sup> )	-
Machinery, except electrical.....	100	4	96	2	27	58	9	1	-
Electrical machinery, equipment, and supplies.....	100	2	98	( <sup>2</sup> )	13	73	11	( <sup>2</sup> )	-
Transportation equipment.....	100	3	97	1	13	77	5	1	-
Instruments and related products.....	100	1	99	1	14	65	17	2	( <sup>2</sup> )
Miscellaneous manufacturing industries.....	100	11	89	3	22	46	15	3	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 10. Distribution of Production and Related Workers by Employer Expenditures for Paid Leave in Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	No expenditures for the practice	Percent of production and related workers in establishments with—																		
			All	Expenditures for paid leave																	
				In cents per hour paid for																	
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and under 22	22 and under 24	24 and under 26	26 and under 28	28 and under 30	30 and over	
United States <sup>1</sup> .....	100	4	96	1	2	6	8	8	9	6	8	9	8	8	5	5	3	3	2	5	
Northeast .....	100	4	96	( <sup>2</sup> )	1	4	7	8	9	8	8	8	9	9	4	6	4	3	2	6	
South .....	100	9	91	2	6	11	17	10	7	4	4	4	4	3	4	1	2	2	5		
North Central .....	100	1	99	( <sup>2</sup> )	1	3	4	6	10	8	9	10	10	10	7	7	5	4	2	4	
West .....	100	5	95	( <sup>2</sup> )	( <sup>2</sup> )	5	4	5	5	8	8	14	8	8	7	5	5	4	3	5	
Food and kindred products .....	100	4	96	1	3	10	11	5	8	5	7	8	5	5	4	7	5	3	2	7	
Tobacco manufactures .....	100	6	94	5	( <sup>2</sup> )	8	2	4	23	8	5	5	26	-	1	7	1	-	-	( <sup>2</sup> )	
Textile mill products .....	100	5	95	( <sup>2</sup> )	4	16	26	24	9	8	5	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	
Apparel and other finished textile products .....	100	17	83	2	4	14	24	14	8	8	4	3	1	1	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	
Lumber and wood products .....	100	26	74	4	10	9	9	6	8	7	6	8	3	3	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	
Furniture and fixtures .....	100	8	92	-	3	15	15	5	13	12	7	5	3	6	( <sup>2</sup> )	( <sup>2</sup> )	2	1	1	3	
Paper and allied products .....	100	( <sup>2</sup> )	99	( <sup>2</sup> )	( <sup>2</sup> )	2	2	4	9	8	14	11	11	14	12	7	2	1	1	( <sup>2</sup> )	
Printing, publishing, and allied industries .....	100	1	99	-	( <sup>2</sup> )	2	4	4	4	7	9	8	8	11	5	8	6	7	4	12	
Rubber and miscellaneous plastics products .....	100	1	99	1	( <sup>2</sup> )	5	6	5	4	12	7	11	3	8	4	9	1	9	5	8	
Leather and leather products .....	100	1	99	( <sup>2</sup> )	4	2	20	14	19	15	14	5	1	1	2	1	1	1	-	-	
Stone, clay, and glass products .....	100	4	96	1	3	3	4	9	7	6	11	9	8	11	7	7	4	2	3	1	
Primary metal industries .....	100	( <sup>2</sup> )	99	-	-	1	1	3	6	3	6	7	8	8	6	7	6	13	10	15	
Fabricated metal products .....	100	1	99	-	( <sup>2</sup> )	3	2	7	10	9	12	12	9	13	5	11	3	2	1	1	
Machinery, except electrical .....	100	1	99	-	1	2	4	8	8	4	7	12	12	13	8	5	8	4	1	3	
Electrical machinery, equipment, and supplies .....	100	( <sup>2</sup> )	99	-	1	1	3	5	10	9	10	12	10	17	12	4	1	2	1	2	
Transportation equipment .....	100	1	99	-	( <sup>2</sup> )	2	1	1	4	6	2	8	16	19	6	13	7	6	4	4	
Instruments and related products .....	100	( <sup>2</sup> )	99	-	-	1	5	7	8	4	7	17	16	6	13	2	2	1	( <sup>2</sup> )	11	
Miscellaneous manufacturing industries .....	100	6	94	( <sup>2</sup> )	1	3	8	14	19	10	11	9	12	3	1	1	1	( <sup>2</sup> )	-	-	

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.  
<sup>2</sup> Less than 0,5 percent.

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

Table 11. Distribution of Production and Related Workers by Employer Expenditures for Paid Vacations In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—															
		No expenditures for the practice	Expenditures for paid vacations														
			All	In cents per hour paid for													
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and under 22	22 and under 24	24 and over
United States <sup>1</sup> .....	100	6	94	1	4	14	13	12	13	11	10	7	4	3	1	( <sup>2</sup> )	1
Northeast.....	100	6	94	2	2	13	12	13	15	10	11	5	4	3	2	1	1
South.....	100	10	90	3	8	21	17	9	7	6	6	5	3	3	1	( <sup>2</sup> )	1
North Central.....	100	2	98	( <sup>2</sup> )	3	9	13	12	12	16	12	10	5	2	2	1	1
West.....	100	6	94	( <sup>2</sup> )	2	10	10	16	20	12	8	7	4	2	2	( <sup>2</sup> )	1
Food and kindred products.....	100	5	95	1	7	17	12	16	9	6	7	10	3	3	1	1	2
Tobacco manufactures.....	100	9	91	10	( <sup>2</sup> )	18	12	11	5	26	-	8	1	-	-	-	-
Textile mill products.....	100	5	95	( <sup>2</sup> )	5	29	38	14	6	1	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	-	-	-
Apparel and other finished textile products.....	100	28	72	6	4	34	12	9	5	1	-	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	-
Lumber and wood products.....	100	28	72	5	13	12	16	7	12	4	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
Furniture and fixtures.....	100	10	90	2	10	22	18	14	9	5	( <sup>2</sup> )	2	3	1	2	2	-
Paper and allied products.....	100	1	99	1	1	6	10	15	17	13	20	10	4	2	-	-	-
Printing, publishing, and allied industries.....	100	2	98	-	3	7	7	8	16	10	13	9	9	3	6	4	3
Rubber and miscellaneous plastics products.....	100	2	98	3	2	8	11	16	14	2	14	9	4	3	4	5	3
Leather and leather products.....	100	2	98	2	5	29	25	27	4	3	1	1	-	-	-	-	-
Stone, clay, and glass products.....	100	5	95	3	4	9	8	13	16	17	5	9	5	2	1	1	1
Primary metal industries.....	100	( <sup>2</sup> )	99	-	1	2	6	9	9	10	9	6	14	11	11	2	10
Fabricated metal products.....	100	2	98	-	2	9	13	18	19	13	10	9	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Machinery, except electrical.....	100	1	99	1	3	9	11	9	18	19	15	10	3	2	-	-	-
Electrical machinery, equipment, and supplies.....	100	1	99	( <sup>2</sup> )	1	9	17	15	17	16	16	5	1	( <sup>2</sup> )	-	-	-
Transportation equipment.....	100	1	99	-	2	2	8	6	15	24	22	14	3	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Instruments and related products.....	100	1	99	1	4	9	11	9	18	21	12	2	7	3	( <sup>2</sup> )	1	-
Miscellaneous manufacturing industries.....	100	6	94	( <sup>2</sup> )	4	25	19	14	15	9	4	2	1	1	-	-	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.  
<sup>2</sup> Less than 0.5 percent.

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

Table 12. Distribution of Production and Related Workers by Employer Expenditures for Paid Holidays In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—										
		No expenditures for the practice	Expenditures for paid holidays									
			All	In cents per hour paid for								
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and over
United States <sup>1</sup> .....	100	11	89	3	4	15	25	26	12	3	( <sup>2</sup> )	( <sup>2</sup> )
Northeast.....	100	6	94	2	3	18	26	25	15	4	1	1
South.....	100	30	70	6	8	19	15	13	8	1	( <sup>2</sup> )	( <sup>2</sup> )
North Central.....	100	4	96	1	3	13	30	35	11	2	( <sup>2</sup> )	( <sup>2</sup> )
West.....	100	10	90	1	2	10	25	30	17	4	( <sup>2</sup> )	( <sup>2</sup> )
Food and kindred products.....	100	14	86	6	9	16	20	22	8	2	1	2
Tobacco manufactures.....	100	13	87	6	( <sup>2</sup> )	10	52	19	-	-	-	-
Textile mill products.....	100	44	56	10	6	25	12	2	1	-	-	( <sup>2</sup> )
Apparel and other finished textile products.....	100	24	76	4	11	35	19	7	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Lumber and wood products.....	100	43	57	6	4	16	23	7	1	-	-	-
Furniture and fixtures.....	100	18	82	2	9	27	24	8	10	-	( <sup>2</sup> )	1
Paper and allied products.....	100	1	99	1	1	13	47	34	2	1	-	-
Printing, publishing, and allied industries.....	100	2	98	( <sup>2</sup> )	4	13	23	29	12	8	5	4
Rubber and miscellaneous plastics products.....	100	3	97	3	3	12	30	19	26	4	( <sup>2</sup> )	-
Leather and leather products.....	100	6	94	3	4	40	30	12	3	1	-	( <sup>2</sup> )
Stone, clay, and glass products.....	100	12	88	2	2	16	30	28	8	2	-	( <sup>2</sup> )
Primary metal industries.....	100	1	99	-	1	8	20	30	33	7	-	-
Fabricated metal products.....	100	3	97	2	2	12	29	34	17	1	( <sup>2</sup> )	-
Machinery, except electrical.....	100	4	96	1	2	10	30	35	15	2	1	-
Electrical machinery, equipment, and supplies.....	100	2	98	( <sup>2</sup> )	1	11	35	43	6	2	1	-
Transportation equipment.....	100	3	97	-	1	4	16	53	19	4	-	-
Instruments and related products.....	100	1	99	( <sup>2</sup> )	( <sup>2</sup> )	14	38	21	21	4	( <sup>2</sup> )	( <sup>2</sup> )
Miscellaneous manufacturing industries.....	100	11	89	2	4	22	34	24	2	( <sup>2</sup> )	( <sup>2</sup> )	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

## Chapter 3. Premium Payments

### Total Premium Payments

All Establishments. Payments of overtime, weekend, holiday, and shift work premiums accounted for 4.2 percent of the gross and 4.4 percent of the straight-time payrolls of production and related workers in all manufacturing during 1962. (See chart 4 and table 13.) These payments amounted to 10.2 cents per hour paid for in 1962, or 10.8 cents per plant hour. About 80 percent of these expenditures were for overtime, holiday, and weekend work, and 20 percent for shift differentials.

Premium payments among the industries for which data were available were highest in the paper and allied products group (6.8 percent of gross and 16.8 cents per hour paid for) and lowest in the apparel industry (1.5 percent and 2.6 cents). Premium payments in one-half of the industries for which data were available comprised 4 percent or more of payroll and amounted to more than 9 cents per 1962 hours paid for.

Among all manufacturing establishments, premium pay for overtime, weekend, holiday, and shift work ranged up to 11 percent or more of gross payroll (table 15), and 30 cents or more per hour paid for (table 17). In general, premium payments were higher in the larger, high wage, unionized plants than in small, low wage, nonunion establishments; and tended to increase as establishment size and average hourly earnings level increased.

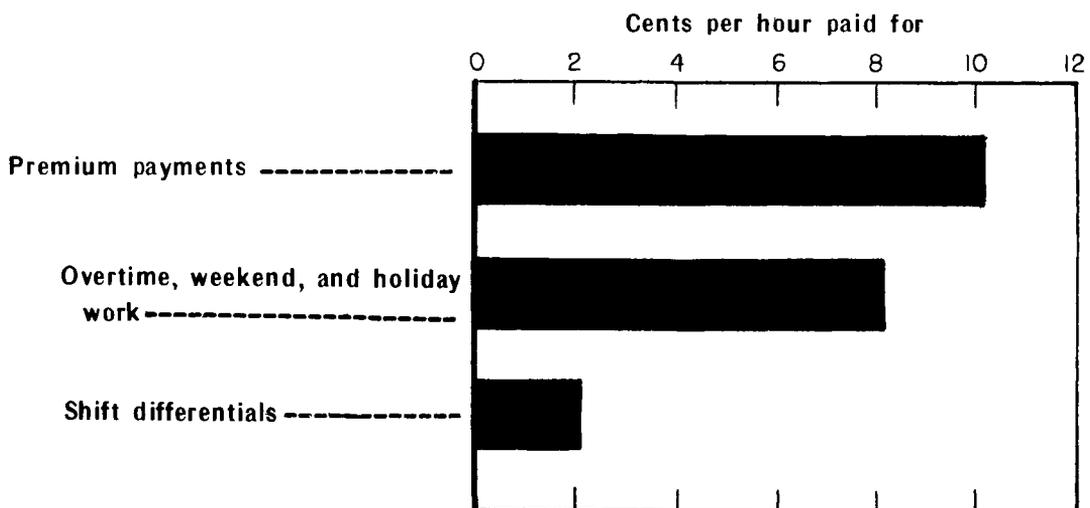
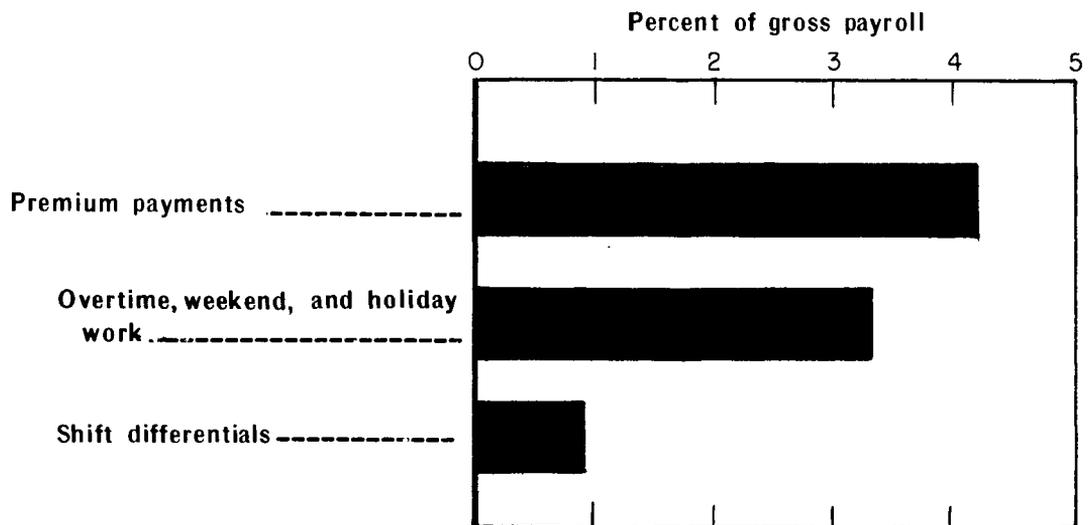
Prevalence. Approximately 93 percent of all production and related workers were employed by manufacturing establishments that paid premiums for overtime, weekend, holiday, or shift work during 1962; the proportions ranging by industry from 99 percent in the primary metal and transportation equipment industries to 70 percent in the apparel industry (table 15). Among the regions, the proportion of workers in plants that paid premiums ranged from 89 percent in the Northeast to 97 percent in the North Central.

Establishments With Expenditures. Premium payments, among establishments with expenditures, comprised 4.5 percent of gross and 4.7 percent of the straight-time payroll for production and related workers (table 14). The payments amounted to 10.9 cents per hour paid for, or 11.6 cents per plant hour. Among the industries for which data were available, the highest expenditures, either as a percent of gross payroll or in cents per hour paid for, were found in paper and allied products (7.0 percent and 17.3 cents) and transportation equipment (5.3 percent and 15.3 cents). The lowest expenditures were in the apparel (2.1 percent and 3.6 cents) and leather (2.1 percent and 3.7 cents) industries.

More than half of the production and related workers in manufacturing establishments that had expenditures for premiums were employed by plants in which the payments comprised 1 to 5 percent of gross payroll; and about half the workers were employed by establishments that had premium expenditures of between 2 and 12 cents per hour paid for. The paper and the transportation equipment industries had the highest proportions (64 and 48 percent) of production and related workers in establishments with expenditures of 5 percent or more of gross payroll; and the leather and tobacco industries had the highest proportions (over 80 percent) of production and related workers in establishments with premium expenditures that amounted to less than 5 percent of gross payroll.

### Chart 4. Employer Expenditures for Premium Payments, Manufacturing Industries, 1962

Production and Related Workers



## Overtime, Weekend, and Holiday Work Premiums

All Establishments. In all manufacturing, employer expenditures for overtime, weekend, and holiday work premiums comprised 3.3 percent of gross and 3.5 percent of straight-time payrolls for production and related workers. Employer payments when divided among all hours paid for in 1962, amounted to 8.1 cents or 8.6 cents per plant hour. Among the industries for which data were available, premium pay for overtime, weekend, and holiday work ranged from 5.7 percent of the gross payroll and 14.1 cents per hour paid for by all establishments in the paper and allied products group to 1.4 percent of gross and 2.4 cents per hour paid for in the apparel industry.

Premium expenditures among all manufacturing establishments ranged up to 11 percent or more, and 30 cents or more per hour paid for.

In general, premium payments were highest in industries in which continuous processing operations were common or where tight production schedules often prevail. While some relatively high wage industries had lower premium expenditures, premium payments tended to be highest in the higher wage industries and lowest in those industries with the lowest average hourly earnings.

Prevalence. Over 90 percent of all production and related workers were employed by establishments that had expenditures for overtime, weekend, and holiday work premiums; the proportions among the industry groups for which data are available, ranged from 99 percent in the primary metal and transportation equipment industries to 70 percent in the apparel industry (table 16).

By region, the proportion of workers in plants with expenditures ranged from 88 percent in the Northeast to 96 percent in the North Central. The low prevalence in the Northeast was partly the result of a large concentration of apparel manufacturing in that region.

Establishments With Expenditures. Expenditures, among establishments that paid overtime, weekend, and holiday work premiums in 1962, amounted to 3.5 percent of gross and 3.7 percent of straight-time payrolls for production and related workers. These payments amounted to 8.7 cents per hour paid for, or 9.3 cents per plant hour.

Overtime, weekend, and holiday work premiums, among the industries for which data were available, ranged from 5.9 percent of gross payroll and 14.7 cents per hour paid for in the paper and allied products group to about 1.8 percent of gross and around 3.5 cents in the apparel and tobacco industries.

Almost three-fifths of the production and related workers, in establishments that had expenditures for overtime, weekend, and holiday work premiums, were employed by plants with expenditures of 1 to 4 percent of gross payroll and 2 to 10 cents per hour paid for (tables 16 and 18). The higher wage industries, however, tended to have large concentrations of workers in plants with expenditures of 4 percent or more of gross payroll.

## Shift Differentials

All Establishments. Shift differentials comprised slightly less than 1 percent of the gross and straight-time payrolls for all production and related workers in the manufacturing industries during 1962. These payments, when divided among

all hours paid for in 1962, amounted to 2.1 cents per hour paid for, or 2.3 cents per plant hour. The highest level of expenditure for shift-work premiums, among the industries for which data were available (1.4 percent of gross payroll and 4.2 cents per hour paid for) was found in the transportation equipment industry, and the lowest expenditure level (under 0.05 percent of gross and about 0.1 cent per hour paid for) was found in the leather industry.

The expenditures, among all manufacturing establishments, ranged up to 5 percent or more of gross payroll and 10 cents or more per hour paid for (table 19). In general, shift premiums were highest in plants with 500 employees or more; in unionized plants; and in plants with high production worker average hourly earnings. A special examination of the data showed that establishments with fewer than 100 employees seldom had expenditures for shift differentials. However, those that did generally had slightly higher levels of expenditures than did establishments with between 100–499 employees, although much below the level of expenditures in establishments of 500 employees or more.

Prevalence. About three-fifths of all production and related workers were employed by establishments with expenditures for shift differentials; the proportion ranging, among industries for which data were available, from 95 percent in the primary metal group to 3 percent in the apparel industry. Among the regions, the proportion of workers in plants that paid shift differentials ranged from 71 percent in the North Central to 51 percent in the South.

Establishments With Expenditures. Shift differentials, among plants that paid premiums for shift work, comprised 1.3 percent of gross and 1.4 percent of straight-time payrolls for production and related workers. These payments amounted to 3.4 cents per hour paid for or 3.7 cents per 1962 plant hour.

Among the industries for which data are available, shift premiums were highest in the printing industry (1.7 percent of gross payroll and 5.4 cents per hour paid for) and lowest in the leather industry (0.4 percent of gross and 0.7 cent per hour paid for). However, in over half of the industries for which data were available, expenditures for shift differentials accounted for 1 to 2 percent of gross payroll and amounted to 2½ cents or more per hour paid for during 1962. Among the establishments with expenditures for shift premiums, those employing fully four-fifths of the workers had expenditures that comprised less than 2 percent of gross payroll and under 6 cents per hour paid for during 1962 (table 19).

Table 13. Employer Expenditures for Premium Payments for Production and Related Workers in the Manufacturing Industries, by Industry Group, 1962

Industry group	Employer expenditures in all establishments											
	Percent of gross payroll			Percent of straight-time payroll			Cents per hour paid for			Cents per plant hour		
	Premium payments	Overtime, weekend, and holiday work premiums	Shift differentials	Premium payments	Overtime, weekend, and holiday work premiums	Shift differentials	Premium payments	Overtime, weekend, and holiday work premiums	Shift differentials	Premium payments	Overtime, weekend, and holiday work premiums	Shift differentials
All industries <sup>1</sup> .....	4.2	3.3	0.9	4.4	3.5	0.9	10.2	8.1	2.1	10.8	8.6	2.3
Food and kindred products .....	3.8	3.3	0.5	4.0	3.4	0.5	8.8	7.6	1.2	9.3	8.0	1.3
Tobacco manufactures .....	2.5	1.6	.9	2.6	1.7	.9	5.0	3.2	1.8	5.3	3.4	1.9
Textile mill products .....	4.0	3.4	.6	4.1	3.5	.6	6.9	5.9	1.0	7.2	6.1	1.1
Apparel and other finished textile products .....	1.5	1.4	.1	1.5	1.4	.1	2.6	2.4	.2	2.6	2.5	.2
Lumber and wood products .....	3.8	3.6	.2	4.0	3.8	.2	7.6	7.1	.5	7.8	7.3	.5
Furniture and fixtures .....	3.0	2.8	.2	3.1	2.9	.2	5.9	5.6	.4	6.2	5.8	.4
Paper and allied products .....	6.8	5.7	1.1	7.3	6.1	1.2	16.8	14.1	2.7	18.0	15.1	2.9
Printing, publishing, and allied industries .....	4.5	3.4	1.0	4.7	3.6	1.1	12.9	10.0	3.0	13.9	10.7	3.2
Rubber and miscellaneous plastics products .....	5.0	4.0	.9	5.2	4.3	1.0	12.3	10.1	2.3	13.2	10.8	2.4
Leather and leather products .....	1.9	1.9	( <sup>2</sup> )	1.9	1.9	( <sup>2</sup> )	3.4	3.3	.1	3.5	3.5	.1
Stone, clay, and glass products .....	5.1	4.4	.7	5.4	4.6	.7	12.8	11.1	1.7	13.6	11.7	1.8
Primary metal industries .....	4.5	3.4	1.2	4.7	3.5	1.2	13.8	10.2	3.6	14.9	11.0	3.9
Fabricated metal products .....	4.2	3.3	.9	4.4	3.4	.9	10.6	8.4	2.2	11.3	8.9	2.4
Machinery, except electrical .....	4.1	3.2	.8	4.3	3.4	.9	11.1	8.8	2.3	11.8	9.4	2.4
Electrical machinery, equipment, and supplies .....	4.0	2.8	1.2	4.2	3.0	1.2	9.7	6.8	2.9	10.4	7.3	3.1
Transportation equipment .....	5.3	3.9	1.4	5.6	4.1	1.5	15.3	11.1	4.2	16.4	11.9	4.5
Instruments and related products .....	3.7	2.9	.8	3.9	3.0	.8	9.2	7.3	1.9	9.9	7.8	2.1
Miscellaneous manufacturing industries .....	2.7	2.4	.3	2.7	2.5	.3	5.6	5.0	.5	5.9	5.3	.6

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 14. Employer Expenditures for Premium Payments for Production and Related Workers in Manufacturing Industry Establishments  
With Expenditures for the Practice, by Industry Group, 1962

Industry group	Employer expenditures in establishments with expenditures for the practice <sup>1</sup>											
	Percent of gross payroll			Percent of straight-time payroll			Cents per hour paid for			Cents per plant hour		
	Premium payments	Overtime, weekend, and holiday work premiums	Shift differentials	Premium payments	Overtime, weekend, and holiday work premiums	Shift differentials	Premium payments	Overtime, weekend, and holiday work premiums	Shift differentials	Premium payments	Overtime, weekend, and holiday work premiums	Shift differentials
All industries <sup>2</sup> .....	4.5	3.5	1.3	4.7	3.7	1.4	10.9	8.7	3.4	11.6	9.3	3.7
Food and kindred products .....	4.2	3.6	0.9	4.4	3.8	1.0	9.8	8.5	2.4	10.4	9.0	2.6
Tobacco manufactures.....	2.8	1.8	1.2	2.8	1.9	1.3	5.5	3.6	2.7	5.9	3.9	2.9
Textile mill products.....	4.1	3.5	.9	4.2	3.7	.9	7.1	6.2	1.6	7.4	6.4	1.6
Apparel and other finished textile products ..	2.1	1.9	( <sup>3</sup> )	2.1	2.0	( <sup>3</sup> )	3.6	3.3	( <sup>3</sup> )	3.7	3.5	( <sup>3</sup> )
Lumber and wood products.....	4.3	4.0	.6	4.5	4.2	.6	8.7	8.2	1.4	9.0	8.4	1.5
Furniture and fixtures.....	3.2	3.0	.6	3.3	3.1	.6	6.4	6.0	1.2	6.7	6.3	1.3
Paper and allied products .....	7.0	5.9	1.3	7.5	6.4	1.4	17.3	14.7	3.3	18.6	15.8	3.5
Printing, publishing, and allied industries....	4.9	3.9	1.7	5.1	4.1	1.8	14.4	11.3	5.4	15.4	12.2	5.9
Rubber and miscellaneous plastics products..	5.1	4.2	1.1	5.4	4.4	1.1	12.8	10.5	2.8	13.7	11.2	3.0
Leather and leather products.....	2.1	2.0	.4	2.1	2.1	.4	3.7	3.6	.7	3.9	3.8	.8
Stone, clay, and glass products .....	5.3	4.6	1.1	5.6	4.8	1.2	13.3	11.5	2.9	14.2	12.2	3.1
Primary metal industries .....	4.5	3.4	1.2	4.7	3.5	1.3	13.9	10.3	3.8	14.9	11.1	4.1
Fabricated metal products .....	4.4	3.5	1.3	4.6	3.6	1.4	11.2	8.8	3.5	11.9	9.4	3.8
Machinery, except electrical.....	4.2	3.4	1.2	4.4	3.6	1.3	11.5	9.3	3.4	12.2	9.9	3.6
Electrical machinery, equipment, and supplies.....	4.1	2.9	1.5	4.3	3.0	1.5	9.8	7.0	3.6	10.6	7.5	3.8
Transportation equipment.....	5.3	3.9	1.6	5.6	4.1	1.7	15.3	11.2	4.6	16.5	12.0	4.9
Instruments and related products .....	3.9	3.0	1.1	4.0	3.2	1.1	9.6	7.6	2.7	10.3	8.1	2.9
Miscellaneous manufacturing industries .....	3.1	2.8	.7	3.2	2.8	.7	6.4	5.8	1.4	6.7	6.1	1.5

<sup>1</sup> Detail by practice does not add to total because of a change in the base used in computing each of the components.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

<sup>3</sup> Data do not meet publication criteria.

Table 15. Distribution of Production and Related Workers by Employer Expenditures for Premium Payments As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—													
		No expenditures for the practice	Expenditures for premium payments												
			All	As a percent of gross payroll											
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and over
United States <sup>1</sup> .....	100	7	93	8	12	16	14	13	9	7	4	4	2	1	2
Northeast.....	100	11	89	8	13	15	16	11	8	6	4	3	1	1	1
South.....	100	8	92	8	10	18	11	14	9	8	5	3	2	1	1
North Central.....	100	3	97	8	12	15	13	15	10	7	6	6	3	1	3
West.....	100	6	94	9	11	18	14	14	10	10	2	4	( <sup>2</sup> )	2	( <sup>2</sup> )
Food and kindred products.....	100	12	88	10	9	15	15	16	6	4	6	2	2	1	4
Tobacco manufactures.....	100	10	90	15	21	17	19	12	-	6	-	-	( <sup>2</sup> )	-	-
Textile mill products.....	100	3	97	7	11	24	13	15	9	6	5	4	2	-	( <sup>2</sup> )
Apparel and other finished textile products.....	100	30	70	25	16	17	7	3	-	2	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Lumber and wood products.....	100	16	84	6	11	8	18	13	14	3	2	7	1	-	( <sup>2</sup> )
Furniture and fixtures.....	100	9	91	11	21	21	11	6	10	3	5	1	( <sup>2</sup> )	1	-
Paper and allied products.....	100	4	96	2	3	9	6	13	10	10	15	11	6	2	10
Printing, publishing, and allied industries.....	100	10	90	7	11	15	10	14	8	8	6	4	2	1	6
Rubber and miscellaneous plastics products.....	100	3	97	2	9	10	22	10	16	15	4	3	1	( <sup>2</sup> )	4
Leather and leather products.....	100	8	92	23	27	28	8	4	1	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Stone, clay, and glass products.....	100	4	96	4	10	13	12	16	10	5	9	6	2	3	6
Primary metal industries.....	100	( <sup>2</sup> )	99	1	5	21	20	18	10	8	7	8	1	( <sup>2</sup> )	1
Fabricated metal products.....	100	5	95	8	13	16	19	11	8	6	3	6	2	1	2
Machinery, except electrical.....	100	3	97	8	15	14	18	16	9	5	3	5	1	2	2
Electrical machinery, equipment, and supplies.....	100	2	98	7	15	16	15	15	13	11	2	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Transportation equipment.....	100	( <sup>2</sup> )	99	2	10	12	11	16	17	12	6	4	4	4	1
Instruments and related products.....	100	4	96	5	18	18	16	15	10	7	3	1	1	-	( <sup>2</sup> )
Miscellaneous manufacturing industries.....	100	14	86	12	21	22	12	6	6	3	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 16. Distribution of Production and Related Workers by Employer Expenditures for Overtime, Weekend, and Holiday Work Premiums  
As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	No expenditures for the practice	Percent of production and related workers in establishments with—												
			Expenditures for overtime, weekend, and holiday work premiums												
			As a percent of gross payroll												
			All	Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and over
United States <sup>1</sup> .....	100	8	92	11	18	19	15	11	6	6	2	2	1	1	1
Northeast.....	100	12	88	10	21	19	16	8	4	5	1	1	1	1	1
South.....	100	9	91	11	16	20	13	10	8	6	2	3	1	1	1
North Central.....	100	4	96	11	17	18	16	11	9	6	3	2	1	( <sup>2</sup> )	2
West.....	100	7	93	11	19	18	14	19	5	4	2	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Food and kindred products.....	100	12	88	12	13	18	13	12	5	4	4	2	1	1	2
Tobacco manufactures.....	100	11	89	28	20	27	11	3	-	-	-	-	( <sup>2</sup> )	-	-
Textile mill products.....	100	5	95	8	23	19	12	11	7	11	1	-	1	-	( <sup>2</sup> )
Apparel and other finished textile products.....	100	30	70	25	16	17	7	3	-	1	( <sup>2</sup> )	3	( <sup>2</sup> )	( <sup>2</sup> )	-
Lumber and wood products.....	100	16	84	8	9	11	17	15	12	4	1	6	1	-	( <sup>2</sup> )
Furniture and fixtures.....	100	9	91	12	25	17	11	5	10	3	4	1	1	-	-
Paper and allied products.....	100	5	95	3	7	10	11	14	10	16	9	5	3	3	5
Printing, publishing, and allied industries.....	100	12	88	9	15	15	17	13	6	5	1	2	3	( <sup>2</sup> )	3
Rubber and miscellaneous plastics products.....	100	4	96	4	14	17	19	17	16	4	1	( <sup>2</sup> )	1	2	5
Leather and leather products.....	100	9	91	24	27	27	8	4	1	-	( <sup>2</sup> )	1	( <sup>2</sup> )	-	( <sup>2</sup> )
Stone, clay, and glass products.....	100	4	96	6	11	18	12	16	10	9	3	2	1	2	5
Primary metal industries.....	100	1	99	3	22	23	21	6	10	11	( <sup>2</sup> )	2	-	1	( <sup>2</sup> )
Fabricated metal products.....	100	5	95	12	20	17	15	10	9	4	2	2	-	( <sup>2</sup> )	3
Machinery, except electrical.....	100	5	95	13	19	20	18	8	4	4	3	3	( <sup>2</sup> )	1	1
Electrical machinery, equipment, and supplies.....	100	2	98	11	21	26	23	11	2	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )
Transportation equipment.....	100	( <sup>2</sup> )	99	7	16	21	12	16	11	8	5	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1
Instruments and related products.....	100	4	96	8	27	17	18	17	2	5	1	1	( <sup>2</sup> )	-	( <sup>2</sup> )
Miscellaneous manufacturing industries.....	100	14	86	14	27	17	9	9	4	3	1	1	-	( <sup>2</sup> )	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 17. Distribution of Production and Related Workers by Employer Expenditures for Premium Payments in Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—																		
		No expenditures for the practice	Expenditures for premium payments																	
			In cents per hour paid for																	
			All	Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and under 22	22 and under 24	24 and under 26	26 and under 28	28 and under 30	30 and over
United States <sup>1</sup> .....	100	7	93	4	5	12	11	10	9	9	7	6	6	3	3	2	2	1	1	2
Northeast.....	100	11	89	4	5	13	11	9	10	8	7	6	7	2	2	1	1	1	( <sup>2</sup> )	2
South.....	100	8	92	4	5	17	11	11	10	8	7	5	3	4	2	2	1	1	1	1
North Central.....	100	3	97	3	4	10	10	13	8	8	8	7	7	4	3	3	3	1	1	4
West.....	100	6	94	3	4	9	12	8	11	11	7	6	9	5	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )	3
Food and kindred products.....	100	12	88	4	5	11	9	15	9	7	9	7	2	3	1	2	2	1	1	( <sup>2</sup> )
Tobacco manufactures.....	100	10	90	8	6	26	17	11	15	-	( <sup>2</sup> )	6	-	-	-	-	-	-	-	-
Textile mill products.....	100	3	97	3	6	22	18	14	13	8	7	4	1	2	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-
Apparel and other finished textile products..	100	30	70	14	16	23	10	3	1	1	1	-	1	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
Lumber and wood products.....	100	16	84	4	4	10	13	13	10	16	3	4	2	1	1	-	3	-	-	-
Furniture and fixtures.....	100	9	91	4	8	21	16	14	11	8	5	1	3	-	-	( <sup>2</sup> )	-	-	-	-
Paper and allied products.....	100	4	96	1	1	3	7	7	6	7	11	5	8	5	9	6	9	2	1	8
Printing, publishing, and allied industries...	100	10	90	4	( <sup>2</sup> )	10	10	11	6	5	4	6	8	1	5	4	4	2	2	8
Rubber and miscellaneous plastics products...	100	3	97	1	2	8	7	7	11	10	12	12	7	3	10	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	3
Leather and leather products.....	100	8	92	10	16	41	16	3	2	2	-	( <sup>2</sup> )	1	-	-	( <sup>2</sup> )	-	-	-	-
Stone, clay, and glass products.....	100	4	96	1	2	7	7	13	8	10	8	7	8	5	8	3	1	4	1	2
Primary metal industries.....	100	( <sup>2</sup> )	99	-	1	5	2	7	19	9	12	14	7	7	2	3	2	3	1	5
Fabricated metal products.....	100	5	95	3	1	10	14	15	11	10	6	5	5	2	1	3	1	( <sup>2</sup> )	( <sup>2</sup> )	4
Machinery, except electrical.....	100	3	97	2	4	9	12	11	14	11	8	5	6	3	3	2	2	2	( <sup>2</sup> )	3
Electrical machinery, equipment, and supplies.....	100	2	98	3	6	11	13	15	10	10	7	3	17	1	( <sup>2</sup> )	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Transportation equipment.....	100	( <sup>2</sup> )	99	( <sup>2</sup> )	1	7	8	4	8	10	10	9	12	6	4	4	2	5	3	5
Instruments and related products.....	100	4	96	2	2	12	18	14	11	8	5	5	2	3	13	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )
Miscellaneous manufacturing industries.....	100	14	86	2	10	22	18	15	4	4	2	4	2	( <sup>2</sup> )	( <sup>2</sup> )	1	1	-	-	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.  
<sup>2</sup> Less than 0.5 percent.

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

Table 18. Distribution of Production and Related Workers by Employer Expenditures for Overtime, Weekend, and Holiday Work Premiums In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	No expenditures for the practice	Percent of production and related workers in establishments with—																		
			Expenditures for overtime, weekend, and holiday work premiums																		
			All	In cents per hour paid for																	
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and under 22	22 and under 24	24 and under 26	26 and under 28	28 and under 30	30 and over	
United States <sup>1</sup> .....	100	8	92	4	6	16	13	14	11	9	5	4	2	2	2	2	1	1	( <sup>2</sup> )	1	
Northeast.....	100	12	88	4	6	17	12	14	12	6	5	4	2	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	
South.....	100	9	91	5	6	20	13	13	10	8	4	3	2	2	1	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	
North Central.....	100	4	96	4	5	13	15	13	9	10	7	6	4	3	2	2	2	1	( <sup>2</sup> )	1	
West.....	100	7	93	3	6	14	14	9	12	10	11	4	3	1	2	1	1	( <sup>2</sup> )	1	1	
Food and kindred products.....	100	12	88	4	6	14	11	14	12	8	6	5	2	2	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Tobacco manufactures.....	100	11	89	16	14	17	31	4	6	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	
Textile mill products.....	100	5	95	4	7	27	17	14	9	8	3	4	1	( <sup>2</sup> )	-	-	-	-	1	-	
Apparel and other finished textile products.....	100	30	70	14	16	23	9	4	1	2	1	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	-	
Lumber and wood products.....	100	16	84	4	5	10	14	12	13	12	6	2	2	1	( <sup>2</sup> )	-	-	3	-	-	
Furniture and fixtures.....	100	9	91	6	8	22	19	10	11	8	4	2	2	-	( <sup>2</sup> )	-	-	-	-	-	
Paper and allied products.....	100	5	95	1	2	6	8	9	7	10	9	7	9	7	6	5	2	( <sup>2</sup> )	2	6	
Printing, publishing, and allied industries.....	100	12	88	3	2	14	6	14	9	12	4	4	5	2	2	1	2	1	-	6	
Rubber and miscellaneous plastics products.....	100	4	96	1	3	12	9	16	8	13	10	6	3	8	2	1	-	3	-	1	
Leather and leather products.....	100	9	91	10	15	42	17	1	2	3	( <sup>2</sup> )	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	
Stone, clay, and glass products.....	100	4	96	2	3	10	8	16	10	8	10	10	6	4	2	3	1	2	( <sup>2</sup> )	2	
Primary metal industries.....	100	1	99	-	1	5	20	13	17	12	6	8	3	3	3	3	4	1	-	( <sup>2</sup> )	
Fabricated metal products.....	100	5	95	5	4	15	16	15	11	5	9	2	3	2	4	1	( <sup>2</sup> )	1	( <sup>2</sup> )	2	
Machinery, except electrical.....	100	5	95	3	6	12	15	16	14	6	5	4	2	3	1	2	1	2	( <sup>2</sup> )	2	
Electrical machinery, equipment, and supplies.....	100	2	98	4	7	18	16	23	16	8	2	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	
Transportation equipment.....	100	( <sup>2</sup> )	99	2	1	12	12	13	9	11	11	8	4	5	5	2	1	1	1	( <sup>2</sup> )	
Instruments and related products.....	100	4	96	4	3	25	16	10	10	7	9	9	1	( <sup>2</sup> )	1	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	
Miscellaneous manufacturing industries.....	100	14	86	4	10	27	17	11	4	4	4	1	2	1	1	-	-	-	-	-	

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.  
<sup>2</sup> Less than 0.5 percent.

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

Table 19. Distribution of Production and Related Workers by Employer Expenditures for Shift Differentials  
In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with--								
		No expenditures for the practice	Expenditures for shift differentials							
			All	In cents per hour paid for						
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and over
United States <sup>1</sup> .....	100	39	61	11	12	17	12	6	2	1
Northeast.....	100	43	57	9	11	17	11	6	2	1
South.....	100	49	51	10	13	13	9	3	3	1
North Central.....	100	29	71	14	12	18	15	7	3	2
West.....	100	37	63	11	9	20	14	6	( <sup>2</sup> )	3
Food and kindred products.....	100	51	49	11	14	15	7	3	( <sup>2</sup> )	( <sup>2</sup> )
Tobacco manufactures.....	100	35	65	14	10	36	-	6	-	-
Textile mill products.....	100	34	66	17	37	10	1	1	( <sup>2</sup> )	-
Apparel and other finished textile products.....	100	97	3	1	( <sup>2</sup> )	1	1	-	-	( <sup>2</sup> )
Lumber and wood products.....	100	68	32	16	6	9	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Furniture and fixtures.....	100	71	29	17	6	5	1	( <sup>2</sup> )	-	-
Paper and allied products.....	100	19	81	7	9	41	19	3	1	( <sup>2</sup> )
Printing, publishing, and allied industries.....	100	44	56	9	6	8	11	7	5	9
Rubber and miscellaneous plastics products.....	100	18	82	6	27	34	9	5	( <sup>2</sup> )	-
Leather and leather products.....	100	91	9	6	3	1	-	-	-	-
Stone, clay, and glass products.....	100	39	61	14	10	17	16	1	1	( <sup>2</sup> )
Primary metal industries.....	100	5	95	7	11	25	43	2	2	5
Fabricated metal products.....	100	36	64	12	11	23	6	5	4	2
Machinery, except electrical.....	100	32	68	10	12	25	10	8	2	1
Electrical machinery, equipment, and supplies.....	100	20	80	18	16	15	14	12	5	1
Transportation equipment.....	100	9	91	13	8	18	23	22	4	3
Instruments and related products.....	100	28	72	25	9	21	8	7	2	-
Miscellaneous manufacturing industries.....	100	63	37	16	13	6	1	1	-	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

## Chapter 4. Yearend, Christmas, and Other Irregular Bonuses

### Bonuses

All Establishments. During 1962, yearend, Christmas, and irregular bonuses<sup>13</sup> comprised less than 1 percent of the gross and straight-time payrolls for production and related workers in the manufacturing industries and amounted to slightly less than 2 cents per hour paid for or per plant hour (table 20). Bonus payments, among the industries for which data were available, ranged from a high of 1.9 percent of gross payroll and 4.8 cents per hour paid for in the instruments industry, to a low of 0.3 percent and 0.8 cent in the transportation equipment group. The level of bonus expenditure among the industry groups, however, did not follow any defined industry wage pattern. Industries at both ends of the wage spectrum had relatively low levels of bonus expenditures, while some of the groups in the midrange of the wage pattern had comparatively high expenditures for bonuses.

Bonus expenditures, among all manufacturing plants, ranged up to 11 percent or more of gross payroll and 20 cents or more per 1962 hour paid for (tables 21 and 22). A special analysis of the data indicated that the highest levels of bonus expenditures were generally found in establishments with fewer than 250 employees and in plants in which none or a minority of the production workers were covered by collectively bargained agreements.

Prevalence. Slightly over one-third of all production and related workers were employed by manufacturing establishments that paid nonproduction bonuses during 1962. By industry, the proportion ranged from about one-fifth in the transportation equipment, primary metal, and electrical equipment groups to almost three-fifths in miscellaneous manufacturing. Between one-fourth and one-half of the production workers in the other industries, for which data are available, were employed by plants that paid yearend, Christmas, and other irregular bonuses during 1962.

Establishments With Expenditures. Bonuses among establishments with expenditures, comprised 2.2 percent of gross and 2.3 percent of straight-time payroll. These payments amounted to 4.9 cents per hour paid for, or 5.2 cents per plant hour. Among the industries for which data were available, the highest expenditures for establishments with bonuses in 1962, either as a percent of gross payroll or in cents per hour paid for, were found in the instruments group (4.8 percent and 12.0 cents per hour), and the lowest expenditures were found in the apparel and leather industries (1.3 percent and 2.2 cents per hour).

Almost seven-tenths of the workers in manufacturing establishments that paid bonuses were employed by plants in which the payments comprised less than 2 percent of gross payroll and amounted to less than 4 cents per 1962 hour paid for. These establishments were primarily in the lower earnings industries in the Northeast and the South. The other workers (about 30 percent) were employed by establishments in which bonus payments comprised at least 2 percent of gross payroll, and amounted to at least 4 cents per hour. The establishments with comparatively high bonus expenditures were generally located in the Northeast and North Central regions, and were primarily in industries with production worker average hourly earnings in the midrange of the wage pattern for manufacturing.

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<sup>13</sup> For purposes of this study, production bonuses, incentive and suggestion awards, and bonuses for longevity and perfect attendance were not considered to be yearend or irregular bonuses.

Table 20. Employer Expenditures for Yearend, Christmas, and Other Irregular Bonuses for Production and Related Workers in Manufacturing Industry Establishments and in Establishments With Expenditures for the Practice, by Industry Group, 1962

Industry group	Employer expenditures in—							
	All establishments				Establishments with expenditures for the practice			
	Percent of gross payroll	Percent of straight-time payroll	Cents per hour paid for	Cents per plant hour	Percent of gross payroll	Percent of straight-time payroll	Cents per hour paid for	Cents per plant hour
All industries <sup>1</sup> .....	0.7	0.7	1.7	1.8	2.2	2.3	4.9	5.2
Food and kindred products.....	0.8	0.9	1.9	2.1	2.3	2.4	5.2	5.5
Tobacco manufactures.....	1.1	1.2	2.3	2.4	2.6	2.6	5.0	5.3
Textile mill products.....	.6	.6	1.1	1.1	1.6	1.7	2.8	2.9
Apparel and other finished textile products.....	.6	.6	1.0	1.1	1.3	1.4	2.2	2.2
Lumber and wood products.....	.7	.8	1.4	1.5	2.2	2.3	4.1	4.2
Furniture and fixtures.....	.7	.7	1.4	1.5	1.6	1.7	3.0	3.2
Paper and allied products.....	.4	.5	1.1	1.1	1.5	1.6	3.6	3.8
Printing, publishing, and allied industries.....	.8	.8	2.3	2.5	2.0	2.1	5.8	6.2
Rubber and miscellaneous plastics products.....	.5	.5	1.2	1.3	2.1	2.2	4.7	5.0
Leather and leather products.....	.6	.6	1.1	1.2	1.3	1.3	2.2	2.4
Stone, clay, and glass products.....	.5	.5	1.2	1.3	1.5	1.6	3.5	3.6
Primary metal industries.....	.4	.4	1.2	1.3	2.2	2.3	6.1	6.5
Fabricated metal products.....	1.1	1.2	2.9	3.1	2.7	2.8	6.5	6.9
Machinery, except electrical.....	1.3	1.3	3.5	3.7	3.0	3.1	7.8	8.3
Electrical machinery, equipment, and supplies.....	.5	.5	1.1	1.2	2.1	2.2	5.0	5.3
Transportation equipment.....	.3	.3	.8	.9	1.6	1.7	4.6	4.9
Instruments and related products.....	1.9	2.0	4.8	5.1	4.8	5.0	12.0	12.9
Miscellaneous manufacturing industries.....	1.6	1.6	3.3	3.5	2.7	2.8	5.5	5.8

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

Table 21. Distribution of Production and Related Workers by Employer Expenditures for Yearend, Christmas, and Other Irregular Bonuses  
As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	No expenditures for the practice	Percent of production and related workers in establishments with—												
			Expenditures for yearend, Christmas, and other irregular bonuses												
			All	As a percent of gross payroll											
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and over
United States <sup>1</sup> .....	100	65	35	16	8	4	2	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1
Northeast.....	100	63	37	17	9	4	2	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	1
South.....	100	63	37	15	12	4	3	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )
North Central.....	100	67	33	16	7	4	2	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1
West.....	100	74	26	14	4	3	2	( <sup>2</sup> )	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-	( <sup>2</sup> )	2
Food and kindred products.....	100	64	36	16	9	5	2	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	1
Tobacco manufactures.....	100	55	45	26	5	-	1	( <sup>2</sup> )	5	7	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	-
Textile mill products.....	100	61	39	16	16	2	2	-	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Apparel and other finished textile products ..	100	53	47	27	10	5	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Lumber and wood products.....	100	67	33	15	7	2	5	( <sup>2</sup> )	( <sup>2</sup> )	1	-	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Furniture and fixtures.....	100	55	45	15	19	6	1	2	1	-	-	1	( <sup>2</sup> )	-	-
Paper and allied products.....	100	71	29	15	8	2	1	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Printing, publishing, and allied industries....	100	61	39	17	9	5	2	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1
Rubber and miscellaneous plastics products...	100	75	25	11	6	3	1	1	-	1	-	( <sup>2</sup> )	1	-	( <sup>2</sup> )
Leather and leather products.....	100	51	49	28	11	5	3	1	-	-	-	( <sup>2</sup> )	-	-	1
Stone, clay, and glass products.....	100	67	33	18	8	3	2	1	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-	-	( <sup>2</sup> )
Primary metal industries.....	100	81	19	9	1	4	( <sup>2</sup> )	( <sup>2</sup> )	2	1	-	-	( <sup>2</sup> )	-	1
Fabricated metal products.....	100	55	45	18	9	7	2	2	2	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	2
Machinery, except electrical.....	100	56	44	17	11	5	3	3	1	1	-	( <sup>2</sup> )	-	3	2
Electrical machinery, equipment, and supplies.....	100	77	23	12	4	2	1	1	1	( <sup>2</sup> )	-	-	-	-	1
Transportation equipment.....	100	82	18	12	1	2	1	-	1	1	-	-	-	-	-
Instruments and related products.....	100	61	39	6	13	3	5	2	1	1	1	( <sup>2</sup> )	2	-	6
Miscellaneous manufacturing industries.....	100	42	58	23	11	5	7	3	1	1	2	( <sup>2</sup> )	-	3	1

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 22. Distribution of Production and Related Workers by Employer Expenditures for Yearend, Christmas, and Other Irregular Bonuses in Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—														
		No expenditures for the practice	Expenditures for yearend, Christmas, and other irregular bonuses													
			All	In cents per hour paid for												
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and over	
United States <sup>1</sup> .....	100	65	35	9	7	8	4	2	1	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	1	
Northeast.....	100	63	37	9	7	8	5	2	1	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	2	
South.....	100	63	37	10	9	9	4	1	( <sup>2</sup> )	2	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
North Central.....	100	67	33	7	7	7	3	3	1	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	1	
West.....	100	74	26	6	5	6	3	2	( <sup>2</sup> )	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	2	
Food and kindred products.....	100	64	36	9	7	7	5	2	1	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	1	
Tobacco manufactures.....	100	55	45	23	3	5	( <sup>2</sup> )	( <sup>2</sup> )	-	3	-	9	-	-	1	
Textile mill products.....	100	61	39	10	11	13	3	1	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-	
Apparel and other finished textile products.....	100	53	47	21	10	10	3	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	1	-	-	
Lumber and wood products.....	100	67	33	8	10	4	5	2	( <sup>2</sup> )	( <sup>2</sup> )	-	2	-	( <sup>2</sup> )	1	
Furniture and fixtures.....	100	55	45	9	11	15	5	2	1	1	1	1	-	-	-	
Paper and allied products.....	100	71	29	7	5	9	3	2	1	1	( <sup>2</sup> )	-	( <sup>2</sup> )	-	( <sup>2</sup> )	
Printing, publishing, and allied industries.....	100	61	39	6	7	11	7	2	1	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	3	
Rubber and miscellaneous plastics products.....	100	75	25	7	3	9	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	1	( <sup>2</sup> )	1	1	
Leather and leather products.....	100	51	49	23	5	12	4	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	
Stone, clay, and glass products.....	100	67	33	6	12	8	3	1	( <sup>2</sup> )	1	1	( <sup>2</sup> )	-	-	1	
Primary metal industries.....	100	81	19	3	6	1	2	2	( <sup>2</sup> )	1	( <sup>2</sup> )	-	1	1	1	
Fabricated metal products.....	100	55	45	7	7	11	8	3	1	2	1	2	( <sup>2</sup> )	-	3	
Machinery, except electrical.....	100	56	44	6	9	9	5	2	4	1	1	( <sup>2</sup> )	-	-	6	
Electrical machinery, equipment, and supplies.....	100	77	23	8	2	5	2	1	1	( <sup>2</sup> )	1	1	( <sup>2</sup> )	-	1	
Transportation equipment.....	100	82	18	5	5	2	1	2	-	1	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-	
Instruments and related products.....	100	61	39	4	3	8	5	2	3	4	1	( <sup>2</sup> )	( <sup>2</sup> )	1	8	
Miscellaneous manufacturing industries.....	100	42	58	10	15	10	7	4	2	3	1	2	( <sup>2</sup> )	2	2	

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

## Chapter 5. Legally Required Insurance Programs

### Total Legally Required Insurance

Employer expenditures for the legally required insurance programs were equal to approximately 6 percent of the 1962 gross and straight-time payrolls for production and related workers in manufacturing, and amounted to about 14 cents per hour paid for or 15 cents per plant hour. (See chart 5 and table 23.) Social security expenditures comprised about 45 percent and unemployment compensation about 37 percent of the total; the remainder was expended for workmen's compensation coverage, and other legally required insurance programs.

In general, expenditures for the legally required insurances as a percent of payroll were highest among industries with the lowest average wages; when expenditures were expressed in cents, however, they were highest among high wage industries. Nevertheless, the lumber industry, due to relatively high expenditures for workmen's compensation, had higher expenditures for the legally required insurances, either as a percent of payroll or in cents per hour paid for than any other industry group for which data were available.

The contributions made by employers for social security and unemployment compensation (the two largest components of the legally required programs) for their production force are based on formulas which apply the contribution rate to each worker's earnings up to a maximum amount.<sup>14</sup> Similar provisions are found in most State temporary disability insurance laws.<sup>15</sup> As a result, the employer expenditures in industries with average earnings at or below the formula maximum represent a greater percent of payroll than in those with higher average earnings. On the other hand, cents-per-hour expenditures are a function of the contribution rate (tax rate applied to the base), earnings, and hours. Hence, industries with average annual earnings above the formula maximum would have a higher cents-per-hour expenditure than those with lower earnings, unless a substantially greater number of hours were worked to achieve the higher earnings level.

Social security payments by employers, in industry groups for which data are available, comprised the largest single component of employer expenditures for the legally required insurance programs, except in the apparel, leather, and lumber industries. The apparel and leather industries both had higher expenditures for unemployment compensation. The apparel industry is highly seasonal, while the leather industry has one of the highest quit rates in the manufacturing industries, and also experiences some seasonal change. The lumber industry had higher expenditures for workmen's compensation due to an extremely high frequency of work injuries.<sup>16</sup>

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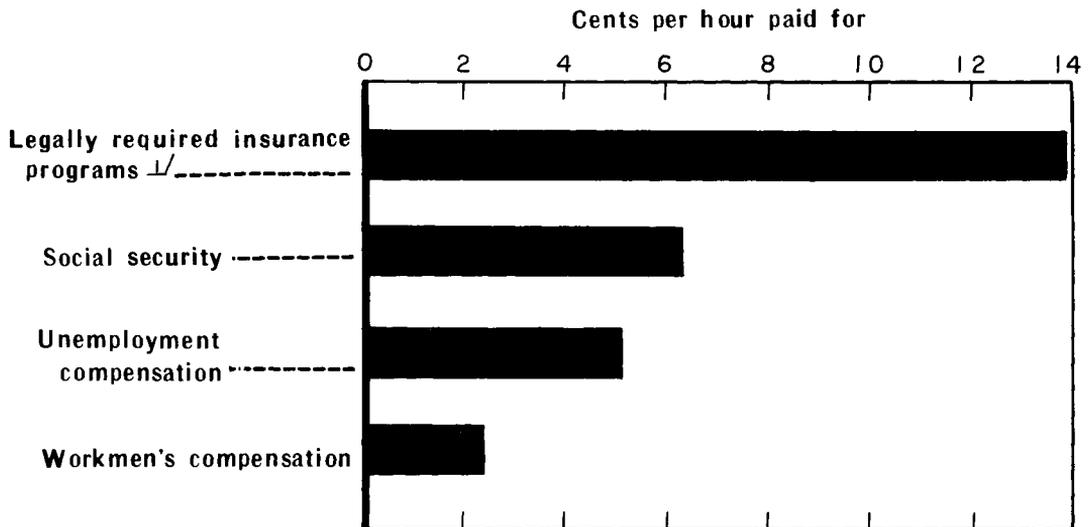
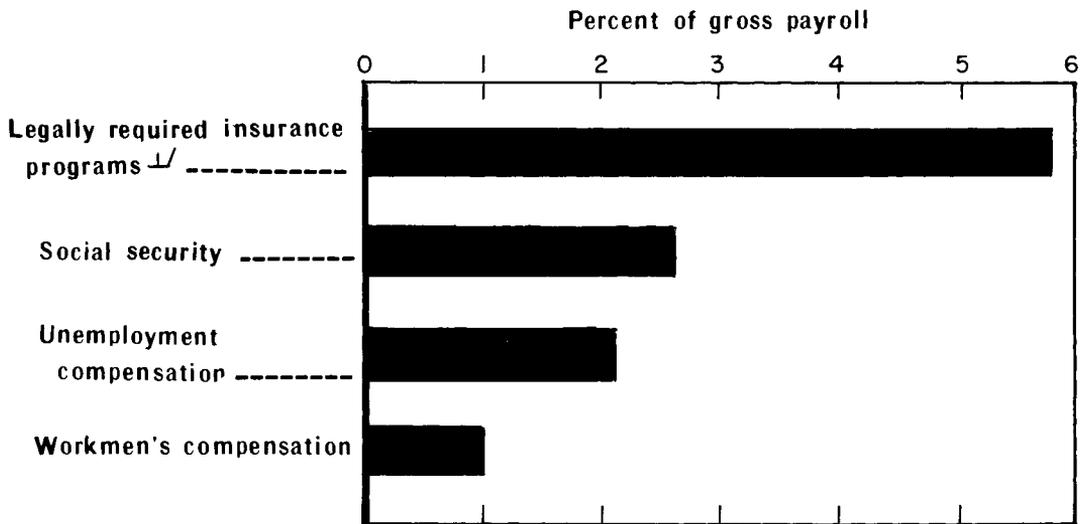
<sup>14</sup> The social security contribution rate was 3.125 percent of first \$4,800 in 1962. The earnings base for unemployment compensation taxes in all but nine States was \$3,000; in seven States employer contributions were based on the first \$3,600, in one State on the first \$3,800, and in one State on the first \$7,200 of earnings. The tax rate for unemployment compensation varies by State; and within the States, different rates were applied to establishments according to various criteria. (See Comparison of State Unemployment Insurance Laws as of January 1, 1962, Bureau of Employment Security, Publication U-141.) Contribution rates for Federal unemployment taxes were 0.8 percent of the first \$3,000 in all States except Alaska and Michigan. The rate was 1.1 percent in Alaska and 0.95 in Michigan.

<sup>15</sup> Comparison of Temporary Disability Insurance Laws, January 1, 1962 (Bureau of Employment Security, Publication U-211).

<sup>16</sup> See Monthly Labor Review, April 1963, tables A-3, B-1, and F-1.

## Chart 5. Employer Expenditures for Legally Required Insurance Programs, Manufacturing Industries, 1962

### Production and Related Workers



<sup>1/</sup> Includes legally required insurance programs not shown separately.

All production and related workers in the manufacturing industries during 1962, were employed by establishments with expenditures for some type of legally required insurance program. Fully three-fourths of the workers were employed by establishments with expenditures that ranged from 4 to 8 percent of gross payroll; the greatest concentration of workers (23 percent) was found in establishments with expenditures of 5 to 6 percent (table 24). More than three-fifths of all production workers were employed by establishments with expenditures that ranged from 10 to 17 cents per hour paid for; this was true in each of the industries studied, except the lumber and textile groups (table 27). Almost three-fifths of the production and related workers in the lumber industry were employed by establishments with expenditures equaling 8 percent or more of gross payroll; about the same proportion of workers in the textile industry were employed by plants with expenditures of less than 10 cents per hour paid for.

### Social Security

Social security contributions made by employers for their production force equaled 2.6 percent of gross payroll and 2.7 percent of straight-time payroll, and amounted to 6.3 cents per 1962 hour paid for, or 6.7 cents per plant hour.

The highest employer expenditures as a percent of gross payroll, among the industries for which data are available, were found in the textiles, tobacco, furniture, and leather industries; measured in terms of cents per hour paid for, however, the highest expenditures were found in the primary metal, transportation equipment, and printing industries. The lowest expenditures were found as a percent of payroll in the primary metal, printing, transportation equipment, and machinery (except electrical) industries; in terms of cents per hour paid for the apparel, textiles, and leather industries had the lowest level of expenditures.

As indicated above, low wage industries generally had the highest expenditures when measured as a proportion of payroll, but the lowest expenditures measured in cents; the obverse was found in high wage industries.

All production and related workers in the manufacturing industries were covered by social security during 1962. About 96 percent of the workers were employed by plants whose contributions for social security were the equivalent of from 2 to 4 percent of gross payroll; and about 4 percent were employed by establishments in which the contributions equaled less than 2 percent of gross payroll for production workers. In terms of cents per hour paid for, about 88 percent of the workers were employed by establishments in which the payments for social security ranged from 4 to 8 cents; and 8 percent of the manufacturing production force worked for plants in which these expenditures amounted to 8 cents or more; the remaining workers (about 4 percent) worked for plants whose social security payments amounted to less than 4 cents per 1962 hour paid for.

### Unemployment Compensation

Employer expenditures for unemployment insurance covering their production force were equal to slightly over 2 percent of gross and straight-time payrolls; and amounted to 5.1 cents per 1962 hour paid for, or 5.4 cents per plant hour.

The highest expenditures as a percent of gross payroll, among the industries for which data were available, were found in the apparel, leather, lumber, and miscellaneous manufacturing industries; measured in terms of cents per hour paid for, however, the highest expenditure levels were found in the transportation equipment, primary metal, and fabricated metal industries. The lowest expenditure levels measured in comparison with payrolls were found in the printing, paper, primary metal, and machinery (except electrical) industries; and in the textile, paper, and food groups when expenditures were measured in cents per hour paid for.

In general, the low wage industries had the highest expenditures measured in relation to payroll, but the high wage industries had the highest expenditures when measured in cents per hour paid for.

Virtually all production workers in the manufacturing industries were covered by the unemployment insurance laws. Over three-fifths of the workers were employed by establishments with unemployment compensation expenditures equaling 1 to 3 percent of gross payroll, and about one-fourth were in establishments with expenditures equivalent to 3 percent or more of gross payroll. About one-third of the workers in establishments with expenditures of 3 percent or more were employed in the apparel and leather industries. Printing industry establishments with about one-fourth of all workers in the industry had expenditures of under 1 percent of gross payroll. Approximately four-fifths of the production and related workers in manufacturing were employed by establishments with expenditures for unemployment compensation ranging from 2 to 8 cents per 1962 hour paid for, about one-tenth were in establishments with expenditures of 8 cents and over; the remaining one-tenth of the production force was employed by plants with expenditures of less than 2 cents per 1962 hour paid for (table 28).

### Workmen's Compensation

Employer expenditures for workmen's compensation were equal to 1 percent of gross and straight-time payrolls for production and related workers during 1962. These payments, made to State insurance funds, private insurance carriers, or directly to the workers, amounted to 2.4 cents per hour paid for or 2.5 cents per plant hour.

The highest expenditures, as a percent of gross payroll, were in the lumber, furniture, and fabricated metal industries; measured in cents per hour paid for, the highest expenditures were in the lumber and fabricated metal industries. The lowest expenditure either as a payroll relative or in cents was found in the tobacco industry. In general, establishments with fewer than 100 employees had the highest expenditures for workmen's compensation measured either as a percent of payroll or in cents.

Almost all of the production workers in the Nation's manufacturing industries were employed by plants with expenditures during 1962 for workmen's compensation coverage.<sup>17</sup> Expenditures of plants with slightly under 90 percent of the production force equaled less than 2 percent of gross payroll (table 26), and about four-fifths of the workers were employed by establishments with workmen's compensation expenditures of less than 4 cents per hour paid for (table 29). However,

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<sup>17</sup> See State Workmen's Compensation Laws, 1964 (Bureau of Labor Standards Bulletin 161, revised September 1964), for a summary of the main provisions of the State laws.

about 70 percent of the production force in the lumber industry worked for establishments with expenditures of 2 percent or more of gross payroll; and about 56 percent worked for plants with expenditures of 4 cents or more per hour paid for. Among these lumber industry workers, more than half were employed by plants with expenditures equaling about 3 percent or more of payroll (table 26), and about 40 percent worked for plants with workmen's compensation expenditures of 8 cents or more per 1962 hour paid for (table 29).

#### Other Legally Required Insurance Programs

In all manufacturing, employer expenditures for the other legally required insurance programs, principally State temporary disability insurance, were not widespread.<sup>18</sup> Only 13 percent of all production and related workers were employed by establishments with an expenditure for a legally required insurance program other than social security, unemployment compensation, or workmen's compensation. The highest ratios of workers in plants with expenditures for this type of legally required insurance were found in the apparel industry (24 percent) and in the Northeast region (27 percent).

Expenditures among all manufacturing establishments equaled less than 0.05 percent of payroll and amounted to 0.1 cent per hour paid for (table 23). In the establishments with expenditures, the payments for "other" legally required insurances were equal to 0.3 percent of gross and straight-time payrolls for production and related workers, and amounted to 0.8 cent per hour paid for. Ninety-four percent of all production and related workers, in establishments with expenditures, were employed by plants with expenditures of less than 1 percent of gross payroll.

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<sup>18</sup> Temporary disability insurance was required by law, during 1962, in California, New Jersey, New York, and Rhode Island. See ch. VI of BES U-141, op. cit. footnote 14, and BES U-211, op. cit. footnote 15, for information about the coverage and provisions of the State laws. Under certain circumstances, employers were required to make payments to the Ohio Disabled Workmen's Relief Fund.

Table 23. Employer Expenditures for Legally Required Insurance Programs for Production and Related Workers in the Manufacturing Industries, by Industry Group, 1962

Industry group	Employer expenditures in all establishments									
	Percent of gross payroll					Percent of straight-time payroll				
	Legally required insurance programs	Social security	Unemployment compensation	Workmen's compensation	Other <sup>1</sup>	Legally required insurance programs	Social security	Unemployment compensation	Workmen's compensation	Other <sup>1</sup>
All industries <sup>2</sup> .....	5.8	2.6	2.1	1.0	( <sup>3</sup> )	6.0	2.7	2.2	1.0	( <sup>3</sup> )
Food and kindred products .....	5.9	2.6	2.0	1.3	( <sup>3</sup> )	6.2	2.7	2.1	1.3	( <sup>3</sup> )
Tobacco manufactures.....	5.6	3.0	2.3	.3	( <sup>3</sup> )	5.8	3.1	2.4	.3	( <sup>3</sup> )
Textile mill products.....	6.0	3.1	2.3	.6	( <sup>3</sup> )	6.2	3.2	2.4	.6	( <sup>3</sup> )
Apparel and other finished textile products .....	6.7	2.8	3.2	.6	0.1	6.8	2.9	3.2	.6	0.1
Lumber and wood products.....	8.4	2.9	2.5	3.0	( <sup>3</sup> )	8.7	3.0	2.6	3.2	( <sup>3</sup> )
Furniture and fixtures.....	6.7	3.0	2.4	1.4	( <sup>3</sup> )	7.0	3.0	2.5	1.4	( <sup>3</sup> )
Paper and allied products.....	5.4	2.6	1.8	.9	( <sup>3</sup> )	5.7	2.8	1.9	1.0	.1
Printing, publishing, and allied industries.....	4.6	2.4	1.6	.5	.1	4.8	2.5	1.7	.5	.1
Rubber and miscellaneous plastics products.....	5.9	2.7	2.1	1.1	( <sup>3</sup> )	6.2	2.8	2.2	1.1	( <sup>3</sup> )
Leather and leather products.....	7.0	3.0	3.1	.8	( <sup>3</sup> )	7.1	3.1	3.1	.9	( <sup>3</sup> )
Stone, clay, and glass products.....	6.0	2.6	2.0	1.3	( <sup>3</sup> )	6.3	2.8	2.1	1.4	( <sup>3</sup> )
Primary metal industries.....	5.2	2.3	1.9	.9	( <sup>3</sup> )	5.4	2.4	2.0	1.0	( <sup>3</sup> )
Fabricated metal products.....	6.5	2.7	2.3	1.4	.1	6.8	2.8	2.4	1.5	.1
Machinery, except electrical.....	5.3	2.5	1.9	.8	( <sup>3</sup> )	5.5	2.6	2.0	.9	( <sup>3</sup> )
Electrical machinery, equipment, and supplies.....	5.5	2.7	2.2	.6	( <sup>3</sup> )	5.8	2.8	2.3	.6	( <sup>3</sup> )
Transportation equipment.....	5.4	2.5	2.2	.8	( <sup>3</sup> )	5.7	2.6	2.3	.8	( <sup>3</sup> )
Instruments and related products.....	5.5	2.6	2.2	.6	.1	5.7	2.7	2.3	.6	.1
Miscellaneous manufacturing industries.....	6.4	2.8	2.5	1.0	.1	6.6	2.9	2.6	1.0	.1
	Cents per hour paid for					Cents per plant hour				
All industries <sup>2</sup> .....	13.9	6.3	5.1	2.4	0.1	14.8	6.7	5.4	2.5	0.1
Food and kindred products .....	13.7	6.1	4.5	3.0	0.1	14.5	6.4	4.8	3.2	0.1
Tobacco manufactures.....	11.0	5.9	4.6	.6	( <sup>3</sup> )	11.7	6.2	4.8	.6	( <sup>3</sup> )
Textile mill products.....	10.4	5.3	4.0	1.1	( <sup>3</sup> )	10.8	5.5	4.1	1.1	( <sup>3</sup> )
Apparel and other finished textile products .....	11.5	4.9	5.5	1.0	.2	11.9	5.0	5.7	1.0	.2
Lumber and wood products.....	16.6	5.6	4.8	6.0	.1	17.1	5.8	5.0	6.2	.1
Furniture and fixtures.....	13.5	5.9	4.8	2.7	( <sup>3</sup> )	14.1	6.2	5.0	2.8	( <sup>3</sup> )
Paper and allied products.....	13.2	6.4	4.3	2.3	.1	14.2	6.9	4.6	2.5	.1
Printing, publishing, and allied industries.....	13.2	7.0	4.6	1.5	.2	14.1	7.5	4.9	1.6	.2
Rubber and miscellaneous plastics products.....	14.7	6.7	5.2	2.7	.1	15.8	7.2	5.6	2.9	.1
Leather and leather products.....	12.3	5.3	5.4	1.5	.1	13.0	5.6	5.7	1.6	.1
Stone, clay, and glass products.....	15.0	6.7	5.1	3.2	.1	16.0	7.1	5.4	3.4	.1
Primary metal industries.....	15.8	7.1	5.7	2.9	.1	17.0	7.7	6.2	3.1	.1
Fabricated metal products.....	16.5	6.9	5.8	3.7	.1	17.5	7.3	6.2	3.9	.2
Machinery, except electrical.....	14.4	6.8	5.2	2.3	.1	15.3	7.2	5.6	2.4	.1
Electrical machinery, equipment, and supplies.....	13.3	6.4	5.3	1.4	.1	14.2	6.8	5.7	1.5	.1
Transportation equipment.....	15.6	7.1	6.2	2.3	( <sup>3</sup> )	16.8	7.6	6.7	2.4	( <sup>3</sup> )
Instruments and related products.....	13.5	6.5	5.4	1.5	.2	14.5	7.0	5.8	1.6	.2
Miscellaneous manufacturing industries.....	13.3	5.9	5.3	2.0	.2	14.1	6.2	5.6	2.1	.2

<sup>1</sup> Principally State temporary disability insurance.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 24. Distribution of Production and Related Workers by Employer Expenditures for Legally Required Insurance Programs  
As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establish- ments (percent)	Percent of production and related workers in establishments with—										
		Expenditures for legally required insurance programs										
		All	As a percent of gross payroll									
			Under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and over
United States <sup>1</sup> .....	100	100	2	8	20	23	19	14	9	3	1	1
Northeast.....	100	100	2	5	14	23	19	18	13	3	1	1
South.....	100	100	1	10	21	22	20	13	7	4	1	1
North Central.....	100	100	3	12	26	22	19	10	5	2	1	1
West.....	100	100	-	5	16	25	16	16	11	7	3	2
Food and kindred products.....	100	100	2	6	15	27	18	13	11	4	1	2
Tobacco manufactures.....	100	100	-	-	47	8	11	30	4	-	-	-
Textile mill products.....	100	100	-	4	24	29	19	17	6	1	( <sup>2</sup> )	-
Apparel and other finished textile products.....	100	100	5	( <sup>2</sup> )	5	12	26	29	15	5	2	-
Lumber and wood products.....	100	100	-	( <sup>2</sup> )	3	8	15	16	20	22	6	9
Furniture and fixtures.....	100	100	-	1	7	18	23	28	17	4	1	-
Paper and allied products.....	100	100	( <sup>2</sup> )	15	26	25	15	12	4	3	1	( <sup>2</sup> )
Printing, publishing, and allied industries.....	100	100	8	24	30	20	9	4	5	( <sup>2</sup> )	-	( <sup>2</sup> )
Rubber and miscellaneous plastics products.....	100	100	1	7	21	17	18	21	11	4	1	( <sup>2</sup> )
Leather and leather products.....	100	100	-	1	4	17	31	22	17	4	3	1
Stone, clay, and glass products.....	100	100	4	7	11	27	19	16	10	4	1	1
Primary metal industries.....	100	100	4	5	39	22	16	6	4	2	2	( <sup>2</sup> )
Fabricated metal products.....	100	100	( <sup>2</sup> )	3	13	23	19	20	11	4	2	3
Machinery, except electrical.....	100	100	( <sup>2</sup> )	14	24	28	22	6	5	1	-	-
Electrical machinery, equipment, and supplies.....	100	100	-	7	29	22	20	13	8	1	( <sup>2</sup> )	-
Transportation equipment.....	100	100	-	14	24	30	17	7	4	( <sup>2</sup> )	1	2
Instruments and related products.....	100	100	-	13	16	30	24	13	3	1	-	-
Miscellaneous manufacturing industries.....	100	100	1	2	7	25	25	20	17	3	( <sup>2</sup> )	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 25. Distribution of Production and Related Workers by Employer Expenditures for Unemployment Compensation As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—							
		No expenditures for the practice	Expenditures for unemployment compensation						
			All	As a percent of gross payroll					
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and over
United States <sup>1</sup> .....	100	( <sup>2</sup> )	99	10	32	33	18	6	( <sup>2</sup> )
Northeast.....	100	1	99	3	24	38	22	11	1
South.....	100	-	100	14	37	28	17	4	-
North Central.....	100	-	100	18	38	27	14	4	( <sup>2</sup> )
West.....	100	-	100	4	26	46	19	5	-
Food and kindred products.....	100	-	100	17	29	31	19	4	( <sup>2</sup> )
Tobacco manufactures.....	100	-	100	6	43	11	18	23	-
Textile mill products.....	100	-	100	11	35	27	18	9	-
Apparel and other finished textile products <sup>3</sup> .....	100	5	95	2	9	22	33	27	3
Lumber and wood products.....	100	-	100	4	23	42	26	5	( <sup>2</sup> )
Furniture and fixtures.....	100	-	100	4	29	36	25	6	-
Paper and allied products.....	100	-	100	19	40	32	6	3	( <sup>2</sup> )
Printing, publishing, and allied industries.....	100	-	100	26	44	20	7	3	-
Rubber and miscellaneous plastics products.....	100	-	100	8	32	35	24	1	-
Leather and leather products.....	100	-	100	1	15	25	38	20	1
Stone, clay, and glass products.....	100	-	100	15	30	38	14	3	-
Primary metal industries.....	100	-	100	11	39	43	5	1	-
Fabricated metal products.....	100	-	100	7	24	43	23	3	-
Machinery, except electrical.....	100	-	100	12	43	32	11	2	-
Electrical machinery, equipment, and supplies.....	100	-	100	5	38	31	18	7	( <sup>2</sup> )
Transportation equipment.....	100	-	100	4	32	48	15	-	-
Instruments and related products.....	100	-	100	8	32	32	25	3	-
Miscellaneous manufacturing industries.....	100	-	100	6	26	32	26	9	1

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

<sup>3</sup> The establishments with no expenditures for unemployment compensation reported that they were "contracting shops" and that the "jobbers" with whom they did business made these as well as other legally required payments.

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

Table 26. Distribution of Production and Related Workers by Employer Expenditures for Workmen's Compensation  
As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—							
		No expenditures for the practice	Expenditures for workmen's compensation						
			All	As a percent of gross payroll					
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and over
United States <sup>1</sup> .....	100	1	99	63	24	7	3	1	1
Northeast.....	100	1	99	67	24	5	2	1	( <sup>2</sup> )
South.....	100	2	98	66	18	8	3	2	1
North Central.....	100	1	99	63	26	7	2	1	1
West.....	100	3	97	39	33	13	7	3	3
Food and kindred products.....	100	1	99	39	42	10	5	1	2
Tobacco manufactures.....	100	2	98	95	4	-	-	-	-
Textile mill products.....	100	1	99	82	14	2	1	-	-
Apparel and other finished textile products.....	100	3	97	83	12	2	-	-	-
Lumber and wood products.....	100	2	98	6	22	32	15	14	9
Furniture and fixtures.....	100	3	97	32	45	16	3	( <sup>2</sup> )	-
Paper and allied products.....	100	( <sup>2</sup> )	99	64	27	6	2	( <sup>2</sup> )	-
Printing, publishing, and allied industries.....	100	5	95	85	7	2	( <sup>2</sup> )	-	-
Rubber and miscellaneous plastics products.....	100	( <sup>2</sup> )	99	46	43	9	1	-	( <sup>2</sup> )
Leather and leather products.....	100	4	96	70	18	4	3	( <sup>2</sup> )	-
Stone, clay, and glass products.....	100	4	96	46	25	15	8	1	1
Primary metal industries.....	100	( <sup>2</sup> )	99	60	26	7	5	2	( <sup>2</sup> )
Fabricated metal products.....	100	1	99	40	33	17	7	2	1
Machinery, except electrical.....	100	( <sup>2</sup> )	99	65	31	3	1	-	-
Electrical machinery, equipment, and supplies.....	100	1	99	82	16	1	( <sup>2</sup> )	( <sup>2</sup> )	-
Transportation equipment.....	100	( <sup>2</sup> )	99	76	18	3	( <sup>2</sup> )	( <sup>2</sup> )	3
Instruments and related products.....	100	2	98	82	14	1	( <sup>2</sup> )	( <sup>2</sup> )	-
Miscellaneous manufacturing industries.....	100	1	99	61	31	5	-	2	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 27. Distribution of Production and Related Workers by Employer Expenditures for Legally Required Insurance Programs  
In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—														
		Expenditures for legally required insurance programs														
		All	In cents per hour paid for													
			Under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and under 22	22 and under 24	24 and under 26	26 and under 28	28 and under 30	30 and over
United States <sup>1</sup> .....	100	100	1	3	11	19	19	18	13	7	4	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Northeast.....	100	100	1	1	3	16	21	25	17	9	4	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
South.....	100	100	( <sup>2</sup> )	11	26	27	16	10	6	3	( <sup>2</sup>)	(^{2})	(^{2})	(^{2})	(^{2})	(^{2})
North Central.....	100	100	( <sup>2</sup> )	2	11	20	24	16	13	6	4	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )
West.....	100	100	-	( <sup>2</sup> )	3	12	12	18	15	11	9	9	4	3	1	3
Food and kindred products.....	100	100	( <sup>2</sup> )	3	14	23	21	11	13	6	4	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Tobacco manufactures.....	100	100	-	3	29	39	29	-	( <sup>2</sup> )	-	-	-	-	-	-	-
Textile mill products.....	100	100	-	20	36	20	10	8	4	1	( <sup>2</sup> )	-	-	-	-	-
Apparel and other finished textile products.....	100	100	5	10	17	23	20	15	4	3	1	-	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Lumber and wood products.....	100	100	-	3	13	20	11	8	5	7	9	9	4	4	3	4
Furniture and fixtures.....	100	100	-	3	15	20	25	11	9	10	3	3	1	-	-	-
Paper and allied products.....	100	100	-	( <sup>2</sup> )	15	22	26	22	7	5	3	( <sup>2</sup> )	-	-	-	-
Printing, publishing, and allied industries.....	100	100	1	3	13	20	19	23	12	4	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-
Rubber and miscellaneous plastics products.....	100	100	-	( <sup>2</sup> )	5	15	20	30	19	7	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-
Leather and leather products.....	100	100	-	4	25	23	17	15	9	4	2	1	( <sup>2</sup> )	-	-	-
Stone, clay, and glass products.....	100	100	-	2	12	10	18	19	17	7	5	6	2	2	-	1
Primary metal industries.....	100	100	-	( <sup>2</sup> )	5	7	15	16	26	19	5	5	1	( <sup>2</sup> )	( <sup>2</sup> )	1
Fabricated metal products.....	100	100	-	( <sup>2</sup> )	3	9	12	22	23	14	9	1	4	2	( <sup>2</sup> )	1
Machinery, except electrical.....	100	100	-	-	2	21	26	26	15	7	1	-	-	2	-	-
Electrical machinery, equipment, and supplies.....	100	100	-	2	7	21	32	27	6	2	2	( <sup>2</sup> )	-	-	-	-
Transportation equipment.....	100	100	-	-	5	13	16	22	22	10	6	3	( <sup>2</sup> )	-	( <sup>2</sup> )	-
Instruments and related products.....	100	100	-	( <sup>2</sup> )	5	25	27	25	14	3	1	-	-	-	( <sup>2</sup> )	-
Miscellaneous manufacturing industries.....	100	100	1	6	6	19	26	25	11	2	3	( <sup>2</sup> )	1	-	( <sup>2</sup> )	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 28. Distribution of Production and Related Workers by Employer Expenditures for Unemployment Compensation  
In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establish- ments (percent)	Percent of production and related workers in establishments with—									
		No expendi- tures for the practice	Expenditures for unemployment compensation								
			In cents per hour paid for								
			All	Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and over	
United States <sup>1</sup> .....	100	( <sup>2</sup> )	99	( <sup>2</sup> )	6	24	32	28	7	2	
Northeast .....	100	1	99	( <sup>2</sup> )	( <sup>2</sup> )	13	35	39	9	2	
South .....	100	-	100	( <sup>2</sup> )	11	43	32	12	2	( <sup>2</sup> )	
North Central .....	100	-	100	( <sup>2</sup> )	9	29	30	23	6	2	
West .....	100	-	100	-	2	10	25	45	12	5	
Food and kindred products .....	100	-	100	( <sup>2</sup> )	9	33	33	18	6	2	
Tobacco manufactures .....	100	-	100	-	2	46	28	24	( <sup>2</sup> )	-	
Textile mill products .....	100	-	100	-	13	44	28	13	2	1	
Apparel and other finished textile products <sup>3</sup> .....	100	5	95	-	2	17	29	36	6	4	
Lumber and wood products .....	100	-	100	1	5	29	32	25	7	1	
Furniture and fixtures .....	100	-	100	-	6	32	36	18	8	1	
Paper and allied products .....	100	-	100	-	7	34	35	21	2	-	
Printing, publishing, and allied industries .....	100	-	100	1	14	29	27	24	3	3	
Rubber and miscellaneous plastics products .....	100	-	100	-	3	21	39	31	6	-	
Leather and leather products .....	100	-	100	( <sup>2</sup> )	3	16	38	35	7	( <sup>2</sup> )	
Stone, clay, and glass products .....	100	-	100	( <sup>2</sup> )	11	19	32	26	9	2	
Primary metal industries .....	100	-	100	-	9	10	27	36	18	1	
Fabricated metal products .....	100	-	100	-	4	17	29	36	13	2	
Machinery, except electrical .....	100	-	100	-	4	21	39	29	4	2	
Electrical machinery, equipment, and supplies .....	100	-	100	-	2	21	38	34	5	( <sup>2</sup> )	
Transportation equipment .....	100	-	100	-	2	15	22	45	11	5	
Instruments and related products .....	100	-	100	-	1	16	50	27	4	2	
Miscellaneous manufacturing industries .....	100	-	100	-	6	19	39	25	10	1	

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

<sup>3</sup> The establishments with no expenditures for unemployment compensation reported that they were "contracting shops" and that the "jobbers" with whom they did business made these as well as other legally required payments.

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

Table 29. Distribution of Production and Related Workers by Employer Expenditures for Workmen's Compensation  
In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—								
		No expenditures for the practice	Expenditures for workmen's compensation							
			All	In cents per hour paid for						
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and over
United States <sup>1</sup> .....	100	1	99	28	27	27	9	4	2	1
Northeast.....	100	1	99	28	31	27	8	3	1	( <sup>2</sup> )
South.....	100	2	98	38	27	23	6	3	1	1
North Central.....	100	1	99	26	27	30	10	4	2	1
West.....	100	3	97	13	17	29	16	7	7	7
Food and kindred products.....	100	1	99	11	24	42	14	4	3	1
Tobacco manufactures.....	100	2	98	81	17	( <sup>2</sup> )	-	-	-	-
Textile mill products.....	100	1	99	59	27	11	1	( <sup>2</sup> )	-	-
Apparel and other finished textile products..	100	3	97	55	27	14	-	( <sup>2</sup> )	( <sup>2</sup> )	-
Lumber and wood products.....	100	2	98	3	6	33	16	17	8	15
Furniture and fixtures.....	100	3	97	8	31	39	13	5	1	-
Paper and allied products.....	100	( <sup>2</sup> )	99	17	30	42	6	3	( <sup>2</sup> )	-
Printing, publishing, and allied industries....	100	5	95	30	40	21	4	( <sup>2</sup> )	-	-
Rubber and miscellaneous plastics products...	100	( <sup>2</sup> )	99	19	21	36	19	4	( <sup>2</sup> )	( <sup>2</sup> )
Leather and leather products.....	100	4	96	47	25	16	4	3	( <sup>2</sup> )	( <sup>2</sup> )
Stone, clay, and glass products.....	100	4	96	15	18	30	18	8	4	3
Primary metal industries.....	100	( <sup>2</sup> )	99	24	21	29	15	8	1	2
Fabricated metal products.....	100	1	99	6	20	38	22	5	6	2
Machinery, except electrical.....	100	( <sup>2</sup> )	99	19	29	38	12	1	1	-
Electrical machinery, equipment, and supplies.....	100	1	99	42	35	19	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Transportation equipment.....	100	( <sup>2</sup> )	99	33	31	23	6	4	1	3
Instruments and related products.....	100	2	98	39	41	11	7	( <sup>2</sup> )	-	( <sup>2</sup> )
Miscellaneous manufacturing industries.....	100	1	99	21	37	33	4	3	-	-

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

## Chapter 6. Private Welfare Plans

### Total Private Welfare

All Establishments. In all manufacturing, employer payments for private welfare plans equaled 5.4 percent of the gross and 5.7 percent of the straight-time payroll for production and related workers. (See chart 6 and table 30.) These payments, amounting to 13.1 cents per hour paid for or 13.9 cents per plant hour, were primarily for life, health, and accident insurance (6.5 cents per hour paid for), and pension and retirement plans (5.7 cents per hour paid for). Expenditures for these two types of plans comprised respectively about 50 and 44 percent of the total for private welfare plans. Expenditures for vacation and holiday funds; severance or dismissal pay and supplemental unemployment benefits; and savings and thrift plans accounted for the remainder of the private plan expenditures.

The greatest expenditures for private welfare, among the industries for which data were available, were found in the tobacco, primary metal, and transportation equipment groups; and the least in the lumber, apparel, textile, and leather industries.

In general, private welfare expenditures among the industries, measured as a payroll relative or in cents, were ranked in about the same order as the respective average hourly earnings of the industries. In the tobacco industry, however, very high expenditures for pension and retirement plans in large, unionized establishments, of which there was a high concentration, moved the level of total private welfare expenditures way above the position indicated by the industry's average hourly earning level. Conversely, a low prevalence of private welfare expenditures in the lumber industry and a large number of small, non-union plants with low levels of expenditure for private plans in the printing industry moved the expenditure ratios downward.

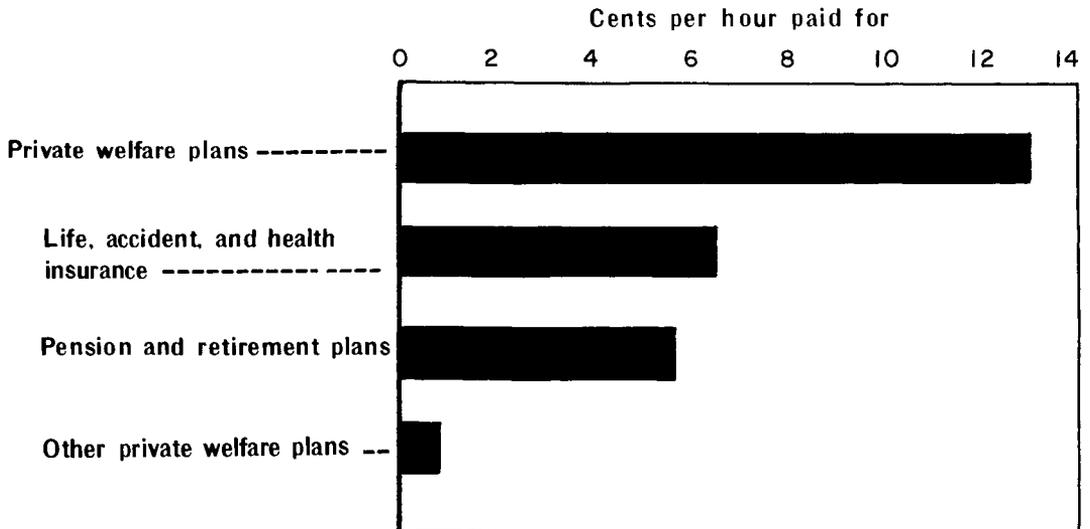
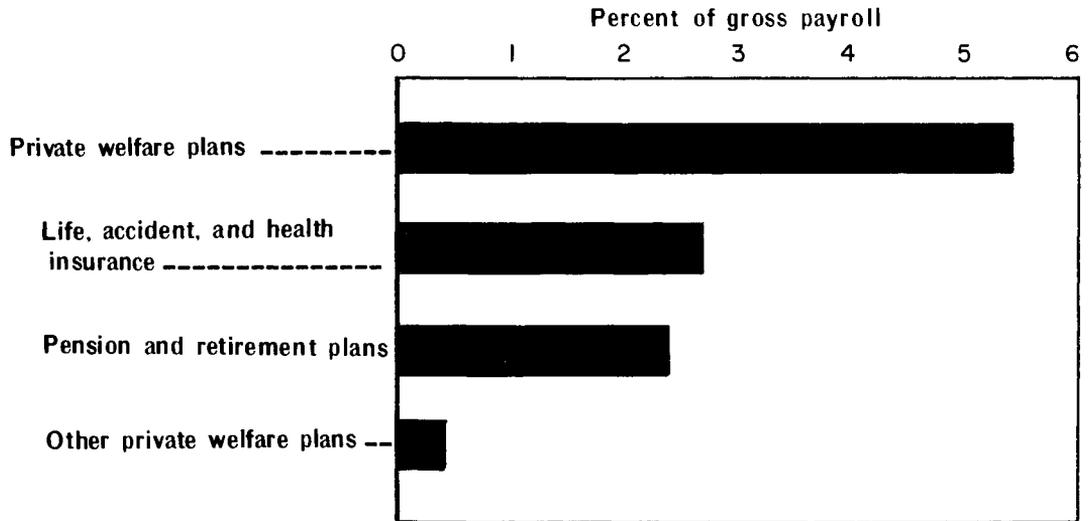
Among all manufacturing establishments, employer expenditures for private plans ranged up to 11 percent or more of gross payroll, and to 30 cents and over per hour paid for (tables 34 and 37). In general, a higher level of expenditure was found in the larger, high wage, union establishments in metropolitan areas than in the smaller, lower wage, nonunion plants in nonmetropolitan areas.

Prevalence. Ninety percent of the production and related workers in manufacturing were employed by establishments that had expenditures for some type of private welfare plan. In a majority of the industries studied, over 90 percent of the workers were employed by establishments reporting some form of private welfare expenditure, and in only two industries (apparel and lumber) was the proportion less than 80 percent. Among the regions, the proportion of workers employed by establishments with expenditures ranged from 94 percent in the North Central to 86 percent in the West. The corresponding figures in the Northeast and South were 89 and 87 percent, respectively.

Establishments With Expenditures. Employer payments for one or more types of private welfare, among manufacturing establishments with expenditures, equaled 5.9 percent of the gross and 6.1 percent of the straight-time payroll for production and related workers (table 31). These payments amounted to 14.5 cents per hour paid for and 15.5 cents per plant hour.

## Chart 6. Employer Expenditures for Private Welfare Plans, Manufacturing Industries, 1962

Production and Related Workers



In contrast to the findings at the all-establishment level, expenditures for pension and retirement plans among plants that made such payments were higher during 1962 than expenditures for life, accident, and health insurance. The difference in findings resulted from the level of prevalence for the two practices. Establishments with approximately 90 percent of the production force made payments during 1962 for life, accident, and health insurance; only slightly more than 60 percent of the workers were employed by plants that had expenditures for pensions. Similar differences in expenditures and prevalence levels were found in each of the industries for which data were available.

Among establishments with expenditures, private welfare payments were highest as a percent of gross payroll in the tobacco, primary metal, and transportation equipment industries, and lowest in the textiles, leather, and lumber industries. When expenditures were measured in cents per hour paid for, payments among establishments with expenditures for private plans were highest in primary metal, transportation equipment, and tobacco, and lowest in the textiles, leather, and apparel industries.

About one-half of the workers in establishments with expenditures for one or more types of private plans were employed by establishments in which the payments were equal to 5 percent or more of gross payroll (table 34). Expenditures of 5 percent or more, among those industries for which data are available, were most prevalent in primary metal, tobacco, and transportation equipment. Expenditures of less than 5 percent were most prevalent in the textile and leather industries. Among the regions, about half of the workers were employed by plants with expenditures of 5 percent or more in the Northeast and North Central, accounting for approximately three-fourths of all workers in plants with such expenditures, and more than half of the workers in the South and West were employed by plants with expenditures of less than 5 percent.

When expenditures in manufacturing establishments for private welfare were measured in cents per hour paid for, about three-tenths of the workers (one-fourth of all production workers in manufacturing) were employed by establishments in which the payments amounted to less than 6 cents, and about the same proportion were employed by plants with expenditures of 18 cents or more per hour paid for. Almost two-fifths of this latter group (10 percent of all workers) were employed by plants with expenditures of 30 cents or more per 1962 hour paid for, more than half of whom were in the primary metal and transportation equipment industries. In the tobacco industry group, almost 50 percent of all workers were employed by plants with expenditures of at least 20 cents per hour paid for. This industry group, with the exception of the primary metal and transportation equipment industries, had the largest proportion of workers in plants paying 20 cents or more per 1962 hour.

### Life, Accident, and Health Insurance

All Establishments. In all manufacturing, employer payments for life, accident, and health insurance equaled 2.7 percent of the gross and 2.8 percent of the straight-time payroll for production and related workers. These payments amounted to 6.5 cents per hour paid for and 6.9 cents per plant hour. Expenditures for this item comprised about half of the total private welfare payment at the all manufacturing level, and was the largest component of private welfare in each of the industries for which data were available, except in the tobacco, apparel, and instruments industries where pension expenditures were greater.

Among the industries for which data were available, employer expenditures for one or more forms of life, accident, and health insurance ranged from the equivalent of 4 percent of gross payroll and 12 cents per hour paid for in the primary metal group, to 1.3 percent and 2.2 cents per 1962 hour paid for in the apparel industry. In half of the industry groups, however, expenditures for the insurances were equal to between 2 and 3 percent of the gross production payroll and amounted to 6 cents or more per hour paid for during 1962.

Insurance expenditures in some establishments amounted to 6 percent or more of gross payroll, and to 20 cents or more per hour paid for. The establishments with very high expenditures in relation to gross payroll (6 percent and over) were predominantly small units with high average hourly earnings; and most had collectively bargained agreements covering their production work force.

Prevalence. About nine-tenths of the production and related workers in manufacturing were employed during 1962 by establishments with expenditures for one or more types of life, accident, or health insurance; the proportions ranged by industry from substantially all (99 percent) in the primary metal industry to about three-fifths in the lumber industry. Among the regions, the proportion of workers in establishments with expenditures ranged from 93 percent in the North Central to about 85 percent in the South and West.

Establishments With Expenditures. Employer payments for life, accident, and health insurance among manufacturing establishments with expenditures equaled about 3 percent of the 1962 gross and straight-time payrolls for production and related workers. These payments amounted to 7.3 cents per hour paid for and 7.8 cents per plant hour. Among the industries for which data were available, insurance expenditures ranged from the equivalent of 4 percent of gross payroll and 12.3 cents per hour paid for in the primary metal industry to 1.8 percent and 3.2 cents in the textile industry.

The level of employers' expenditures for life, accident, and health insurance in establishments where the employer paid all of the cost of such plans generally was greater than in establishments where the employees also contributed to the cost of the plan.<sup>19</sup> In all manufacturing, employer expenditures for the insurances when expressed as a percent of gross payroll, were 3.4 percent in plants with noncontributory plans and 2.6 percent in plants with contributory plans; in cents per hour paid for, average payments for noncontributory plans (8.7 cents) were about 35 percent higher than those for contributory plans (6.4 cents) (table 32). Similar differences were found in each of the industry groups for which data were available, except in the apparel group, where the expenditure-payroll ratios in plants with contributory plans were the same as in plants with noncontributory plans.

More than two-fifths of all production and related workers in manufacturing worked for plants in which expenditures for the private insurances were the equivalent of 1 to 3 percent of gross payroll and ranged from 2 to 8 cents per hour paid for; and about one-third of the workers were employed by plants with expenditures that equaled at least 3 percent of payroll and amounted to

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<sup>19</sup> Under the provisions of some plans, the entire "premium" or "cost" of the basic program covering the workers was borne by the employer, the workers having the option of paying for additional benefits for themselves or their dependents. Such plans, for purposes of this study, were considered to be noncontributory.

8 cents or more per 1962 hour paid for (tables 35 and 38). Among the industries for which data were available, however, approximately one-fifth to one-third of the workers in the textile, apparel, and leather industries were employed by plants with expenditures equaling less than 1 percent of gross payroll and amounting to less than 2 cents per hour paid for; conversely, at least one-third of the workers in the rubber, primary metal, and transportation equipment industries were employed by plants with insurance payments that approximated not less than 4 percent of the gross production payroll and amounted to at least 10 cents per 1962 hour paid for.

### Pension and Retirement Plans

All Establishments. In all manufacturing, employer payments for pension and retirement plans equaled about 2.5 percent of the gross and straight-time payrolls of production and related workers. These payments amounted to 5.7 cents per hour paid for and 6.1 cents per plant hour. Expenditures for this item comprised two-fifths or more of the total private welfare payment at the all manufacturing level, and was the largest component of the total in the tobacco, apparel, and instruments industries. Pension expenditures, in the other industries for which data were available, were second only to expenditures for life, accident, and health insurance.

Pension or retirement plan expenditures, among the industries for which data were available, were at the highest level (5.5 percent of gross payroll and 10.8 cents per hour paid for) in the tobacco group. The other manufacturing industries with high levels of expenditures for pension or retirement plans were highly unionized, high wage industries, that produced either industrial or durable goods. The lowest expenditures (about 1 percent of gross and 2 cents per hour paid for) were found in the lumber, textile, and leather industries.

The tobacco industry had a high concentration of large unionized establishments with very high levels of expenditures for pension or retirement plans; many of these plants, according to information in the Bureau's file of collectively bargained agreements, recently liberalized their pension and retirement plans.

Pension expenditures in some establishments ranged to 11 percent or more of gross payroll, and to 20 cents or more per 1962 hour paid for (tables 36 and 39). In general, the larger establishments with higher wage levels tended to have the highest level of expenditures for pension or retirement plans.

Prevalence. About three-fifths of the production and related workers in manufacturing were employed by plants that had expenditures during 1962 for pension and retirement plans; the proportions ranging from more than three-fourths of the workers in the primary metal, transportation equipment, and tobacco industries to about two-fifths in the textile, furniture, and leather industries, and about one-fourth in the lumber industry.

Over three-fifths of the workers in each region, except the South, were employed by establishments with expenditures for pension and retirement plans. About one-half of the workers in the South were employed by establishments that had expenditures for pensions during 1962.

Establishments With Expenditures. Employer payments for pension and retirement plans, among manufacturing establishments with expenditures, equaled about 3.5 percent of the 1962 gross and straight-time payrolls for production

and related workers (table 31). These payments amounted to 9.3 cents per hour paid for and 9.9 cents per plant hour. Among the industries for which data were available, pension expenditures ranged from 6.7 percent of gross payroll and 14.2 cents per hour paid for by tobacco manufacturers to 2.6 percent and 4.7 cents in the textile industry. In two-thirds of the industries, however, pension expenditures were equal to at least 3 percent of payroll and 8 cents or more per 1962 hour paid for.

The level of employers' expenditures for pension and retirement plans in establishments where the employer paid all of the cost of such plans generally was greater than in establishments where the employee also contributed to the cost of the plan.<sup>20</sup> In all manufacturing, employer expenditures for pension and retirement plans when expressed as a percent of gross payroll, were 3.5 percent in plants with noncontributory plans and 3.4 percent in plants with contributory plans; in cents per hour paid for, average payments for noncontributory plans (9.4 cents) were about 8 percent higher than those for contributory plans (8.7 cents). However, in at least some industry groups and in two of the four regions, employer expenditures for pension plans to which the workers also made contributions exceeded the payments made by plants with noncontributory plans (table 33). This reversal of the general pattern was most noticeable in the West where expenditures for contributory plans (3.5 percent of gross and 9.2 cents per hour paid for) greatly exceeded the employer payments for noncontributory plans (2.8 percent and 8.2 cents). Similar, but smaller differences were also found in the South.

About seven-tenths of the production and related workers in manufacturing plants with pension expenditures were employed by establishments in which the payments equaled less than 4 percent of gross payroll, and over 95 percent worked for plants with expenditures equaling less than 7 percent of the gross payroll (table 36). In the tobacco industry, however, approximately two-fifths of the production force in plants with pension expenditures worked for establishments in which the payments amounted to 7 percent or more of payroll; about half of these workers were employed by plants with pension expenditures equivalent to 10 percent or more of gross pay.

About two-thirds of the production workers in plants with expenditures worked for establishments in which the expenditures ranged from 2 to 12 cents per 1962 hour paid for (table 39). Similarly, the largest proportion of workers in plants with expenditures, in each of the regions and in all of the industries for which data are available, except tobacco, were employed by plants whose payments for pension and retirement plans ranged from 2 to 12 cents per 1962 hour paid for. In the tobacco industry, about two-fifths of all workers were in plants in which pension expenditures amounted to 12 cents or more per hour paid for, and fully four-fifths of these workers were employed by plants in which the expenditure amounted to at least 16 cents per hour.

### Vacation and Holiday Funds

Employer payments into vacation and holiday funds equaled less than 0.05 percent of the gross payroll for production workers (table 30). Such funds are not widely found in the manufacturing industries; approximately 2 percent of the manufacturing production force worked in plants with such expenditures during 1962; the highest proportion among the industries for which data were available was 13 percent in the apparel group. In addition to the apparel industry, the

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<sup>20</sup> Op. cit., footnote 19, p. 55.

only other groups with as many as 1 percent of the workers in plants with expenditures were the food; textile; furniture; printing; stone, clay, and glass; fabricated metal; miscellaneous manufacturing; primary metal; transportation equipment; rubber; and leather industries. About 2 and 3 percent of the workers in the latter four groups and about 1 percent in the other industries noted were employed by plants that made payments into vacation and holiday funds.

Expenditures in the apparel industry, the group with the highest level of prevalence and expenditure, equaled 0.3 percent of gross payroll and amounted to 0.5 cent per hour paid for. When establishments in this industry that actually made payments to vacation and holiday funds were examined separately, the expenditures equaled 2.3 percent of payroll and amounted to 4.1 cents per hour paid for. About one-half of the apparel workers in plants with expenditures worked for establishments with expenditures of 4 cents or more per 1962 hour paid for; and almost two-fifths worked for plants with expenditures of 2 to 4 cents. The data indicate that apparel manufacturers that made direct payments to workers for vacations and holidays had greater expenditures for these leave items, on the average, than did apparel employers that made payments into vacation and holiday funds, since plants that made direct payments had expenditures equaling 2.3 percent of gross payroll for vacations alone.

#### Severance or Dismissal Pay and Supplemental Unemployment Benefits

All Establishments. Severance or dismissal, and supplemental unemployment benefit payments equaled 0.3 percent of the gross and straight-time payrolls of production and related workers in manufacturing (table 30).<sup>21</sup> Employer expenditures for this item, paid either directly to the workers or to funds which made either or both types of payments, amounted to 0.6 cents per hour paid for or 0.7 cent per plant hour. Among the industries for which data are available, expenditures ranged from the equivalent of almost 1 percent of payroll and about 2.5 cents per hour paid for in the primary metal and transportation equipment industries to less than 0.1 percent of payroll and 0.1 cent per hour paid for or less. Expenditures in one-third of the industries, however, equaled less than five one-hundredths of 1 percent and amounted to 0.1 cent or less per 1962 hour paid for.

Prevalence. Approximately one-fourth of the production and related workers in manufacturing were employed by establishments with expenditures for either or both severance or dismissal pay, and supplemental unemployment benefits; the proportions varying by industry from about three-fifths in the primary metal and transportation equipment industries, one-third or more in the rubber and electrical equipment groups, and one-fourth in the instrument industry to less than 10 percent of the workers in the furniture, textiles, paper, miscellaneous manufacturing, leather, and lumber industries.

The highest proportion of workers in plants with expenditures for these plans, among the regions, was found in the North Central (27 percent), and the lowest ratio was found in the South (17 percent); the proportions of workers in plants with expenditures in the other two regions ranged between one-fourth and one-fifth.

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<sup>21</sup> Two forthcoming BLS bulletins will provide a detailed analysis of severance pay and layoff benefit plans; and supplemental unemployment benefit plans and wage-employment guarantees, in major collective bargaining agreements.

Almost three-fifths of the workers in plants with expenditures for these plans (about 13 percent of all workers) were employed by establishments with separate provisions for severance or dismissal payments and about two-fifths (10 percent of all workers) worked for manufacturers that had supplemental unemployment benefit plans that were separate and distinct from formal severance pay plans.<sup>22</sup> Among the regions, the highest proportion of workers in plants with separate severance or dismissal pay expenditures (16 percent) was found in the Northeast, and the highest proportion in plants with separate expenditures for supplemental unemployment benefits (14 percent) was found in the North Central.

Establishments With Expenditures. Employer payments among establishments with expenditures for either or both severance or dismissal pay and supplemental unemployment benefits equaled about 1 percent of gross and straight-time payrolls (table 31). These payments amounted to 2.7 cents per hour paid for and 3 cents per plant hour. The expenditures, in five industry groups (food; stone, clay, and glass; primary metal; fabricated metal; and transportation equipment) equaled about 1 percent of gross payroll and amounted to at least 2.6 cents per hour paid for. Expenditures in 4 of the 5 groups amounted to 3.5 cents or more per 1962 hour, and in one industry (primary metal) amounted to 4.5 cents per hour paid for. Expenditures among the other industries for which data are available ranged from 0.6 to 0.2 percent of gross payroll and amounted to less than 2 cents per hour paid for.

In general, expenditures for severance or dismissal pay and supplemental unemployment benefits tended to be higher in large, high wage plants than in smaller or lower wage establishments; and plants in which a majority of the workers were covered by collectively bargained agreements tended to have expenditures that were 2 to 3 times larger than nonunion plants.

Separate expenditures for severance or dismissal pay equaled about 0.4 percent of the gross and straight-time payrolls, and separate expenditures for supplemental unemployment benefits amounted to about 1 percent of payroll in plants with the practices. These payments for plans not connected one to the other amounted to about 1 cent per hour for severance pay, and about 3.5 cents for supplemental unemployment benefits.

About nine-tenths of the production and related workers employed by manufacturing establishments with expenditures for severance pay and/or supplemental unemployment benefits worked in plants with expenditures equaling less than 2 percent of gross payroll; of this group about two-thirds worked in plants with expenditures for the practice that equaled less than 1 percent of payroll. Only in the North Central region; and in the stone, clay, and glass; primary metals; fabricated metal products; and transportation equipment industries were half or more of the workers employed by establishments with expenditures amounting to 1 percent or more of gross payroll. In cents per hour paid for, nearly half of the workers were employed by establishments spending less than 1 cent, and over 85 percent were employed by establishments spending less than 6 cents. In the primary metal, fabricated metal products, and transportation equipment industries, however, over half of the workers were employed in establishments reporting payments of 4 to 8 cents per hour paid for.

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<sup>22</sup> Some plants with provisions for one of the plans also had separate provisions for the other. Hence, the ratios include some workers that have been counted twice—once for each type of plan. Such double counting is not a factor in the ratio of workers in establishments with expenditures for either or both severance or dismissal pay and supplemental unemployment benefits. This latter ratio was obtained by counting the workers in each plant, only once, even though the plant may have had separate expenditures for each of the components.

### Savings and Thrift Plans

Employer expenditures for savings and thrift plans, equaling about 0.1 percent of the gross and straight-time payrolls of production and related workers, were not widely found in the manufacturing industries. Employer expenditures in each of the industries for which data are available, except the instruments and electrical equipment industries, amounted to less than 0.05 percent of gross payroll. Expenditures in the instruments and electrical equipment groups were equal, respectively, to 0.2 and 0.1 percent of gross payroll.

About 4 percent of the production and related workers in all manufacturing were employed by establishments with expenditures for savings and thrift plans; the proportions ranging from 5 percent in the Northeast and South to 3 percent in the North Central and West. Among the industries for which data are available, about 11 percent of the workers in the electrical equipment and 7 percent of the workers in the instruments industries were employed by establishments with expenditures for savings and thrift plans; and from 4 to less than 1 percent of the workers in the other industries were employed by establishments with such expenditures.

Among establishments with expenditures for savings and thrift plans, employer payments equaled about 1.2 percent of the gross and straight-time payrolls, and amounted to 3.3 cents per hour paid for or 3.6 cents per plant hour.

Table 30. Employer Expenditures for Private Welfare Plans for Production and Related Workers in the Manufacturing Industries, by Industry Group, 1962

Industry group	Employer expenditures in all establishments											
	Percent of gross payroll						Percent of straight-time payroll					
	Private welfare plans	Life, accident, and health insurance	Pension and retirement plans	Vacation and holiday funds	Severance pay and supplemental unemployment benefits <sup>1</sup>	Savings and thrift plans	Private welfare plans	Life, accident, and health insurance	Pension and retirement plans	Vacation and holiday funds	Severance pay and supplemental unemployment benefits <sup>1</sup>	Savings and thrift plans
All industries <sup>2</sup> .....	5.4	2.7	2.4	( <sup>3</sup> )	0.3	0.1	5.7	2.8	2.5	( <sup>3</sup> )	0.3	0.1
Food and kindred products.....	5.3	2.6	2.5	( <sup>3</sup> )	0.1	( <sup>3</sup> )	5.5	2.8	2.6	( <sup>3</sup> )	0.1	( <sup>3</sup> )
Tobacco manufactures.....	7.9	2.4	5.5	-	( <sup>3</sup> )	( <sup>3</sup> )	8.1	2.5	5.6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Textile mill products.....	2.9	1.7	1.1	( <sup>3</sup> )	.1	( <sup>3</sup> )	3.1	1.7	1.2	( <sup>3</sup> )	.1	( <sup>3</sup> )
Apparel and other finished textile products.....	3.2	1.3	1.5	0.3	.1	( <sup>3</sup> )	3.2	1.3	1.5	0.3	.1	( <sup>3</sup> )
Lumber and wood products.....	2.7	1.7	.9	-	( <sup>3</sup> )	( <sup>3</sup> )	2.8	1.8	1.0	-	( <sup>3</sup> )	( <sup>3</sup> )
Furniture and fixtures.....	3.7	2.2	1.4	( <sup>3</sup> )	.1	( <sup>3</sup> )	3.9	2.3	1.5	( <sup>3</sup> )	.1	( <sup>3</sup> )
Paper and allied products.....	5.0	2.8	2.2	-	( <sup>3</sup> )	( <sup>3</sup> )	5.4	3.0	2.4	-	( <sup>3</sup> )	( <sup>3</sup> )
Printing, publishing, and allied industries.....	4.0	2.0	2.0	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	4.2	2.1	2.1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Rubber and miscellaneous plastics products.....	6.2	3.4	2.6	( <sup>3</sup> )	.1	( <sup>3</sup> )	6.5	3.6	2.7	( <sup>3</sup> )	.1	( <sup>3</sup> )
Leather and leather products.....	3.1	1.8	1.1	.2	( <sup>3</sup> )	-	3.2	1.9	1.1	.2	( <sup>3</sup> )	-
Stone, clay, and glass products.....	5.2	2.8	2.2	( <sup>3</sup> )	.3	( <sup>3</sup> )	5.5	2.9	2.3	( <sup>3</sup> )	.3	( <sup>3</sup> )
Primary metal industries.....	7.9	4.0	3.0	.1	.9	( <sup>3</sup> )	8.3	4.2	3.1	.1	1.0	( <sup>3</sup> )
Fabricated metal products.....	5.7	3.2	2.2	( <sup>3</sup> )	.2	( <sup>3</sup> )	5.9	3.3	2.3	( <sup>3</sup> )	.3	( <sup>3</sup> )
Machinery, except electrical.....	5.4	2.7	2.6	( <sup>3</sup> )	.1	( <sup>3</sup> )	5.7	2.8	2.7	( <sup>3</sup> )	.1	( <sup>3</sup> )
Electrical machinery, equipment, and supplies.....	5.1	2.5	2.3	( <sup>3</sup> )	.2	0.1	5.3	2.6	2.4	( <sup>3</sup> )	.2	0.1
Transportation equipment.....	7.2	3.5	2.8	( <sup>3</sup> )	.8	( <sup>3</sup> )	7.6	3.7	3.0	( <sup>3</sup> )	.8	( <sup>3</sup> )
Instruments and related products.....	5.7	2.5	2.9	-	.2	.2	6.0	2.6	3.1	-	.2	.2
Miscellaneous manufacturing industries.....	4.0	2.1	1.8	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	4.1	2.2	1.9	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
	Cents per hour paid for						Cents per plant hour					
All industries <sup>2</sup> .....	13.1	6.5	5.7	0.1	0.6	0.1	13.9	6.9	6.1	0.1	0.7	0.1
Food and kindred products.....	12.1	6.1	5.7	( <sup>3</sup> )	0.3	0.1	12.8	6.5	6.0	( <sup>3</sup> )	0.3	0.1
Tobacco manufactures.....	15.6	4.7	10.8	-	.1	( <sup>3</sup> )	16.5	5.0	11.5	-	.1	( <sup>3</sup> )
Textile mill products.....	5.1	2.9	1.9	( <sup>3</sup> )	.2	( <sup>3</sup> )	5.3	3.0	2.0	( <sup>3</sup> )	.2	( <sup>3</sup> )
Apparel and other finished textile products.....	5.5	2.2	2.6	0.5	.1	( <sup>3</sup> )	5.7	2.3	2.7	0.5	.1	( <sup>3</sup> )
Lumber and wood products.....	5.3	3.4	1.9	-	( <sup>3</sup> )	( <sup>3</sup> )	5.4	3.5	1.9	-	( <sup>3</sup> )	( <sup>3</sup> )
Furniture and fixtures.....	7.5	4.4	2.9	.1	.2	( <sup>3</sup> )	7.8	4.6	3.0	.1	.2	( <sup>3</sup> )
Paper and allied products.....	12.4	6.8	5.4	-	( <sup>3</sup> )	.1	13.3	7.3	5.8	-	( <sup>3</sup> )	.1
Printing, publishing, and allied industries.....	11.6	5.8	5.7	( <sup>3</sup> )	.1	( <sup>3</sup> )	12.5	6.2	6.1	( <sup>3</sup> )	.1	( <sup>3</sup> )
Rubber and miscellaneous plastics products.....	15.3	8.6	6.4	( <sup>3</sup> )	.3	( <sup>3</sup> )	16.4	9.2	6.8	( <sup>3</sup> )	.4	( <sup>3</sup> )
Leather and leather products.....	5.5	3.2	2.0	.3	( <sup>3</sup> )	-	5.8	3.4	2.1	.3	( <sup>3</sup> )	-
Stone, clay, and glass products.....	13.1	7.0	5.4	( <sup>3</sup> )	.6	( <sup>3</sup> )	13.9	7.4	5.7	( <sup>3</sup> )	.7	.1
Primary metal industries.....	24.2	12.1	9.2	.2	2.8	.1	26.1	13.1	9.9	.2	3.1	.1
Fabricated metal products.....	14.4	8.1	5.6	.1	.6	( <sup>3</sup> )	15.3	8.6	5.9	.1	.7	( <sup>3</sup> )
Machinery, except electrical.....	14.7	7.3	7.0	( <sup>3</sup> )	.3	.1	15.7	7.8	7.5	( <sup>3</sup> )	.3	.1
Electrical machinery, equipment, and supplies.....	12.2	6.0	5.4	( <sup>3</sup> )	.5	.2	13.0	6.5	5.8	( <sup>3</sup> )	.5	.2
Transportation equipment.....	20.6	10.0	8.1	.1	2.3	( <sup>3</sup> )	22.1	10.8	8.7	.1	2.4	( <sup>3</sup> )
Instruments and related products.....	14.2	6.1	7.3	-	.4	.4	15.3	6.6	7.8	-	.5	.5
Miscellaneous manufacturing industries.....	8.3	4.4	3.8	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	8.8	4.7	4.0	.1	( <sup>3</sup> )	( <sup>3</sup> )

<sup>1</sup> Includes dismissal payments.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 31. Employer Expenditures for Private Welfare Plans for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Industry Group, 1962

Industry group	Employer expenditures in establishments with expenditures for the practice							
	Percent of gross payroll				Percent of straight-time payroll			
	Private welfare plans <sup>1</sup>	Life, accident, and health insurance	Pension and retirement plans	Severance pay and supplemental unemployment benefits <sup>2</sup>	Private welfare plans <sup>1</sup>	Life, accident, and health insurance	Pension and retirement plans	Severance pay and supplemental unemployment benefits <sup>2</sup>
All industries <sup>3</sup>	5.9	2.9	3.5	.0.9	6.1	3.1	3.7	1.0
Food and kindred products	5.9	3.0	3.6	0.9	6.1	3.1	3.7	0.9
Tobacco manufactures	8.4	2.6	6.7	(*)	8.7	2.6	6.9	(*)
Textile mill products	3.2	1.8	2.6	(*)	3.3	1.9	2.8	(*)
Apparel and other finished textile products	4.5	2.0	3.3	.5	4.6	2.0	3.4	.6
Lumber and wood products	3.8	2.5	2.8	(*)	4.0	2.7	3.0	(*)
Furniture and fixtures	4.4	2.6	3.2	(*)	4.5	2.7	3.3	(*)
Paper and allied products	5.1	2.8	2.9	(*)	5.5	3.0	3.1	(*)
Printing, publishing, and allied industries	4.5	2.3	3.0	.2	4.7	2.4	3.1	.2
Rubber and miscellaneous plastics products	6.4	3.6	3.6	.3	6.7	3.8	3.8	.3
Leather and leather products	3.4	2.1	2.7	(*)	3.5	2.1	2.7	(*)
Stone, clay, and glass products	5.5	3.0	3.1	1.3	5.8	3.2	3.3	1.4
Primary metal industries	8.0	4.0	3.3	1.4	8.4	4.2	3.5	1.5
Fabricated metal products	6.0	3.4	3.6	1.3	6.2	3.5	3.8	1.4
Machinery, except electrical	5.8	2.9	3.9	.6	6.1	3.0	4.1	.6
Electrical machinery, equipment, and supplies	5.2	2.6	3.2	.5	5.5	2.7	3.3	.5
Transportation equipment	7.3	3.5	3.5	1.2	7.7	3.7	3.7	1.3
Instruments and related products	6.1	2.6	4.0	.6	6.4	2.7	4.2	.6
Miscellaneous manufacturing industries	4.8	2.6	3.6	(*)	4.9	2.7	3.7	(*)
	Cents per hour paid for				Cents per plant hour			
All industries <sup>3</sup>	14.5	7.3	9.3	2.7	15.5	7.8	9.9	3.0
Food and kindred products	14.1	7.1	9.3	2.6	15.0	7.6	10.0	2.8
Tobacco manufactures	17.1	5.2	14.2	(*)	18.2	5.5	15.2	(*)
Textile mill products	5.6	3.2	4.7	(*)	5.8	3.4	4.9	(*)
Apparel and other finished textile products	7.8	3.4	6.0	1.1	8.1	3.5	6.3	1.1
Lumber and wood products	8.1	5.4	6.5	(*)	8.5	5.6	6.9	(*)
Furniture and fixtures	9.0	5.3	7.3	(*)	9.5	5.6	7.8	(*)
Paper and allied products	12.6	7.0	7.5	(*)	13.5	7.5	8.1	(*)
Printing, publishing, and allied industries	13.3	6.8	9.1	.8	14.3	7.3	9.8	.8
Rubber and miscellaneous plastics products	16.2	9.1	10.0	.9	17.4	9.7	10.9	1.0
Leather and leather products	6.0	3.7	4.8	(*)	6.4	3.9	5.1	(*)
Stone, clay, and glass products	14.0	7.7	8.1	3.7	14.9	8.2	8.7	4.0
Primary metal industries	24.5	12.3	10.5	4.5	26.3	13.2	11.4	4.9
Fabricated metal products	15.3	8.6	9.9	3.9	16.2	9.2	10.6	4.2
Machinery, except electrical	15.8	7.9	11.1	1.8	16.9	8.4	12.0	2.0
Electrical machinery, equipment, and supplies	12.7	6.3	8.1	1.4	13.6	6.8	8.7	1.5
Transportation equipment	21.0	10.2	10.3	3.8	22.6	11.0	11.1	4.1
Instruments and related products	15.5	6.7	10.3	1.7	16.7	7.2	11.2	1.8
Miscellaneous manufacturing industries	10.1	5.5	8.3	(*)	10.7	5.8	8.8	(*)

<sup>1</sup> Detail by practice does not add to total because of: A change in the base used in computing each of the components; and the inclusion in the total of data for vacation and holiday funds, and savings and thrift plans not reported separately.

<sup>2</sup> Includes dismissal payments.

<sup>3</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

<sup>4</sup> Data do not meet publication criteria.

Table 32. Employer Expenditures for Life, Accident, and Health Insurance for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Type of Contribution, Region, and Industry Group, 1962

Region and industry group	Employer expenditures in establishments with expenditures for the practice							
	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant hour	
	Contributory plans	Noncontributory plans	Contributory plans	Noncontributory plans	Contributory plans	Noncontributory plans	Contributory plans	Noncontributory plans
United States <sup>1</sup> .....	2.6	3.4	2.7	3.5	6.4	8.7	6.8	9.3
Northeast.....	2.5	3.4	2.6	3.5	6.1	8.3	6.6	8.9
South.....	2.0	3.3	2.1	3.5	4.2	7.4	4.4	7.8
North Central.....	3.0	3.6	3.2	3.7	7.9	9.9	8.4	10.6
West.....	2.6	3.2	2.7	3.3	7.1	9.2	7.6	9.9
Food and kindred products.....	2.7	3.3	2.8	3.4	6.2	8.3	6.6	8.9
Tobacco manufactures.....	( <sup>2</sup> )	3.0	( <sup>2</sup> )	3.1	( <sup>2</sup> )	6.1	( <sup>2</sup> )	6.5
Textile mill products.....	1.5	2.4	1.6	2.5	2.7	4.1	2.8	4.3
Apparel and other finished textile products.....	2.0	2.0	2.0	2.0	3.1	3.6	3.3	3.8
Lumber and wood products.....	2.5	2.7	2.6	2.8	5.1	6.3	5.3	6.5
Furniture and fixtures.....	1.8	3.3	1.9	3.4	3.5	7.5	3.6	8.0
Paper and allied products.....	2.6	3.2	2.8	3.4	6.5	7.7	7.0	8.3
Printing, publishing, and allied industries.....	2.1	2.6	2.2	2.7	6.3	8.2	6.7	8.9
Rubber and miscellaneous plastics products.....	2.5	4.1	2.7	4.4	5.7	11.2	6.0	12.2
Leather and leather products.....	1.8	2.3	1.9	2.4	3.2	4.2	3.4	4.4
Stone, clay, and glass products.....	2.8	3.4	2.9	3.6	6.9	9.3	7.3	9.9
Primary metal industries.....	3.2	4.2	3.4	4.6	8.3	14.0	8.8	15.2
Fabricated metal products.....	2.9	3.9	3.0	4.0	7.3	10.1	7.7	10.8
Machinery, except electrical.....	2.7	3.3	2.8	3.5	7.1	9.3	7.6	10.0
Electrical machinery, equipment, and supplies.....	2.5	3.0	2.6	3.1	6.1	6.9	6.5	7.3
Transportation equipment.....	3.4	4.0	3.6	4.2	9.8	11.5	10.5	12.5
Instruments and related products.....	2.3	3.5	2.4	3.7	6.0	8.7	6.5	9.4
Miscellaneous manufacturing industries.....	2.3	2.9	2.4	3.0	4.7	6.7	5.0	7.2

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

<sup>2</sup> Data do not meet publication criteria.

Table 33. Employer Expenditures for Pension and Retirement Plans for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Type of Contribution, Region, and Industry Group, 1962

Region and industry group	Employer expenditures in establishments with expenditures for the practice							
	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant hour	
	Contributory plans	Noncontributory plans	Contributory plans	Noncontributory plans	Contributory plans	Noncontributory plans	Contributory plans	Noncontributory plans
United States <sup>1</sup> .....	3.4	3.5	3.6	3.7	8.7	9.4	9.4	10.1
Northeast.....	3.1	3.6	3.2	3.7	8.0	9.3	8.6	10.0
South.....	3.8	3.7	4.0	3.8	9.0	8.6	9.5	9.2
North Central.....	3.4	3.6	3.5	3.8	9.2	10.3	9.9	11.1
West.....	3.5	2.8	3.7	2.9	9.2	8.2	9.9	8.8
Food and kindred products.....	3.7	3.5	3.9	3.7	9.0	9.4	9.7	10.1
Tobacco manufactures.....	( <sup>2</sup> )	6.8	( <sup>2</sup> )	7.0	( <sup>2</sup> )	14.3	( <sup>2</sup> )	15.3
Textile mill products.....	( <sup>2</sup> )	3.0	( <sup>2</sup> )	3.1	( <sup>2</sup> )	5.4	( <sup>2</sup> )	5.6
Apparel and other finished textile products.....	( <sup>2</sup> )	3.3	( <sup>2</sup> )	3.4	( <sup>2</sup> )	6.2	( <sup>2</sup> )	6.4
Lumber and wood products.....	( <sup>2</sup> )	3.1	( <sup>2</sup> )	3.2	( <sup>2</sup> )	7.6	( <sup>2</sup> )	8.0
Furniture and fixtures.....	( <sup>2</sup> )	3.4	( <sup>2</sup> )	3.5	( <sup>2</sup> )	7.9	( <sup>2</sup> )	8.5
Paper and allied products.....	3.3	2.7	3.5	2.9	8.7	7.0	9.5	7.5
Printing, publishing, and allied industries.....	2.4	3.3	2.6	3.5	7.6	9.9	8.2	10.7
Rubber and miscellaneous plastics products.....	( <sup>2</sup> )	3.7	( <sup>2</sup> )	3.9	( <sup>2</sup> )	10.2	( <sup>2</sup> )	11.1
Leather and leather products.....	( <sup>2</sup> )	2.7	( <sup>2</sup> )	2.7	( <sup>2</sup> )	4.9	( <sup>2</sup> )	5.2
Stone, clay, and glass products.....	( <sup>2</sup> )	3.2	( <sup>2</sup> )	3.4	( <sup>2</sup> )	8.7	( <sup>2</sup> )	9.3
Primary metal industries.....	( <sup>2</sup> )	3.1	( <sup>2</sup> )	3.3	( <sup>2</sup> )	10.1	( <sup>2</sup> )	10.9
Fabricated metal products.....	( <sup>2</sup> )	3.7	( <sup>2</sup> )	3.9	( <sup>2</sup> )	10.2	( <sup>2</sup> )	11.0
Machinery, except electrical.....	3.3	4.1	3.4	4.3	9.0	11.7	9.8	12.6
Electrical machinery, equipment, and supplies.....	2.4	3.5	2.5	3.6	6.3	8.8	6.8	9.4
Transportation equipment.....	( <sup>2</sup> )	3.5	( <sup>2</sup> )	3.8	( <sup>2</sup> )	10.5	( <sup>2</sup> )	11.4
Instruments and related products.....	( <sup>2</sup> )	4.3	( <sup>2</sup> )	4.5	( <sup>2</sup> )	11.1	( <sup>2</sup> )	12.0
Miscellaneous manufacturing industries.....	( <sup>2</sup> )	3.9	( <sup>2</sup> )	4.0	( <sup>2</sup> )	8.8	( <sup>2</sup> )	9.4

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

<sup>2</sup> Data do not meet publication criteria.

Table 34. Distribution of Production and Related Workers by Employer Expenditures for Private Welfare Plans As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—													
		No expenditures for the practice	Expenditures for private welfare plans												
			All	As a percent of gross payroll											
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and over
United States <sup>1</sup> .....	100	10	90	6	10	10	10	10	9	7	8	5	6	4	5
Northeast.....	100	11	89	4	9	10	11	10	10	8	9	4	7	4	5
South.....	100	13	87	13	16	9	9	9	6	3	5	5	6	2	4
North Central.....	100	6	94	4	10	10	10	9	8	8	9	6	6	7	8
West.....	100	14	86	4	8	8	11	14	15	8	6	3	5	1	3
Food and kindred products.....	100	15	85	5	9	8	7	7	12	13	8	6	4	1	6
Tobacco manufactures.....	100	9	91	2	8	7	8	8	( <sup>2</sup> )	6	4	17	-	12	19
Textile mill products.....	100	8	92	19	22	9	13	14	7	2	2	3	1	1	( <sup>2</sup> )
Apparel and other finished textile products..	100	29	71	11	12	10	5	3	9	7	5	1	4	4	1
Lumber and wood products.....	100	38	62	9	8	11	12	4	6	6	4	2	1	( <sup>2</sup> )	-
Furniture and fixtures.....	100	17	83	12	15	12	13	5	9	5	3	1	2	2	3
Paper and allied products.....	100	2	98	4	7	11	15	14	14	9	11	4	4	2	2
Printing, publishing, and allied industries...	100	13	87	3	13	14	16	8	12	8	2	3	3	2	2
Rubber and miscellaneous plastics products..	100	5	95	5	9	6	12	10	10	6	2	8	8	8	9
Leather and leather products.....	100	9	91	16	17	16	11	13	10	3	2	1	1	-	2
Stone, clay, and glass products.....	100	7	93	7	8	10	11	15	9	7	11	5	2	3	6
Primary metal industries.....	100	1	99	1	4	8	7	7	2	2	14	9	27	9	9
Fabricated metal products.....	100	5	95	5	11	11	7	7	7	11	12	5	7	3	7
Machinery, except electrical.....	100	7	93	3	9	9	12	13	13	7	8	3	5	4	7
Electrical machinery, equipment, and supplies.....	100	5	95	3	11	14	11	16	11	5	12	2	4	3	2
Transportation equipment.....	100	2	98	3	8	6	7	13	8	4	7	4	6	17	15
Instruments and related products.....	100	8	92	1	12	11	11	7	8	18	2	4	6	3	9
Miscellaneous manufacturing industries.....	100	19	81	4	14	10	14	8	6	10	5	5	5	( <sup>2</sup> )	1

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 35. Distribution of Production and Related Workers by Employer Expenditures for Life, Accident, and Health Insurance  
As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—								
		No expenditures for the practice	Expenditures for life, accident, and health insurance							
			All	As a percent of gross payroll						
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and over
United States <sup>1</sup> .....	100	11	89	10	21	22	16	10	7	3
Northeast .....	100	13	87	7	20	24	18	10	6	2
South .....	100	15	85	21	23	19	10	6	5	1
North Central .....	100	7	93	6	21	22	18	15	9	4
West .....	100	15	85	7	19	27	19	5	4	4
Food and kindred products .....	100	15	85	9	15	23	21	9	4	4
Tobacco manufactures .....	100	9	91	5	33	18	26	4	3	1
Textile mill products .....	100	10	90	33	22	16	12	4	2	( <sup>2</sup> )
Apparel and other finished textile products .....	100	34	66	22	16	15	8	3	1	1
Lumber and wood products .....	100	39	61	10	11	20	14	3	3	1
Furniture and fixtures .....	100	18	82	14	18	20	20	5	( <sup>2</sup> )	4
Paper and allied products .....	100	2	98	5	24	33	17	10	8	1
Printing, publishing, and allied industries .....	100	15	85	8	29	26	16	3	2	1
Rubber and miscellaneous plastics products .....	100	5	95	7	16	15	26	14	15	4
Leather and leather products .....	100	12	88	19	28	28	8	4	2	( <sup>2</sup> )
Stone, clay, and glass products .....	100	8	92	8	17	26	22	13	3	3
Primary metal industries .....	100	1	99	3	12	15	18	30	16	5
Fabricated metal products .....	100	6	94	7	17	21	20	12	13	4
Machinery, except electrical .....	100	8	92	4	27	20	21	13	5	2
Electrical machinery, equipment, and supplies .....	100	5	95	5	32	33	12	8	4	2
Transportation equipment .....	100	2	98	4	19	18	15	18	19	5
Instruments and related products .....	100	9	91	4	33	18	22	9	3	2
Miscellaneous manufacturing industries .....	100	22	78	7	24	22	15	6	3	2

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 36. Distribution of Production and Related Workers by Employer Expenditures for Pension and Retirement Plans As A Percent of Gross Payroll, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—													
		No expenditures for the practice	Expenditures for pension and retirement plans												
			All	As a percent of gross payroll											11 and over
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	
United States <sup>1</sup> .....	100	39	61	6	11	13	13	8	4	3	1	1	1	( <sup>2</sup> )	1
Northeast .....	100	38	62	6	13	14	10	8	5	3	1	1	1	( <sup>2</sup> )	1
South .....	100	47	53	7	10	11	8	8	3	4	1	1	( <sup>2</sup> )	( <sup>2</sup> )	1
North Central .....	100	34	66	5	9	13	19	8	4	3	2	1	1	( <sup>2</sup> )	1
West .....	100	37	63	6	13	19	13	6	3	1	1	( <sup>2</sup> )	1	-	( <sup>2</sup> )
Food and kindred products .....	100	39	61	3	10	12	14	11	6	1	2	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Tobacco manufactures .....	100	24	76	5	5	5	11	3	3	11	18	( <sup>2</sup> )	-	1	14
Textile mill products .....	100	59	41	10	10	5	6	7	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )
Apparel and other finished textile products .....	100	57	43	5	13	8	5	4	4	3	( <sup>2</sup> )	1	1	-	-
Lumber and wood products .....	100	73	27	2	5	7	9	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-
Furniture and fixtures .....	100	61	39	3	15	10	5	2	2	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	1
Paper and allied products .....	100	29	71	10	12	15	15	14	2	1	1	-	-	( <sup>2</sup> )	-
Printing, publishing, and allied industries .....	100	37	63	13	15	10	7	5	4	2	2	2	( <sup>2</sup> )	1	( <sup>2</sup> )
Rubber and miscellaneous plastics products .....	100	36	64	2	6	19	11	13	5	6	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )
Leather and leather products .....	100	58	42	2	6	25	6	2	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-
Stone, clay, and glass products .....	100	33	67	6	16	19	11	7	3	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )	1
Primary metal industries .....	100	13	87	7	9	29	16	13	6	4	1	-	( <sup>2</sup> )	( <sup>2</sup> )	-
Fabricated metal products .....	100	43	57	5	6	9	20	9	3	1	2	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Machinery, except electrical .....	100	36	64	5	8	13	17	9	2	3	( <sup>2</sup> )	( <sup>2</sup> )	2	( <sup>2</sup> )	3
Electrical machinery, equipment, and supplies .....	100	34	66	7	19	11	11	5	4	7	1	( <sup>2</sup> )	( <sup>2</sup> )	-	1
Transportation equipment .....	100	21	79	3	11	21	26	8	3	2	3	( <sup>2</sup> )	1	-	( <sup>2</sup> )
Instruments and related products .....	100	29	71	4	21	6	13	6	8	2	2	7	-	( <sup>2</sup> )	1
Miscellaneous manufacturing industries .....	100	55	45	4	6	8	8	9	4	3	2	-	-	( <sup>2</sup> )	( <sup>2</sup> )

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 37. Distribution of Production and Related Workers by Employer Expenditures for Private Welfare Plans In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—																		
		No expenditures for the practice	Expenditures for private welfare plans																	
			In cents per hour paid for																	
			All	Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and under 22	22 and under 24	24 and under 26	26 and under 28	28 and under 30	30 and over
United States <sup>1</sup> .....	100	10	90	2	5	9	9	8	7	6	7	5	4	5	4	2	2	2	2	10
Northeast.....	100	11	89	2	3	9	8	8	6	8	10	5	3	6	4	2	2	2	2	9
South.....	100	13	87	6	12	14	8	9	5	4	4	3	4	3	2	( <sup>2</sup> )	2	2	3	5
North Central.....	100	6	94	1	3	8	8	6	8	6	6	5	5	5	5	4	4	2	2	16
West.....	100	14	86	1	1	5	8	6	7	6	8	8	12	6	3	2	3	2	2	6
Food and kindred products.....	100	15	85	4	4	8	5	5	7	6	7	4	9	5	7	3	3	1	1	5
Tobacco manufactures.....	100	9	91	( <sup>2</sup> )	3	8	5	11	1	11	1	2	3	-	24	-	2	10	2	9
Textile mill products.....	100	8	92	7	18	20	12	14	7	6	2	2	-	3	( <sup>2</sup> )	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Apparel and other finished textile products.....	100	29	71	5	9	15	7	4	9	7	5	1	1	3	1	1	-	1	1	1
Lumber and wood products.....	100	38	62	4	5	10	11	7	4	3	1	4	4	6	1	1	1	( <sup>2</sup> )	-	( <sup>2</sup> )
Furniture and fixtures.....	100	17	83	5	8	15	15	9	6	3	5	5	3	1	2	-	2	-	2	3
Paper and allied products.....	100	2	98	1	3	7	10	6	13	10	9	9	8	7	4	3	7	( <sup>2</sup> )	( <sup>2</sup> )	1
Printing, publishing, and allied industries.....	100	13	87	( <sup>2</sup> )	3	7	9	6	5	12	11	8	5	4	4	3	2	4	2	3
Rubber and miscellaneous plastics products.....	100	5	95	1	4	9	6	7	7	9	2	2	6	9	2	7	5	1	3	15
Leather and leather products.....	100	9	91	7	13	17	17	12	14	3	1	1	1	2	2	1	-	-	-	( <sup>2</sup> )
Stone, clay, and glass products.....	100	7	93	3	3	8	6	10	8	9	7	8	3	6	8	1	1	3	3	8
Primary metal industries.....	100	1	99	1	1	3	6	3	2	3	4	5	5	2	2	4	7	7	10	35
Fabricated metal products.....	100	5	95	( <sup>2</sup> )	5	12	8	6	5	4	6	5	5	10	7	4	3	3	2	11
Machinery, except electrical.....	100	7	93	1	3	6	6	8	5	5	14	8	4	6	3	4	4	3	1	11
Electrical machinery, equipment, and supplies.....	100	5	95	1	2	10	12	7	9	7	13	6	5	6	8	1	1	( <sup>2</sup> )	1	6
Transportation equipment.....	100	2	98	1	2	5	5	4	4	7	9	6	5	2	3	4	2	3	3	36
Instruments and related products.....	100	8	92	-	1	7	11	11	7	7	4	7	5	7	6	1	1	3	1	13
Miscellaneous manufacturing industries.....	100	19	81	1	3	14	11	11	6	10	6	3	4	3	5	1	1	1	-	1

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 38. Distribution of Production and Related Workers by Employer Expenditures for Life, Accident, and Health Insurance In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—														
		No expenditures for the practice	Expenditures for life, accident, and health insurance													
			All	In cents per hour paid for												
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and over	
United States <sup>1</sup> .....	100	11	89	4	7	16	16	14	10	7	6	4	3	1	1	
Northeast .....	100	13	87	2	5	17	18	16	8	7	6	4	2	1	1	
South .....	100	15	85	10	16	18	15	10	5	5	4	2	1	( <sup>2</sup> )	( <sup>2</sup> )	
North Central .....	100	7	93	2	4	15	15	12	10	10	9	8	4	3	2	
West .....	100	15	85	3	2	10	15	17	18	8	4	3	( <sup>2</sup> )	1	3	
Food and kindred products .....	100	15	85	6	5	12	12	14	16	11	3	2	1	1	2	
Tobacco manufactures .....	100	9	91	1	8	26	31	9	12	4	( <sup>2</sup> )	-	-	-	-	
Textile mill products .....	100	10	90	16	22	22	16	10	2	1	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	-	
Apparel and other finished textile products .....	100	34	66	10	16	19	12	3	2	1	1	1	-	-	-	
Lumber and wood products .....	100	39	61	5	6	15	8	11	10	4	2	( <sup>2</sup> )	-	-	-	
Furniture and fixtures .....	100	18	82	6	10	21	17	11	9	2	2	1	( <sup>2</sup> )	3	( <sup>2</sup> )	
Paper and allied products .....	100	2	98	1	3	15	27	20	17	5	7	3	1	-	-	
Printing, publishing, and allied industries .....	100	15	85	1	6	15	18	14	11	11	6	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Rubber and miscellaneous plastics products .....	100	5	95	2	5	13	13	9	13	15	6	9	3	3	4	
Leather and leather products .....	100	12	88	8	16	31	24	2	3	2	1	( <sup>2</sup> )	-	-	-	
Stone, clay, and glass products .....	100	8	92	3	5	12	15	18	14	9	9	3	2	( <sup>2</sup> )	1	
Primary metal industries .....	100	1	99	2	1	8	5	10	5	12	15	14	5	13	8	
Fabricated metal products .....	100	6	94	( <sup>2</sup> )	6	13	15	14	14	9	9	7	4	3	( <sup>2</sup> )	
Machinery, except electrical .....	100	8	92	1	3	13	20	17	11	10	10	4	2	1	1	
Electrical machinery, equipment, and supplies .....	100	5	95	1	2	28	22	19	6	5	6	3	1	1	-	
Transportation equipment .....	100	2	98	1	2	7	15	12	10	12	7	18	11	1	2	
Instruments and related products .....	100	9	91	2	3	18	20	23	9	9	6	1	-	( <sup>2</sup> )	( <sup>2</sup> )	
Miscellaneous manufacturing industries .....	100	22	78	1	6	21	26	9	7	6	1	( <sup>2</sup> )	( <sup>2</sup> )	-	1	

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 39. Distribution of Production and Related Workers by Employer Expenditures for Pension and Retirement Plans In Cents Per Hour Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—														
		No expenditures for the practice	Expenditures for pension and retirement plans													
			All	In cents per hour paid for												
				Under 1	1 and under 2	2 and under 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 18	18 and under 20	20 and over	
United States <sup>1</sup> .....	100	39	61	2	3	7	9	9	7	9	4	4	2	1	4	
Northeast .....	100	38	62	2	3	8	12	8	7	8	4	4	2	1	3	
South .....	100	47	53	4	5	7	7	8	5	6	4	2	1	1	4	
North Central .....	100	34	66	2	3	6	8	8	7	14	6	5	2	1	4	
West .....	100	37	63	3	2	5	9	16	11	9	2	1	2	1	2	
Food and kindred products .....	100	39	61	2	1	5	9	10	9	12	6	1	3	1	2	
Tobacco manufactures .....	100	24	76	-	( <sup>2</sup> )	14	10	1	1	9	3	3	20	-	15	
Textile mill products .....	100	59	41	2	11	7	5	11	3	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Apparel and other finished textile products .....	100	57	43	4	2	14	5	4	7	( <sup>2</sup> )	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Lumber and wood products .....	100	73	27	1	5	1	2	10	5	1	1	1	-	-	( <sup>2</sup> )	
Furniture and fixtures .....	100	61	39	1	5	11	5	9	1	2	( <sup>2</sup> )	1	1	-	3	
Paper and allied products .....	100	29	71	4	4	7	13	9	12	14	3	4	1	( <sup>2</sup> )	( <sup>2</sup> )	
Printing, publishing, and allied industries .....	100	37	63	4	6	8	9	8	7	3	3	3	4	2	6	
Rubber and miscellaneous plastics products .....	100	36	64	( <sup>2</sup> )	1	3	8	15	6	10	3	5	10	2	1	
Leather and leather products .....	100	58	42	1	1	17	16	4	2	1	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	
Stone, clay, and glass products .....	100	33	67	4	1	14	9	12	4	9	4	3	-	2	4	
Primary metal industries .....	100	13	87	1	7	2	10	13	7	18	7	13	3	4	4	
Fabricated metal products .....	100	43	57	3	1	3	6	5	12	10	7	4	2	3	2	
Machinery, except electrical .....	100	36	64	2	2	3	8	10	13	7	5	3	1	2	7	
Electrical machinery, equipment, and supplies .....	100	34	66	4	3	8	18	5	3	12	3	7	1	( <sup>2</sup> )	1	
Transportation equipment .....	100	21	79	1	1	3	11	15	6	22	6	3	3	1	6	
Instruments and related products .....	100	29	71	2	1	15	12	4	9	6	4	3	6	1	8	
Miscellaneous manufacturing industries .....	100	55	45	1	2	6	8	7	6	7	2	3	( <sup>2</sup> )	1	2	

<sup>1</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.  
<sup>2</sup> Less than 0.5 percent.

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

## Chapter 7. Variations in Expenditures by Selected Establishment Characteristics

Throughout this report, expenditures have been discussed in relation to selected establishment characteristics. These discussions have generally indicated the relationship, if any, between the various characteristics and expenditures. However, a special series of tabulations was prepared in order to more thoroughly examine the expenditure patterns of plants having the same characteristics. The establishment characteristics examined were: Average hourly earnings of production and related workers; employment size; union status of the majority of the production and related workers; and the metropolitan or nonmetropolitan area location of the plant. Each characteristic and each supplementary practice was examined separately. Data for those establishments that actually had an expenditure for the practice are presented in this chapter. Data for all manufacturing establishments are presented in the following chapter.

In general, during 1962 a larger proportion of the workers in establishments with expenditures for the supplements studied were employed by plants in which the average hourly earnings of factory workers were among the upper third of all manufacturing plants; plants with 500 employees or more; union plants; and by plants located in metropolitan areas, than in plants with other characteristics. Among the establishments with expenditures, those with these characteristics generally had the highest level of expenditures for the supplementary practices studied.<sup>23</sup>

### Hourly Earnings Groups

All manufacturing establishments were divided into three groups by average hourly earnings of the production and related workers in each establishment. Each group represented approximately one-third of all manufacturing plants. The average hourly earnings in the low earnings group was under \$1.80; in the middle group \$1.80 to \$2.45; and in the high earnings group, \$2.45 or more. Ratios for establishments with expenditures in each group were tabulated separately for each of the supplementary practices.

The proportion of workers in establishments with expenditures for each of the major supplements studied, except bonuses, were highest in establishments with high average hourly earnings and lowest in establishments in which earnings averaged less than \$1.80 per hour. Between 30 and 40 percent of the workers in plants with bonus expenditures were employed by establishments at each earnings level, with the lowest proportion being employed by plants with average hourly earnings between \$1.80 to \$2.45.

The level of expenditure for each of the major practices studied, except for the legally required programs, tended to be higher in each succeeding earnings group. Expenditures for the legally required insurance programs, which are predominantly based on a ratio of each employee's earnings up to a maximum amount,<sup>24</sup> were higher as a payroll relative in plants with lower average hourly earnings than in plants in the middle or higher earnings groups. Measured

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<sup>23</sup> Except for the legally required insurance programs when measured as a payroll relative, and bonuses. Bonus payments were generally inversely related to these characteristics.

<sup>24</sup> Op. cit., footnote 14, p. 40.

in cents, however, the expenditure ratios for the legally required insurances were progressively higher in each succeeding higher earnings group. Another exception to the general pattern was found in one of the private welfare plans. Expenditures for vacation and holiday funds tended to be inversely related to payroll—that is, plants in the lowest earnings group had expenditures which were equivalent to a greater proportion of payroll than in either of the other groups; establishments in the highest earnings group, however, had the greatest expenditures measured either in cents per hour paid for, or in cents per plant hour.

Among plants with expenditures for life, accident, and health insurance, and plants with expenditures for pension and retirement plans, those in the lowest earnings group had the lowest level of expenditures and those in the highest average earnings group had the highest level of expenditures. Among these plants, pension expenditures were equal to a greater proportion of payroll and amounted to more per hour than did expenditures for the insurances. The relative differential in terms of plant hour expenditures tended, however, to diminish with increases in average hourly earnings (table 40). Establishments in the lowest earnings group had insurance payments which amounted to an average of 3.2 cents per plant hour. Pension expenditures in these establishments, at 4.5 cents per plant hour, were 41 percent greater than expenditures for the insurances. In the middle earnings group, pension expenditures were 28 percent greater than insurance payments; and among plants in the highest average earnings group, expenditures for pensions (11.8 cents per plant hour) were only 12 percent greater than expenditures for life, accident, and health insurance (10.5 cents per plant hour).

Leave expenditures of plants making such payments indicated that those in the lowest earnings group paid for about 2 weeks of leave time; plants in the middle group paid for slightly under 3 weeks; and plants in the highest average hourly earnings group paid for slightly more than 3½ weeks of leave. In comparison, when all establishments with leave expenditures were grouped together without regard to earnings characteristics, leave payments as a relative of payroll were equivalent to about 3 weeks of time. Similar differences to those noted above by earnings group were found for each type of leave except military, jury, witness, voting, and personal leave—expenditures for this item represented the same proportion of payroll in each group, but succeeding higher expenditures per hour in each higher earnings group.

### Size of Establishment

All manufacturing establishments were grouped into three employment size groups. The smallest size class included plants with fewer than 100 employees; the middle group included establishments with 100 to 500 employees; and the largest size group included plants with 500 employees or more (table 41).

The proportion of workers in establishments with expenditures for each of the major supplements studied, except bonuses, were highest in plants with 500 employees or more and lowest in plants with fewer than 100. About three-fourths of the workers in plants that paid bonuses during 1962 were employed by establishments with fewer than 500 employees; almost all of these were employed by plants with fewer than 250 employees and about half were employed by plants with fewer than 100.<sup>25</sup>

In general, the level of expenditures among plants with expenditures for each of the major practices studied, except bonuses and the legally required insurance programs, tended to be higher in each succeeding larger size group.

<sup>25</sup> A special analysis indicated that the bulk of the plants that paid bonuses during 1962 employed fewer than 250 workers.

The highest level of bonus expenditures were found in the smallest and largest size groups with plants employing fewer than 100 having a higher level of expenditure than plants in the largest size group.

Expenditures for the legally required insurance programs as a payroll relative were inversely related to size of establishment—plants with fewer than 100 had the highest, and those employing 500 or more had the lowest expenditure-payroll ratio. Measured in cents, however, the smallest size plants had the largest expenditures per 1962 hour paid for and establishments with 500 employees or more had the largest expenditure per plant hour.

Expenditures for workmen's compensation, among the legally required insurance programs followed a somewhat different pattern than was found either for the major group as a whole or for the other components. Expenditures for the other components tended to decrease as a payroll relative, and increase in cents as establishment size increased by group. Workmen's compensation expenditures both as a payroll relative and in cents were highest in the small and lowest in the large plants.

The difference between the relative expenditures per hour paid for and per plant hour is a function of paid leave time. The expenditure ratio among plants employing fewer than 100 indicates that, on the average, these plants paid for about 2 weeks of leave; middle size plants paid for about 3 weeks; and plants with 500 employees or more paid for an average of almost 4 weeks.

There was an observable relationship between expenditure and size group among plants with expenditures for private welfare plans. The highest level of expenditure was found in plants with 500 employees or more, and the lowest level was found in plants with fewer than 100. Expenditures for pensions and for saving and thrift plans, however, were lowest in the middle size group.

The relationship between cents per plant hour expenditures for the life, accident, and health insurances and the pension and retirement plans, that was found when establishments were grouped by average hourly earnings, was also found when plants with expenditures were grouped by size. The differential expenditure for these two practices tended to diminish, both absolutely and relatively, as establishment size group increased. Establishments with fewer than 100 employees had expenditures for the insurances which amounted to an average of 6.0 cents per plant hour. Pension expenditures in small plants, at 9.4 cents per plant hour, were 57 percent greater than expenditures for the insurances. Among plants in the middle size group, pension expenditures were greater by 1.7 cents per plant hour (or 25 percent) than insurance payments; and among plants in the largest size group, expenditures for pensions were greater by 1.4 cents per plant hour (or 15 percent) than expenditures for life, accident, and health insurance.

### Union Status

More than three-fifths of the workers employed by plants with expenditures for each of the major supplements studied, except bonuses, worked for employers that had collectively bargained agreements covering all or a majority of their production work force. Almost three-fifths of the workers employed by plants that paid bonuses during 1962 were not covered by such agreements.<sup>26</sup>

<sup>26</sup> None or a minority of the production and related workers were covered by collectively bargained agreements.

Union plants<sup>27</sup> tended to have a higher level of expenditures for the supplements studied, except bonuses and the legally required insurance programs, than the nonunion establishments (table 42). Bonus payments were higher in nonunion plants; expenditures for the legally required insurances were higher in nonunion plants when measured as a payroll relative but lower in these plants than in the unionized plants when measured in terms of cents per 1962 hour paid for or per plant hour.

Among the private welfare plans, nonunion employers had higher levels of expenditures for pensions when such expenditures were compared with payroll than did those with union agreements. Measured in cents, however, unionized plants had the highest expenditure per hour. At the total private welfare plan level, union plants had expenditures per hour paid for or per plant hour that were about twice those made by nonunion plants. In comparison with payroll, expenditures of union plants for private welfare plans were 50 percent or more greater than those of nonunion plants.

### Plant Location

Fully 70 percent of the production workers in plants with expenditures for each of the major supplements studied were employed by establishments located in metropolitan areas of the country.<sup>28</sup>

For each of the major supplements studied, except bonuses and the legally required programs, establishments in metropolitan areas had higher levels of expenditures than plants located in nonmetropolitan areas (table 43). Employer expenditures for bonuses and for the legally required insurances were higher as a payroll relative in nonmetropolitan areas; measured in terms of cents per hour paid for or per plant hour, expenditures of employers located in metropolitan areas exceeded those of plants in nonmetropolitan areas.

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<sup>27</sup> All or a majority of the production and related workers were covered by collectively bargained agreements.

<sup>28</sup> A metropolitan area is defined as an area which met the criteria used in establishing a Standard Metropolitan Statistical Area as defined in Standard Metropolitan Statistical Areas prepared by the U. S. Bureau of the Budget, Office of Statistical Standards, in 1961.

Table 40. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in Manufacturing Industry Establishments  
With Expenditures for the Practice, by Hourly Earnings Group, 1962

Supplementary compensation practice	Employer expenditures in establishments with expenditures for the practice <sup>1</sup>											
	Percent of gross payroll			Percent of straight-time payroll			Cents per hour paid for			Cents per plant hour		
	Hourly earnings group <sup>2</sup>											
	Low	Middle	High	Low	Middle	High	Low	Middle	High	Low	Middle	High
Paid leave-----	3.7	5.5	6.9	3.8	5.7	7.3	5.7	11.7	20.8	6.0	12.4	22.4
Vacation-----	2.3	3.2	4.2	2.4	3.3	4.4	3.6	6.8	12.5	3.8	7.2	13.5
Holiday-----	1.8	2.2	2.4	1.9	2.3	2.5	2.8	4.8	7.2	3.0	5.1	7.8
Sick-----	.5	.7	1.1	.5	.7	1.1	.8	1.4	3.2	.8	1.5	3.5
Other <sup>3</sup> -----	.1	.1	.1	.1	.1	.1	.1	.2	.3	.1	.2	.4
Premium payments-----	3.6	3.9	4.8	3.8	4.0	5.1	5.6	8.3	14.6	5.8	8.8	15.7
Overtime, weekend, and holiday work-----	3.4	3.3	3.7	3.6	3.4	3.9	5.3	7.0	11.0	5.5	7.4	11.9
Shift differentials-----	.7	1.0	1.4	.8	1.1	1.5	1.2	2.2	4.2	1.2	2.3	4.6
Yearend, Christmas, and other irregular bonuses-----	1.7	2.1	2.4	1.7	2.2	2.5	2.6	4.6	7.1	2.7	4.8	7.7
Legally required insurance programs-----	7.1	6.5	5.1	7.3	6.8	5.4	10.8	13.9	15.4	11.2	14.7	16.7
Social security-----	3.1	2.9	2.4	3.2	3.0	2.5	4.7	6.2	7.2	4.9	6.6	7.8
Unemployment compensation-----	2.8	2.5	1.8	2.9	2.6	1.9	4.4	5.3	5.5	4.5	5.6	5.9
Workmen's compensation-----	1.1	1.2	.9	1.2	1.2	.9	1.7	2.5	2.6	1.8	2.6	2.9
Other <sup>4</sup> -----	.3	.4	.3	.3	.4	.3	.5	.8	.9	.5	.8	.9
Private welfare plans <sup>5</sup> -----	3.2	4.7	6.8	3.3	4.9	7.1	4.9	10.0	20.4	5.1	10.6	22.1
Life, accident, and health insurance-----	2.0	2.7	3.2	2.0	2.8	3.4	3.1	5.7	9.7	3.2	6.0	10.5
Pension and retirement plans-----	2.7	3.3	3.6	2.8	3.4	3.8	4.3	7.2	10.8	4.5	7.7	11.8
Severance or dismissal pay and supplemental unemployment benefits-----	.5	.5	1.0	.5	.5	1.0	.7	1.0	3.0	.8	1.1	3.3

<sup>1</sup> Detail by practice does not add to total because of a change in the base used in computing each of the components.

<sup>2</sup> The establishments were divided, by average hourly earnings of production and related workers in each establishment, into 3 groups; each group contained approximately one-third of the establishments. The lowest average hourly earnings group included establishments in which the average hourly earnings were under \$1.80, the averages in the middle third were \$1.80 and under \$2.45, and earnings in the highest group were \$2.45 or more.

<sup>3</sup> Includes military, jury, witness, voting, and personal leave.

<sup>4</sup> Principally State temporary disability insurance.

<sup>5</sup> Includes vacation and holiday funds; and savings and thrift plans not presented separately.

Table 41. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Establishment Size Group, 1962

Supplementary compensation practice	Employer expenditures in establishments with expenditures for the practice <sup>1</sup>											
	Percent of gross payroll			Percent of straight-time payroll			Cents per hour paid for			Cents per plant hour		
	Size group											
	Under 100 employees	100-499 employees	500 employees or more	Under 100 employees	100-499 employees	500 employees or more	Under 100 employees	100-499 employees	500 employees or more	Under 100 employees	100-499 employees	500 employees or more
Paid leave -----	4.6	5.7	7.1	4.8	5.9	7.4	10.3	12.8	19.2	10.8	13.6	20.7
Vacation -----	2.7	3.4	4.3	2.8	3.5	4.5	6.1	7.6	11.7	6.4	8.1	12.6
Holiday -----	2.0	2.2	2.4	2.1	2.3	2.6	4.6	5.1	6.8	4.8	5.5	7.3
Sick -----	.7	.7	1.1	.7	.7	1.2	1.7	1.8	3.2	1.8	1.9	3.5
Other <sup>2</sup> -----	.2	.1	.1	.2	.1	.1	.4	.3	.3	.4	.3	.3
Premium payments -----	3.9	4.0	4.9	4.1	4.1	5.2	8.7	9.0	13.4	9.1	9.5	14.5
Overtime, weekend, and holiday work -----	3.7	3.4	3.6	3.8	3.5	3.8	8.2	7.6	9.7	8.6	8.1	10.5
Shift differentials -----	1.0	.9	1.5	1.1	1.0	1.5	2.6	2.3	4.1	2.7	2.5	4.4
Yearend, Christmas, and other irregular bonuses -----	2.6	1.9	2.1	2.7	1.9	2.2	5.7	3.9	5.3	6.0	4.1	5.7
Legally required insurance programs -----	6.5	6.2	5.1	6.8	6.5	5.4	14.2	13.8	13.8	14.8	14.7	14.9
Social security -----	2.7	2.7	2.5	2.8	2.9	2.6	5.9	6.1	6.8	6.2	6.5	7.3
Unemployment compensation -----	2.4	2.3	1.9	2.5	2.4	2.0	5.2	5.0	5.2	5.4	5.3	5.6
Workmen's compensation -----	1.5	1.2	.6	1.5	1.2	.7	3.2	2.6	1.8	3.3	2.8	1.9
Other <sup>3</sup> -----	.3	.3	.3	.3	.4	.3	.7	.8	.8	.7	.9	.9
Private welfare plans <sup>4</sup> -----	3.9	5.1	7.0	4.0	5.3	7.4	8.8	11.6	19.2	9.2	12.3	20.6
Life, accident, and health insurance -----	2.5	2.8	3.2	2.6	2.9	3.4	5.7	6.3	8.7	6.0	6.7	9.4
Pension and retirement plans -----	3.6	3.3	3.6	3.7	3.4	3.8	8.8	7.9	10.0	9.4	8.4	10.8
Severance or dismissal pay and supplemental unemployment benefits -----	.5	.9	.9	.5	1.0	1.0	1.1	2.5	2.9	1.2	2.7	3.1
Savings and thrift plans -----	1.0	.8	1.3	1.0	.9	1.3	2.5	2.1	3.5	2.7	2.3	3.9

<sup>1</sup> Detail by practice does not add to total because of a change in the base used in computing each of the components.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave.

<sup>3</sup> Principally State temporary disability insurance.

<sup>4</sup> Includes vacation and holiday funds not presented separately.

Table 42. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Union Status, 1962

Supplementary compensation practice	Employer expenditures in establishments with expenditures for the practice <sup>1</sup>							
	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant hour	
	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered
Paid leave -----	6.8	4.8	7.1	4.9	18.0	9.9	19.4	10.4
Vacation -----	4.1	2.8	4.3	2.9	11.0	5.8	11.8	6.0
Holiday -----	2.4	2.0	2.5	2.1	6.4	4.3	6.9	4.6
Sick -----	.9	1.0	1.0	1.0	2.5	2.4	2.7	2.5
Other <sup>2</sup> -----	.1	.1	.1	.1	.3	.3	.3	.4
Premium payments -----	4.6	4.1	4.8	4.3	12.3	8.6	13.2	9.0
Overtime, weekend, and holiday work -----	3.5	3.7	3.6	3.9	9.3	7.7	10.0	8.0
Shift differentials -----	1.4	1.0	1.4	1.1	3.8	2.3	4.1	2.4
Yearend, Christmas, and other irregular bonuses -----	1.4	2.8	1.5	2.9	3.6	5.9	3.8	6.1
Legally required insurance programs -----	5.5	6.2	5.8	6.4	14.7	12.7	15.8	13.2
Social security -----	2.5	2.8	2.7	2.9	6.8	5.7	7.3	5.9
Unemployment compensation -----	2.1	2.2	2.2	2.3	5.5	4.6	5.9	4.8
Workmen's compensation -----	.9	1.2	1.0	1.2	2.4	2.4	2.6	2.5
Other <sup>3</sup> -----	.3	.4	.3	.4	.7	.9	.8	.9
Private welfare plans <sup>4</sup> -----	6.5	4.2	6.8	4.4	17.5	8.8	18.8	9.2
Life, accident, and health insurance -----	3.2	2.2	3.4	2.3	8.7	4.6	9.3	4.9
Pension and retirement plans -----	3.4	3.9	3.6	4.1	9.4	8.7	10.1	9.3
Severance or dismissal pay and supplemental unemployment benefits -----	1.0	.4	1.0	.4	2.9	1.1	3.2	1.1
Savings and thrift plans -----	1.2	1.1	1.3	1.2	3.5	2.6	3.8	2.8

<sup>1</sup> Detail by practice does not add to total because of a change in the base used in computing each of the components.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave.

<sup>3</sup> Principally State temporary disability insurance.

<sup>4</sup> Includes vacation and holiday funds not presented separately.

Table 43. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Metropolitan and Nonmetropolitan Area Location, 1962

Supplementary compensation practice	Employer expenditures in establishments with expenditures for the practice <sup>1</sup>							
	Percent of gross payroll		Percent of straight-time payroll		Cents per hour paid for		Cents per plant hour	
	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas	Metropolitan areas	Nonmetropolitan areas
Paid leave-----	6.4	5.4	6.7	5.6	16.4	11.6	17.5	12.2
Vacation-----	3.8	3.3	4.0	3.5	9.8	7.2	10.5	7.6
Holiday-----	2.4	2.1	2.5	2.2	6.1	4.7	6.5	5.0
Sick-----	1.0	.8	1.0	.8	2.6	2.0	2.8	2.1
Other <sup>2</sup> -----	.1	.1	.1	.1	.3	.2	.3	.3
Premium payments-----	4.5	4.4	4.7	4.6	11.6	9.4	12.4	9.9
Overtime, weekend, and holiday work-----	3.5	3.7	3.7	3.9	9.0	7.9	9.7	8.4
Shift differentials-----	1.3	1.1	1.4	1.1	3.7	2.6	4.0	2.8
Yearend, Christmas, and other irregular bonuses-----	2.1	2.4	2.2	2.5	4.9	4.8	5.2	5.1
Legally required insurance programs-----	5.6	6.1	5.9	6.4	14.3	13.0	15.3	13.7
Social security-----	2.6	2.8	2.7	2.9	6.6	5.9	7.0	6.2
Unemployment compensation-----	2.1	2.2	2.2	2.3	5.4	4.6	5.8	4.8
Workmen's compensation-----	.9	1.2	1.0	1.2	2.3	2.5	2.5	2.7
Other <sup>3</sup> -----	.3	.3	.3	.3	.8	.8	.8	.8
Private welfare plans <sup>4</sup> -----	6.1	5.2	6.4	5.4	15.8	11.4	16.9	12.0
Life, accident, and health insurance-----	3.0	2.7	3.2	2.8	7.9	5.9	8.4	6.3
Pension and retirement plans-----	3.5	3.5	3.7	3.6	9.6	8.4	10.3	8.9
Severance or dismissal pay and supplemental unemployment benefits-----	1.0	.8	1.0	.8	2.8	2.2	3.1	2.4
Savings and thrift plans-----	1.1	1.5	1.2	1.6	3.2	3.8	3.4	4.1

<sup>1</sup> Detail by practice does not add to total because of a change in the base used in computing each of the components.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave.

<sup>3</sup> Principally State temporary disability insurance.

<sup>4</sup> Includes vacation and holiday funds not presented separately.

## Chapter 8. 1959 and 1962 Comparisons

### Introduction

The structure of employer expenditures for the selected supplementary compensation practices for production and related workers in all manufacturing during 1962 was considerably different from 1959. (See chart 7 and table 44.) In 1959, those supplements which comprised part of payroll (leave, premiums, and bonuses) accounted for more than half the expenditures.<sup>29</sup> In 1962, more than half of the expenditures were for legally required insurance programs and private welfare plans that provided factory workers in the manufacturing industries with life, health, and accident insurance, private pensions, social security, and unemployment benefits, among other benefits.

In the paper, printing, rubber, machinery, and instruments industries, however, payments to workers for leave, premiums, and bonuses combined exceeded employer expenditures for the total funded and insured items during both 1962 and 1959 (table 45). In 1959, employer payments to workers for leave, premiums, and bonuses, in eight other industry groups, for which comparative data are available,<sup>30</sup> exceeded expenditures for the legally required insurance programs and private welfare plans; and in four additional industry groups were lower than payments to special funds and insurance companies. Employers in these 12 industry groups had expenditures in 1962 for the legally required insurance programs and private welfare plans combined which, on the average, exceeded their payments for leave, premiums, and bonuses combined.

Some of the structural changes were more likely indicative of the choices available to workers and employers during the period, than of a trend; other changes resulted from the action of a host of variables—such as a change in the establishment size composition of the manufacturing industries; liberalization of health and welfare programs, particularly the life, health, and accident insurances; and mandated increases in the contribution rates for the legally required insurances. In addition, changes in the length-of-service distribution of workers; different work scheduling; increased average annual hours of factory workers; higher average straight-time earnings; greatly reduced number of man-days lost due to industrial controversy; as well as many other variables played their part in producing expenditures which were a different proportion of payroll in 1962 than in 1959.<sup>31</sup>

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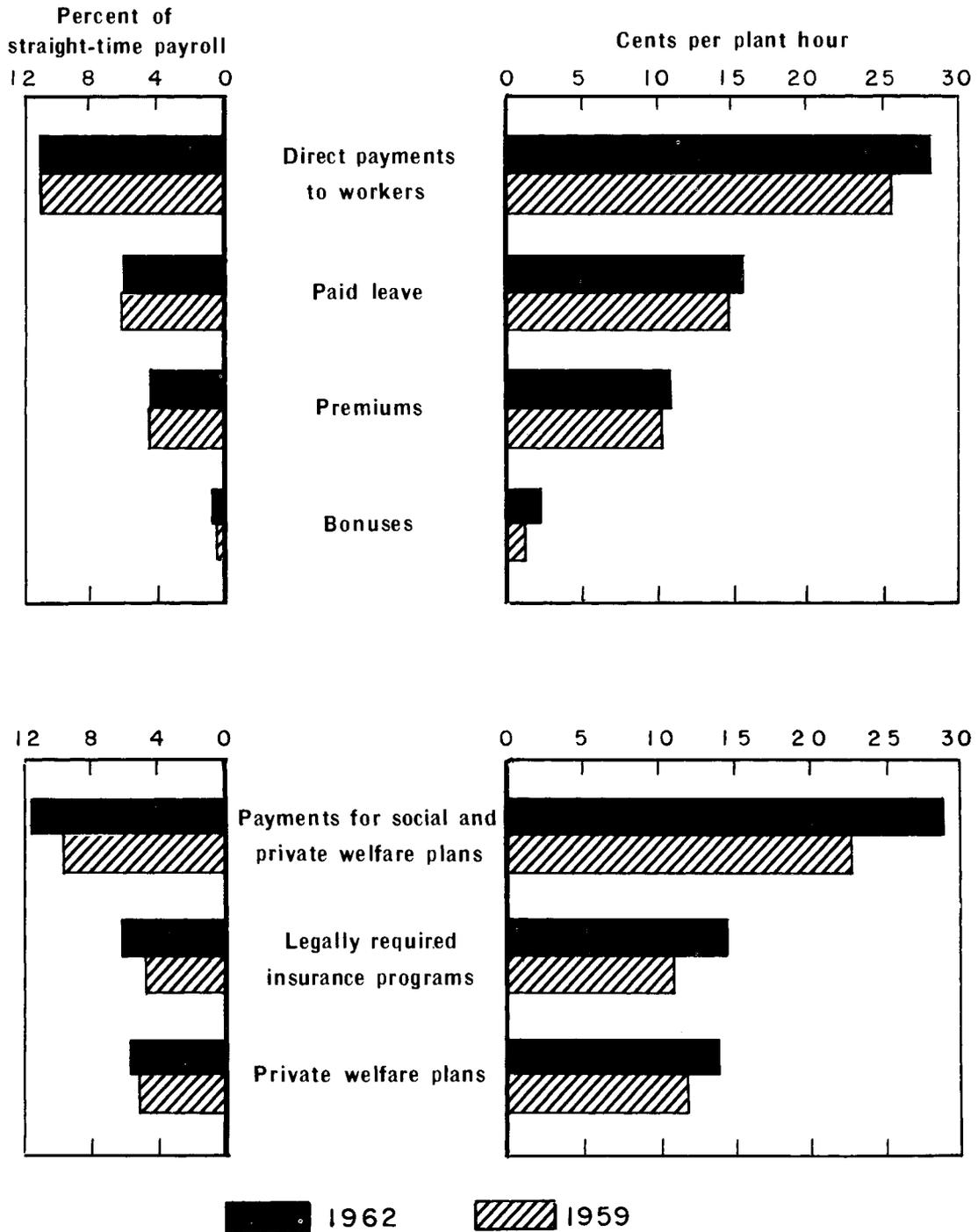
<sup>29</sup> The 1959 private welfare plan expenditure data for all establishments presented in BLS Bulletin 1308, op. cit., footnote 3, included bonus payments. In 1962, bonuses were treated as direct payments to the workers. To achieve comparability in the data for the two periods, the 1959 bonus ratios were subtracted from the published statistics for total private welfare plans. However, the data for only those establishments with expenditures were not susceptible to such treatment, as the base had been changed for each computation. To achieve comparability in this series, the 1962 private welfare expenditures in establishments with the practice were tabulated both including and excluding bonus payments. All data, in this section, exclude bonuses unless otherwise noted.

<sup>30</sup> Excluded from these and subsequent year-to-year comparisons are the ordnance and accessories, chemicals and allied products, petroleum refining and related products, and electrical machinery equipment and allied industries. Data for these industries for either or both 1959 and 1962 did not meet publication criteria.

<sup>31</sup> For detail, see BLS Summary Releases, Wage Developments in Manufacturing, 1960, 1961, and 1962; BLS Bulletin 1312-1, op. cit., footnote 2, p. 1; and Analysis of Work Stoppages, 1959 and 1962 (BLS Bulletins 1278 (1960) and 1381 (1963), respectively). Also see, the Monthly Report on the Labor Force, January 1964, table A-10; and "Labor Force and Employment, 1960-62," Monthly Labor Review, May 1963, pp. 497-503.

**Chart 7. Employer Expenditures for Selected Supplementary Compensation Practices, Manufacturing Industries, 1959 and 1962**

**Production and Related Workers**



Expenditures per plant hour for the selected supplements rose in all of the industries for which data were available in both 1962 and 1959. The largest increase, over 16 cents, was in tobacco manufactures (more than 50 percent), and the smallest increases were about 5 cents (or less than 20 percent) in the apparel and other finished textile products and textile-mill products industries. Among the industries for which data could be published, those with the highest cents per plant hour expenditures in 1962, primary metal and transportation equipment, increased expenditures by about 10 and 15 cents, respectively, over 1959 (or about 15 and 24 percent).

When selected establishment characteristics were measured among all manufacturing plants (each characteristic being examined separately), the largest relative increases in cents per plant hour were found in unionized establishments; in plants located in nonmetropolitan areas; in establishments employing between 100 and 500 workers; and in plants whose average hourly production worker earnings were among the lowest third of all manufacturing establishments. Among the regions, the greatest percentage increase in employer expenditures was found in the South; the smallest proportionate increase was found in the Northeast.

In 1962 as in 1959, however, expenditures per plant hour were highest in unionized plants; in plants located in metropolitan areas; in establishments employing 500 workers or more; and in plants whose average hourly production worker earnings were in the highest third of the establishment earnings distribution. In both years, plants in the North Central region had the highest, and those in the South the lowest, level of expenditures per plant hour.

Between the two periods, the greatest relative increase in cents-per-plant-hour expenditures, 38.3 percent, occurred among the legally required insurance programs,<sup>32</sup> and the next largest increase, 18.8 percent, was for private welfare plans. Payments for overtime, weekend, holiday, and shift premiums increased least—4.9 percent; leave payments rose by 7.7 percent. As a relative of straight-time payroll, however, employer payments for leave and premiums declined while expenditures for bonuses, legally required insurance programs, and private welfare plans increased.

### Paid Leave

In all manufacturing, employer expenditures for paid leave were a slightly lower proportion of straight-time payroll in 1962, 6.2 percent, than in 1959, 6.3 percent. Leave expenditures, as a payroll relative, were higher in the West and lower in the North Central region during 1962 than in 1959, and were the same for both periods in the other two regions. In terms of cents per plant hour, however, expenditures rose in all manufacturing, by region, and in each of the industry groups for which 1962 and 1959 data were available.

In 1962, employer payments for vacations and holidays were substantially the same ratio of payroll, 5.9 percent, as in 1959 (table 44). Payments for sick, military, jury, witness, voting, and personal leave, however, were a slightly larger part of the straight-time payroll of production workers in 1962 than in 1959.

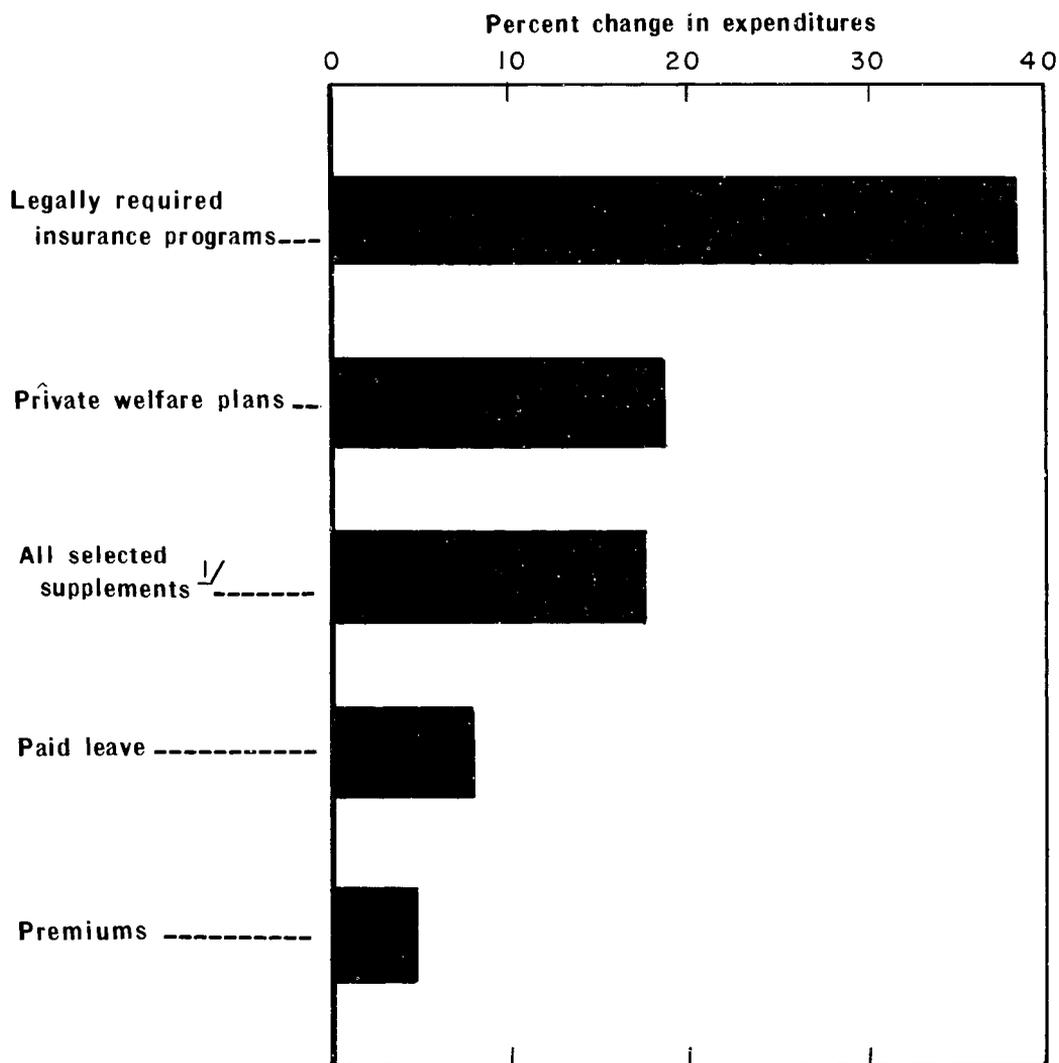
By industry, expenditures for leave as a percent of straight-time payroll were the same in 1962 as in 1959 in the leather and leather products group; higher in the food; tobacco; textile; lumber; furniture; paper; printing; rubber;

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<sup>32</sup> The greatest increase, 50 percent—from 1.2 to 1.8 cents per plant hour, was actually noted in expenditures for nonproduction bonuses. For detail, see footnote 4, p. 1.

**Chart 8. Percent Change in Employer Expenditures  
Per Plant Hour for Selected Supplementary Compensation  
Practices, Manufacturing Industries, 1959-62**

Production and Related Workers



<sup>1/</sup> Includes yearend, Christmas, and other irregular bonuses.

stone, clay, and glass; fabricated metal; and instrument industries; and lower in the apparel; primary metal; machinery; transportation equipment; and miscellaneous manufacturing industries.

At the all manufacturing level, the downward movement in expenditures for paid leave as a payroll relative may be explained by the change in the contribution to the total by establishments of different sizes. Between 1959 and 1962, there was a decline in production employment in the largest size establishments (those with 500 employees or more); concurrently, employment in the smaller units increased—with the largest increase being in the smallest size units (fewer than 100).<sup>33</sup> Leave expenditures relative to payroll increased in the largest and middle size units but decreased in the smallest size plants (table 47). Similarly, the expenditure ratio in establishments in which the average hourly earnings of production workers were at the middle and upper end of the earnings distribution increased; those establishments at the bottom of the wage spectrum had expenditures in 1962 which were the same proportion of straight-time payroll as in 1959.

The smaller plants contributed a greater proportion of the total in 1962 than earlier, which more than offset the increases in expenditures relative to payroll that occurred in plants with 100 workers or more, and the expenditures in low wage plants, being a greater proportion of the total in 1962 than in 1959, more than counterbalanced the leave payments in plants at the middle and upper end of the wage picture.

Expenditures for paid leave in the primary metal industries, which had the greatest decline in leave payments as a ratio of straight-time payroll, dropped partly as a result of increased contributions of smaller plants, but also as a result of a change in the distribution of earnings and declining employment. In 1959, during the period usually used as the base for purposes of computing vacation pay, the average hourly earnings were above the annual average; in 1962, base period average hourly earnings were below the annual average,<sup>34</sup> hence the expenditure for vacation in 1962 represented a smaller portion of total payroll than in 1959. In addition, during 1962, production employment dropped markedly during the latter part of the year. Following the pattern in this industry group, as in other highly unionized groups, the first workers to be separated were probably those with the lowest seniority and, therefore, at or near the bottom of their respective wage brackets. These laid-off workers missed one paid holiday or more, as indicated by a lower proportion of holiday leave time (ch. 9), and their absence from the payroll for these holidays moved the industry's expenditure ratio for holidays downward from 2.5 to 2.4 percent of straight-time payroll (table 50).

In both years, manufacturing plants with expenditures for one or more types of paid leave employed about 96 percent of the production and related workers. Most workers in 1962, as in 1959, were employed by plants that paid for vacations (94 percent), or holidays (89 percent). A smaller proportion of the work force in 1962 than in 1959, however, was employed by manufacturers that had expenditures for military, witness, voting, or personal leave (38 percent in 1962; 44 percent in 1959), while a slightly larger group worked in plants that made sick leave payments (24 percent in 1962; 23 percent in 1959).

<sup>33</sup> County Business Patterns, U.S. Summary, First Quarter, 1962 and 1959, U.S. Bureau of the Census.

<sup>34</sup> Many of the primary metal industry plants, according to data available in the Bureau's contract file, base the workers' vacation payments on his average hourly earnings (excluding irregular bonuses) in a previous period. Many agreements provide that the base earnings period is that immediately prior to the vacation period. For purposes of this discussion, the usual base period was assumed to be in the first half of the calendar year. See BLS Bulletin 1312-1, op. cit., footnote 2, for average earnings data.

On the average, the same proportion of straight-time payroll in establishments that paid for one or more types of leave was expended in both periods. At the all manufacturing level, expenditures for each type of leave as a payroll relative also comprised the same proportion of payroll in 1962 as found among plants with expenditures in 1959. In terms of cents per plant hour, however, payments for each type of leave increased; with the aggregate 1962 leave expenditure per plant hour being 7.7 percent greater than in 1959.

The distribution of leave expenditures as a payroll relative was quite comparable for both years.<sup>35</sup> In terms of cents, however, there was considerable difference in the distributions. In 1962, about 25 percent of the workers were employed by plants with expenditures of 20 cents or more per hour paid for; in 1959, about 20 percent worked for plants with expenditures of this magnitude. The difference in the proportions (39 percent in 1962, 42 percent in 1959), resulted from an upward movement of workers in plants with expenditures of 10 to 20 cents per hour paid for.

### Premium Payments

Employer expenditures for overtime, weekend, holiday, and shift work premiums, in the Nation's manufacturing industries and in each of the regions, except the North Central, were lower as a percent of straight-time payroll, during 1962 (4.4) than in 1959 (4.5). In the North Central region, however, a small increase in premium payments relative to payroll was noted. Measured in terms of cents per plant hour, however, expenditures rose in all regions except the Northeast where payments in both years were 9.8 cents.

Premium payments were a smaller proportion of straight-time payroll in 1962 in all of the industry groups for which 1959 data were available, except four. Premiums in the tobacco, lumber, leather, and transportation equipment industries were a greater part of straight-time production payroll in 1962 than 1959.

Premium payments per plant hour were higher during 1962 than 1959 in these four industry groups and in the textile; paper; rubber; and stone, clay, and glass industries. The 1962 plant-hour expenditures for premiums in all of the other industry groups for which year-to-year data were available were either the same as in 1959 or below the 1959 level.

When selected establishment characteristics were measured separately, premium payments as a percent of payroll were lower in 1962 than in 1959 among plants in the low and middle earnings groups; in plants with fewer than 500 employees; in nonunion plants; and in plants located in both metropolitan and non-metropolitan areas (tables 46-49). Measured in cents per plant hour, premium expenditures in 1962 were higher than in 1959 among plants in all three earnings groups; in plants with 100 workers or more; in plants with a majority of the workers covered by collectively bargained agreements; and in plants located in both metropolitan and nonmetropolitan areas. Premium payments in both years, however, were at the highest level in plants with 500 employees or more; in plants where the production workers average hourly earnings were among the top third of the wage distribution; and in plants where the majority of the production force was covered by collectively bargained agreements.

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<sup>35</sup> The distributions compared here and in subsequent sections of this chapter are in terms of expenditures as a percent of gross payroll, and cents per hour paid for. At the all manufacturing level, the distributions of workers by employer expenditures as a percent of straight-time payroll, or in cents per plant hour would, it is believed, have the same configuration at higher levels as the distributions described, this analysis is not pursued here, but for precise data about the 1962 distributions, see the appropriate chapter in this bulletin; for 1959 distributions, see BLS Bulletin 1308, *op. cit.*, footnote 3.

Approximately the same proportion of the production and related workers in the manufacturing industries (93 percent) were employed during both years by plants that had expenditures for overtime, weekend, holiday, or shift premiums. Expenditures for premiums in such plants amounted to 4.7 percent of the straight-time payrolls in both 1962 and 1959 but were 5 percent higher in 1962 than in 1959 when measured in terms of cents per plant hour (11.6 cents in 1962; 11 cents in 1959). In 1962, establishments with expenditures for premiums below the average when measured as a percent of payroll, and establishments with expenditures at both ends of the cents-per-hour distribution employed a greater proportion of the production force than in 1959.

The entire drop in premium expenditures, at the all-manufacturing all-establishment level, is estimated to have been in overtime, weekend, and holiday premiums.<sup>36</sup> Shift differentials in 1962 comprised the same proportion of payroll at the all manufacturing level as in 1959 (0.9 percent), but expenditures per plant hour for shift premiums increased by almost 10 percent to 2.3 cents.

It is estimated that the average number of weekly overtime premium hours of production workers in 1962 were greater than in 1959 and were also a slightly larger proportion of average weekly hours.<sup>37</sup> The expenditures for overtime, weekend, and holiday premiums, however, are estimated to have declined from 3.6 percent of the 1959 straight-time production worker payroll to 3.5 percent in 1962.

In general, the data indicate that 1962 overtime, weekend, and holiday premiums were a greater proportion of payroll in large establishments (500 employees or more) than in 1959, but a smaller proportion of payroll in plants with fewer than 500 employees. Measured in cents per plant hour, expenditures in the larger plants increased by about 12 percent (from 9.3 cents in 1959 to 10.4 cents in 1962), while expenditures in smaller plants declined. Average hourly earnings in the smaller plants, however, are estimated to have increased at a faster rate than in the large; and gross production hours paid for in small plants are estimated to have increased while those in the larger plants declined. The different movements in the expenditure and hours series may, therefore, be explained by differential contributions to the totals by establishments in different groups; each increasing the number of estimated premium hours paid for, but at varying rates in proportion to total hours and payrolls.

#### Legally Required Insurance Programs

All workers in the manufacturing industries in 1962 as in 1959, were covered by social security and most were protected by the provisions of unemployment insurance and workmen's compensation laws. In a few States, production workers were also protected by other legally required insurance programs, principally State temporary disability insurance.

Employer expenditures for the legally required insurance programs in all manufacturing jumped from 4.7 percent of straight-time payroll and 10.7 cents per plant hour in 1959 to 6 percent and 14.8 cents in 1962.

This 38-percent rise in plant hour expenditures was due in large part to mandated increases in contribution rates. The contribution rate for social security rose 25 percent, from 2.5 percent of the first \$4,800 of earnings in

<sup>36</sup> The 1959 data were derived by subtracting expenditures for shift differential from total premiums.

<sup>37</sup> BLS Bulletin 1312-1, op. cit., footnote 2.

1959 to 3.125 percent in 1962. The net Federal unemployment compensation contribution rates rose from 0.3 percent of the first \$3,000 of earnings in 1959 to 0.8 percent in all States during 1962 and additional rises were noted in two States.<sup>38</sup> State unemployment contribution rates rose as a result of high levels of unemployment compensation payments in recent years, and legislative changes in either the maximum contribution rates, earnings base, or both.

In all manufacturing, the mandated increases in employer payments for social security and unemployment compensation resulted in expenditures for these programs being a greater portion of total 1962 expenditures (82 percent) for the legally required insurances than in 1959 (80 percent). This structural change occurred even though expenditures for workmen's compensation, the third largest program, rose 25 percent per plant hour and increased from 0.9 percent of straight-time payroll to 1 percent. Expenditures for the other legally required insurance programs, principally State temporary disability insurance, amounted to less than 0.05 percent of straight-time payroll and 0.1 cent per plant hour in both years.

Among the industry groups for which comparative data were available, 1962 expenditures ranged from a low of 4.8 percent of straight-time payroll in the printing industries to a high of 8.7 percent in the lumber industry. These two industry groups in 1959 also had, respectively, the lowest and highest expenditures relative to payroll for the legally required insurances. In terms of expenditures per plant hour, however, the lowest ratio during 1962 was found in the textile mill products group; and in 1959, in the textile and tobacco industries. The highest level of plant hour expenditures was found in the fabricated metal products industry in 1962 and in the primary metal industry in 1959.

The greatest increases in expenditures for the legally required insurances, as a payroll relative, occurred in plants where the average hourly earnings of production workers were at the middle or lower end of the wage curve; in plants employing fewer than 500; in plants where none or a minority of the production workers were covered by union agreements; and in plants located in non-metropolitan areas.

In 1962 as in 1959, however, expenditures per plant hour were highest in plants where the average hourly earnings of the production force were at the upper end of the wage curve; in plants employing 500 or more (although expenditures of smaller plants in 1962 were only slightly lower); in unionized plants; and in plants located in metropolitan areas.

### Private Welfare Plans

In all manufacturing, the more than 2-cent increase between 1959 and 1962 (11.7 cents to 13.9 cents) or 19 percent, in plant hour expenditures for private welfare plans, was primarily the result of increased employer payments for life, accident, and health insurance; and pension and retirement plans. Measured as an equivalent of straight-time payroll, employer expenditures for private plans covering the production work force rose from 5.1 percent in 1959 to 5.7 percent in 1962.

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<sup>38</sup> The major part of this increase, 0.4 percent, was levied as a result of the temporary extended unemployment compensation program. This levy has subsequently been reduced, and the net Federal rate in 1964 is 0.4 percent of the first \$3,000 in earnings. Also see footnote 14.

The greatest increase, 7.4 cents per plant hour—about 80 percent, and from an equivalent of 5.4 percent of straight-time payroll to 8.1 percent, was found in tobacco manufacturers. This industry group has a high concentration of large unionized establishments, many of which—according to information in the Bureau's file of collectively bargained agreements—introduced or liberalized one or more types of life, accident, and health insurance, and/or pension and retirement plans subsequent to 1959.

The second largest increase in plant hour expenditures—about 5.8 cents—was found in both the primary metal and transportation equipment industries. These two industry groups, among those for which comparative data were available, had the highest plant hour expenditure for private welfare plans in both years. Among the other industry groups for which year-to-year data were available, expenditures in three industries (apparel, leather, and machinery) rose less than 1 cent per plant hour; expenditures in the 11 other groups were from 1.1 to 2.7 cents per plant hour higher during 1962 than in 1959.

When selected establishment characteristics were measured independently, the largest year-to-year increases in all manufacturing were found in establishments that had 500 employees or more; in plants in which production workers' average hourly earnings were in the upper third of the wage distribution; and in unionized plants. Establishments with these characteristics also had the highest level of expenditures for private welfare plans in both years, measured either in terms of cents per plant hour or as an equivalent of payroll.

The major increase among the private welfare plans was for one or more forms of life, health, and accident insurance, for which expenditures rose to 6.9 cents per plant hour—38 percent more than in 1959.

The rise in insurance payments changed the relative importance in terms of expenditures, between insurance and pension plans. In 1959, pension plans—at 5.7 cents per plant hour—represented 49 percent of the private welfare plans expenditures. Expenditures for pensions increased to 6.1 cents in 1962, but represented only 44 percent of total expenditures for private welfare. In terms of payroll equivalents, employer expenditures for life, health, and accident insurance rose from 2.2 percent in 1959 to 2.8 percent in 1962; pension expenditures equaled 2.5 percent in both years.

The change in the relationship of these expenditures was, among other factors, partly the result of greatly increased health insurance costs and partly the result of the liquidation, by some of the older pension plans, of their past service liabilities, generally increased investment income of pension funds; and increases in actuarial assumptions regarding investment income.<sup>39</sup>

During 1959 and 1962, employer expenditures in all manufacturing for vacation and holiday funds and savings and thrift plans amounted to less than 0.5 cent per plant hour. These combined payments were equal to less than 0.2 percent of straight-time payroll.

A slightly larger proportion of the production work force in 1962 than in 1959 was employed by plants that actually had expenditures for life, accident, and health insurance (89 and 87 percent, respectively); pension and retirement

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<sup>39</sup> For a detailed discussion of these points, see Joseph Krislov's, "Employee Benefit Plans, 1954-62," *Social Security Bulletin*, April 1964, pp. 4-21, and *Employee Benefit Plan Review*, July 1964, pp. 38-39, Charles D. Spencer and Associates, Inc., Chicago, Ill. While both of these discussions are at the all-industry level, it is believed that they are equally applicable, in general terms, to the manufacturing industries. Also note that the price of medical care rose after 1959 at a faster rate than the price of any other major item included in the Bureau's Consumer Price Index.

plans (61 and 60 percent); and saving and thrift plans (4 and 3 percent). In 1962 as in 1959, about 2 percent of the production and related workers in the manufacturing industries were employed by plants that made payments into vacation and holiday funds; most of these workers were employed, in both years, by establishments in the apparel, primary metal, and transportation equipment industries.

Expenditures during 1962, in those manufacturing establishments that paid for one or more private welfare plans (including bonuses) covering their production workers, amounted to 16.8 cents per plant hour, or an amount equal to 6.7 percent of straight-time payroll (table 51). This expenditure ~~was~~ 20 percent greater than in 1959, when employers with expenditures for private plans, including bonuses, paid an average of 14 cents per plant hour or the equivalent of 6 percent of payroll.

In either year, the bulk of the expenditures was for insurance and pension plans. Between the years, as indicated previously, employer expenditures for life, accident, and health insurance in all of the industries for which comparative data are available, except tobacco and furniture, rose at a faster rate than expenditures for pension and retirement plans. In the tobacco and furniture industries, however, pension expenditures, among plants with expenditures, rose between the years by a larger amount than did employer payments for any other private plans.

Expenditures for pensions in plants with such expenditures actually declined in several of the industries when compared with payroll. Such decreases were noted in the lumber; leather; stone, clay, and glass; and primary metal industries. In terms of cents per plant hour, however, the leather; stone, clay, and glass; and primary metal industries were the only groups in which expenditures for pension and retirement plans declined.

A small increase in expenditure ratios was found between 1959 and 1962 among those establishments that reported separate expenditures for severance or dismissal pay, or for supplemental unemployment benefit plans. The data, which exclude expenditures for plans combining the features of both severance and supplemental unemployment benefit plans, show that establishments with separate expenditures for severance pay plans had payments of 1.1 cents per plant hour in 1962—38 percent more than in 1959 when such expenditures amounted to 0.8 cent. Plants with separate supplemental unemployment benefit plans paid 3.7 cents per plant hour in 1962 or 6 percent more than in 1959 when such expenditures amounted to 3.5 cents. In 1962, expenditures in plants that made payments for these plans, either singly or in combination, amounted to 3 cents per plant hour and were equal to 1 percent of the production and related workers straight-time payroll.

Plants that had insurance expenditures equaling at least 4 percent of gross payroll, and 10 cents per hour paid for, employed about 20 percent of the workers in 1962 as compared with about 8 percent in 1959. The distribution of workers in plants with pension expenditures was quite similar during both years.

Table 44. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Manufacturing Industries, by Region, 1962 and 1959

Supplementary compensation practice	Employer expenditures in all establishments																			
	Percent of straight-time payroll										Cents per plant hour									
	United States		Northeast		South		North Central		West		United States		Northeast		South		North Central		West	
	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959
Paid leave <sup>1</sup> -----	6.2	6.3	6.6	6.6	5.3	5.3	6.4	6.5	6.2	6.0	15.4	14.3	16.2	14.9	10.9	9.7	17.0	16.3	17.3	15.4
Vacation-----	3.7	3.7	3.8	3.8	3.3	3.3	3.9	4.0	3.4	3.4	9.1	8.5	9.3	8.5	6.8	6.1	10.4	10.0	9.6	8.6
Holiday-----	2.2	2.2	2.5	2.5	1.7	1.6	2.3	2.3	2.3	2.2	5.5	5.1	6.1	5.6	3.4	3.0	6.0	5.8	6.3	5.5
Sick-----	.3	.2	.3	.3	.3	.3	.2	.2	.4	.4	.7	.6	.7	.6	.6	.5	.5	.4	1.2	1.1
Premium payments <sup>2</sup> -----	4.4	4.5	4.0	4.3	4.5	4.7	4.8	4.7	4.1	4.4	10.8	10.3	9.8	9.8	9.3	8.6	12.8	11.7	11.5	11.1
Yearend, Christmas, and other irregular bonuses <sup>3</sup> -----	.7	.5	.9	.6	.6	.5	.7	.4	.6	.4	1.8	1.2	2.3	1.4	1.3	1.0	1.7	1.1	1.6	.9
Legally required insurance programs <sup>4</sup> -----	6.0	4.7	6.3	5.0	5.9	4.7	5.6	4.2	6.7	5.3	14.8	10.7	15.5	11.4	12.1	8.5	14.8	10.6	18.7	13.3
Social security-----	2.7	2.3	2.7	2.3	2.9	2.3	2.7	2.2	2.6	2.3	6.7	5.2	6.7	5.1	5.9	4.3	7.1	5.6	7.3	5.7
Unemployment compensation-----	2.2	1.5	2.5	1.8	2.0	1.4	1.9	1.3	2.4	1.7	5.4	3.4	6.2	4.0	4.1	2.6	5.2	3.2	6.7	4.3
Workmen's compensation-----	1.0	.9	.9	.9	1.0	.9	.9	.7	1.6	1.2	2.5	2.0	2.2	2.0	1.6	2.5	1.9	4.5	3.1	3.1
Private welfare plans <sup>5</sup> -----	5.7	5.1	5.5	5.1	5.1	4.6	6.4	5.7	4.9	4.2	13.9	11.7	13.6	11.6	10.4	8.3	16.9	14.2	13.6	10.9
Life, accident, and health insurance-----	2.8	2.2	2.7	2.1	2.3	1.7	3.2	2.5	2.6	2.2	6.9	5.0	6.7	4.7	4.7	3.2	8.6	6.2	7.3	5.6
Pension and retirement plans-----	2.5	2.5	2.4	2.4	2.4	2.3	2.7	2.8	2.1	1.8	6.1	5.7	6.0	5.6	4.9	4.3	7.1	7.1	5.8	4.6

<sup>1</sup> Includes military, jury, witness, voting, and personal leave not presented separately.

<sup>2</sup> Includes overtime, weekend, and holiday work premiums and shift differentials not presented separately.

<sup>3</sup> The 1959 bonus data did not include payments made under plans that were primarily profit-sharing plans; these payments were included in the 1962 data.

<sup>4</sup> Includes other legally required insurance, principally State temporary disability insurance, not presented separately.

<sup>5</sup> Includes vacation and holiday funds, severance or dismissal pay and supplemental unemployment benefits, and savings and thrift plans not presented separately.

Table 45. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Manufacturing Industries, by Industry Group, 1962 and 1959

Industry group	Employer expenditures in all establishments																			
	Percent of straight-time payroll										Cents per plant hour									
	Paid leave		Premium payments		Bonuses		Legally required insurance programs		Private welfare plans		Paid leave		Premium payments		Bonuses		Legally required insurance programs		Private welfare plans	
	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959
All industries <sup>1</sup> -----	6.2	6.3	4.4	4.5	0.7	0.5	6.0	4.7	5.7	5.1	15.4	14.3	10.8	10.3	1.8	1.2	14.8	10.7	13.9	11.7
Food and kindred products -----	6.4	6.3	4.0	4.4	0.9	0.5	6.2	5.0	5.5	4.9	15.0	13.4	9.3	9.4	2.1	1.0	14.5	10.6	12.8	10.5
Tobacco manufactures -----	6.0	5.8	2.6	2.5	1.2	.3	5.8	4.8	8.1	5.4	12.1	9.7	5.3	4.3	2.4	.5	11.7	8.2	16.5	9.1
Textile mill products -----	3.8	3.7	4.1	4.3	.6	.5	6.2	5.1	3.1	2.7	6.6	5.9	7.2	6.8	1.1	.8	10.8	8.2	5.3	4.2
Apparel and other finished textile products -----	3.3	3.5	1.5	1.8	.6	.3	6.8	5.4	3.2	3.0	5.8	5.7	2.6	2.9	1.1	.5	11.9	8.7	5.7	4.8
Lumber and wood products -----	3.3	3.2	4.0	3.8	.8	.5	8.7	6.7	2.8	2.0	6.4	5.8	7.8	6.9	1.5	.9	17.1	12.1	5.4	3.6
Furniture and fixtures -----	4.8	4.7	3.1	3.7	.7	.7	7.0	5.2	3.9	3.2	9.7	9.1	6.2	7.2	1.5	1.3	14.1	10.0	7.8	6.2
Paper and allied products -----	6.9	6.5	7.3	7.4	.5	.5	5.7	4.4	5.4	4.8	16.9	14.4	18.0	16.5	1.1	1.2	14.2	9.8	13.3	10.7
Printing, publishing, and allied industries -----	6.9	6.8	4.7	6.2	.8	.7	4.8	3.5	4.2	3.7	20.5	18.4	13.9	17.0	2.5	2.0	14.1	9.6	12.5	9.9
Rubber and miscellaneous plastics products -----	7.1	6.7	5.2	5.5	.5	.4	6.2	4.4	6.5	6.4	18.1	16.0	13.2	13.1	1.3	1.0	15.8	10.6	16.4	15.2
Leather and leather products -----	5.2	5.2	1.9	1.7	.6	.5	7.1	5.2	3.2	2.9	9.5	9.1	3.5	2.9	1.2	.9	13.0	9.0	5.8	5.0
Stone, clay, and glass products -----	5.8	5.3	5.4	5.6	.5	.5	6.3	5.1	5.5	5.1	14.6	11.7	13.6	12.4	1.3	1.2	16.0	11.4	13.9	11.2
Primary metal industries -----	7.2	7.8	4.7	5.2	.4	.2	5.4	4.5	8.3	6.9	22.7	22.6	14.9	15.2	1.3	.5	17.0	13.1	26.1	20.2
Fabricated metal products -----	6.1	5.9	4.4	4.7	1.2	.6	6.8	4.9	5.9	5.2	15.8	14.4	11.3	11.6	3.1	1.4	17.5	12.0	15.3	12.7
Machinery, except electrical -----	6.3	6.6	4.3	4.5	1.3	.6	5.5	4.2	5.7	5.5	17.5	17.4	11.8	11.8	3.7	1.5	15.3	11.1	15.7	14.8
Transportation equipment -----	7.0	7.2	5.6	4.7	.3	.3	5.7	4.5	7.6	6.0	20.4	19.5	16.4	12.7	.9	.9	16.8	12.3	22.1	16.3
Instruments and related products -----	7.1	6.9	3.9	4.2	2.0	2.5	5.7	4.1	6.0	5.3	18.1	16.7	9.9	10.3	5.1	5.9	14.5	9.9	15.3	12.9
Miscellaneous manufacturing industries -----	5.3	5.4	2.7	3.9	1.6	1.2	6.6	5.2	4.1	3.6	11.3	10.2	5.9	7.4	3.5	2.2	14.1	9.8	8.8	6.9

<sup>1</sup> Includes the ordnance and accessories; chemicals and allied products; petroleum refining and related products; and electrical machinery, equipment, and supplies industries not presented separately.

Table 46. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Manufacturing Industries, by Hourly Earnings Group, 1962 and 1959

Supplementary compensation practice	Employer expenditures in all establishments											
	Percent of straight-time payroll						Cents per plant hour					
	Hourly earnings group <sup>1</sup>											
	Low		Middle		High		Low		Middle		High	
	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959
Paid leave <sup>2</sup> -----	3.5	3.5	5.5	5.4	7.2	7.1	5.3	4.7	11.9	10.4	22.3	20.1
Vacation-----	2.1	2.1	3.2	3.1	4.3	4.3	3.2	2.8	6.9	6.0	13.4	12.1
Holiday-----	1.3	1.3	2.1	2.1	2.5	2.5	2.0	1.8	4.7	4.1	7.6	7.0
Sick-----	.1	.1	.2	.1	.4	.3	.1	.1	.4	.3	1.1	.9
Premium payments <sup>3</sup> -----	3.2	3.3	3.7	4.1	5.0	4.9	5.0	4.5	8.1	8.0	15.3	13.8
Shift differentials-----	.2	.2	.6	.6	1.2	1.1	.3	.3	1.3	1.1	3.8	3.2
Yearend, Christmas, and other irregular bonuses <sup>4</sup> -----	.8	.6	.9	.7	.7	.4	1.2	.9	1.9	1.3	2.1	1.2
Legally required insurance programs <sup>5</sup> -----	7.3	5.7	6.8	5.2	5.4	4.3	11.2	7.7	14.7	10.1	16.7	12.2
Social security-----	3.2	2.4	3.0	2.4	2.5	2.2	4.9	3.3	6.5	4.7	7.8	6.2
Unemployment compensation-----	2.9	2.2	2.5	1.7	1.9	1.3	4.5	3.0	5.5	3.3	5.9	3.7
Workmen's compensation-----	1.2	1.0	1.2	1.0	.9	.8	1.8	1.4	2.6	2.0	2.8	2.2
Private welfare plans <sup>6</sup> -----	2.5	2.2	4.3	3.8	7.0	6.2	3.9	2.8	9.4	7.4	21.5	17.4
Life, accident, and health insurance-----	1.5	1.3	2.4	1.9	3.3	2.4	2.4	1.7	5.2	3.7	10.2	6.9
Pension and retirement plans-----	.9	.6	1.8	1.7	3.1	3.1	1.4	.9	3.9	3.3	9.7	8.9

<sup>1</sup> The data were divided, by average hourly earnings of production and related workers in each establishment, into 3 groups; each group contained approximately one-third of the establishments. The lowest earnings group included establishments in which the average hourly earnings were under \$1.80 in 1962 and under \$1.60 in 1959; the middle third included establishments in 1962 in which the average was from \$1.80 to under \$2.45, in 1959, the middle group range was from \$1.60 to under \$2.20; the average in the highest third in 1962 was \$2.45 or more, and in 1959, \$2.20 or more.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave not presented separately.

<sup>3</sup> Includes overtime, weekend, and holiday premiums not presented separately.

<sup>4</sup> The 1959 bonus data did not include payments made under plans that were primarily profit-sharing plans; these payments were included in the 1962 data.

<sup>5</sup> Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

<sup>6</sup> Includes vacation and holiday funds, severance or dismissal pay and supplemental unemployment benefits, and savings and thrift plans not presented separately.

Table 47. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Manufacturing Industries, by Size Group, 1962 and 1959

Supplementary compensation practice	Employer expenditures in all establishments											
	Percent of straight-time payroll						Cents per plant hour					
	Size group											
	Under 100 employees		100-499 employees		500 employees or more		Under 100 employees		100-499 employees		500 employees or more	
	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959
Paid leave <sup>1</sup> -----	4.4	4.5	5.8	5.5	7.4	7.3	9.6	9.0	13.3	11.2	20.6	18.9
Vacation-----	2.5	2.5	3.4	3.3	4.5	4.4	5.4	5.1	7.8	6.7	12.5	11.4
Holiday-----	1.8	1.8	2.2	2.1	2.5	2.5	3.8	3.6	5.0	4.3	6.9	6.4
Sick-----	.1	.2	.2	.1	.4	.3	.3	.3	.4	.3	1.0	.9
Premium payments <sup>2</sup> -----	3.4	3.9	4.0	4.2	5.2	4.9	7.4	7.8	9.0	8.6	14.4	12.7
Shift differentials-----	.2	.2	.6	.6	1.4	1.3	.5	.4	1.4	1.3	4.0	3.4
Yearend, Christmas, and other irregular bonuses <sup>3</sup> -----	1.2	.7	.8	.6	.5	.4	2.7	1.4	1.8	1.2	1.3	1.1
Legally required insurance programs <sup>4</sup> -----	6.8	5.4	6.5	5.0	5.4	4.3	14.8	10.7	14.7	10.2	14.9	11.0
Social security-----	2.8	2.3	2.9	2.3	2.6	2.2	6.1	4.6	6.5	4.7	7.3	5.7
Unemployment compensation-----	2.4	1.7	2.3	1.6	2.0	1.4	5.4	3.4	5.3	3.3	5.6	3.5
Workmen's compensation-----	1.5	1.3	1.2	1.0	.7	.6	3.2	2.6	2.8	2.1	1.9	1.6
Private welfare plans <sup>5</sup> -----	3.0	2.8	5.0	4.2	7.4	6.5	6.7	5.6	11.5	8.5	20.4	16.7
Life, accident, and health insurance-----	1.9	1.5	2.7	2.1	3.3	2.5	4.2	3.0	6.1	4.2	9.3	6.4
Pension and retirement plans-----	1.0	.9	2.2	1.9	3.4	3.4	2.3	1.8	5.0	3.8	9.4	8.8

<sup>1</sup> Includes military, jury, witness, voting, and personal leave not presented separately.

<sup>2</sup> Includes overtime, weekend, and holiday premiums not presented separately.

<sup>3</sup> The 1959 bonus data did not include payments made under plans that were primarily profit-sharing plans; these payments were included in the 1962 data.

<sup>4</sup> Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

<sup>5</sup> Includes vacation and holiday funds, severance or dismissal pay and supplemental unemployment benefits, and savings and thrift plans not presented separately.

Table 48. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Manufacturing Industries, by Union Status, 1962 and 1959

Supplementary compensation practice	Employer expenditures in all establishments							
	Percent of straight-time payroll				Cents per plant hour			
	Union status of establishments <sup>1</sup>							
	Majority covered		None or minority covered		Majority covered		None or minority covered	
	1962	1959	1962	1959	1962	1959	1962	1959
Paid leave <sup>2</sup> .....	7.0	6.9	4.6	4.7	19.2	17.1	9.5	8.8
Vacation.....	4.2	4.1	2.6	2.7	11.5	10.3	5.4	5.0
Holiday.....	2.5	2.4	1.7	1.7	6.8	6.1	3.4	3.2
Sick.....	.3	.2	.3	.3	.7	.6	.6	.5
Premium payments <sup>3</sup> .....	4.7	4.6	3.9	4.3	12.7	11.5	8.0	8.0
Yearend, Christmas, and other irregular bonuses <sup>4</sup> .....	.3	.3	1.6	1.2	.9	.6	3.2	2.2
Legally required insurance programs <sup>5</sup> .....	5.8	4.6	6.4	5.0	15.8	11.4	13.2	9.3
Social security.....	2.7	2.2	2.9	2.3	7.2	5.6	5.9	4.3
Unemployment compensation.....	2.2	1.5	2.3	1.6	5.9	3.7	4.8	3.0
Workmen's compensation.....	.9	.8	1.2	1.0	2.6	2.0	2.4	1.9
Private welfare plans <sup>6</sup> .....	6.7	5.8	3.5	3.3	18.3	14.5	7.3	6.2
Life, accident, and health insurance.....	3.3	2.4	1.8	1.6	9.0	6.0	3.8	3.0
Pension and retirement plans.....	2.9	2.8	1.6	1.7	7.9	7.0	3.3	3.1

<sup>1</sup> Data relate to production and related workers only.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave not presented separately.

<sup>3</sup> Includes overtime, weekend, and holiday work premiums, and shift differentials not presented separately.

<sup>4</sup> The 1959 bonus data did not include payments made under plans that were primarily profit-sharing plans; these payments were included in the 1962 data.

<sup>5</sup> Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

<sup>6</sup> Includes vacation and holiday funds, severance or dismissal pay and supplemental unemployment benefits, and savings and thrift plans not presented separately.

Table 49. Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers in the Manufacturing Industries, by Metropolitan and Nonmetropolitan Area Location, 1962 and 1959

Supplementary compensation practice	Employer expenditures in all establishments							
	Percent of straight-time payroll				Cents per plant hour			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	1962	1959	1962	1959	1962	1959	1962	1959
Paid leave <sup>1</sup> -----	6.6	6.6	5.3	5.3	17.1	15.9	11.3	10.3
Vacation -----	3.9	3.9	3.3	3.2	10.1	9.4	6.9	6.3
Holiday -----	2.3	2.4	1.9	1.8	6.1	5.7	4.0	3.6
Sick -----	.3	.3	.2	.2	.8	.6	.4	.3
Premium payments <sup>2</sup> -----	4.4	4.5	4.4	4.6	11.5	10.8	9.3	9.1
Yearend, Christmas, and other irregular bonuses <sup>3</sup> -----	.7	.5	.9	.5	1.8	1.2	1.8	1.0
Legally required insurance programs <sup>4</sup> -----	5.9	4.6	6.4	4.9	15.3	11.1	13.7	9.7
Social security -----	2.7	2.2	2.9	2.3	7.0	5.4	6.2	4.6
Unemployment compensation -----	2.2	1.5	2.3	1.6	5.7	3.6	4.8	3.1
Workmen's compensation -----	.9	.8	1.2	1.0	2.5	2.0	2.6	1.9
Private welfare plans <sup>5</sup> -----	5.9	5.4	4.9	4.3	15.4	13.1	10.5	8.4
Life, accident, and health insurance -----	2.9	2.2	2.5	2.0	7.6	5.4	5.4	3.8
Pension and retirement plans -----	2.6	2.6	2.2	2.1	6.7	6.4	4.6	4.1

<sup>1</sup> Includes military, jury, witness, voting, and personal leave not presented separately.

<sup>2</sup> Includes overtime, weekend, and holiday work premiums, and shift differentials not presented separately.

<sup>3</sup> The 1959 bonus data did not include payments made under plans that were primarily profit-sharing plans; these payments were included in the 1962 data.

<sup>4</sup> Includes other legally required insurance programs, principally State temporary disability insurance, not presented separately.

<sup>5</sup> Includes vacation and holiday funds, severance or dismissal pay and supplemental unemployment benefits, and savings and thrift plans not presented separately.

Table 50. Employer Expenditures for Paid Leave for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Region and Industry Group, 1962 and 1959

Region and industry group	Employer expenditures in establishments with expenditures for the practice <sup>1</sup>															
	Percent of straight-time payroll								Cents per plant hour							
	Paid leave <sup>2</sup>		Vacations		Holiday		Sick leave		Paid leave <sup>2</sup>		Vacations		Holidays		Sick leave	
	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959
United States <sup>3</sup> -----	6.4	6.4	3.9	3.9	2.4	2.4	1.0	1.0	16.0	14.9	9.7	9.1	6.1	5.7	2.7	2.5
Northeast -----	6.8	6.7	4.0	4.0	2.6	2.6	1.0	1.0	16.8	15.5	9.9	9.3	6.4	6.0	2.7	2.5
South -----	5.6	5.6	3.6	3.6	2.1	2.1	1.0	1.0	11.9	10.7	7.6	6.8	4.9	4.2	2.8	2.2
North Central -----	6.5	6.6	4.0	4.1	2.3	2.4	.9	.9	17.2	16.5	10.6	10.2	6.2	6.0	2.4	2.3
West -----	6.4	6.2	3.6	3.5	2.4	2.4	1.0	1.1	18.1	15.7	10.2	8.8	6.9	6.1	3.0	3.0
Food and kindred products -----	6.5	6.4	3.9	3.9	2.3	2.4	.9	.9	15.6	14.1	9.4	8.5	5.6	5.3	2.3	2.0
Tobacco manufactures -----	6.2	5.8	3.7	3.7	2.4	2.2	( <sup>4</sup> )	( <sup>4</sup> )	12.8	9.8	7.7	6.1	5.2	3.7	( <sup>4</sup> )	( <sup>4</sup> )
Textile mill products -----	4.0	3.8	2.9	2.8	1.7	1.7	( <sup>4</sup> )	( <sup>4</sup> )	5.9	6.2	5.1	4.5	3.1	2.9	( <sup>4</sup> )	( <sup>4</sup> )
Apparel and other finished textile products -----	4.0	4.1	2.4	2.7	2.0	2.1	.4	.4	7.0	6.7	4.1	4.3	3.6	3.5	.7	.6
Lumber and wood products -----	4.0	3.8	2.6	2.4	1.8	1.7	( <sup>4</sup> )	( <sup>4</sup> )	8.2	7.4	5.2	4.7	4.1	3.5	( <sup>4</sup> )	( <sup>4</sup> )
Furniture and fixtures -----	5.0	4.8	3.0	3.0	2.2	2.1	.5	.3	10.5	9.3	6.4	5.8	4.7	4.4	1.2	.6
Paper and allied products -----	6.9	6.5	4.3	4.0	2.4	2.3	.5	.7	16.9	14.4	10.7	9.0	5.8	5.0	1.3	1.6
Printing, publishing, and allied industries -----	7.0	6.8	4.2	4.4	2.5	2.4	.7	.7	20.7	18.7	12.6	11.9	7.4	6.6	2.0	1.9
Rubber and miscellaneous plastics products -----	7.2	6.9	4.5	4.4	2.5	2.4	.5	.5	18.4	16.8	11.5	10.7	6.5	5.8	1.3	1.1
Leather and leather products -----	5.3	5.4	3.0	3.1	2.4	2.4	( <sup>4</sup> )	( <sup>4</sup> )	9.6	9.4	5.5	5.4	4.4	4.2	( <sup>4</sup> )	( <sup>4</sup> )
Stone, clay, and glass products -----	6.0	5.4	3.8	3.4	2.2	2.1	.4	.5	15.3	12.3	9.7	7.7	5.8	4.9	1.0	1.0
Primary metal industries -----	7.2	7.8	4.8	5.2	2.4	2.5	.4	.6	22.7	22.6	15.1	15.1	7.5	7.4	1.2	1.6
Fabricated metal products -----	6.2	6.0	3.7	3.6	2.4	2.5	.5	.4	16.0	14.8	9.6	8.8	6.3	6.0	1.2	1.0
Machinery, except electrical -----	6.3	6.6	3.6	4.1	2.4	2.5	1.1	1.0	17.5	17.6	10.1	10.7	6.7	6.5	3.1	2.7
Transportation equipment -----	7.1	7.2	4.1	4.1	2.6	2.6	1.1	1.3	20.6	19.7	12.0	11.2	7.6	7.1	3.4	3.6
Instruments and related products -----	7.1	6.9	3.9	3.7	2.6	2.6	1.1	1.1	18.2	16.7	10.0	8.9	6.6	6.4	3.2	2.9
Miscellaneous manufacturing industries -----	5.5	5.5	3.1	3.1	2.4	2.3	.6	.6	12.0	10.4	6.8	6.0	5.1	4.5	1.3	1.1

<sup>1</sup> Detail does not add to total because of a change in the base used in computing each of the components.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave not presented separately.

<sup>3</sup> Includes the ordnance and accessories; chemicals and allied products; petroleum refining and related products; and electrical machinery, equipment, and supplies industries not presented separately.

<sup>4</sup> Data for either 1962 or 1959 did not meet publication criteria.

Table 51. Employer Expenditures for Private Welfare Plans for Production and Related Workers in Manufacturing Industry Establishments With Expenditures for the Practice, by Region and Industry Group, 1962 and 1959

Region and industry group	Employer expenditures in establishments with expenditures for the practice <sup>1</sup>											
	Percent of straight-time payroll						Cents per plant hour					
	Private welfare plans <sup>2</sup>		Life, accident, and health insurance		Pension and retirement plans		Private welfare plans <sup>2</sup>		Life, accident, and health insurance		Pension and retirement plans	
	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959
United States <sup>3</sup> .....	6.7	6.0	3.1	2.4	3.7	3.8	16.8	14.0	7.8	5.8	9.9	9.7
Northeast .....	6.9	6.2	3.1	2.4	3.6	3.8	17.3	14.4	7.7	5.8	9.7	9.8
South .....	6.0	5.5	2.6	2.0	3.9	4.0	12.6	10.4	5.5	3.8	9.2	9.1
North Central .....	7.2	6.3	3.4	2.6	3.8	3.8	19.2	16.0	9.2	6.7	10.8	10.2
West .....	5.9	4.9	3.0	2.4	3.1	3.2	16.8	12.6	8.5	6.2	9.1	8.5
Food and kindred products .....	6.7	5.7	3.1	2.6	3.7	3.4	16.3	12.6	7.6	5.9	10.0	8.3
Tobacco manufactures .....	9.8	6.3	2.6	2.1	6.9	4.3	20.5	11.1	5.5	3.7	15.2	7.9
Textile mill products .....	3.9	3.3	1.9	1.7	2.8	2.6	6.8	5.3	3.4	2.8	4.9	4.5
Apparel and other finished textile products .....	4.9	4.5	2.0	1.6	3.4	3.2	8.6	7.3	3.5	2.5	6.3	6.0
Lumber and wood products .....	4.5	3.1	2.7	2.0	3.0	3.1	9.5	5.9	5.6	3.8	6.9	6.8
Furniture and fixtures .....	4.9	4.3	2.7	2.4	3.3	2.6	10.0	8.6	5.6	4.6	7.8	6.1
Paper and allied products .....	5.9	5.4	3.0	2.3	3.1	3.0	14.6	12.1	7.5	5.2	8.1	7.0
Printing, publishing, and allied industries .....	5.4	4.6	2.4	2.1	3.1	3.1	16.3	12.9	7.3	6.0	9.8	8.7
Rubber and miscellaneous plastics products .....	7.3	6.9	3.8	3.2	3.8	3.7	18.7	16.5	9.7	7.8	10.9	9.7
Leather and leather products .....	4.0	3.8	2.1	1.8	2.7	3.1	7.4	6.6	3.9	3.3	5.1	5.8
Stone, clay, and glass products .....	6.1	5.9	3.2	2.4	3.3	3.9	15.6	13.4	8.2	5.4	8.7	9.6
Primary metal industries .....	8.8	7.2	4.2	2.5	3.5	4.2	27.6	20.9	13.2	7.4	11.4	13.0
Fabricated metal products .....	7.3	6.0	3.5	2.8	3.8	3.5	19.0	15.1	9.2	7.0	10.6	9.4
Machinery, except electrical .....	7.2	6.4	3.0	2.7	4.1	3.9	20.1	17.2	8.4	7.2	12.0	10.6
Transportation equipment .....	8.0	6.4	3.7	2.6	3.7	3.5	23.5	17.4	11.0	7.1	11.1	9.7
Instruments and related products .....	8.4	8.0	2.7	2.2	4.2	4.2	22.0	19.5	7.2	5.5	11.2	10.8
Miscellaneous manufacturing industries .....	6.2	5.7	2.7	2.4	3.7	3.5	13.5	11.2	5.8	4.8	8.8	7.7

<sup>1</sup> Detail by practice does not add to total because the total includes data for vacation and holiday funds, severance or dismissal pay and supplemental unemployment benefits, and savings and thrift plans not presented separately; and the base used in computing was changed for each of the components.

<sup>2</sup> Unlike other private welfare data presented in this report, the total in this table includes yearend, Christmas, and other irregular bonuses. The 1959 bonus data did not include payments made under plans that were primarily profit-sharing plans; these payments were included in the 1962 data.

<sup>3</sup> Includes the ordnance and accessories; chemicals and allied products; petroleum refining and related products; and electrical machinery, equipment, and supplies industries not presented separately.

## Chapter 9. Composition of Payroll Hours

### 1962 Hours Paid For

Summary. In 1962, plant hours comprised 94.1 percent of all hours for which production and related workers in the manufacturing industries received pay. (See chart 9 and table 52.) The remaining 5.9 percent was divided among vacations (3.5 percent), holidays (2.1 percent), and sick, military, jury, witness, voting, and personal leave.

Plant hours, as a proportion of total paid hours, were lowest in the primary metal, instruments, transportation equipment, electrical equipment, and paper industries and highest in the apparel, textile, furniture, and lumber industries, among those for which data were available. Conversely, leave hours comprised a larger portion of total paid hours in the industry groups in which plant hours were lowest.

Leave hours were a higher proportion of total paid hours in the Northeast and North Central regions than they were in the South where plant hours, as a relative, were higher than in the other regions.

In general, plant hours as a proportion of total paid hours tended to decrease and leave hours increase as establishment size increased (table 53); plant hours also tended to be lower and leave hours higher in unionized plants than in those in which none or a minority of the production workers were covered by collectively bargained agreements (table 54).

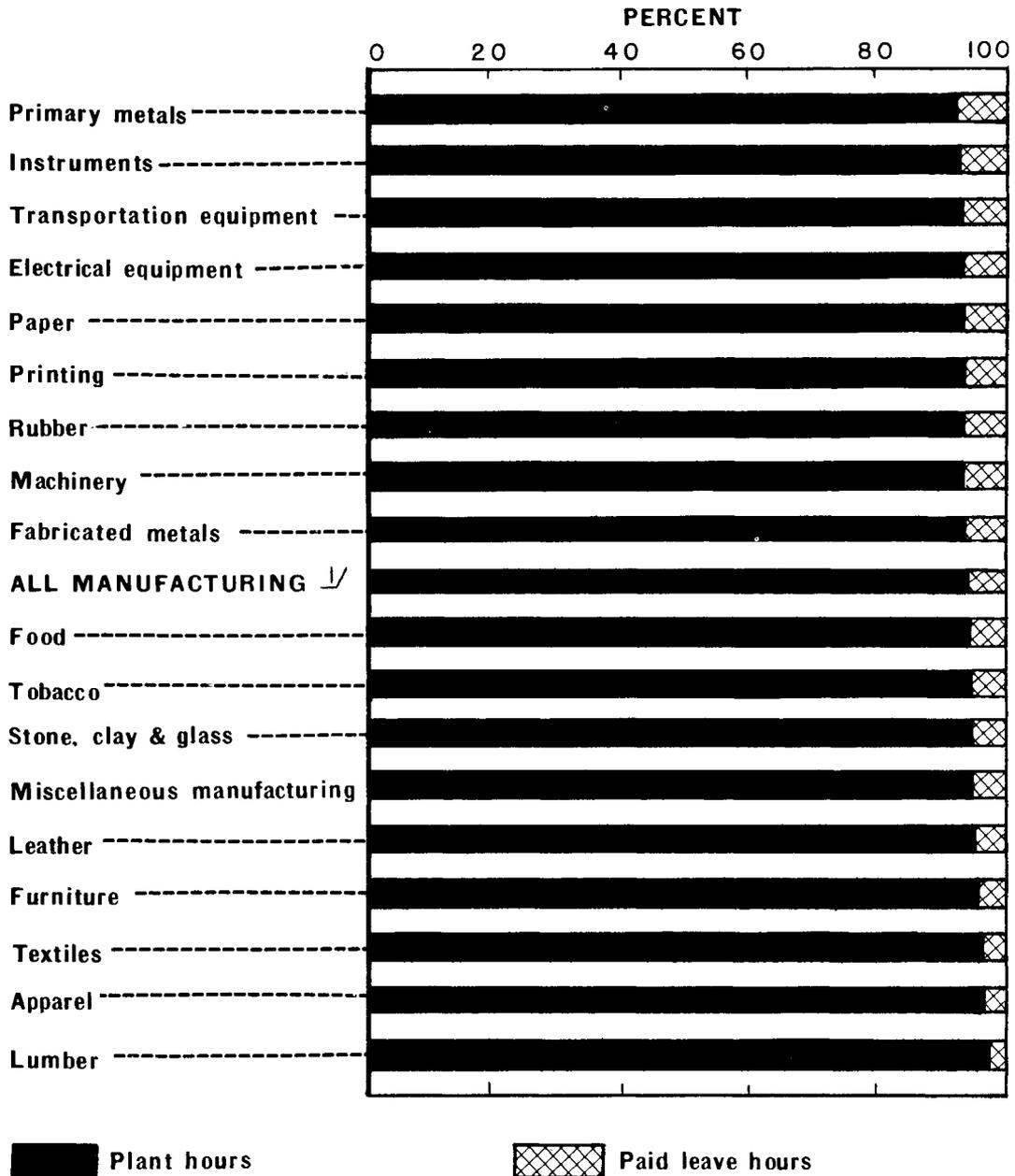
Paid Leave Hours. About 95 percent of all paid leave hours in manufacturing industries consisted of leisure time; vacations accounted for almost three-fifths and holidays accounted for slightly less than two-fifths. The other 5 percent was comprised of sick, military, jury, witness, voting, and personal leave.

Leave hours ranged from 4 to 9 percent of all paid hours in plants employing two-thirds of the production and related workers in the manufacturing industries (table 55) and almost half of these workers were employed by plants in which leave hours ranged from 6 to 8 percent of total paid hours, and about one-third worked for plants in which leave hours amounted to 8 percent or more.

Among the industries for which data were available, leave hours were highest, as a proportion of total paid hours, in the primary metal, instruments, transportation equipment, paper, electrical equipment, printing, rubber, and machinery industries. Among these industries, approximately two-thirds of the production workers or more were employed by plants in which leave hours comprised 6 percent or more of all paid hours. In the primary metal and rubber industries, more than two-fifths of the workers, and in the paper, printing, electrical machinery, transportation equipment, and instruments industries more than one-fifth of the workers were employed by plants in which leave hours comprised 8 percent or more of all paid hours.

Vacations. Vacation hours in all manufacturing comprised 3.5 percent of all 1962 hours for which production and related workers were paid (tables 52 and 60). This ratio was substantially exceeded in the printing, rubber, transportation equipment, paper, and primary metal industries among those for which

**Chart 9. Production and Related Workers' Plant and Paid Leave Hours As A Proportion of Total Hours Paid For, by Manufacturing Industry Group, 1962**



✓ Includes industries not shown separately.

data were available; the ratios in the textile, apparel, lumber, furniture, leather, and miscellaneous manufacturing industries were substantially lower. On the average, vacations hours, in these industries as in all of the others studied, increased as a proportion of total paid hours as establishment size increased, and were greater, relative to total hours, in union plants than in those in which a minority or none of the production workers were covered by collectively bargained agreements (tables 53 and 54). By region, the highest ratio of vacation to total paid hours was found in the North Central, and the lowest in the South.

Ninety-four percent of all production workers in all manufacturing were employed by plants that paid for vacations. However, in 1962, only 78 percent actually received vacation pay (tables 56 and 59).

Two weeks was the usual vacation period. Less than 2 weeks, however, was prevalent in the textile, apparel, leather, and furniture industries; and 3 weeks or more was just as prevalent or more in the paper, printing, rubber, and primary metal industries than 2 to 3 weeks (table 59).

Vacation hours ranged from less than 1 to 8 percent or more of all paid hours, and about 72 percent of the manufacturing production force was employed by plants in which vacation hours comprised between 2 and 6 percent of all paid hours, and approximately another 7 percent worked for plants in which vacation hours comprised 6 percent or more of total 1962 hours paid for. Among those workers who actually received vacation pay directly from their employer, about two-fifths received from 2 to 3 weeks of vacation pay; one-fourth received pay for 3 weeks or longer; and the other workers were paid for less than 2 weeks of vacation. In equivalent terms, those workers who were paid for 2 to 3 weeks of vacation received such pay for about 4 to 6 percent of their 1962 paid hours; those who were paid for vacations of 3 weeks or more received this pay for 6 percent or more of all their 1962 paid hours.

Holidays. Holiday hours in all manufacturing comprised 2.1 percent of all hours for which production and related workers were paid. Holiday hours, as a ratio of total paid hours, were highest, among the industries for which information is available, in the electrical machinery, transportation equipment, and instrument industries, and lowest in the textile, apparel, and lumber industries.

In general, holiday hours tended to increase as a percent of total paid hours as establishment size increased and were higher in unionized plants than in nonunion plants. In the textile industry group, however, the largest size establishments tended to have a lower ratio of holiday to total hours than did the smaller units. The larger units in this industry were predominantly nonunion, whereas the larger size units in the other industries studied were highly unionized.

In 1962, manufacturing industry establishments usually provided 6, 7, or 8 paid holidays for their production and related workers (table 58). The largest concentration of workers, 33 percent, were employed by plants that scheduled 7 days; the next largest group, 18 percent, worked for plants with 6 paid holidays; and the last major group, 17 percent, were employed by establishments that provided 8 paid holidays.

The food, rubber, and electrical machinery industries, among those for which 1962 data are available, had the largest concentrations of workers in plants that scheduled 8 holidays or more. On the other hand, the textile, apparel, and lumber industries, in addition to having large groups of workers in plants with no paid holidays, had the largest clusters of workers in plants that scheduled fewer than 5 holidays.

About two-fifths of the workers in the Northeast, and slightly more than one-third in the West, worked for plants that scheduled 8 paid holidays or more. In the South, about one-fifth of the workers were employed by plants that scheduled 5 holidays or fewer. Similarly, holiday hours as a percent of total hours were highest in the Northeast and lowest in the South.

About 54 percent of the production and related workers were employed by manufacturing plants in which paid holiday hours comprised about 2 to 3 percent of all hours paid for; and about 15 percent of the workers were employed by plants in which paid holiday hours amounted to 3 percent or more.

Sick and Other Paid Leave. Paid sick, military, jury, witness, voting, and personal leave comprised about 0.3 percent of all 1962 hours for which production and related workers were paid or about 5 percent of all paid leave hours. About five-sixths of these hours were for sick leave, and the remaining one-sixth was for the other leave hours.

In seven industries, among those for which data were available, sick leave hours amounted to more than 0.1 percent of all 1962 hours paid for (table 52). These industries were instruments, transportation equipment, electrical machinery, printing, tobacco, nonelectrical machinery, and food. Only five industries had miscellaneous leave hours amounting to 0.1 percent of all hours paid for in 1962. These five industries were paper, rubber, electrical machinery, nonelectrical machinery, and instruments.

About 25 percent of the production and related workers in all manufacturing were employed by plants that had expenditures for sick leave; three-fifths of these workers were employed by establishments with a sick-leave to total-paid-hours ratio of 1 percent or less, and about one-eighth worked for establishments with a ratio of 2 percent or more. Among the industries for which data were available, only the instruments group had 10 percent or more of its production workers in establishments with a sick-leave to total-paid-hours ratio of 2 percent or more.

Almost two-fifths of all production and related workers in all manufacturing industries were in establishments with some type of paid miscellaneous leave. Virtually all of these workers were in establishments with a ratio of miscellaneous paid leave hours amounting to 0.1 percent or less of all hours paid for in 1962.

Both paid miscellaneous leave and sick leave hours increased, as a proportion of total paid hours as establishment size increased, and were a greater proportion of total hours paid for in union plants than in nonunion plants.

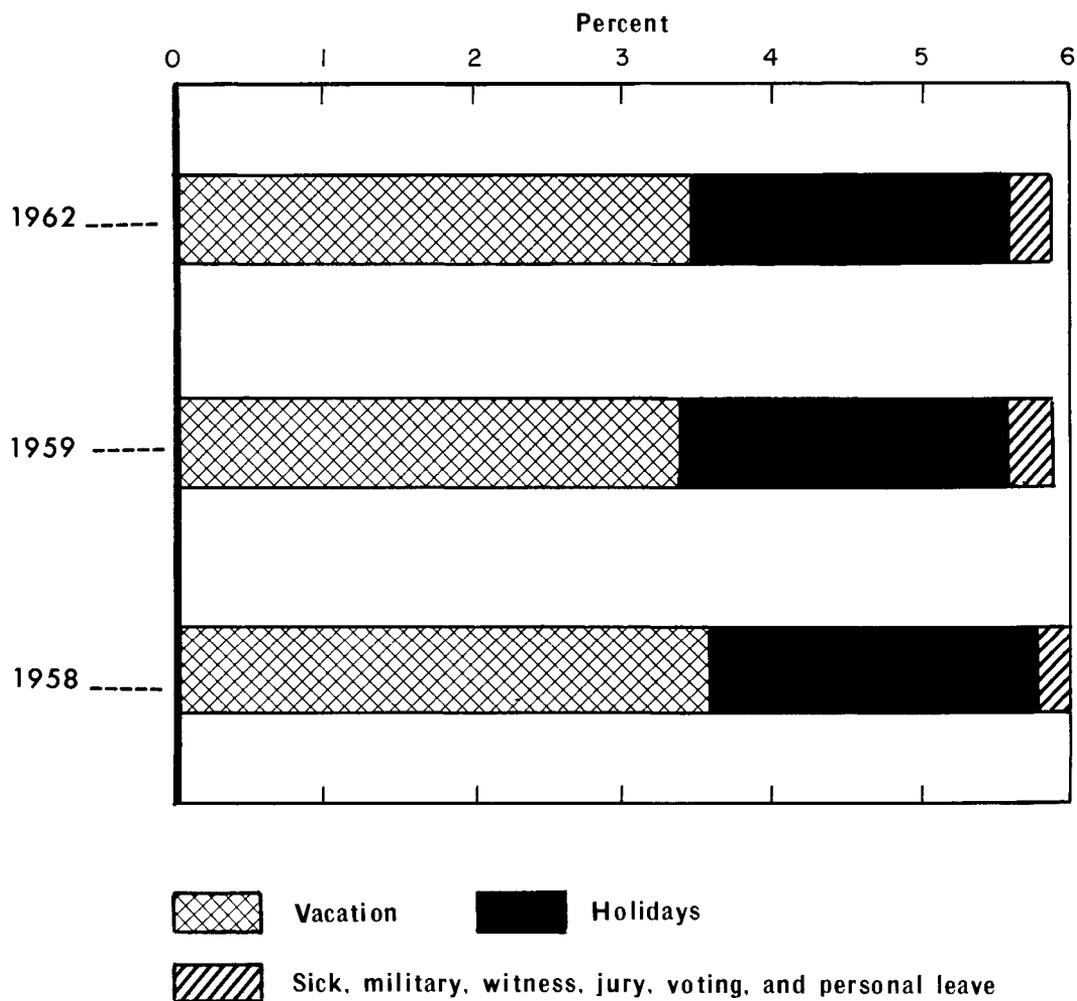
### 1962-59 Comparison

All Manufacturing. Plant hours comprised the same proportion (94.1) of the hours for which production and related workers were paid in 1962 and 1959; the remaining 5.9 percent were leave hours. Leave hours in both years consisted primarily of vacations and holidays—almost three-fifths and two-fifths, respectively. (See chart 10 and table 60.) Sick, military, jury, witness, voting, and personal leave accounted for less than 0.25 percent of total paid hours in both years.

These ratios were virtually the same as in 1958 when plant hours accounted for 94 percent and leave hours 6 percent of all hours paid for.<sup>40</sup>

<sup>40</sup> See Composition of Payroll Hours in Manufacturing, 1958 (BLS Bulletin 1283, 1960), p. 11.

**Chart 10. Production and Related Workers' Paid Leave Hours As A Percent of Total Hours Paid For, Manufacturing Industries, 1958, 1959, and 1962**



Paid vacation hours in all manufacturing increased as a proportion of all hours paid for between 1959 and 1962; holiday leave hours decreased and hours of sick and other paid leave were approximately the same in both years. When 1962 hours are compared with those of 1958, vacation leave hours showed a decline in relation to total hours paid for.<sup>41</sup>

Between 1959 and 1962, all regions except the North Central, had an increase in the ratio of paid leave to total hours paid for. The decrease in the North Central region was primarily due to a decline in vacation hours relative to total hours paid for in 1962, which may be attributed to a decline in vacation hours in the primary metal and machinery industry plants in this region as a relative of total hours paid for in 1962. A similar drop in leave hours between 1958 and 1959 was found in the North Central region.

Some shifting in the relative importance of paid leave to plant hours, between 1959 and 1962, and of different types of leave to total leave hours was noted within the industries, by establishment size, and by union status. In general, however, production and related workers employed by larger or unionized establishments spent less paid time, relative to total paid hours, in the plant than did workers employed by smaller establishments or in nonunion plants (tables 61 and 62). Similarly, in either year those workers employed by establishments in the Northeast and North Central regions spent fewer hours in the plant relative to hours of paid leave than did those in the other regions; workers in the South received less leave per hour spent in the plant than workers in the other regions.

Industry and Establishment Characteristics. Plant and leave hours in 1962 were the same percent of total paid hours as in 1959 in the food and lumber industries. Among the other industry groups for which both 1962 and 1959 data are available, plant hours comprised a greater, and leave hours a smaller part of total paid hours in six industry groups—apparel, furniture, leather, primary metal, machinery, and transportation equipment; and leave hours were a greater and plant hours a lesser part of total paid hours in the other nine industry groups studied.

In relation to total paid hours, plant hours by size of establishment in all manufacturing decreased, and leave hours increased, in both 1962 and 1959. In 1962, leave hours in each of the three size groups studied constituted a greater proportion of total paid hours than in 1959. The same trends were observed in most of the industry groups for which data were available in both years. However, among establishments with 500 employee or more, plant hours increased relative to leave hours in the food, textile, apparel, leather, primary metal, transportation equipment, and miscellaneous manufacturing industries. Among these industries, the same type of movement was found in establishments with 100 to 500 employees in the apparel and primary metal industries; and in establishments with fewer than 100 employees, in the leather and miscellaneous manufacturing industries.

Unionized plants in all of the industry groups studied in 1962 and 1959 had a greater proportion of leave to working hours than nonunion plants. Among the unionized plants, only those production and related workers employed in the leather and primary metal industries spent a higher proportion of their hours paid for in the plant during 1962 than in 1959. Workers in establishments in the apparel, lumber, paper, transportation equipment, and instrument industries in which none or a minority of the production and related workers were covered by collectively bargained agreements spent a greater part of their paid hours in the plant in 1962 than in 1959.

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<sup>41</sup> Ibid.

Changes in hours ratios by industry result from a variety of factors, among which are changes in collectively bargained agreements, overtime hours worked, composition of the work force, and other factors. The changes noted, therefore, are not indicative of more stringent leave policies. In fact, the data tend to indicate a liberalization of leave practices. For example, in the manufacturing industries, the most usual vacation period for production and related workers in both 1962 and 1959 was 2 weeks. Between the years, however, there was some shifting in the distribution. Forty-two percent of those receiving vacations in 1962 were paid for 2 weeks; in 1959, almost 46 percent received 2 week vacations. The difference in these ratios is reflected in the greater proportion of those receiving 3 weeks or more of vacation pay in 1962—about 26 percent (table 59) as contrasted to about 23 percent in 1959.

In both 1962 and 1959, 7 paid holidays was the most usual schedule for production and related workers. In 1962, however, almost one-fourth of the workers were employed by plants that scheduled 8 holidays or more; in 1959 the ratio was about one-sixth.

Plants providing 8 paid holidays or more, in each of the industries studied, except textiles, leather, and instruments, employed a greater proportion of the production force in 1962 than in 1959. The most pronounced shift, resulting from negotiated contract changes, was found in the rubber industry. In 1962, about 54 percent of the rubber workers were employed by plants that provided 8 paid holidays or more; in 1959, only about 7 percent worked for plants that scheduled as many as 8 holidays.

Table 52. Distribution of Paid Hours for Production and Related Workers in the Manufacturing Industries, by Region and Industry Group, 1962

Region and industry group	Percent of hours paid for					
	Total	Plant hours	Paid leave hours <sup>1</sup>			
			All <sup>2</sup>	Vacation	Holiday	Sick
United States <sup>3</sup> .....	100.0	94.1	5.9	3.5	2.1	0.2
Northeast.....	100.0	93.7	6.3	3.6	2.5	.3
South.....	100.0	95.4	4.6	2.9	1.4	.2
North Central.....	100.0	93.7	6.3	3.7	2.3	.2
West.....	100.0	94.0	6.0	3.3	2.2	.4
Food and kindred products.....	100.0	94.2	5.8	3.4	1.9	.4
Tobacco manufactures.....	100.0	94.3	5.7	3.3	2.1	.3
Textile mill products.....	100.0	96.3	3.7	2.7	.9	( <sup>4</sup> )
Apparel and other finished textile products.....	100.0	96.6	3.4	1.8	1.6	( <sup>4</sup> )
Lumber and wood products.....	100.0	97.1	2.9	1.8	1.1	( <sup>4</sup> )
Furniture and fixtures.....	100.0	95.6	4.4	2.6	1.8	.1
Paper and allied products.....	100.0	93.2	6.8	4.2	2.4	.1
Printing, publishing, and allied industries.....	100.0	93.3	6.7	4.0	2.4	.3
Rubber and miscellaneous plastics products.....	100.0	93.3	6.7	4.0	2.4	.1
Leather and leather products.....	100.0	94.9	5.1	2.9	2.2	( <sup>4</sup> )
Stone, clay, and glass products.....	100.0	94.3	5.7	3.6	2.0	.1
Primary metal industries.....	100.0	92.9	7.1	4.6	2.4	( <sup>4</sup> )
Fabricated metal products.....	100.0	94.0	6.0	3.5	2.4	.1
Machinery, except electrical.....	100.0	93.7	6.3	3.6	2.4	.3
Electrical machinery, equipment, and supplies.....	100.0	93.2	6.8	3.7	2.6	.4
Transportation equipment.....	100.0	93.1	6.9	4.0	2.5	.4
Instruments and related products.....	100.0	93.0	7.0	3.8	2.6	.5
Miscellaneous manufacturing industries.....	100.0	94.7	5.3	2.9	2.3	.1

<sup>1</sup> Includes only leave hours for which the employer made a direct payment to the worker. Hours of leave time which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave hours not presented separately.

<sup>3</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

<sup>4</sup> Less than 0.05 percent.

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

Table 53. Plant Hours and Paid Leave Hours As A Percent of Total Paid Hours for Production and Related Workers in the Manufacturing Industries, by Establishment Size Group, Region, and Industry Group, 1962

Region and industry group	Percent of hours paid for											
	Plant hours			Paid leave hours <sup>1</sup>								
				Total <sup>2</sup>			Vacation			Holiday		
	Establishment size											
Under 100 employees	100-499 employees	500 employees or more	Under 100 employees	100-499 employees	500 employees or more	Under 100 employees	100-499 employees	500 employees or more	Under 100 employees	100-499 employees	500 employees or more	
United States <sup>3</sup> -----	95.8	94.4	92.8	4.2	5.6	7.2	2.3	3.3	4.3	1.7	2.1	2.4
Northeast -----	95.7	93.6	92.2	4.3	6.4	7.8	2.2	3.5	4.6	1.9	2.5	2.8
South -----	96.9	96.1	94.0	3.1	3.9	6.0	1.8	2.5	3.9	1.1	1.3	1.7
North Central -----	95.5	93.9	92.8	4.5	6.1	7.2	2.6	3.6	4.4	1.8	2.4	2.5
West -----	95.6	94.1	92.4	4.4	5.9	7.6	2.4	3.5	4.1	1.8	2.2	2.6
Food and kindred products -----	95.9	94.0	92.1	4.1	6.0	7.9	2.5	3.5	4.7	1.4	2.1	2.5
Tobacco manufactures -----	( <sup>4</sup> )	95.4	93.4	( <sup>4</sup> )	4.6	6.6	( <sup>4</sup> )	2.7	3.8	( <sup>4</sup> )	1.7	2.5
Textile mill products -----	96.6	95.9	96.4	3.4	4.1	3.6	2.0	2.9	2.9	1.3	1.2	.6
Apparel and other finished textile products -----	97.4	96.1	95.1	2.6	3.9	4.9	1.1	2.1	2.9	1.4	1.7	2.0
Lumber and wood products -----	98.1	96.2	( <sup>4</sup> )	1.9	3.8	( <sup>4</sup> )	1.1	2.4	( <sup>4</sup> )	.8	1.3	( <sup>4</sup> )
Furniture and fixtures -----	95.9	96.0	94.0	4.1	4.0	6.0	2.2	2.3	3.8	1.8	1.6	2.1
Paper and allied products -----	94.7	93.4	92.4	5.3	6.6	7.6	2.9	4.0	4.9	2.3	2.5	2.4
Printing, publishing, and allied industries -----	94.3	92.7	92.2	5.7	7.3	7.8	3.3	4.3	4.9	2.2	2.6	2.5
Rubber and miscellaneous plastics products -----	96.3	93.8	91.7	3.7	6.2	8.3	2.0	3.4	5.3	1.6	2.5	2.8
Leather and leather products -----	95.4	94.7	94.7	4.6	5.3	5.3	2.5	3.0	3.1	2.0	2.3	2.2
Stone, clay, and glass products -----	96.2	94.0	92.7	3.8	6.0	7.3	2.3	3.8	4.7	1.4	2.2	2.5
Primary metal industries -----	94.6	93.8	92.4	5.4	6.2	7.6	3.1	3.7	5.1	2.2	2.4	2.4
Fabricated metal products -----	95.1	93.8	92.9	4.9	6.2	7.1	2.8	3.7	4.4	2.1	2.5	2.6
Machinery, except electrical -----	95.5	93.7	92.3	4.5	6.3	7.7	2.4	3.5	4.5	2.0	2.4	2.7
Electrical machinery, equipment, and supplies -----	95.3	93.5	92.8	4.7	6.5	7.2	2.4	3.5	4.0	2.2	2.6	2.7
Transportation equipment -----	94.7	93.9	92.8	5.3	6.1	7.2	3.1	3.4	4.2	2.0	2.5	2.6
Instruments and related products -----	94.2	93.7	92.0	5.8	6.3	8.0	3.0	3.3	4.5	2.3	2.6	2.8
Miscellaneous manufacturing industries -----	95.8	93.9	94.0	4.2	6.1	6.0	2.2	3.3	3.4	1.8	2.6	2.5

<sup>1</sup> Includes only leave hours for which the employer made a direct payment to the worker. Hours of leave time which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes sick, military, jury, witness, voting, and personal leave hours not presented separately.

<sup>3</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

<sup>4</sup> Data do not meet publication criteria.

Table 54. Plant Hours and Paid Leave Hours As A Percent of Total Paid Hours for Production and Related Workers in the Manufacturing Industries, by Union Status, Region, and Industry Group, 1962

Region and industry group	Percent of hours paid for							
	Plant hours		Paid leave hours <sup>1</sup>					
			Total <sup>2</sup>		Vacation		Holiday	
	Union status of establishments <sup>3</sup>							
Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	Majority covered	None or minority covered	
United States <sup>4</sup> -----	93.1	95.7	6.9	4.3	4.1	2.5	2.5	1.6
Northeast -----	93.1	94.7	6.9	5.3	4.0	2.8	2.6	2.1
South -----	93.0	97.0	7.0	3.0	4.2	2.0	2.3	.8
North Central -----	93.1	95.2	6.9	4.8	4.2	2.6	2.4	1.9
West -----	93.2	95.5	6.8	4.5	3.8	2.4	2.5	1.7
Food and kindred products -----	92.8	96.4	7.2	3.6	4.2	2.2	2.4	1.1
Tobacco manufactures -----	93.9	( <sup>5</sup> )	6.1	( <sup>5</sup> )	3.4	( <sup>5</sup> )	2.4	( <sup>5</sup> )
Textile mill products -----	94.7	96.9	5.3	3.1	3.3	2.5	1.8	.6
Apparel and other finished textile products -----	95.8	97.3	4.2	2.7	2.1	1.5	2.1	1.2
Lumber and wood products -----	95.0	98.4	5.0	1.6	3.0	1.0	2.0	.5
Furniture and fixtures -----	93.9	97.0	6.1	3.0	3.6	1.8	2.5	1.2
Paper and allied products -----	92.9	94.7	7.1	5.3	4.5	2.9	2.5	2.1
Printing, publishing, and allied industries -----	92.3	94.6	7.7	5.4	4.7	3.0	2.6	2.1
Rubber and miscellaneous plastics products -----	92.4	95.4	7.6	4.6	4.7	2.5	2.7	1.9
Leather and leather products -----	94.2	95.6	5.8	4.4	3.2	2.5	2.5	1.8
Stone, clay, and glass products -----	93.3	96.8	6.7	3.2	4.2	1.9	2.4	1.2
Primary metal industries -----	92.5	94.6	7.5	5.4	5.0	3.1	2.5	2.1
Fabricated metal products -----	93.4	95.2	6.6	4.8	3.9	2.8	2.6	1.9
Machinery, except electrical -----	92.9	94.4	7.1	5.6	4.3	2.9	2.6	2.2
Electrical machinery, equipment, and supplies -----	92.9	93.9	7.1	6.1	4.0	3.0	2.7	2.5
Transportation equipment -----	92.8	94.4	7.2	5.6	4.2	3.0	2.6	2.1
Instruments and related products -----	92.3	93.5	7.7	6.5	4.2	3.5	3.0	2.4
Miscellaneous manufacturing industries -----	93.7	95.5	6.3	4.5	3.4	2.5	2.8	1.9

<sup>1</sup> Includes only leave hours for which the employer made a direct payment to the worker. Hours of leave time which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes sick, military, jury, witness, voting, and personal leave hours not presented separately.

<sup>3</sup> Data relate to production and related workers only.

<sup>4</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

<sup>5</sup> Data do not meet publication criteria.

Table 55. Distribution of Production and Related Workers by Paid Leave Hours As A Percent of Total Paid Hours, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	No paid leave hours	Percent of production and related workers in establishments with—														
			Paid leave hours <sup>1</sup>														
			All	As a percent of total hours paid for													
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7	7 and under 8	8 and under 9	9 and under 10	10 and under 11	11 and under 12	12 and under 13	13 and over
United States <sup>2</sup> .....	100	4	96	1	4	6	8	10	14	16	15	11	5	3	1	1	( <sup>3</sup> )
Northeast .....	100	4	96	1	2	5	7	9	12	18	17	13	7	4	1	1	1
South .....	100	9	91	4	9	12	14	9	8	10	8	7	3	3	1	1	( <sup>3</sup> )
North Central .....	100	1	99	( <sup>3</sup> )	3	3	5	12	17	20	17	13	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )
West .....	100	5	95	1	5	5	5	11	19	12	16	11	5	2	1	1	( <sup>3</sup> )
Food and kindred products .....	100	4	96	2	10	8	8	11	9	11	10	11	8	5	2	1	1
Tobacco manufactures .....	100	6	94	5	4	4	7	7	12	27	15	3	1	9	-	-	1
Textile mill products .....	100	5	95	1	14	16	24	15	14	5	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	( <sup>3</sup> )
Apparel and other finished textile products .....	100	17	83	3	7	19	15	9	11	14	3	( <sup>3</sup> )	-	1	-	1	( <sup>3</sup> )
Lumber and wood products .....	100	26	74	8	12	8	8	11	16	7	3	1	-	( <sup>3</sup> )	-	-	-
Furniture and fixtures .....	100	8	92	1	9	15	12	13	13	8	11	2	2	3	2	1	-
Paper and allied products .....	100	( <sup>3</sup> )	99	( <sup>3</sup> )	2	1	3	8	14	20	28	17	4	2	-	( <sup>3</sup> )	-
Printing, publishing, and allied industries .....	100	1	99	( <sup>3</sup> )	1	5	2	8	14	19	20	19	5	4	1	( <sup>3</sup> )	( <sup>3</sup> )
Rubber and miscellaneous plastics products .....	100	1	99	1	6	2	6	4	16	16	9	21	14	5	2	-	-
Leather and leather products .....	100	2	98	2	3	5	14	19	16	19	15	2	2	( <sup>3</sup> )	-	-	-
Stone, clay, and glass products .....	100	4	96	2	6	5	7	8	12	20	14	15	5	1	1	( <sup>3</sup> )	( <sup>3</sup> )
Primary metal industries .....	100	( <sup>3</sup> )	99	-	1	2	4	6	15	16	16	23	17	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Fabricated metal products .....	100	1	99	( <sup>3</sup> )	3	3	5	16	16	21	18	12	3	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Machinery, except electrical .....	100	1	99	1	1	4	10	8	11	25	22	9	6	1	-	2	-
Electrical machinery, equipment, and supplies .....	100	( <sup>3</sup> )	99	( <sup>3</sup> )	1	2	3	10	17	16	26	17	4	2	1	-	-
Transportation equipment .....	100	1	99	( <sup>3</sup> )	( <sup>3</sup> )	1	4	8	15	24	17	16	7	6	-	( <sup>3</sup> )	( <sup>3</sup> )
Instruments and related products .....	100	( <sup>3</sup> )	99	-	1	1	5	10	13	17	28	10	2	7	2	( <sup>3</sup> )	2
Miscellaneous manufacturing industries .....	100	6	94	1	2	4	12	17	18	22	12	4	2	( <sup>3</sup> )	-	-	-

<sup>1</sup> Includes only leave hours for which the employer made a direct payment to the worker. Hours of leave time which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 56. Distribution of Production and Related Workers by Paid Vacation Hours As A Percent of Total Paid Hours, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—											
		No paid vacation hours	Paid vacation hours <sup>1</sup>										
			All	As a percent of total hours paid for								7 and under 8	8 and over
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and under 6	6 and under 7			
United States <sup>2</sup> -----	100	6	94	3	12	15	24	21	12	5	1	( <sup>3</sup> )	
Northeast -----	100	6	94	3	10	14	25	21	12	6	1	( <sup>3</sup> )	
South -----	100	10	90	6	20	16	18	15	9	4	1	( <sup>3</sup> )	
North Central -----	100	2	98	2	9	15	24	28	14	5	1	1	
West -----	100	6	94	2	13	20	29	16	9	4	( <sup>3</sup> )	( <sup>3</sup> )	
Food and kindred products -----	100	5	95	5	19	14	21	16	12	7	1	2	
Tobacco manufactures -----	100	9	91	11	5	19	10	32	5	8	1	1	
Textile mill products -----	100	6	94	1	22	26	29	12	3	( <sup>3</sup> )	-	( <sup>3</sup> )	
Apparel and other finished textile products -----	100	28	72	9	23	16	17	6	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	
Lumber and wood products -----	100	28	72	12	17	16	22	5	1	( <sup>3</sup> )	-	-	
Furniture and fixtures -----	100	10	90	4	28	23	15	10	2	3	2	2	
Paper and allied products -----	100	1	99	1	4	14	23	32	18	6	2	( <sup>3</sup> )	
Printing, publishing, and allied industries -----	100	1	99	2	7	9	27	26	23	5	1	( <sup>3</sup> )	
Rubber and miscellaneous plastics products -----	100	2	98	4	9	12	23	11	28	5	7	-	
Leather and leather products -----	100	2	98	4	21	25	23	21	2	2	( <sup>3</sup> )	-	
Stone, clay, and glass products -----	100	5	95	6	12	9	23	20	18	5	2	1	
Primary metal industries -----	100	( <sup>3</sup> )	99	-	5	8	20	20	19	25	2	( <sup>3</sup> )	
Fabricated metal products -----	100	2	98	1	11	19	30	19	15	2	1	( <sup>3</sup> )	
Machinery, except electrical -----	100	1	99	4	11	13	27	33	9	2	-	-	
Electrical machinery, equipment, and supplies -----	100	1	99	1	8	18	24	36	10	2	( <sup>3</sup> )	-	
Transportation equipment -----	100	1	99	1	5	10	28	35	13	5	1	( <sup>3</sup> )	
Instruments and related products -----	100	1	99	2	7	20	34	21	11	5	( <sup>3</sup> )	1	
Miscellaneous manufacturing industries -----	100	6	94	2	20	28	28	11	4	2	-	-	

<sup>1</sup> Includes only vacation hours for which the employer made a direct payment to the worker. Vacation hours which were paid for by employer contributions to funds are excluded.  
<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.  
<sup>3</sup> Less than 0.5 percent.

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

Table 57. Distribution of Production and Related Workers by Paid Holiday Hours As A Percent of Total Paid Hours, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers in establishments with—							
		No paid holiday hours	Paid holiday hours <sup>1</sup>						
			All	As a percent of total hours paid for					
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and under 5	5 and over
United States <sup>2</sup> .....	100	11	89	5	15	54	14	1	( <sup>3</sup> )
Northeast.....	100	5	95	4	13	51	24	3	( <sup>3</sup> )
South.....	100	30	70	10	18	35	6	( <sup>3</sup> )	( <sup>3</sup> )
North Central.....	100	4	96	3	14	69	9	( <sup>3</sup> )	( <sup>3</sup> )
West.....	100	10	90	4	13	59	12	1	( <sup>3</sup> )
Food and kindred products.....	100	14	86	13	17	39	14	3	( <sup>3</sup> )
Tobacco manufactures.....	100	13	87	6	4	69	8	-	-
Textile mill products.....	100	44	56	15	16	23	2	-	( <sup>3</sup> )
Apparel and other finished textile products.....	100	24	76	7	22	40	5	1	1
Lumber and wood products.....	100	43	57	9	18	29	1	-	-
Furniture and fixtures.....	100	18	82	7	25	37	9	3	1
Paper and allied products.....	100	1	99	2	11	78	7	1	-
Printing, publishing, and allied industries.....	100	2	98	4	17	55	19	2	( <sup>3</sup> )
Rubber and miscellaneous plastics products.....	100	2	98	6	7	61	23	( <sup>3</sup> )	-
Leather and leather products.....	100	6	94	5	26	42	19	1	1
Stone, clay, and glass products.....	100	11	89	6	11	59	12	( <sup>3</sup> )	-
Primary metal industries.....	100	1	99	( <sup>3</sup> )	24	65	10	( <sup>3</sup> )	-
Fabricated metal products.....	100	3	97	4	14	60	20	( <sup>3</sup> )	-
Machinery, except electrical.....	100	4	96	1	12	65	16	2	-
Electrical machinery, equipment, and supplies.....	100	2	98	( <sup>3</sup> )	6	70	21	1	-
Transportation equipment.....	100	3	97	1	7	75	13	1	-
Instruments and related products.....	100	1	99	1	7	67	22	2	( <sup>3</sup> )
Miscellaneous manufacturing industries.....	100	11	89	2	20	43	18	5	-

<sup>1</sup> Includes only those holiday hours for which the employer made a direct payment to the worker. Holiday hours which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 58. Distribution of Production and Related Workers by Number of Holidays Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Work-ers in all estab-lish-ments (per-cent)	Percent of production and related workers in establishments with—																						
		No paid holi-days	Paid holidays <sup>1</sup> of—																					
			All	Under 2 days	2	2½	3	3½	4	4½	5	5½	6	6½	7	7½	8	8½	9	9½	10	10½	11 or more	
United States <sup>2</sup> .....	100	11	89	1	1	( <sup>3</sup> )	1	( <sup>3</sup> )	2	( <sup>3</sup> )	5	( <sup>3</sup> )	18	2	33	2	17	1	3	( <sup>3</sup> )	2	( <sup>3</sup> )	1	
Northeast.....	100	5	95	( <sup>3</sup>)	(^{3})	(^{3})	(^{3})	(^{3})	2	( <sup>3</sup> )	5	1	15	2	28	2	20	2	7	( <sup>3</sup> )	1	5	( <sup>3</sup> )	3
South.....	100	30	70	3	3	-	3	( <sup>3</sup> )	4	( <sup>3</sup> )	8	( <sup>3</sup> )	15	1	18	1	12	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )
North Central.....	100	4	96	-	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	4	( <sup>3</sup> )	22	3	50	2	12	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )
West.....	100	10	90	-	1	( <sup>3</sup> )	-	-	3	( <sup>3</sup> )	4	( <sup>3</sup> )	21	( <sup>3</sup> )	23	2	30	1	2	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	1
Food and kindred products.....	100	14	86	( <sup>3</sup> )	2	-	1	( <sup>3</sup> )	4	( <sup>3</sup> )	8	( <sup>3</sup> )	20	-	13	-	25	1	4	1	3	-	5	-
Tobacco manufactures.....	100	13	87	-	-	-	3	1	( <sup>3</sup> )	-	4	-	23	1	52	1	3	-	-	-	-	-	-	-
Textile mill products.....	100	45	55	8	4	-	2	-	3	( <sup>3</sup> )	8	-	15	1	9	-	3	-	1	-	1	-	-	-
Apparel and other finished textile products.....	100	24	76	( <sup>3</sup> )	3	-	1	-	6	( <sup>3</sup> )	11	3	18	5	22	1	2	( <sup>3</sup> )	( <sup>3</sup> )	-	1	-	( <sup>3</sup> )	( <sup>3</sup> )
Lumber and wood products.....	100	43	57	1	1	-	3	-	5	( <sup>3</sup> )	5	( <sup>3</sup> )	32	1	7	-	1	-	-	-	-	-	-	-
Furniture and fixtures.....	100	18	82	1	2	-	4	-	3	( <sup>3</sup> )	8	-	28	1	19	( <sup>3</sup> )	6	( <sup>3</sup> )	2	-	3	-	3	( <sup>3</sup> )
Paper and allied products.....	100	1	99	-	1	-	2	( <sup>3</sup> )	1	-	3	( <sup>3</sup> )	15	1	59	2	11	( <sup>3</sup> )	3	-	3	-	( <sup>3</sup> )	( <sup>3</sup> )
Printing, publishing, and allied industries.....	100	2	98	-	-	-	2	( <sup>3</sup> )	1	( <sup>3</sup> )	11	1	21	2	31	1	11	2	6	-	8	( <sup>3</sup> )	1	1
Rubber and miscellaneous plastics products.....	100	3	97	-	1	( <sup>3</sup> )	-	-	-	-	-	-	17	2	21	1	49	-	1	-	4	-	-	-
Leather and leather products.....	100	6	94	-	1	( <sup>3</sup> )	2	-	2	-	10	( <sup>3</sup> )	30	3	31	2	7	1	4	-	1	-	-	-
Stone, clay, and glass products.....	100	11	89	1	( <sup>3</sup> )	-	3	-	1	-	5	1	25	( <sup>3</sup> )	30	3	16	-	2	-	-	-	1	-
Primary metal industries.....	100	1	99	-	1	-	( <sup>3</sup> )	-	1	-	2	-	9	1	74	1	7	-	1	-	1	-	-	-
Fabricated metal products.....	100	2	98	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	-	2	-	3	( <sup>3</sup> )	19	3	40	3	15	3	3	( <sup>3</sup> )	2	( <sup>3</sup> )	1	1
Machinery, except electrical.....	100	3	97	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	1	-	4	( <sup>3</sup> )	25	1	37	4	16	2	4	-	1	1	1	1
Electrical machinery, equipment, and supplies.....	100	2	98	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	1	( <sup>3</sup> )	10	3	41	4	27	3	7	1	1	-	( <sup>3</sup> )	( <sup>3</sup> )
Transportation equipment.....	100	3	97	-	1	-	-	-	-	-	2	-	8	2	52	1	24	( <sup>3</sup> )	3	1	4	-	1	( <sup>3</sup> )
Instruments and related products.....	100	1	99	( <sup>3</sup> )	( <sup>3</sup> )	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	3	-	19	4	44	( <sup>3</sup> )	17	1	6	3	1	1	1	( <sup>3</sup> )
Miscellaneous manufacturing industries.....	100	12	88	-	( <sup>3</sup> )	-	1	-	4	1	5	( <sup>3</sup> )	23	1	18	3	17	4	6	-	5	-	-	1

<sup>1</sup> Includes only holidays for which the employer made a direct payment to the worker. Holidays which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, petroleum refining and related products industries not presented separately.

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

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

Table 59. Distribution of Production and Related Workers Receiving Vacation Pay, by Number of Weeks Paid For, by Region and Manufacturing Industry Group, 1962

Region and industry group	Workers in all establishments (percent)	Percent of production and related workers						
		With no paid vacations	Receiving vacation pay <sup>1</sup>					
			All	Weeks paid for—				
				Under 1	1 and under 2	2 and under 3	3 and under 4	4 and over
United States <sup>2</sup> .....	100	22	78	3	21	33	17	3
Northeast.....	100	20	80	4	21	33	19	4
South.....	100	27	73	3	26	30	12	2
North Central.....	100	18	82	3	19	36	21	3
West.....	100	29	71	4	18	35	13	2
Food and kindred products.....	100	32	68	1	19	27	15	7
Tobacco manufactures.....	100	40	60	1	9	31	16	4
Textile mill products.....	100	16	84	6	39	36	4	(3)
Apparel and other finished textile products.....	100	46	54	2	28	23	1	(3)
Lumber and wood products.....	100	49	51	4	21	19	6	(3)
Furniture and fixtures.....	100	31	69	4	31	24	9	1
Paper and allied products.....	100	13	87	2	18	32	28	7
Printing, publishing, and allied industries.....	100	15	85	4	14	33	32	2
Rubber and miscellaneous plastics products.....	100	18	82	4	18	28	23	9
Leather and leather products.....	100	19	81	5	36	34	6	1
Stone, clay, and glass products.....	100	20	80	2	20	34	22	3
Primary metal industries.....	100	9	91	2	16	37	34	2
Fabricated metal products.....	100	19	81	4	23	36	15	2
Machinery, except electrical.....	100	20	80	3	19	37	18	3
Electrical machinery, equipment, and supplies.....	100	15	85	6	19	40	19	2
Transportation equipment.....	100	13	87	2	17	42	23	3
Instruments and related products.....	100	16	84	6	21	37	17	3
Miscellaneous manufacturing industries.....	100	31	69	5	22	31	9	1

<sup>1</sup> Includes only vacations for which the employer made a direct payment to the worker. Vacations which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes the ordnance and accessories, chemicals and allied products, and petroleum refining and related products industries not presented separately.

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

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

Table 60. Distribution of Paid Hours for Production and Related Workers in the Manufacturing Industries, by Region and Industry Group, 1962 and 1959

Region and industry group	Percent of hours paid for										
	Total	Plant hours		Paid leave hours <sup>1</sup>							
				All <sup>2</sup>		Vacations		Holidays		Sick	
		1962	1959	1962	1959	1962	1959	1962	1959	1962	1959
United States <sup>3</sup> .....	100.0	94.1	94.1	5.9	5.9	3.5	3.4	2.1	2.2	0.2	0.2
Northeast.....	100.0	93.7	93.8	6.3	6.2	3.6	3.5	2.5	2.4	.3	.2
South.....	100.0	95.4	95.5	4.6	4.5	2.9	2.8	1.4	1.4	.2	.2
North Central.....	100.0	93.7	93.6	6.3	6.4	3.7	3.8	2.3	2.3	.2	.2
West.....	100.0	94.0	94.3	6.0	5.7	3.3	3.2	2.2	2.1	.4	.4
Food and kindred products.....	100.0	94.2	94.2	5.8	5.8	3.4	3.4	1.9	2.0	.4	.4
Tobacco manufactures.....	100.0	94.3	94.5	5.7	5.5	3.3	3.3	2.1	2.0	.3	.2
Textile mill products.....	100.0	96.3	96.4	3.7	3.6	2.7	2.5	.9	1.0	( <sup>4</sup> )	( <sup>4</sup> )
Apparel and other finished textile products.....	100.0	96.6	96.4	3.4	3.6	1.8	1.9	1.6	1.7	( <sup>4</sup> )	( <sup>4</sup> )
Lumber and wood products.....	100.0	97.1	97.1	2.9	2.9	1.8	1.8	1.1	1.0	( <sup>4</sup> )	( <sup>4</sup> )
Furniture and fixtures.....	100.0	95.6	95.4	4.4	4.6	2.6	2.7	1.8	1.8	.1	( <sup>4</sup> )
Paper and allied products.....	100.0	93.2	93.7	6.8	6.3	4.2	3.9	2.4	2.3	.1	.1
Printing, publishing, and allied industries.....	100.0	93.3	93.7	6.7	6.3	4.0	4.0	2.4	2.2	.3	.2
Rubber and miscellaneous plastics products.....	100.0	93.3	93.6	6.7	6.4	4.0	4.0	2.4	2.3	.1	.1
Leather and leather products.....	100.0	94.9	94.8	5.1	5.2	2.9	2.9	2.2	2.2	( <sup>4</sup> )	( <sup>4</sup> )
Stone, clay, and glass products.....	100.0	94.3	94.9	5.7	5.1	3.6	3.1	2.0	1.9	.1	.1
Primary metal industries.....	100.0	92.9	92.5	7.1	7.5	4.6	4.8	2.4	2.6	( <sup>4</sup> )	.1
Fabricated metal products.....	100.0	94.0	94.2	6.0	5.8	3.5	3.4	2.4	2.3	.1	.1
Machinery, except electrical.....	100.0	93.7	93.4	6.3	6.6	3.6	4.0	2.4	2.4	.3	.1
Transportation equipment.....	100.0	93.1	93.0	6.9	7.0	4.0	4.0	2.5	2.6	.4	.4
Instruments and related products.....	100.0	93.0	93.2	7.0	6.8	3.8	3.6	2.6	2.6	.5	.5
Miscellaneous manufacturing industries.....	100.0	94.7	94.8	5.3	5.2	2.9	2.9	2.3	2.2	.1	.1

<sup>1</sup> Includes only leave hours for which the employer made a direct payment to the worker. Hours of leave time which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes military, jury, witness, voting, and personal leave hours not presented separately. In both years, these leave items comprised less than 0.05 percent of total paid hours in all of the regions and industries for which data are presented, except in the rubber and miscellaneous plastics products, and instrument industries (0.1 percent), and in the miscellaneous manufacturing industries (0.1 percent in 1959, and less than 0.05 percent in 1962).

<sup>3</sup> Includes the ordnance and accessories; chemicals and allied products; petroleum refining and related products; and electrical machinery, equipment, and supplies industries not presented separately.

<sup>4</sup> Less than 0.05 percent.

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

Table 61. Plant Hours and Paid Leave Hours As A Percent of Total Paid Hours for Production and Related Workers in the Manufacturing Industries, by Establishment Size Group, Region, and Industry Group, 1962 and 1959

Region and industry group	Percent of total hours paid for											
	Plant hours						Paid leave hours <sup>1</sup>					
	Establishment size											
	Under 100 employees		100-499 employees		500 employees or more		Under 100 employees		100-499 employees		500 employees or more	
1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	1962	1959	
United States <sup>2</sup> -----	95.8	95.9	94.4	94.7	92.8	92.9	4.2	4.1	5.6	5.3	7.2	7.1
Northeast-----	95.7	95.7	93.6	94.1	92.2	92.4	4.3	4.3	6.4	5.9	7.8	7.6
South-----	96.9	97.3	96.1	96.1	94.0	94.1	3.1	2.7	3.9	3.9	6.0	5.9
North Central-----	95.5	95.3	93.9	94.1	92.8	92.8	4.5	4.7	6.1	5.9	7.2	7.2
West-----	95.6	96.0	94.1	94.7	92.4	92.7	4.4	4.0	5.9	5.3	7.6	7.3
Food and kindred products-----	95.9	95.9	94.0	94.7	92.1	92.0	4.1	4.1	6.0	5.3	7.9	8.0
Tobacco manufactures-----	( <sup>3</sup> )	( <sup>3</sup> )	95.4	95.7	93.4	93.9	( <sup>3</sup> )	( <sup>3</sup> )	4.6	4.3	6.6	6.1
Textile mill products-----	96.6	96.9	95.9	96.5	96.4	96.3	3.4	3.1	4.1	3.5	3.6	3.7
Apparel and other finished textile products-----	97.4	97.4	96.1	95.9	95.1	94.4	2.6	2.6	3.9	4.1	4.9	5.6
Lumber and wood products-----	98.1	98.0	96.2	96.4	( <sup>3</sup> )	( <sup>3</sup> )	1.9	2.0	3.8	3.6	( <sup>3</sup> )	( <sup>3</sup> )
Furniture and fixtures-----	95.9	95.7	96.0	95.6	94.0	94.6	4.1	4.3	4.0	4.4	6.0	5.4
Paper and allied products-----	94.7	94.7	93.4	94.1	92.4	93.1	5.3	5.3	6.6	5.9	7.6	6.9
Printing, publishing, and allied industries-----	94.3	94.3	92.7	93.3	92.2	93.1	5.7	5.7	7.3	6.7	7.8	6.9
Rubber and miscellaneous plastics products-----	96.3	96.6	93.8	94.5	91.7	92.3	3.7	3.4	6.2	5.5	8.3	7.7
Leather and leather products-----	95.4	95.3	94.7	94.9	94.7	94.2	4.6	4.7	5.3	5.1	5.3	5.8
Stone, clay, and glass products-----	96.2	96.5	94.0	94.8	92.7	93.3	3.8	3.5	6.0	5.2	7.3	6.7
Primary metal industries-----	94.6	94.6	93.8	93.7	92.4	91.9	5.4	5.4	6.2	6.3	7.6	8.1
Fabricated metal products-----	95.1	95.7	93.8	94.1	92.9	93.2	4.9	4.3	6.2	5.9	7.1	6.8
Machinery, except electrical-----	95.5	95.2	93.7	93.4	92.3	92.6	4.5	4.8	6.3	6.6	7.7	7.4
Transportation equipment-----	94.7	95.9	93.9	94.1	92.8	92.7	5.3	4.1	6.1	5.9	7.2	7.3
Instruments and related products-----	94.2	94.8	93.7	93.9	92.0	92.6	5.8	5.2	6.3	6.1	8.0	7.4
Miscellaneous manufacturing industries-----	95.8	95.6	93.9	94.5	94.0	93.1	4.2	4.4	6.1	5.5	6.0	6.9

<sup>1</sup> Includes only those vacation, holiday, sick leave, and military, jury, witness, voting, and personal leave hours for which the employer made a direct payment to the worker. Hours of leave time which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Includes the ordnance and accessories; chemicals and allied products; petroleum refining and related products; and electrical machinery, equipment, and supplies industries not presented separately.

<sup>3</sup> Data for either 1962 or 1959 did not meet publication criteria.

Table 62. Plant Hours and Paid Leave Hours As A Percent of Total Paid Hours for Production and Related Workers in the Manufacturing Industries, by Union Status, Region, and Industry Group, 1962 and 1959

Region and industry group	Percent of total hours paid for							
	Plant hours				Paid leave hours <sup>1</sup>			
	Union status of establishments <sup>2</sup>							
	Majority covered		None or minority covered		Majority covered		None or minority covered	
	1962	1959	1962	1959	1962	1959	1962	1959
United States <sup>3</sup> -----	93.1	93.3	95.7	95.8	6.9	6.7	4.3	4.2
Northeast-----	93.1	93.4	94.7	94.7	6.9	6.6	5.3	5.3
South-----	93.0	93.4	97.0	97.2	7.0	6.6	3.0	2.8
North Central-----	93.1	93.2	95.2	95.3	6.9	6.8	4.8	4.7
West-----	93.2	93.7	95.5	95.3	6.8	6.3	4.5	4.7
Food and kindred products-----	92.8	93.2	96.4	96.7	7.2	6.8	3.6	3.3
Tobacco manufactures-----	93.9	94.3	( <sup>4</sup> )	( <sup>4</sup> )	6.1	5.7	( <sup>4</sup> )	( <sup>4</sup> )
Textile mill products-----	94.7	95.3	96.9	97.0	5.3	4.7	3.1	3.0
Apparel and other finished textile products-----	95.8	96.1	97.3	96.8	4.2	3.9	2.7	3.2
Lumber and wood products-----	95.0	95.5	98.4	98.2	5.0	4.5	1.6	1.8
Furniture and fixtures-----	93.9	94.0	97.0	97.2	6.1	6.0	3.0	2.8
Paper and allied products-----	92.9	93.5	94.7	94.4	7.1	6.5	5.3	5.6
Printing, publishing, and allied industries-----	92.3	93.0	94.6	94.6	7.7	7.0	5.4	5.4
Rubber and miscellaneous plastics products-----	92.4	92.6	95.4	96.1	7.6	7.4	4.6	3.9
Leather and leather products-----	94.2	94.1	95.6	95.9	5.8	5.9	4.4	4.1
Stone, clay, and glass products-----	93.3	94.0	96.8	97.0	6.7	6.0	3.2	3.0
Primary metal industries-----	92.5	92.2	94.6	94.9	7.5	7.8	5.4	5.1
Fabricated metal products-----	93.4	93.7	95.2	95.2	6.6	6.3	4.8	4.8
Machinery, except electrical-----	92.9	92.9	94.4	94.6	7.1	7.1	5.6	5.4
Transportation equipment-----	92.8	92.8	94.4	93.4	7.2	7.2	5.6	6.6
Instruments and related products-----	92.3	92.9	93.5	93.4	7.7	7.1	6.5	6.6
Miscellaneous manufacturing industries-----	93.7	93.7	95.5	95.6	6.3	6.3	4.5	4.4

<sup>1</sup> Includes only those vacation, holiday, sick leave, and military, jury, witness, voting, and personal leave hours for which the employer made a direct payment to the worker. Hours of leave time which were paid for by employer contributions to funds are excluded.

<sup>2</sup> Data relate to production and related workers only.

<sup>3</sup> Includes the ordnance and accessories; chemicals and allied products; petroleum refining and related products; and electrical machinery, equipment, and supplies industries not presented separately.

<sup>4</sup> Data for either 1962 or 1959 do not meet publication criteria.

## Appendix A. Scope and Method of Survey

### Scope of Survey and Industry Classification

This study of 1962 employer expenditures for selected supplementary compensation practices for production and related workers covers all establishments classified, in accordance with the 1957 edition of the Standard Industrial Classification Manual, in the manufacturing industries. Manufacturing establishments are those that engage in the mechanical or chemical transformation of inorganic or organic substances into new products. These establishments are "usually described as plants, factories, or mills, which characteristically use power driven machines and materials handling equipment."<sup>42</sup>

Survey coverage extended to the 50 States and the District of Columbia. Data relate to the calendar year 1962, and were limited to employer expenditures for production and related workers.<sup>43</sup>

### Collection of Data

Data were collected primarily by mail questionnaire. Personal visits, however, were made by Bureau representatives to large multiunit employers and to a sample of establishments that had not responded to two mail requests. The questionnaire and explanation sheet, which define the terms used in the survey, are reproduced in appendix B.

### Sampling Procedure

The survey was conducted on the basis of a highly stratified probability sample. Data were obtained from establishments selected by industry, location, and employment size. The sample was designed to permit presentation of data for major manufacturing industry groups (two-digit SIC codes) on a national level, and for four broad economic regions on the all-manufacturing level.<sup>44 45</sup>

In all cases, the lists of establishments from which the sample was selected were those maintained by State agencies administering the unemployment compensation laws. These lists show the employment, industry classification, and location of all establishments covered by those laws in each State. Since some States do not cover establishments with fewer than 4 employees under their unemployment compensation laws, the sample did not include establishments in this size group. (See method of estimation for treatment of the employment in such establishments.)

Within each industry the sample was so selected as to yield the most accurate estimates possible with the resources available. This was done by including in the sample a greater proportion of large establishments than of small. In general, an establishment's chance of selection was roughly proportionate to its employment size.

The initial solicitations, either by mail or by personal visit, included some 8,366 establishments. In addition, personal visits were made to about 690 establishments out of about 3,500 nonrespondents to the two mail requests. In all, usable replies were obtained from 5,194 establishments that employed approximately 2.8 million production and related workers.

---

<sup>42</sup> For additional information about the classification of manufacturing establishments, see 1957 edition of the Standard Industrial Classification Manual, pp. 1-5 and 43-44, prepared by the U.S. Bureau of the Budget, Office of Statistical Standards.

<sup>43</sup> The 1959 data cited in this report were derived from BLS Bulletin 1308, op. cit., footnote 3.

<sup>44</sup> A larger sample was selected for the meatpacking and processing industries. These industries were surveyed as a special project within the framework of the all-manufacturing study. The results of the special meatpacking and processing survey were published in Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers—Meatpacking and Processing Industries, 1962 (BLS Bulletin 1413, 1964).

<sup>45</sup> For regions used in this study, see footnote 1, table 1, p. 7.

### Method of Estimation

Data for each sample establishment were weighted in accordance with the probability of selection of that establishment. For instance, where 1 establishment out of 10 was selected in a location-size-industry class, it was considered as representing itself as well as 9 other establishments, i. e., it was given a weight of 10. Thus, if the establishment had 1,000 hours of vacation leave and 50,000 hours of paid hours of all classes, it contributed 10,000 vacation hours and 500,000 total hours to the final estimate.

All estimated totals derived from such weighting procedures were further adjusted to the level of gross man-hours in 1962, based on data from the Bureau's monthly employment statistics program, in each of four broad economic regions.<sup>46</sup> For instance, if the level of estimated gross man-hours in an industry-region class, as derived from the weighting procedure, was 40 million and the corresponding man-hours from the employment statistics series was 44 million, the total was multiplied by 1.1.

The benchmarked data represent all establishments, including those with fewer than four employees, in the manufacturing industries. These establishments are estimated to employ more than 12 million production and related workers.

### Reporting Problems

Separate data by establishment, practice, and class of employee (production and related workers) were collected in most cases. However, not all companies keep records in a manner that enables them to furnish actual figures in this detail, and some approximations had to be accepted. Two types of estimates were used. First, where records were kept only for a broader group of employees than production and related workers in the sample establishment, the prorated share for the employees included in the survey was estimated on the basis of employment, man-hours, or payroll, whichever was most appropriate. Second, using collateral data, estimates were made in certain cases where records either were not kept or were summarized only for specific practices. For example, the expenditures for holiday pay might be estimated by multiplying the number of hours paid for holiday leave by average hourly earnings.

It should be noted that errors in the use of estimating procedures would have to be in the same direction in substantially all the cases (overstatement or understatement of actual values) to have a cumulative effect on the accuracy of the results. Analysis of the data from two similar surveys provided evidence to support acceptance of estimated data where necessary. Thus, an earlier methodological study led to the conclusion that "Virtually no significant difference was reflected by the averages for actual figures and for all reporting establishments combined; that is, the inclusion of estimated figures had only a negligible effect on overall data."<sup>47</sup> A study of the composition of payroll hours in manufacturing concluded that "the difference in level of paid leave between establishments supplying actual and those providing estimated figures is generally small . . . within most industry divisions."<sup>48</sup>

### Definition of Terms

Expenditure ratios for "all establishments" represent the expenditures for the supplement divided by the payroll for all establishments—both those with and without expenditures—whereas the ratios for "establishments with expenditures for the practice" relate the same expenditures to the payroll of only those establishments that reported actual expenditures for the supplement. The expenditure rates represent the same expenditures divided by the corresponding man-hours.

Both the expenditures and the payrolls (man-hours) to which they are related pertain to production and related workers only.

<sup>46</sup> See footnote 1, table 1.

<sup>47</sup> Problems in Measurement of Expenditures on Selected Items of Supplementary Employee Remuneration, Manufacturing Establishments, 1953 (BLS Bulletin 1186, 1956), p. 46.

<sup>48</sup> BLS Bulletin 1283, op. cit., footnote 40.

The expenditure ratios used in this report were obtained by using the following formulas.

1. Expenditure as a percent of gross payroll=

$$\frac{\text{Expenditure for the practice}}{\text{Gross payroll}}$$

2. Expenditure as a percent of straight-time payroll =

$$\frac{\text{Expenditure for the practice}}{\text{Gross payroll minus premium payments for overtime, weekend, holiday, and shift work}}$$

3. Expenditure in cents per hour paid for =

$$\frac{\text{Expenditure for the practice}}{\text{Total hours paid for including hours of paid leave}}$$

4. Expenditure in cents per plant or working hour =

$$\frac{\text{Expenditure for the practice}}{\text{Total hours paid for minus leave hours paid for}}$$

The other terms used in this survey are defined in the "Explanation Sheet" (appendix B), given to each establishment in the survey sample.

#### Practices Covered

The study was limited to cash disbursements of employers during 1962 and excluded amounts, segregated in bookkeeping transactions, over which the establishment retained control.

The practices studied, which are itemized in the tables, are believed to comprise the major elements of supplementary compensation for production and related workers in the manufacturing industries. Some of the omitted practices, however, may occasion important expenditures in particular establishments. Among the excluded practices were stock bonus plans and some other irregular payments, and expenditures for such facilities as in-plant medical care, cafeteria, recreation, and parking.



## Appendix B. Questionnaire

BLS 2669  
(Rev. '63)

Budget Bureau No. 44-R1127.1  
Approval expires 12-31-63

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

Your reply will be held in confidence.

**EXPENDITURES FOR SELECTED COMPENSATION PRACTICES  
IN MANUFACTURING INDUSTRIES, 1962**

- |  |   |
|--|---|
| <p>1. <b>COMPANY IDENTIFICATION:</b></p> | <p>2. <b>ESTABLISHMENT IDENTIFICATION:</b><br/><br/>Location of establishment for which data are requested if different from company address. An "establishment" is generally defined as a single physical location where business is conducted or where services or industrial operations are performed.</p> |
|--|---|

PLEASE READ EXPLANATION SHEET BEFORE COMPLETING THIS FORM

3. **MAJOR PRODUCT:**  
What was the principal product produced at this establishment during 1962? \_\_\_\_\_
4. **EMPLOYMENT:**  
What was the total number of employees (including full-time and part-time) on the payroll of this establishment during the pay period ending nearest the 15th of the month?

<u>All employees</u>	<u>Production and related workers</u>
March _____	March _____
June _____	June _____
September _____	September _____
December _____	December _____

5. **GROSS PAYROLL FOR ALL EMPLOYEES:**  
Enter the total of all wages, salaries, bonuses, and commissions for all employees prior to all payroll deductions in 1962. (You may use the definition of gross pay that is used for income tax purposes on the Withholding Tax Form.) \_\_\_\_\_

Data should be reported in the items which follow only for **PRODUCTION AND RELATED WORKERS** in the establishment identified above. If company records are not so maintained, please prorate the combined figures on the company books. Proration may be made on the basis of employment, man-hours, payroll, or other appropriate means. If a reasonable method of prorating a combined figure cannot be found, enter the combined figure and do the following:

For a figure relating to more than one establishment, indicate in the "Remarks" section the establishments that are included.

For a figure that covers more than production workers, please indicate in the "Remarks" section what other categories of workers are included.

For a figure combining data for several lines, bracket the lines included in the combined figure or explain in the "Remarks" section which lines are included.

IF NO MAN-HOURS OR EXPENDITURES WERE INVOLVED DURING 1962 FOR A GIVEN ITEM, ENTER "none" IN THE APPROPRIATE SPACE. PLEASE DO NOT LEAVE ANY LINES BLANK.

FOR BLS USE ONLY							
Schedule number	Reg.	State	City size	SIC code	Est. size	Weight	Special charac.

6. ANNUAL PAYROLL EXPENDITURES AND MAN-HOURS:

A. GROSS PAYROLL AND TOTAL MAN-HOURS:

Enter the total of all wages, salaries, bonuses, and commissions, prior to all payroll deductions, during the year. You may use the definition of gross pay that is used for income tax purposes on the Withholding Tax Form. Report also the total number of man-hours for which these employees received this pay. -----

Production and related workers	
Man-hours	Expenditures
	\$

B. PAID LEAVE:

Report payments made directly to the employee by the company, for the following leave items and the man-hours equivalent to those payments. If an employee received both pay in lieu of vacation or holiday leave and pay for work, report here only the payments in lieu of time off and the man-hours of leave paid for. (If an employee did not receive full pay for an excused absence, report only the man-hours equivalent to the pay received. To determine man-hours equivalent, divide the employee's total pay for the excused absence by his straight-time hourly pay.)

1. Paid vacations -----
2. Paid sick leave -----
3. Paid holidays -----
4. Paid military, jury, witness, voting, and personal leave (specify type of personal leave) \_\_\_\_\_

C. PREMIUMS ABOVE REGULAR PAY:

1. Premium pay for daily overtime, weekly overtime, and weekend and holiday work.

Report expenditures for pay above the regular straight-time rates. (Thus, if overtime is paid at time and one-half, report only the half time here. For the work on a paid holiday, exclude the regular straight-time pay for the work performed and the holiday pay the employee would have received if he had not worked.) -----

2. Differential for shift work.

Report expenditures for premium pay above the regular rates for day shift. -----

D. CHRISTMAS, YEAREND, AND OTHER IRREGULAR BONUSES -----

7. EXPENDITURES IN ADDITION TO PAYROLL:

A. LEGALLY REQUIRED INSURANCE:

1. Social Security (Old-Age, Survivors, and Disability Insurance) -----
2. Unemployment Compensation---
  - a. Payments to State government -----
  - b. Payments to Federal Government -----
3. Workmen's Compensation -----
4. Other, including State Temporary Disability Insurance (specify) \_\_\_\_\_

B. PRIVATE WELFARE PLANS:

Exclude worker contributions and payments already reported under Item 6-B—Paid leave, and Item 7-A—Legally required insurance. Include payments to funds, insurance carriers, or directly to the employee.

1. Life insurance, accidental death and dismemberment insurance, and death benefits -----
2. Hospitalization, sickness and accident insurance, and medical plans -----
3. Pension and retirement plans (including pay-as-you-go plans) -----
4. Vacations and holiday funds (union-management and other) -----
5. Severance or dismissal pay -----
6. Supplemental unemployment benefits -----
7. Savings and thrift plans -----
8. Other (specify) \_\_\_\_\_

PROFIT SHARING: Profit sharing as such should not be reported. Include in Item 6-D, Bonuses, immediate cash disbursements. Other utilization of profit-sharing proceeds should be reported in the appropriate subdivision of Item 7-B. (For example, payments deferred until retirement should be included in Item 7-B-3.)

8. ESTABLISHMENT PRACTICES AND POLICIES FOR PRODUCTION AND RELATED WORKERS:

The following information is needed for the interpretation of the data you have reported. NO COMPUTATIONS ARE NECESSARY, with the exception of the question on vacations.

A. PAID VACATIONS:

	Number of weeks paid for (or equivalent)	Report number of workers
Report the <u>number</u> of production and related workers who were on the payroll at any time during 1962 <u>receiving vacation pay directly from the company</u> . If vacation benefits were determined as a percentage of the worker's annual earnings: 2% or slightly more is to be considered equivalent to 1 week's vacation; 4% or slightly more to 2 weeks' vacation; etc.	None -----	_____
	Under 1 week -----	_____
	1 and under 2 weeks -----	_____
	2 and under 3 weeks -----	_____
	3 and under 4 weeks -----	_____
	4 weeks and over -----	_____

B. PAID HOLIDAYS OBSERVED DURING 1962:  
Report number of paid holidays.

1. Full-day holidays ----- \_\_\_\_\_

2. Half-day holidays ----- \_\_\_\_\_

C. SICK LEAVE PAID BY THE ESTABLISHMENT DIRECTLY TO THE WORKER (NONINSURED):

Did the establishment have a definite and formal paid sick leave plan? ----- YES \_\_\_ NO \_\_\_

D. HEALTH, ACCIDENT, AND LIFE INSURANCE (OTHER THAN LEGALLY REQUIRED PLANS):

1. Did the company finance any part of private—

a. Life insurance, accidental death and dismemberment insurance, or death benefits? -----	YES ___	NO ___
b. Hospitalization, medical or surgical insurance, or medical plans? -----	YES ___	NO ___
c. Sickness and accident insurance? -----	YES ___	NO ___
d. Other (specify) _____	YES ___	NO ___

2. If "YES," did the workers contribute to the payments for the cost of any of the above benefits? ----- YES \_\_\_ NO \_\_\_

E. PENSION OR RETIREMENT PLANS (OTHER THAN LEGALLY REQUIRED PLANS):

1. Did the company finance any part of a private pension or retirement plan? ----- YES \_\_\_ NO \_\_\_

2. If "YES," did the workers contribute to the payments for the cost of this plan? ----- YES \_\_\_ NO \_\_\_

F. VACATION AND HOLIDAY FUNDS:

Did the company contribute to a union or other fund which provided—

1. Vacation benefits? ----- YES \_\_\_ NO \_\_\_

2. Holiday benefits? ----- YES \_\_\_ NO \_\_\_

G. COLLECTIVE BARGAINING AGREEMENTS:

Did collective bargaining agreements cover the majority of the production and related workers in the establishment? ----- YES \_\_\_ NO \_\_\_

H. SHIFT DIFFERENTIALS:

Report the premium, above the regular hourly rate for the day shift, paid for work on the 2d, 3d, and other shifts. (Use the definition of shift differential given in the explanations for Item 6-C-2. Thus, if late-shift workers receive 8 hours' pay for 7 1/2 hours' work, compared to 8 hours' work for the day shift, report the 1/2 hours' pay as the differential rate.)

Shift	Number of production and related workers normally working on shift	Rate of shift differential
Evening (2d shift) -----	_____	_____
Night (3d shift) -----	_____	_____
Other (e. g., 4th, relief, etc., specify) -----	_____	_____

I. STANDARD WORKWEEK:

How many hours were there in the standard regularly scheduled workweek (not the hours actually worked) for the majority in each of the following categories? What was the average number of persons employed in each category in 1962?

	Number of hours per week	Average number of employees
1. Nonsupervisory workers:		
a. Production and related workers -----	_____	_____
b. Clerical and other nonsupervisory workers -----	_____	_____
2. Executive, professional, and supervisory employees -----	_____	_____

**Remarks**

If any part of this report includes data for more than one establishment, indicate the location, major product, and total employment, as of March 15, 1962, for each of these establishments and the items in which combined data were entered.

<u>Establishment location</u>	<u>Major product</u>	<u>Total number of employees as of March 15, 1962</u>	<u>Items</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

If any line in Item 6 through 8 contains data for other than production and related workers, indicate which other employee groups are included, the number of such employees, and the items in which combined data were entered.

<u>Other employee groups included</u>	<u>Number</u>	<u>Items</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

**IF ANY ESTIMATED DATA ARE INCLUDED IN ANY OF THE ITEMS, IDENTIFY THE ITEM AND INDICATE THE METHOD OF ESTIMATION.**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
 Name of authorizing official (Please print or type) Title Date

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

EXPLANATION SHEET  
 BLS 2669  
 (Rev. '63)

EXPENDITURES FOR SELECTED COMPENSATION PRACTICES  
 IN MANUFACTURING INDUSTRIES, 1962

3. Major Product

If the establishment covered by this report is a central office or other unit in which there are no manufacturing operations, list the principal product manufactured in the establishments of the company which are serviced by this unit.

4. Employment

All employees. In addition to production and related workers defined below, include the employees engaged in the following activities: Factory supervision (above the working foremen level), executive, purchasing, finance, accounting, legal, personnel, cafeterias, medical, professional, technical, sales, sales delivery (e.g., routemen), advertising, credit, collection, and installation and servicing of own products, routine office functions, and force-account construction employees on your payroll engaged in construction of major additions or alterations to the plant who are utilized as a separate work force.

Production and related workers. Include working foremen and all nonsupervisory workers, both full-time and part-time, engaged in fabricating, processing, assembling, inspecting, receiving, storing, handling, packing, warehousing, shipping, trucking, hauling, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., power-plant), recordkeeping and other services closely associated with the above production operations.

5. Gross Payroll for All Employees

Report the total amount paid to all employees during 1962. Include pay for overtime, standby time, holidays, vacations, and sick leave, paid by the establishment directly to the worker. Also include commissions, bonuses not paid regularly each pay period (e.g., Christmas bonuses) and pay not earned during the year (e.g., retroactive pay, dismissal pay). All payments should be shown prior to such deductions as employees' Social Security contributions, withholding taxes, group insurance, union dues, and savings bonds. Exclude value of free rent, fuel, or other payment in kind, made for the convenience of the employer. You may follow the definition of gross pay that is used for income tax purposes on the Withholding Tax Form.

6-A. Gross Payroll and Total Man-Hours for Production and Related Workers

Report, for production and related workers, the gross payroll as defined in Item 5. Also report the total number of man-hours for which pay was given to these workers during the year. (Total man-hours are the man-hours that are related to the gross pay.) This should include "plant" man-hours (i.e., man-hours spent at the establishment during regular workdays as well as during holiday and vacation periods that were not taken), man-hours paid for standby or reporting time, and the man-hours equivalent to pay for time spent away from the "plant" during paid holidays, paid vacations, etc.

To determine the man-hours equivalent to the pay received divide the payment for the item by the employee's average hourly pay. For example, if an employee who is regularly paid \$2 an hour was given \$5 for a day's absence for jury duty, the man-hours equivalent to the pay received would be  $2\frac{1}{2}$  hours (i.e.,  $\$5 \div \$2$ ). Similarly, if an employee received a day's sick leave at half his regular rate of pay, the man-hours equivalent would be 4, even though the employee was absent for 8 hours.

Do not convert overtime or other premium paid hours to straight-time equivalent hours.

#### 6-B. Paid Leave

This section is intended to measure the extent to which production and related workers were granted paid leave during the year. For each type of excused absence listed, report total payments made directly to the employee by the company and the man-hours equivalent to the payments made. If an employee did not receive full pay for an excused absence, report only the man-hours equivalent (as defined above) to the pay received.

1. Paid vacations. Report total vacation payments made by the company directly to the employee during 1962 and the total man-hours equivalent to those payments, whether vacations were taken or not. If an employee worked during his vacation period, and was given both pay for work and pay in lieu of vacation, report here only the payments in lieu of vacation and the man-hours equivalent to them.

If employees who left the company were paid for unused vacation, report the payments made and the man-hours equivalent to the payment.

Exclude contributions to union or other vacation funds. These are to be reported in Item 7-B-4, Vacation and Holiday Funds.

2. Paid sick leave. Report total sick leave payments made by the company directly to the workers during the year and the man-hours equivalent to these sick leave payments. Payments made directly to the worker under self-insurance provisions of State Temporary Disability Insurance laws should be reported in Item 7-A-4, Other Legally Required Insurance. Expenditures for insurance premiums should be reported in Item 7-B-2, Hospitalization, Sickness and Accident Insurance, and Medical Plans.
3. Paid holidays. Report total holiday payments made by the company directly to the workers during the year, and the total man-hours equivalent to these payments, whether the holidays were taken or not. For workers who worked on a paid holiday, and received both pay for work and pay in lieu of time off, report only the holiday pay the worker would have received if he had not worked and the man-hours equivalent of this holiday pay. Exclude the regular straight-time pay for work actually performed and premium pay for work on a holiday. (Premium pay is described in Item 6-C-1.)
4. Paid military, jury, witness, voting, and personal leave. Report total payments made by the company, directly to the workers during the year and the man-hours equivalent to these payments for military, jury, witness, or voting leave, or leave granted for personal reasons such as death in the family, time off for perfect attendance, etc.

#### 6-C. Premiums Above Regular Pay

In this section it is necessary to distinguish between the regular hourly rate for work during the normal day hours and the extra amounts paid for work after the regular day hours, on holidays, etc. Only expenditures for the extra pay are to be reported here; exclude the portion that represents the regular rate. Report total expenditures during 1962 for the premiums for each type of work listed; do not report the rate of pay.

1. Premium pay for daily overtime, weekly overtime, and weekend and holiday work. Include only pay above the regular hourly rates.

Thus, if an employee who received \$1.50 an hour for straight-time was paid an additional \$0.75 an hour as premium for overtime, the overtime expenditures reported here should include only the \$0.75 overtime premium. Include premium pay for Saturday and Sunday or for 6th and 7th days as such.

For premium pay for holiday work, it is necessary to distinguish between the extra pay for work on a holiday, the payment at the regular rate for work performed, and the holiday pay the worker would have received if he had not worked. Total expenditures for holidays which were worked should be defined as follows to obtain expenditures for premium pay:

Exclude regular straight-time pay for work actually performed. Exclude the holiday pay the employee would have received if he had not worked. The balance is the premium for work on holidays, which should be reported here.

EXAMPLE: Employee was paid double-time for work on a paid holiday. That is, he was paid his regular straight-time pay for work performed and the holiday pay he would have received if he had not worked. In this case, no expenditure for premium pay would be reported here.

EXAMPLE: Employee was paid double-time and one-half for work on a paid holiday. That is, he was paid his regular straight-time pay for work performed, the holiday pay he would have received if he had not worked, and an extra half-time as a holiday premium. In this case, only the expenditures for the one-half time should be reported here.

EXAMPLE: Employee was paid triple-time for work on what would have been a paid holiday. One-third of this pay should be reported as expenditures for premium pay.

EXAMPLE: Employee was paid time-and-one-half for work on an unpaid holiday. That is, he would have received no pay if he had not worked. In this case, the expenditures on the one-half time should be reported as premium pay for work on a holiday.

2. Differential for shift work. Include only shift premium pay above the regular hourly rates for the day shift. This covers not only differential paid in the form of a higher hourly rate, but also special payments to late-shift workers for meal periods and for any other hours not worked by them but paid for (e. g., if late-shift workers receive 8 hours' pay for 7½ hours' work, compared with 8 hours' work for the day shift, total expenditures for the ½ hour's pay should be reported as shift differential).

#### 6-D. Christmas, Yearend, and Other Irregular Bonuses

Report special bonus payments made at the end of the calendar or fiscal year or during the Christmas season. Include only cash payments. Exclude regularly paid bonuses (such as weekly and monthly production bonuses) and bonuses in the form of merchandise.

#### 7-A. Legally Required Insurance

Report the net liability incurred by the company for the year 1962 for employee benefit programs that are required by law. Exclude employee contributions to the payments. Report the net liability incurred for 1962 rather than the amount paid during 1962. For example, report Social Security tax payments for the fourth quarter of 1962, even though they were paid in the first quarter of 1963. Exclude payments for the fourth quarter of 1961, even though they were paid in the first quarter of 1962.

1. Social Security Taxes (FICA) for Old-Age, Survivors, and Disability Insurance. Report the liability incurred for 1962 rather than the amount paid during 1962. NOTE: If you obtain your figures from your "Quarterly Report of Wages Taxable Under the Federal Insurance Contributions Act (for Social Security)," (Form 941), please exclude amounts deducted from employees' pay.
2. Unemployment Compensation. Report separately payments to State governments and to the Federal Government.
3. Workmen's Compensation. Report net expenditures during the year for insurance premiums (i. e., premiums less refunds) and payments to State funds.

If under State laws your company qualifies as a self-insurer, report the total net expenditures made during the year for Workmen's Compensation benefits that are required by law. Do not include costs of medical and first-aid services normally supplied by the company.

4. Other, including State Temporary Disability Insurance. Specify each other legally required program for which expenditures were made. Include total payments made to insurance carriers, to State or other funds, or directly to the employee for those benefits required by law which have not been accounted for elsewhere in this section. Examples of items to be included here are: Railroad retirement benefits, railroad unemployment insurance, and State Temporary Disability Insurance. (Temporary Disability Insurance laws cover workers in the States of California, New Jersey, New York, and Rhode Island, and in the railroad industry throughout the country. Include payments made by the establishment directly to employees under self-insurance provisions of the law. Where legally required employer expenditures for Temporary Disability Insurance cannot be isolated from employer payments for other benefits reported on the questionnaire, please indicate this fact in the "Remarks" section and also the item which includes the payments for Temporary Disability Insurance.)

7-B. Private Welfare Plans

Exclude insurance already reported under Item 6-B, Paid Leave, and Item 7-A, Legally Required Insurance. Exclude worker contributions to the payments. Include company payments to funds and to plans financed through profit sharing. For payments to insurance carriers report only net expenditures (i. e., premiums less rebates, refunds, and dividends received during the year, unless they go to purchase additional insurance). Include premiums for dependents or retired employees.

1. Life insurance, accidental death and dismemberment insurance, and death benefits, and
2. Hospitalization, sickness and accident insurance, and medical plans. Report net expenditures for insurance premiums and payments to welfare funds. Exclude administrative expenses incurred by the company and employee contributions to the payments for the plan. Include payments for travel accident insurance in Item 7-B-1.
3. Pension and retirement plans. Report premiums paid by the company to an insurance carrier, less dividends or other credits; company payments into an irrevocable trust fund; and company payments to pensioners under pay-as-you-go plans (i. e., unfunded plans). Payments for past service liability as well as current service credits should be reported. Exclude administrative costs incurred by the company and employee contributions to the payments for the plans.
4. Vacation and holiday funds. Report total payments during the year to separate funds (such as union-management funds) which are given the responsibility for disbursing vacation and holiday benefits to workers. Exclude worker payments into such funds. Company payments directly to the worker should be reported under Paid Leave (Items 6-B-1 and 6-B-3).
5. Severance or dismissal pay. This item covers plans which are designed to provide payments in case of loss of employment. Normally, they provide lump-sum payments. These plans are also referred to as termination or layoff pay plans. Report payments made by the company during the year, directly to separated workers or to funds which are responsible for making such payments to separated workers. Payments to plans which are primarily supplemental unemployment benefit plans should be reported in Item 7-B-6.
6. Supplemental unemployment benefits. This item covers plans which are designed primarily to provide benefits which supplement legally required unemployment compensation benefits. Report payments during 1962 to separate funds and net expenditures for insurance premiums (i. e., total premiums less dividends and other refunds received in 1962). Expenditures for severance pay should be reported in Item 7-B-5.
7. Savings and thrift plans. Under these plans, worker savings are supplemented by company contributions. Report cash payments, made by the company during the year, to a separate fund or to worker accounts. Exclude interest credited to the worker's account. Also exclude payments made in the form of stock and payments made under arrangements which are primarily pension plans. Payments to funds which are primarily designed to provide pension or retirement benefits are to be reported in Item 7-B-3.
8. Other. Report total payments made to insurance carriers, to union or other funds, or directly to the worker for those plans which have not been covered elsewhere in this section. Do not include the cost of providing such employee services as parking facilities, in-plant medical care, and cafeterias. (However, direct payments to employees for meals should be reported here, unless they constitute simply a premium for late-shift work, in which case they should be reported in Item 6-C-2.)

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