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# INDUSTRY WAGE SURVEY

## Cigar Manufacturing

APRIL—MAY 1964

Bulletin No. 1436

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner



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## Preface

The results of a Bureau of Labor Statistics survey of wages and supplementary practices in the cigar manufacturing industry in April-May 1964 are summarized in this bulletin.

Separate releases were issued earlier, usually within a few weeks of the payroll period studied, for the following areas: Philadelphia, Pa.; Tampa-St. Petersburg, Fla.; and York County, Pa. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of its regional offices.

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

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



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# Industry Wage Survey—

## Cigar Manufacturing, April–May 1964

### Summary

Straight-time hourly earnings of production and related workers in the cigar manufacturing industry averaged \$1.54 in April–May 1964.<sup>1</sup> This was 15 cents higher than the average recorded in 1961 when the Bureau of Labor Statistics conducted a similar study of the industry.<sup>2</sup> Women accounted for three-fourths of the 21,675 workers within scope of the current study. They averaged \$1.52 an hour, compared with \$1.61 for men who accounted for virtually all of the skilled maintenance and machine-adjusting jobs.

Workers in the Middle Atlantic region<sup>3</sup> (nine-tenths of whom were in Pennsylvania) averaged \$1.55 an hour and accounted for slightly more than half of the industry's production worker employment. About a third of the workers were in the Southeast region (mostly in Florida) and averaged \$1.51 an hour in 1964. Earnings also varied by size of establishment, size of community, labor management contract status, and occupation.

Virtually all of the workers received paid vacations. Paid holidays, life and hospitalization insurance, and surgical benefits were also common in the industry.

### Industry Characteristics

The 90 cigar manufacturing plants within scope of the study employed 21,675 workers in April–May 1964. Although the number of plants was reduced by 27 since the 1961 study, the number of production workers in the industry was about the same during both periods. This marked a pause in the previously steady decline of the industry's employment that has been observed for a number of years.<sup>4</sup>

Approximately 86 percent of the production workers covered by the 1964 study were in the Middle Atlantic and Southeast regions. This compared with 84 percent at the time of the earlier study. Between 1961 and 1964, the proportion of the employees in the Middle Atlantic region increased from 49 to 52 percent, in the Southeast it declined slightly—from 36 to 34 percent. Tampa–St. Petersburg, Philadelphia, and York County, Pa., the three areas of industry concentration studied separately, accounted for 16, 10, and 5 percent of the total production workers, respectively, in 1964.

The development of a homogenized binder several years ago, and its continued use in present production methods, has been responsible for substantial changes in the occupational composition of the industry. Prior to the introduction of this binder, one worker was required on all 4- and 2-position cigarmaking

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

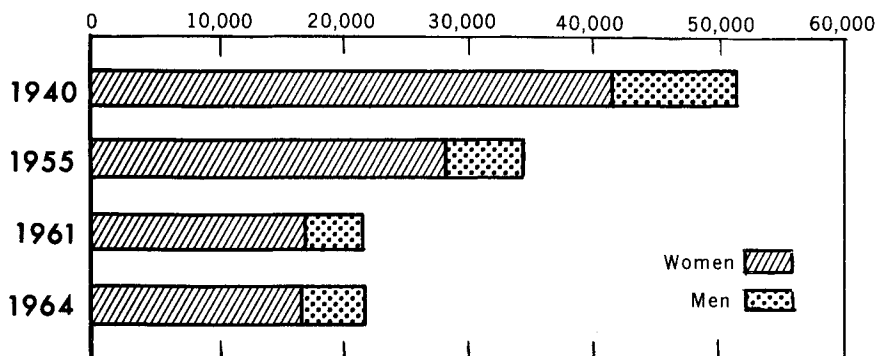
<sup>2</sup> For results of previous study, see Industry Wage Survey: Cigar Manufacturing, April–May 1961 (BLS Bulletin 1317, 1962).

<sup>3</sup> For definitions of regions and areas, see table in appendix A.

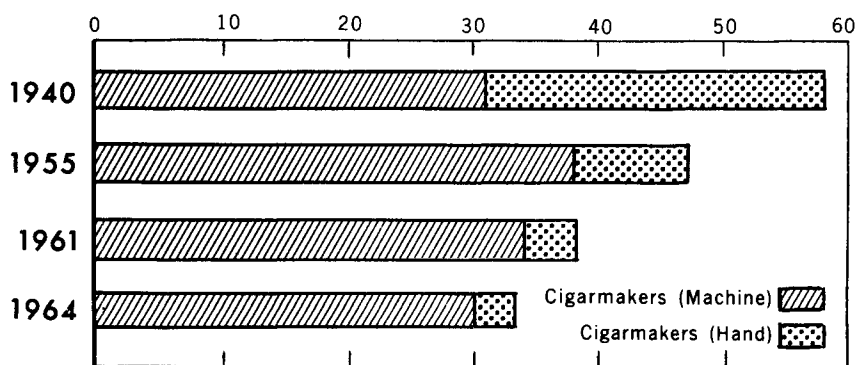
<sup>4</sup> The industry employed 112,000 workers in 1921, 84,000 in 1929, 51,000 in 1940, 36,000 in 1955, and 21,562 in April–May 1961.

# Employment and Earnings in Cigar Manufacturing, December 1940, April 1955, April-May 1961, April-May 1964

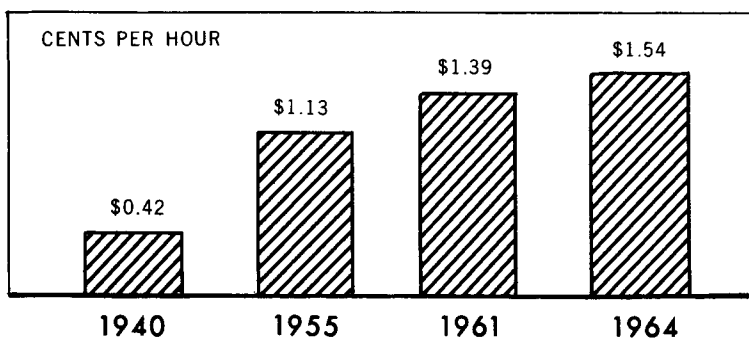
## NUMBER OF PRODUCTION WORKERS



## PERCENT OF PRODUCTION WORKERS EMPLOYED AS CIGARMAKERS



## AVERAGE STRAIGHT-TIME HOURLY EARNINGS OF PRODUCTION WORKERS



machines to place a binder leaf on the binder die of the machine; the leaf was then rolled around the filler automatically. The homogenized binder (made by pulverizing tobacco and forming it into continuous sheets) permits automatic feeding of the binder.

As indicated in the following tabulation, the majority of the cigarmaking-machine operators were on 4-position machines in 1955, whereas in 1964 most operators were on 1-position machines.

	1964	1961	1955
Cigarmaking-machine operators, total -----	6,506	7,416	13,061
4-positions-----	533	834	8,403
3-positions-----	91	1,001	-
2-positions-----	277	1,302	4,658
1-position -----	5,605	4,279	-
Cigarmakers, hand -----	529	954	3,074

More recently, the industry has been developing a homogenized wrapper. Although it was generally in the experimental stage at the time of this study, the homogenized wrapper is expected to effect still more changes in occupational staffing within the next few years.

The number of workers making cigars by hand declined from 954 in 1961 to 529 in 1964.<sup>5</sup>

Establishments having labor-management agreements covering a majority of their production workers accounted for 46 percent of the industry's work force. The following tabulation indicates the proportions of workers in such establishments for the regions and areas tabulated separately:

	Percent of production workers in plants having union agreements
United States -----	45-49
<u>Region</u>	
Middle Atlantic -----	20-24
Southeast -----	65-69
<u>Area</u>	
Tampa-St. Petersburg-----	45-49
Philadelphia -----	60-64
York County, Pa -----	25-29

Plants having union agreements accounted for nearly half of the workers in metropolitan areas, compared with a third of those in the smaller communities. In the Middle Atlantic region, such plants employed three-tenths of the workers in the metropolitan areas but none of the workers in nonmetropolitan areas. In the Southeast, union plants employed approximately seven-tenths of the workers in both community sizes. Nationwide, only about an eighth of the workers in plants employing fewer than 100 were covered by the terms of collective bargaining agreements, compared with about one-half in both of the other two size groups. Among plants with 100 to 249 workers, the proportions accounted for by union

<sup>5</sup> Establishments employing fewer than eight workers were excluded from both surveys. It is estimated that there were approximately 100 such plants employing somewhat more than 300 workers. It is believed that many of these workers were engaged in the hand production of cigars.

plants were three-fifths in the Middle Atlantic and one-half in the Southeast. Corresponding proportions for plants with 500 workers or more were slightly less than a tenth in the Middle Atlantic and four-fifths in the Southeast.

### Average Hourly Earnings

Straight-time earnings of production workers in cigar factories averaged \$1.54 an hour in April–May 1964 (table 1), an increase of 11 percent since April–May 1961. Corresponding increases for workers in the two major regions were: 8 percent in the Middle Atlantic and 11 percent in the Southeast region.

Women, comprising three-fourths of the industry's work force, averaged \$1.52 an hour, compared with \$1.61 for men. Differences in average pay levels for men and women may be the result of several factors, including variation in the distribution of sexes among establishments and among jobs with divergent levels. For example, nearly two-thirds of the women were employed in four occupations (banding- and cellophaning-machine operators, 1-position cigarmaking-machine operators, cigar packers, and strippers) which require less skill than machine adjusters, maintenance machinists, and several other jobs typically filled by men.

Workers in the Middle Atlantic region, approximately nine-tenths of whom were in Pennsylvania, averaged \$1.55 an hour—4 cents more than the average recorded in the Southeast. Of the three labor areas studied separately, workers in Philadelphia had the highest average (\$1.64 an hour), followed by Tampa–St. Petersburg (\$1.53), and York County, Pa. (\$1.47).

Nationally, and in the two regions studied separately, workers in metropolitan areas averaged more than those in the smaller communities. In the United States, the difference amounted to 8 cents (\$1.56 as compared with \$1.48).

Wages of workers in union plants averaged \$1.59 an hour—9 cents more than those of workers in plants not having collective bargaining agreements covering a majority of their production and related workers. Regionally, average wage differences for these two groups of plants were 12 cents in the Southeast and 10 cents in the Middle Atlantic.

Cigar workers in plants with 500 employees or more averaged \$1.56 an hour—3 cents more than those in plants employing 100 to 499 workers and 17 cents more than those in plants with 8 to 99 workers. Approximately the same wage advantage for workers in the larger size plants was found in the two regions studied separately.

In the array of individual earnings, the middle half of the workers' earnings fell between \$1.34 and \$1.67. At the lower end of the distribution, 2.5 percent of the workers earned less than \$1.25 an hour, the Federal minimum wage, and 17.3 percent earned less than \$1.30 (table 2). Most of the workers earning less than \$1.25 were either learners or employed in factories not engaged in interstate commerce. At the upper end of the array, 7 percent of the workers earned \$2 or more per hour.

### Occupational Earnings

Occupational classifications for which earnings data were developed separately and presented in table 6 accounted for seven-tenths of the total production worker employment. Nationwide averages for these jobs ranged from \$1.37 for janitors to \$2.27 for maintenance machinists.

Virtually all cigarmaking-machine operators were women. Operators of 1-position machines accounted for 86 percent of the 6,506 cigarmaking-machine operators. Regionally, these operators averaged \$1.58 an hour in the Middle

Atlantic and \$1.49 in the Southeast. Those assigned to 4-position and 3-position machines, used in the manufacture of longfiller cigars, averaged \$1.74 and \$1.67 an hour, respectively. Four-fifths of the 4-position and two-thirds of the 3-position machine operators were in the Tampa-St. Petersburg area. Nationwide averages for operators of 2-position and 1-position machines were \$1.52 and \$1.55, respectively.

Nearly two-thirds of the 529 workers engaged in making cigars by hand methods were in the Tampa-St. Petersburg area and averaged \$1.63 an hour—11 cents above the national average for such workers. All but a very few of the hand cigarmakers in this area were employed under the "teamwork" system, either as bunchmakers (\$1.80) or rollers (\$1.54). A small proportion of hand cigarmakers manufactured a complete cigar. Virtually all such workers were in the Middle Atlantic region where they averaged \$1.41 an hour.

The 1,583 workers, all of whom were women, operating machines to strip tobacco leaves from the stems averaged \$1.45 an hour. These workers averaged \$1.49 in the Middle Atlantic region, compared with \$1.41 in the Southeast. Only 50 women were employed to strip tobacco by hand.

Cigar packers averaged \$1.68 an hour. The 148 men (almost all employed in Tampa-St. Petersburg) averaged \$2 an hour, compared with \$1.66 for the 1,968 women.

Occupational averages varied not only among regions but also among areas within the same region. For example, where comparisons could be made among the selected occupations, workers in York County, Pa., averaged from 8 to 44 cents per hour less than workers in similar jobs in Philadelphia. In the following tabulation, average hourly earnings for selected occupations in Philadelphia and Tampa-St. Petersburg are expressed as a percent of pay levels in York County.

Selected occupations	Average hourly earnings in—	
	Philadelphia	Tampa-St. Petersburg
	(York County, Pa. = 100)	
Cigarmaking-machine adjusters -----	111	86
Banding- and cellophaning-machine operators -----	121	103
Cigarmaking-machine operators, 1-position-----	119	104
Floormen or floorwomen-----	106	104
Inspectors, cigars (examiners)-----	133	115
Packers, cigars -----	113	131

Similarly, individual earnings varied considerably within the same job and area, particularly for occupations typically paid on an incentive basis. To illustrate, earnings of the highest paid women cigar packers exceeded those of the lowest paid by more than \$1 an hour in each of the areas surveyed separately.

#### Establishment Practices and Supplementary Wage Provisions

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

Method of Wage Payment. Incentive wage systems, usually individual piecework, applied to three-fifths of the cigar workers in the United States (table 13). Seventy percent of the workers in the Southeast region worked under

such plans, compared with 56 percent in the Middle Atlantic. Piecework rates applied to virtually all hand cigarmakers, cigarmaking-machine operators, packers, tobacco strippers, and banding- and cellophaning-machine operators. Machine adjusters, floormen, machinists, and janitors were typically paid on a time basis.

Nearly half of the time-rated workers were in plants having formal rate structures. Formal pay structures with a range of rates for a specific occupational classification were somewhat more prevalent than those providing a single rate for an occupation. Individually determined rates were proportionately more significant in the Middle Atlantic than in the Southeast region.

Scheduled Weekly Hours and Overtime Pay. Seven-tenths of the workers were in plants that had a weekly work schedule of 40 hours (table 14). Weekly work schedules of 40 hours applied to 88 percent of the workers in the Southeast region, compared with 58 percent in the Middle Atlantic. Three-tenths of the Middle Atlantic work force had work schedules of 48 hours.

Pay of  $1\frac{1}{2}$  times the regular rate for work in excess of 40 hours a week was almost universally provided for production workers. For work in excess of 8 hours a day, two-thirds received time and one-half. However, less than one-half of the Southeast workers received extra pay for daily overtime work.

Shift Practices. Slightly over one-tenth of the workers were employed on late shifts during April–May 1964 (table 15). Most of these workers received extra pay in the form of a percent differential over day-shift rates. Second-shift workers commonly received 5 percent additional, whereas third- or other late-shift workers usually received an additional 8 percent over day-shift rates.

Paid Holidays. Nearly nine-tenths (86 percent) of the production workers were in establishments providing paid holidays annually (table 16). Regionally, the proportions were 92 percent in the Middle Atlantic and 73 percent in the Southeast. Workers in the Middle Atlantic region usually received 6 or 7 days. In the Southeast region, holiday provisions were more varied, ranging from 1 to 7 days a year with 5 days being most common. Among the areas selected for separate study, formal provisions for paid holidays applied to all workers in Philadelphia, a third of the workers in York County, Pa., and to slightly less than half (46 percent) of the workers in Tampa–St. Petersburg.<sup>6</sup>

Paid Vacations. Paid vacations (after qualifying periods of service) were provided to more than nine-tenths of the workers (table 17). Workers in the Middle Atlantic region typically received 1 week of vacation pay after 1 year of service, 2 weeks' pay after 5 years, and 3 weeks' after 15 years or more. Vacation benefits in the Southeast were somewhat more liberal than those in the Middle Atlantic region.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, financed at least in part by the employer, were available to more than seven-tenths of the production workers (table 18). Other types of insurance, such as sickness and accident, medical, and catastrophe, were less frequently reported.

Pension plans, providing regular payments for the remainder of the worker's life on retirement, in addition to those available under the Federal social security program, applied to two-fifths of the production workers.

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<sup>6</sup> The proportion of workers receiving paid holidays in the Tampa–St. Petersburg area was erroneously reported as 83 percent in the report on the 1961 study (Bulletin 1317, p. 23); the correct figure is 53 percent.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in cigar manufacturing establishments by selected characteristics, United States, selected regions, and areas, April-May 1964)

Item	United States <sup>2</sup>		Regions				Areas					
			Middle Atlantic		Southeast		Philadelphia, Pa.		York County, Pa.		Tampa-St. Petersburg, Fla.	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All workers .....	21,675	\$1.54	11,356	\$1.55	7,392	\$1.51	2,152	\$1.64	1,075	\$1.47	3,434	\$1.53
Men .....	5,249	1.61	2,722	1.61	1,879	1.58	483	1.70	173	1.66	960	1.54
Women .....	16,426	1.52	8,634	1.54	5,513	1.49	1,669	1.62	902	1.44	2,474	1.52
Size of establishment:												
8-99 workers .....	1,241	1.39	754	1.41	-	-	-	-	-	-	-	-
100-499 workers .....	6,937	1.53	3,751	1.56	2,126	1.50	-	-	-	-	1,688	1.55
500 workers or more .....	13,497	1.56	6,851	1.57	4,928	1.54	-	-	-	-	-	-
Size of community:												
Metropolitan area <sup>3</sup> .....	16,483	1.56	8,522	1.58	5,812	1.53	2,152	1.64	1,075	1.47	3,434	1.53
Nonmetropolitan area .....	5,192	1.48	2,834	1.47	1,580	1.45	-	-	-	-	-	-
Labor-management contracts:												
Establishments with—												
Majority covered .....	9,885	1.59	2,702	1.63	5,073	1.55	-	-	-	-	1,594	1.61
None or minority covered .....	11,790	1.50	8,654	1.53	2,319	1.43	-	-	-	-	-	-

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

<sup>2</sup> Includes data for regions in addition to those shown separately. For definition of regions and areas as shown in this or subsequent tables, see footnotes to table, appendix A.

<sup>3</sup> The term "metropolitan area," as used in this study, refers to Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget in 1961.

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

Table 2. Earnings Distribution: All Production Workers

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

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>	Regions		States		Areas		
		Middle Atlantic	Southeast	Florida	Pennsylvania	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
Under \$1.25.....	2.5	1.9	2.8	3.5	2.1	-	0.8	4.9
\$1.25 and under \$1.30.....	14.8	13.7	17.3	16.5	13.9	7.9	19.9	16.9
\$1.30 and under \$1.35.....	9.1	10.1	9.7	7.3	10.7	17.5	16.3	6.2
\$1.35 and under \$1.40.....	7.1	6.4	8.9	10.2	6.6	4.1	10.7	10.3
\$1.40 and under \$1.45.....	7.2	7.5	6.9	7.2	8.0	7.0	10.4	6.6
\$1.45 and under \$1.50.....	10.2	10.2	10.2	8.9	10.9	4.4	6.7	8.0
\$1.50 and under \$1.60.....	15.7	15.0	15.5	14.6	15.3	14.5	18.7	12.1
\$1.60 and under \$1.70.....	11.8	11.9	10.3	11.3	11.4	12.4	5.6	12.4
\$1.70 and under \$1.80.....	8.1	8.7	6.0	6.6	8.9	10.3	2.1	7.1
\$1.80 and under \$1.90.....	4.4	4.5	4.3	4.3	4.5	4.5	2.6	5.0
\$1.90 and under \$2.00.....	2.3	2.6	1.7	2.1	1.6	6.6	.9	2.4
\$2.00 and under \$2.10.....	1.9	2.3	1.6	1.9	1.7	3.9	1.0	2.3
\$2.10 and under \$2.20.....	1.1	1.3	.9	1.1	1.2	1.4	.3	1.5
\$2.20 and under \$2.30.....	1.6	1.8	.8	1.0	1.5	1.1	2.2	1.3
\$2.30 and under \$2.40.....	1.0	.5	1.7	2.0	.5	.8	.5	1.0
\$2.40 and under \$2.50.....	.5	.4	.6	.6	.4	.9	.2	.8
\$2.50 and over.....	1.0	1.1	.8	.9	.8	2.8	1.0	1.2
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	21,675	11,356	7,392	4,816	10,250	2,152	1,075	3,434
Average hourly earnings <sup>1</sup> .....	\$1.54	\$1.55	\$1.51	\$1.53	\$1.54	\$1.64	\$1.47	\$1.53

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

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

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



Table 3. Earnings Distribution: Men Production Workers

(Percent distribution of workers in cigar manufacturing establishments by average straight-time hourly earnings,<sup>1</sup> United States, selected regions, States, and areas, April-May 1964)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>	Regions		States		Areas		
		Middle Atlantic	Southeast	Florida	Pennsylvania	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
Under \$1.25	1.5	0.6	2.9	3.6	0.6	-	-	5.0
\$1.25 and under \$1.30	12.0	14.1	9.9	10.3	13.8	6.6	11.0	14.0
\$1.30 and under \$1.35	9.3	10.8	9.6	7.8	10.8	22.4	18.5	8.1
\$1.35 and under \$1.40	8.9	7.2	13.3	14.1	7.4	2.9	7.5	13.3
\$1.40 and under \$1.45	7.3	9.1	6.0	6.4	9.7	9.7	15.6	4.5
\$1.45 and under \$1.50	13.8	13.0	13.8	12.5	14.2	3.1	2.3	11.3
\$1.50 and under \$1.60	11.8	10.0	10.0	10.4	10.3	11.8	7.5	8.3
\$1.60 and under \$1.70	6.7	7.3	5.6	6.6	5.9	12.6	6.4	7.4
\$1.70 and under \$1.80	4.6	3.6	6.1	6.0	3.2	2.5	2.3	5.9
\$1.80 and under \$1.90	3.7	3.1	4.3	4.2	2.9	3.5	.6	4.7
\$1.90 and under \$2.00	2.9	2.7	3.7	4.2	2.6	2.7	1.7	5.1
\$2.00 and under \$2.10	3.6	4.6	3.2	2.8	5.0	1.9	4.6	3.5
\$2.10 and under \$2.20	2.1	2.0	1.9	2.1	2.1	1.9	1.2	2.9
\$2.20 and under \$2.30	4.6	5.3	1.6	1.9	5.7	2.9	13.3	2.7
\$2.30 and under \$2.40	3.0	1.5	5.7	5.7	1.5	1.9	1.7	1.5
\$2.40 and under \$2.50	1.3	1.4	1.0	.4	1.4	2.9	.6	.6
\$2.50 and over	2.8	3.9	1.5	.8	3.0	10.8	5.2	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	5,249	2,722	1,879	1,342	2,439	483	173	960
Average hourly earnings <sup>1</sup>	\$1.61	\$1.61	\$1.58	\$1.57	\$1.60	\$1.70	\$1.66	\$1.54

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

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

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

Table 4. Earnings Distribution: Women Production Workers

(Percent distribution of workers in cigar manufacturing establishments by average straight-time hourly earnings, <sup>1</sup> United States, selected regions, States, and areas, April-May 1964)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>	Regions		States		Areas		
		Middle Atlantic	Southeast	Florida	Pennsylvania	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
Under \$ 1.25.....	2.8	2.4	2.8	3.5	2.6	-	1.0	4.8
\$ 1.25 and under \$ 1.30.....	15.7	13.6	19.8	18.9	13.9	8.3	21.6	18.1
\$ 1.30 and under \$ 1.35.....	9.0	9.9	9.7	7.1	10.7	16.1	15.9	5.4
\$ 1.35 and under \$ 1.40.....	6.5	6.1	7.4	8.8	6.3	4.4	11.3	9.1
\$ 1.40 and under \$ 1.45.....	7.2	7.1	7.2	7.5	7.5	6.2	9.4	7.5
\$ 1.45 and under \$ 1.50.....	9.1	9.3	9.0	7.5	9.8	4.7	7.5	6.8
\$ 1.50 and under \$ 1.60.....	17.0	16.6	17.4	16.2	16.8	15.2	20.8	13.6
\$ 1.60 and under \$ 1.70.....	13.5	13.3	11.9	13.1	13.2	12.3	5.4	14.4
\$ 1.70 and under \$ 1.80.....	9.2	10.2	6.0	6.9	10.7	12.6	2.1	7.6
\$ 1.80 and under \$ 1.90.....	4.6	4.9	4.3	4.3	5.0	4.8	3.0	5.1
\$ 1.90 and under \$ 2.00.....	2.1	2.5	1.1	1.4	1.2	7.7	.8	1.3
\$ 2.00 and under \$ 2.10.....	1.3	1.6	1.0	1.5	.7	4.6	.3	1.8
\$ 2.10 and under \$ 2.20.....	.8	1.0	.5	.7	.9	1.3	.1	.9
\$ 2.20 and under \$ 2.30.....	.6	.8	.5	.6	.2	.6	.1	.7
\$ 2.30 and under \$ 2.40.....	.3	.2	.4	.5	.2	.5	.2	.8
\$ 2.40 and under \$ 2.50.....	.2	.1	.4	.6	.1	.4	.1	.9
\$ 2.50 and over.....	.4	.3	.6	.9	.2	.5	.2	1.3
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	16,426	8,634	5,513	3,474	7,811	1,669	902	2,474
Average hourly earnings <sup>1</sup> .....	\$ 1.52	\$ 1.54	\$ 1.49	\$ 1.51	\$ 1.52	\$ 1.62	\$ 1.44	\$ 1.52

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

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

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

Table 5. Earnings Distribution: Selected Occupations—Production Workers, By Sex

(Percent distribution of workers in selected occupations in cigar manufacturing establishments by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, April–May 1964)

Average hourly earnings <sup>1</sup>	Adjusters, machine (men)			Banding- and cellophaning-machine operators (women)			Cigarmakers, hand (women)			Cigarmaking-machine operators, 4 positions (women)		Cigarmaking-machine operators, 2 positions (women)	
	United States <sup>2</sup>	Middle Atlantic	Southeast	United States <sup>2</sup>	Middle Atlantic	Southeast	United States <sup>2</sup>	Middle Atlantic	Southeast	United States <sup>2</sup>	Southeast	United States <sup>2</sup>	Southeast
Under \$1.25.....	-	-	-	0.2	-	-	13.7	-	-	0.8	-	2.5	-
\$1.25 and under \$1.30.....	-	-	-	11.6	10.8	14.6	9.5	9.6	11.1	-	-	25.3	69.7
\$1.30 and under \$1.35.....	-	-	-	11.1	13.9	9.7	6.4	11.5	6.3	-	-	7.2	16.7
\$1.35 and under \$1.40.....	0.9	0.6	1.8	5.0	5.6	5.5	4.2	11.5	3.6	-	-	2.9	3.0
\$1.40 and under \$1.45.....	-	-	-	8.0	4.0	13.2	14.6	15.4	17.0	.8	-	2.2	-
\$1.45 and under \$1.50.....	-	-	-	8.6	5.3	11.2	8.7	9.6	10.3	1.1	1.4	4.7	-
\$1.50 and under \$1.60.....	2.6	1.9	5.3	29.0	21.5	33.3	18.8	23.1	21.7	26.7	21.5	2.5	-
\$1.60 and under \$1.70.....	2.8	2.2	5.3	21.1	29.0	11.4	8.7	1.9	11.9	21.0	25.4	24.9	7.6
\$1.70 and under \$1.80.....	5.2	5.3	7.1	3.2	5.9	.4	3.9	3.8	4.7	21.2	25.6	24.2	3.0
\$1.80 and under \$1.90.....	5.2	5.6	5.3	2.1	3.7	.6	5.0	1.9	6.7	15.5	18.8	2.9	-
\$1.90 and under \$2.00.....	5.7	6.3	7.6	-	-	-	1.4	1.9	1.6	1.7	2.1	.4	-
\$2.00 and under \$2.10.....	13.9	16.6	14.7	.1	-	.2	.8	-	1.2	3.8	4.3	.4	-
\$2.10 and under \$2.20.....	3.5	3.4	1.8	-	-	-	.6	1.9	.4	1.1	.9	-	-
\$2.20 and under \$2.30.....	28.1	31.9	1.2	.1	.2	-	1.4	-	2.0	6.1	-	-	-
\$2.30 and under \$2.40.....	12.8	4.1	34.7	-	-	-	1.1	7.7	-	-	-	-	-
\$2.40 and under \$2.50.....	7.5	6.6	7.1	.1	.2	-	.6	-	.8	-	-	-	-
\$2.50 and over.....	11.8	15.6	8.2	-	-	-	.6	-	.8	.2	-	-	-
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	576	320	170	1,315	656	493	357	52	253	528	437	277	66
Average hourly earnings <sup>1</sup> .....	\$2.18	\$2.18	\$2.12	\$1.49	\$1.51	\$1.46	\$1.48	\$1.54	\$1.55	\$1.74	\$1.72	\$1.52	\$1.31

See footnotes at end of table.

Table 5. Earnings Distribution: Selected Occupations—Production Workers, By Sex—Continued

(Percent distribution of workers in selected occupations in cigar manufacturing establishments by average straight-time hourly earnings. <sup>1</sup>  
United States and selected regions, April–May 1964)

Average hourly earnings <sup>1</sup>	Cigarmaking-machine operators, 1 position (women)			Floormen			Packers (women)			Strippers (women)		
	United States <sup>2</sup>	Middle Atlantic	Southeast	United States <sup>2</sup>	Middle Atlantic	Southeast	United States <sup>2</sup>	Middle Atlantic	Southeast	United States <sup>2</sup>	Middle Atlantic	Southeast
Under \$1.25.....	-	-	-	0.5	-	-	-	-	-	0.8	-	-
\$1.25 and under \$1.30.....	11.8	10.4	16.8	17.6	18.8	21.4	11.5	7.9	20.2	28.4	21.5	33.8
\$1.30 and under \$1.35.....	5.8	5.6	7.3	18.7	24.0	15.3	7.0	5.5	9.7	11.7	8.5	16.4
\$1.35 and under \$1.40.....	5.6	5.9	6.0	9.5	3.1	25.7	4.8	3.3	7.9	9.1	8.5	10.7
\$1.40 and under \$1.45.....	6.3	7.3	5.9	7.5	9.5	6.7	5.1	4.2	6.6	10.2	13.3	8.5
\$1.45 and under \$1.50.....	9.5	7.7	13.3	29.8	27.5	24.8	5.7	5.5	6.3	6.4	8.8	4.4
\$1.50 and under \$1.60.....	23.7	22.2	26.6	11.1	10.5	3.1	13.1	15.2	9.7	10.8	13.7	7.5
\$1.60 and under \$1.70.....	17.7	16.0	15.2	3.7	5.9	.3	11.8	13.4	7.3	10.7	10.9	11.4
\$1.70 and under \$1.80.....	11.5	11.7	6.9	.6	-	1.8	18.2	27.4	5.8	5.2	7.0	3.1
\$1.80 and under \$1.90.....	4.8	7.3	1.8	.5	-	.3	5.5	5.3	3.3	3.1	4.1	1.7
\$1.90 and under \$2.00.....	1.9	3.5	.1	.1	-	.3	4.1	2.7	3.6	1.8	2.0	1.4
\$2.00 and under \$2.10.....	.6	1.1	-	.2	.2	.3	4.2	5.1	2.7	.9	.9	.8
\$2.10 and under \$2.20.....	.4	.6	-	-	-	-	2.2	1.5	3.6	.3	.5	-
\$2.20 and under \$2.30.....	.2	.3	-	.3	.5	-	1.4	.7	2.2	.3	.3	.4
\$2.30 and under \$2.40.....	.1	.1	.1	-	-	-	1.7	.7	3.1	.1	-	-
\$2.40 and under \$2.50.....	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	1.7	.6	3.4	-	-	-
\$2.50 and over.....	.1	.2	-	-	-	-	2.0	.9	4.2	-	-	-
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	5,605	2,964	1,909	1,090	608	327	1,968	1,067	667	1,632	753	721
Average hourly earnings <sup>1</sup> .....	\$1.55	\$1.58	\$1.49	\$1.41	\$1.40	\$1.39	\$1.66	\$1.65	\$1.64	\$1.45	\$1.48	\$1.41

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria. Because of rounding, sums of individual items may not equal 100.

Table 6. Occupational Averages: All Establishments

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

Occupation and sex	United States <sup>2</sup>		Regions				Areas					
			Middle Atlantic		Southeast		Philadelphia, Pa.		York County, Pa.		Tampa-St. Petersburg, Fla.	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Adjusters, machine (576 men and 16 women) <sup>3</sup> .....	592	\$2.15	320	\$2.18	170	\$2.12	58	\$2.45	38	\$2.19	56	\$1.82
Banding and cellophaning machine (all men).....	156	2.13	87	2.14	47	2.05	12	2.42	8	2.07	17	1.73
Cigarmaking machine (all men).....	375	2.22	212	2.23	103	2.18	39	2.50	29	2.25	32	1.93
Stripping machine (28 men and 16 women).....	44	1.64	13	1.78	13	1.89	-	-	-	-	6	1.62
Banding- and cellophaning-machine operators (1,315 women and 2 men).....	1,317	1.49	656	1.51	493	1.46	106	1.64	102	1.36	224	1.40
Cigarmakers, hand.....	529	1.52	113	1.43	364	1.61	-	-	-	-	349	1.63
Men .....	172	1.60	61	1.34	111	1.75	-	-	-	-	111	1.75
Women .....	357	1.48	52	1.54	253	1.55	-	-	-	-	238	1.57
Whole work (55 men and 23 women).....	78	1.43	74	1.41	-	-	-	-	-	-	-	-
Bunchmakers.....	145	1.66	-	-	112	1.80	-	-	-	-	112	1.80
Men .....	85	1.82	-	-	84	1.82	-	-	-	-	84	1.82
Women .....	60	1.45	-	-	28	1.73	-	-	-	-	28	1.73
Rollers.....	306	1.48	-	-	248	1.52	-	-	-	-	233	1.54
Men .....	32	1.51	-	-	24	1.49	-	-	-	-	24	1.49
Women .....	274	1.47	-	-	224	1.53	-	-	-	-	209	1.55
Cigarmaking-machine operators, 4 positions (528 women and 5 men).....	533	1.74	-	-	442	1.72	-	-	-	-	442	1.72
Cigarmaking-machine operators, 3 positions (all women).....	91	1.67	-	-	60	1.53	-	-	-	-	60	1.53
Cigarmaking-machine operators, 2 positions (all women).....	277	1.52	-	-	66	1.31	-	-	23	1.39	66	1.31
Cigarmaking-machine operators, 1 position (all women).....	5,605	1.55	2,964	1.58	1,909	1.49	587	1.70	292	1.43	430	1.49
Floormen or floorwomen.....	1,637	1.41	960	1.40	428	1.38	227	1.42	48	1.34	144	1.40
Men .....	1,090	1.41	608	1.40	327	1.39	175	1.40	32	1.35	110	1.41
Women .....	547	1.41	352	1.41	101	1.38	52	1.48	16	1.32	34	1.37
Inspectors, cigars (examiners).....	606	1.54	372	1.52	124	1.60	53	1.79	9	1.35	44	1.55
Men .....	55	1.53	-	-	-	-	-	-	-	-	36	1.59
Women .....	551	1.54	353	1.52	-	-	53	1.79	9	1.35	8	1.36
Loose cigars (391 women and 26 men).....	417	1.54	255	1.52	74	1.60	40	1.80	9	1.35	-	-
Packed cigars.....	189	1.54	117	1.51	10	1.63	-	-	-	-	18	1.51
Men .....	29	1.49	-	-	10	1.63	-	-	-	-	10	1.63
Women .....	160	1.55	98	1.52	-	-	-	-	-	-	8	1.36
Janitors.....	130	1.37	68	1.38	38	1.34	37	1.39	-	-	16	1.29
Men .....	66	1.37	31	1.38	23	1.33	-	-	-	-	13	1.28
Women .....	64	1.37	37	1.38	15	1.36	16	1.37	-	-	-	-
Machinists, maintenance (all men).....	117	2.27	73	2.25	31	2.21	-	-	-	-	7	1.88
Maintenance men, general utility (all men).....	100	1.94	48	1.85	29	1.95	-	-	-	-	6	1.63
Packers, cigars.....	2,116	1.68	1,078	1.65	798	1.71	239	1.77	141	1.56	309	2.04
Men .....	148	2.00	11	1.32	131	2.03	-	-	7	1.36	131	2.03
Women .....	1,968	1.66	1,067	1.65	667	1.64	239	1.77	134	1.57	178	2.05
Strippers (1,632 women and 1 man) <sup>3</sup> .....	1,633	1.45	754	1.48	721	1.41	-	-	155	1.40	321	1.49
Strippers, machine (1,582 women and 1 man).....	1,583	1.45	714	1.49	711	1.41	-	-	155	1.40	311	1.48

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

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

<sup>3</sup> Includes data for workers in classifications not shown separately.

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

Table 7. Occupational Averages: By Labor-Management Contract Coverage

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in cigar manufacturing establishments by labor-management contract coverage, United States and selected regions, April-May 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>												
Adjusters, machine .....	287	\$2.25	289	\$2.10	99	\$2.24	221	\$2.16	120	\$2.24	50	\$1.84
Cigarmakers, hand .....	87	1.82	85	1.39	-	-	61	1.34	87	1.82	24	1.51
Floormen .....	579	1.43	511	1.37	205	1.44	403	1.38	228	1.40	99	1.36
Inspectors, cigars (examiners) .....	12	1.59	43	1.51	-	-	-	-	12	1.59	-	-
Janitors .....	34	1.43	32	1.32	-	-	-	-	16	1.34	-	-
Machinists, maintenance .....	54	2.37	63	2.18	19	2.31	54	2.23	-	-	-	-
Maintenance men, general utility .....	56	2.04	44	1.82	20	1.91	28	1.81	19	2.08	-	-
Packers, cigars .....	136	2.06	12	1.33	-	-	11	1.32	130	2.04	-	-
<u>Women</u>												
Banding- and cellophaning-machine operators .....	542	1.53	773	1.46	125	1.58	531	1.50	291	1.51	202	1.39
Cigarmakers, hand .....	165	1.59	192	1.39	-	-	-	-	148	1.58	105	1.51
Cigarmaking-machine operators, 4 positions .....	504	1.75	24	1.48	-	-	-	-	421	1.72	16	1.58
Cigarmaking-machine operators, 2 positions .....	82	1.56	195	1.50	-	-	27	1.33	31	1.38	-	-
Cigarmaking-machine operators, 1 position .....	2,519	1.57	3,086	1.54	625	1.64	2,339	1.57	1,361	1.51	548	1.42
Floorwomen .....	265	1.42	282	1.39	96	1.46	256	1.39	83	1.38	18	1.37
Inspectors, cigars (examiners) .....	266	1.68	285	1.42	102	1.77	251	1.42	-	-	18	1.33
Janitors .....	37	1.40	27	1.33	18	1.43	19	1.33	-	-	-	-
Packers, cigars .....	922	1.63	1,046	1.68	278	1.74	789	1.62	462	1.52	205	1.92
Strippers .....	768	1.45	864	1.45	186	1.56	567	1.46	474	1.39	247	1.47

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

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

Table 8. Occupational Averages: By Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in cigar manufacturing establishments by size of community, United States and selected regions, April-May 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Men</b>												
Adjusters, machine .....	441	\$ 2.19	135	\$ 2.14	252	\$ 2.20	68	\$ 2.13	122	\$ 2.13	48	\$ 2.10
Cigarmakers, hand .....	136	1.68	-	-	-	-	-	-	111	1.75	-	-
Floormen .....	896	1.41	194	1.39	543	1.40	-	-	228	1.39	99	1.37
Inspectors, cigars (examiners).....	50	1.56	-	-	-	-	-	-	36	1.59	-	-
Janitors.....	64	1.38	-	-	30	1.38	-	-	22	1.33	-	-
Machinists, maintenance .....	109	2.28	8	2.09	71	2.24	-	-	29	2.25	-	-
Maintenance men, general utility.....	84	1.97	16	1.83	38	1.85	10	1.86	23	2.00	6	1.77
Packers, cigars.....	144	2.02	-	-	7	1.36	-	-	131	2.03	-	-
<b>Women</b>												
Banding- and cellophaning-machine operators.....	951	1.50	364	1.46	442	1.54	214	1.45	383	1.46	110	1.46
Cigarmakers, hand .....	314	1.49	43	1.38	-	-	28	1.45	238	1.57	-	-
Cigarmaking-machine operators, 4 positions .....	524	1.74	-	-	-	-	-	-	437	1.72	-	-
Cigarmaking-machine operators, 3 positions .....	85	1.69	-	-	-	-	-	-	60	1.53	-	-
Cigarmaking-machine operators, 2 positions .....	258	1.53	-	-	-	-	-	-	66	1.31	-	-
Cigarmaking-machine operators, 1 position.....	4,042	1.58	1,563	1.48	2,225	1.61	739	1.50	1,255	1.51	654	1.44
Floorwomen .....	404	1.40	143	1.41	258	1.41	94	1.41	98	1.38	-	-
Inspectors, cigars (examiners).....	380	1.58	171	1.46	255	1.57	98	1.40	78	1.57	-	-
Janitors.....	53	1.38	11	1.35	34	1.37	-	-	12	1.38	-	-
Packers, cigars.....	1,439	1.71	529	1.51	851	1.68	216	1.54	437	1.76	230	1.42
Strippers .....	1,304	1.46	328	1.38	657	1.49	96	1.42	532	1.45	189	1.31

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

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

Table 9. Occupational Averages: By Size of Establishment

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

Occupation and sex	United States <sup>2</sup>						Middle Atlantic						Southeast			
	Establishments having—															
	8-99 workers		100-499 workers		500 workers or more		8-99 workers		100-499 workers		500 workers or more		100-499 workers		500 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Men</b>																
Adjusters, machine .....	26	\$1.98	214	\$2.10	336	\$2.24	26	\$1.98	135	\$2.17	159	\$2.22	53	\$1.84	117	\$2.25
Cigarmakers, hand .....	65	1.34	56	1.76	-	-	60	1.34	-	-	-	-	43	1.84	-	-
Floormen .....	18	1.52	313	1.39	759	1.41	7	1.37	212	1.41	389	1.40	83	1.35	243	1.40
Inspectors, cigars (examiners) .....	-	-	12	1.61	43	1.51	-	-	-	-	-	-	12	1.61	-	-
Janitors .....	-	-	24	1.36	39	1.37	-	-	11	1.46	19	1.34	9	1.27	14	1.37
Machinists, maintenance .....	-	-	30	2.26	82	2.24	-	-	23	2.30	47	2.20	-	-	26	2.29
Maintenance men, general utility .....	-	-	35	1.95	60	1.96	-	-	19	1.95	27	1.82	8	1.64	19	2.11
Packers, cigars .....	17	1.76	89	2.05	-	-	10	1.29	-	-	-	-	88	2.05	-	-
<b>Women</b>																
Banding- and cellophaning-machine operators .....	100	1.32	366	1.45	849	1.53	73	1.33	190	1.50	393	1.55	120	1.38	350	1.50
Cigarmakers, hand .....	79	1.44	203	1.48	-	-	31	1.45	-	-	-	-	100	1.64	-	-
Cigarmaking-machine operators, 2 positions .....	90	1.46	187	1.54	-	-	27	1.33	-	-	-	-	39	1.35	-	-
Cigarmaking-machine operators, 1 position .....	209	1.38	1,441	1.52	3,955	1.58	173	1.37	872	1.55	1,919	1.62	308	1.40	1,575	1.50
Floorwomen .....	20	1.38	145	1.41	382	1.41	17	1.35	110	1.43	225	1.41	24	1.37	77	1.38
Inspectors, cigars (examiners) .....	-	-	138	1.58	405	1.53	-	-	104	1.64	244	1.48	16	1.31	72	1.67
Janitors .....	-	-	23	1.37	39	1.38	-	-	14	1.39	22	1.38	-	-	11	1.38
Packers, cigars .....	80	1.69	541	1.65	1,347	1.66	57	1.60	355	1.69	655	1.64	113	1.55	547	1.66
Strippers .....	167	1.36	607	1.44	858	1.47	107	1.35	302	1.46	344	1.54	240	1.43	457	1.40

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

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



Table 10. Occupational Earnings: Philadelphia, Pa.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in cigar manufacturing establishments, May 1964)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																		
			\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80
			and over																		
All production workers .....	2,152	\$1.64	171	376	88	150	94	311	266	222	97	141	85	30	24	17	20	34	10	6	10
Men .....	483	1.70	32	108	14	47	15	57	61	12	17	13	9	9	14	9	14	29	9	4	10
Women .....	1,669	1.62	139	268	74	103	79	254	205	210	80	128	76	21	10	8	6	5	1	2	-
<u>Selected production occupations</u>																					
<u>Men</u>																					
Adjusters, machine <sup>3 a/</sup> .....	58	2.45	-	-	-	-	-	-	-	-	-	2	2	1	6	4	10	22	7	3	1
Banding and cellophanning machine <sup>3 a/</sup> .....	12	2.42	-	-	-	-	-	-	-	-	-	-	-	-	3	1	2	6	-	-	-
Cigarmaking machine <sup>3 a/</sup> .....	39	2.50	-	-	-	-	-	-	-	-	-	1	-	1	2	1	8	16	7	2	1
Floormen <sup>4 a/</sup> .....	175	1.40	28	77	1	5	10	24	30	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																					
Banding- and cellophanning-machine operators <sup>4 b/</sup> .....	106	1.64	2	11	1	-	1	17	25	30	17	-	-	-	1	-	1	-	-	-	-
Cigarmaking-machine operators, 1 position <sup>4 b/</sup> .....	587	1.70	46	12	30	46	39	117	122	40	14	89	15	9	4	-	-	4	-	-	-
Floorwomen <sup>4 a/</sup> .....	52	1.48	8	6	-	-	2	35	1	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, cigars (examiners) <sup>4 a/</sup> .....	53	1.79	-	5	-	-	-	-	5	9	22	12	-	-	-	-	-	-	-	-	-
Loose cigars <sup>4 a/</sup> .....	40	1.80	-	5	-	-	-	-	1	5	17	12	-	-	-	-	-	-	-	-	-
Janitors <sup>4 a/</sup> .....	16	1.37	1	8	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigars <sup>4 b/</sup> .....	239	1.77	22	6	6	2	2	17	6	101	9	12	41	5	-	4	4	-	-	2	-

<sup>1</sup> Standard Metropolitan Statistical Area as defined by the U.S. Bureau of the Budget in 1961. (See table in appendix A.)

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

<sup>4</sup> Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 11. Occupational Earnings: Tampa—St. Petersburg, Fla.<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of production workers in selected occupations in cigar manufacturing establishments, May 1964)

Occupation and sex	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																			
			Under \$1.25	\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80
				\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	and over
All production workers.....	3,434	\$1.53	167	582	212	354	228	275	416	427	244	172	81	78	51	44	33	28	13	2	14	13
Men.....	960	1.54	48	134	78	128	43	108	80	71	57	45	49	34	28	26	14	6	6	2	2	1
Women.....	2,474	1.52	119	448	134	226	185	167	336	356	187	127	32	44	23	18	19	22	7	-	12	12
<b>Selected production occupations</b>																						
<b>Men</b>																						
Adjusters, machine <sup>3</sup> a/.....	56	1.82	-	-	-	3	-	-	8	5	5	9	12	8	3	1	-	1	1	-	-	-
Banding and cellophanning machine <sup>4</sup> a/.....	17	1.73	-	-	-	-	-	-	7	3	1	2	2	1	-	-	-	-	1	-	-	-
Cigarmaking machine <sup>4</sup> a/.....	32	1.93	-	-	-	-	-	-	2	2	7	10	6	3	1	-	1	-	-	-	-	-
Stripping machine <sup>4</sup> a/.....	6	1.62	-	-	-	2	-	-	1	-	2	-	1	-	-	-	-	-	-	-	-	-
Cigarmakers, hand <sup>3</sup> a/.....	111	1.75	-	5	2	7	11	4	19	9	14	9	5	6	9	5	3	1	-	-	1	1
Bunchmakers <sup>4</sup> b/.....	84	1.82	-	3	1	3	3	2	16	7	13	6	5	6	9	4	3	1	-	-	1	1
Rollers <sup>4</sup> b/.....	24	1.49	-	1	1	4	8	2	3	2	1	2	-	-	-	-	-	-	-	-	-	-
Floormen <sup>4</sup> a/.....	110	1.41	-	24	13	32	4	18	9	1	6	1	1	1	-	-	-	-	-	-	-	-
Inspectors, cigars (examiners) <sup>3</sup> a/.....	36	1.59	-	-	2	1	2	7	7	7	5	3	2	-	-	-	-	-	-	-	-	-
Packed cigars <sup>4</sup> a/.....	10	1.63	-	-	-	-	-	1	2	4	1	2	-	-	-	-	-	-	-	-	-	-
Janitors <sup>4</sup> a/.....	13	1.28	-	9	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance <sup>4</sup> a/.....	7	1.88	-	-	-	-	-	1	-	-	-	1	4	-	1	-	-	-	-	-	-	-
Maintenance men, general utility <sup>4</sup> a/.....	6	1.63	-	-	-	1	-	1	2	-	-	-	1	1	-	-	-	-	-	-	-	-
Packers, cigars <sup>4</sup> b/.....	131	2.03	-	-	1	1	1	3	4	1	10	18	24	15	12	20	11	4	4	1	1	-
<b>Women</b>																						
Banding- and cellophanning-machine operators <sup>4</sup> b/.....	224	1.40	-	57	22	24	53	16	39	8	2	3	-	-	-	-	-	-	-	-	-	-
Cigarmakers, hand <sup>3</sup> b/.....	238	1.57	-	13	16	9	43	26	55	30	12	17	4	3	1	5	-	2	-	-	2	-
Bunchmakers <sup>4</sup> b/.....	28	1.73	-	-	-	1	1	9	2	1	-	9	-	3	-	2	-	-	-	-	-	-
Rollers <sup>4</sup> b/.....	209	1.55	-	13	16	8	42	17	53	29	12	8	4	-	1	3	-	1	-	-	2	-
Cigarmaking-machine operators, 4 positions <sup>4</sup> b/.....	437	1.72	-	-	-	-	-	6	94	111	112	82	9	19	4	-	-	-	-	-	-	-
Cigarmaking-machine operators, 3 positions <sup>4</sup> b/.....	60	1.53	-	14	7	3	-	-	12	7	17	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 2 positions <sup>4</sup> b/.....	66	1.31	-	46	11	2	-	-	-	5	2	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 1 position <sup>4</sup> b/.....	430	1.49	-	69	17	24	39	77	82	101	16	3	1	-	-	-	1	-	-	-	-	-
Floorwomen <sup>4</sup> a/.....	34	1.37	-	2	-	24	1	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, cigars (examiners) <sup>4</sup> a/.....	8	1.36	-	3	-	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packed cigars <sup>4</sup> a/.....	8	1.36	-	3	-	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigars <sup>4</sup> b/.....	178	2.05	-	10	8	7	5	5	6	12	7	8	8	11	18	9	18	20	6	-	10	10
Strippers <sup>3</sup> b/.....	321	1.49	-	85	26	22	27	14	34	73	17	8	6	6	-	3	-	-	-	-	-	-
Strippers, machine <sup>4</sup> b/.....	311	1.48	-	85	26	21	27	14	34	66	16	7	6	6	-	3	-	-	-	-	-	-

<sup>1</sup> Standard Metropolitan Statistical Area as defined by the U.S. Bureau of the Budget in 1961. (See table in appendix A.)  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.  
<sup>3</sup> Includes data for workers in classification in addition to those shown separately.  
<sup>4</sup> Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 12. Occupational Earnings: York County, Pa.

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations in cigar manufacturing establishments, April 1964)

Occupation and sex	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																			
			Under \$1.25	\$1.25 and under \$1.30	\$1.30-\$1.35	\$1.35-\$1.40	\$1.40-\$1.45	\$1.45-\$1.50	\$1.50-\$1.60	\$1.60-\$1.70	\$1.70-\$1.80	\$1.80-\$1.90	\$1.90-\$2.00	\$2.00-\$2.10	\$2.10-\$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80 and over
All production workers.....	1,075	\$1.47	9	214	175	115	112	72	201	60	23	28	10	11	3	24	5	2	4	1	1	5
Men.....	173	1.66	-	19	32	13	27	4	13	11	4	1	3	8	2	23	3	1	4	1	1	3
Women.....	902	1.44	9	195	143	102	85	68	188	49	19	27	7	3	1	1	2	1	-	-	-	2
<u>Selected production occupations</u>																						
<u>Men</u>																						
Adjusters, machine <sup>2</sup> a/.....	38	2.19	-	-	-	-	-	-	3	-	3	-	2	4	1	14	3	1	4	1	-	2
Banding and cellophanning machine <sup>3</sup> a/.....	8	2.07	-	-	-	-	-	-	-	-	1	-	2	1	1	3	-	-	-	-	-	-
Cigarmaking machine <sup>3</sup> a/.....	29	2.25	-	-	-	-	-	-	2	-	-	-	-	3	-	11	3	1	4	1	-	2
Floormen <sup>3</sup> a/.....	32	1.35	-	7	12	6	3	1	2	-	-	-	-	1	-	-	-	-	-	-	-	-
Packers, cigars <sup>3</sup> b/.....	7	1.36	-	4	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Women</u>																						
Banding- and cellophanning-machine operators.....	102	1.36	-	18	39	14	10	7	10	4	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	65	1.34	-	5	37	13	4	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	37	1.40	-	13	2	1	6	4	10	1	-	-	-	-	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 2 positions <sup>3</sup> b/.....	23	1.39	-	7	6	6	2	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-
Cigarmaking-machine operators, 1 position <sup>3</sup> b/.....	292	1.43	-	69	34	32	31	23	81	16	5	-	-	-	-	1	-	-	-	-	-	-
Floorwomen <sup>3</sup> a/.....	16	1.32	-	7	3	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors, cigars (examiners) <sup>3</sup> a/.....	9	1.35	-	-	6	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loose cigars <sup>3</sup> a/.....	9	1.35	-	-	6	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, cigars <sup>3</sup> b/.....	134	1.57	-	16	14	10	11	13	22	14	10	14	3	2	1	-	-	1	-	-	-	2
Strippers <sup>3</sup> b/.....	155	1.40	-	51	12	23	21	11	21	10	4	2	-	-	-	-	-	-	-	-	-	-
Strippers, machine <sup>3</sup> b/.....	155	1.40	-	51	12	23	21	11	21	10	4	2	-	-	-	-	-	-	-	-	-	-

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

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

<sup>3</sup> Insufficient data to warrant presentation of separate averages by method of wage payment; (a) all or predominantly timeworkers, and (b) all or predominantly incentive workers.

Table 13. Method of Wage Payment

(Percent of production workers in cigar manufacturing establishments by method of wage payment, United States and selected regions, April-May 1964)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Southeast
All workers.....	100	100	100
Time-rated workers.....	40	44	30
Formal plans.....	18	15	19
Single rate.....	7	1	12
Range of rates.....	12	14	7
Individual rates.....	21	29	11
Incentive workers.....	60	56	70
Individual piecework.....	57	55	62
Group piecework.....	3	-	8
Individual bonus.....	1	1	-
Group bonus.....	( <sup>3</sup> )	-	-

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

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

Table 14. Scheduled Weekly Hours

(Percent of production workers in cigar manufacturing establishments by scheduled weekly hours, <sup>1</sup> United States, selected regions, and areas, April-May 1964)

Weekly hours <sup>1</sup>	United States <sup>2</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers.....	100	100	100	100	100	100
35 hours.....	( <sup>3</sup> )	-	-	-	-	-
40 hours.....	72	58	88	100	100	73
45 hours.....	6	12	-	-	-	-
48 hours.....	22	30	12	-	-	27

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

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

Table 15. Shift Differential Practices

(Percent of production workers employed on late shifts in cigar manufacturing establishments by amount of pay differential, United States, selected regions, and areas, April-May 1964)

Shift differential	United States <sup>1</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
<u>Second shift</u>						
Workers employed on second shift .....	9.8	14.3	6.8	17.0	9.4	10.3
Receiving shift differential .....	7.0	11.2	3.4	-	9.4	3.6
Uniform percentage .....	6.7	11.2	2.4	-	-	-
5 percent .....	5.9	11.2	-	-	-	-
6 percent .....	.8	-	2.4	-	-	-
Other .....	.4	-	1.0	-	9.4	3.6
Receiving no shift differential .....	2.8	3.1	3.4	17.0	-	6.8
<u>Third or other late shift</u>						
Workers employed on third or other late shift .....	1.7	1.9	2.1	1.9	-	2.4
Receiving shift differential .....	1.1	1.6	.9	-	-	.3
Uniform percentage .....	1.1	1.6	.7	-	-	-
5 percent .....	.1	.1	-	-	-	-
8 percent .....	1.0	1.4	.7	-	-	-
Other .....	( <sup>2</sup> )	-	.1	-	-	.3
Receiving no shift differential .....	.6	.4	1.2	1.9	-	2.2

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

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

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

Table 16. Paid Holidays

(Percent of production workers in cigar manufacturing establishments with formal provisions for paid holidays, United States, selected regions, and areas, April-May 1964)

Number of paid holidays	United States <sup>1</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers .....	100	100	100	100	100	100
Workers in establishments providing paid holidays .....	86	92	73	100	34	46
1 day .....	1	-	4	-	-	9
2 days .....	3	-	10	-	-	22
3 days .....	1	-	3	-	-	7
5 days .....	12	2	33	5	9	-
6 days .....	32	44	8	22	-	9
7 days .....	36	47	14	73	25	-
Workers in establishments providing no paid holidays .....	14	8	27	-	66	54

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

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

Table 17. Paid Vacations

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

Vacation policy	United States <sup>1</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers-----	100	100	100	100	100	100
<u>Method of payment</u>						
Workers in establishments providing paid vacations-----	93	95	88	100	60	79
Length-of-time payment-----	68	88	35	95	48	35
Percentage payment-----	22	7	51	5	2	38
Flat-sum payment-----	1	-	3	-	-	-
Other-----	2	1	-	-	11	6
Workers in establishments providing no paid vacations-----	7	5	12	-	40	21
<u>Amount of vacation pay<sup>2</sup></u>						
<u>After 1 year of service</u>						
1 week-----	75	95	37	99	60	42
Over 1 and under 2 weeks-----	11	-	33	-	-	-
2 weeks-----	7	1	18	1	-	38
<u>After 3 years of service</u>						
1 week-----	41	58	23	61	60	42
Over 1 and under 2 weeks-----	12	-	33	-	-	-
2 weeks-----	40	38	32	39	-	38
<u>After 5 years of service</u>						
1 week-----	7	3	15	-	24	33
Over 1 and under 2 weeks-----	1	1	-	-	11	-
2 weeks-----	74	92	40	100	25	46
Over 2 and under 3 weeks-----	11	-	33	-	-	-
<u>After 10 years of service</u>						
1 week-----	7	3	15	-	24	33
Over 1 and under 2 weeks-----	1	1	-	-	11	-
2 weeks-----	63	85	26	100	25	46
Over 2 and under 3 weeks-----	12	-	33	-	-	-
3 weeks-----	12	7	14	-	-	-
<u>After 15 years of service<sup>3</sup></u>						
1 week-----	7	3	15	-	24	33
Over 1 and under 2 weeks-----	1	1	-	-	11	-
2 weeks-----	16	7	22	5	-	38
3 weeks-----	58	85	18	95	25	9
Over 3 and under 4 weeks-----	11	-	33	-	-	-

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

<sup>2</sup> Vacation payments such as percent of annual earnings and flat-sum amounts were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progressions. For example, the changes in proportion indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

<sup>3</sup> Vacation provisions were virtually the same after longer periods of service.

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

Table 18. Health, Insurance, and Pension Plans

(Percent of production workers in cigar manufacturing establishments with specified health, insurance, and pension plans, United States, selected regions, and areas, April-May 1964)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Regions		Areas		
		Middle Atlantic	Southeast	Philadelphia, Pa.	York County, Pa.	Tampa-St. Petersburg, Fla.
All workers.....	100	100	100	100	100	100
Workers in establishments providing:						
Life insurance.....	72	90	39	95	60	42
Accidental death and dismemberment insurance.....	10	4	12	-	12	27
Sickness and accident insurance or sick leave, or both <sup>3</sup> .....	17	11	14	22	33	-
Sickness and accident insurance.....	15	7	14	22	33	-
Sick leave (full pay, no waiting period).....	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-
Sick leave (partial pay or waiting period).....	2	4	-	-	10	-
Hospitalization insurance.....	92	96	90	95	84	79
Surgical insurance.....	82	81	90	73	84	79
Medical insurance.....	11	16	7	58	25	15
Catastrophe insurance.....	1	2	-	-	24	-
Retirement pension.....	40	35	47	38	-	-
No plans.....	7	4	10	5	16	21

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

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

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

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





## Appendix A. Scope and Method of Survey

### Scope of Survey

The survey included establishments primarily engaged in the manufacture of cigars (industry 2121 as defined in the 1957 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). The survey included manufacturers of large cigars, little cigars, Italian cigars, and stogies.

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

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

Estimated Number of Establishments and Employees Within Scope of the Cigar  
Manufacturing Survey and Number Studied, April–May 1964

Region <sup>1</sup> and area	Number of establishments <sup>2</sup>		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total <sup>3</sup>	Production workers	Total
United States <sup>4</sup> -----	90	67	23,404	21,675	22,217
Middle Atlantic-----	47	35	12,250	11,356	11,448
Pennsylvania-----	43	32	11,380	10,250	10,610
Philadelphia <sup>5</sup> -----	5	5	2,402	2,152	2,402
York County-----	16	11	1,174	1,075	1,051
Southeast-----	30	20	7,816	7,392	7,490
Florida-----	25	15	5,080	4,816	4,754
Tampa–St. Petersburg <sup>6</sup> -----	23	13	3,633	3,434	3,307

<sup>1</sup> The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; and Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee.

<sup>2</sup> Includes only establishments with 8 workers or more at the time of reference of the universe data.

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

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

<sup>5</sup> The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa., and Burlington, Camden, and Gloucester Counties, N.J.

<sup>6</sup> The Tampa–St. Petersburg Standard Metropolitan Statistical Area consists of Hillsborough and Pinellas Counties, Fla.

### Method of Study

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

### Establishment Definition

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

## Employment

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

## Production Workers

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

## Occupations Selected for Study

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

## Wage Data

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

## Comparison With Other Statistics

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

## Size of Community

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

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

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

### Labor-Management Agreements

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

### Establishment Practices and Supplementary Wage Provisions

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

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

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

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

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

Shift Practices. Data refer to the practices of establishments operating extra shifts during the payroll period studied.

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

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

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

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

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

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

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

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

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

## Appendix B. Occupational Descriptions

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

### ADJUSTER, MACHINE

(Machine fixer; mechanic)

Sets up, regulates, and/or repairs tobacco processing machines used in the establishment. Duties involve most of the following: Setting up machines to produce the desired product; regulating and adjusting the machines for efficient operation; attaching fixtures or special devices to the machines; examining machines faulty in operation to determine whether or not adjustments or repairs are necessary; dismantling or partly dismantling the machines, replacing broken, damaged, or worn out parts, or performing other repairs and reassembling the machines; and using a variety of handtools in adjusting, fitting, or replacing parts, fixtures, or attachments.

For wage study purposes, workers are classified according to type of machine:

Banding- and cellophaning-machine  
Cigarmaking machine  
Stripping machine  
Other

### BANDING- AND CELLOPHANING-MACHINE OPERATOR

Operates a machine that bands and wraps cigars in cellophane. Duties involve: Placing the cigars in a hopper of the machine; gathering banded and cellophaned cigars and packing into boxes or packages. Duties of the worker may also include keeping the machine supplied with bands, paste, and rolls of cellophane.

### CIGARMAKER, HAND

Makes and forms cigars by hand. For wage study purposes, workers are classified according to the specific task performed, as follows:

Whole work (out-and-out cigarmaker, hand). Makes complete cigar by hand: Forms bunch (inner part of cigar) and wraps in binder leaf; wraps bunch in a selected leaf called a wrapper; presses cigars in molds after they are rolled to give them a finished shape.

CIGARMAKER, HAND—Continued

Bunchmaker (hand). Operates as one of the members of a team where the teamwork system of manufacture is employed: Places and shapes the correct amount of filler tobacco within a binder leaf to form a bunch (inner part of cigar).

Roller (hand). Operates as member of teamwork system: Cuts wrapper leaf to desired size and shape and rolls around a completed bunch (see above) to form a cigar. Places cigar against a gage and cuts to length.

CIGARMAKING-MACHINE OPERATOR, 4 POSITIONS

Tends any of the 4 positions of a long filler cigarmaking machine. Includes (1) filler tender who feeds filler tobacco into machine on an endless feed belt, between a guide and a shear bar which is adjustable for the length of the cigar desired; (2) binder layer who places binder leaf on the binder die of the machine, where it is held down by suction and cut to the correct form for the type of cigar that is to be made. The leaf is transferred automatically and is rolled around the cigar shaped filler to form the bunch; (3) wrapper layer who tends the third position of the machine where stripped leaves of tobacco are automatically wrapped around cigar bunches to form cigar; and (4) inspector who examines all cigars before placing them in trays, and may also patch imperfect cigars.

CIGARMAKING-MACHINE OPERATOR, 3 POSITIONS

Tends any of the positions on a 3-position cigarmaking machine—filler tender, wrapper layer, or inspector.

CIGARMAKING-MACHINE OPERATOR, 2 POSITIONS

Tends either of the positions on a 2-position cigarmaking machine—wrapper layer or inspector—in the making of short-filler cigars.

CIGARMAKING-MACHINE OPERATOR, 1 POSITION

Tends a 1-position cigarmaking machine.

FLOORMAN AND FLOORWOMAN

Performs a variety of light floor jobs, furnishing other workers with supplies, moving trays, running errands, etc. May move materials on a light dolly.

INSPECTOR, CIGAR (EXAMINER)

Inspects finished cigars for imperfections of various types. Duties include: Examining cigars for size, shape, and condition of wrapper. May make necessary repairs on wrappers and shape defective heads. The fourth position of a 4-position cigarmaking machine is not to be included in this classification.

For wage study purposes, inspectors are to be classified according to whether inspection is performed on:

Loose cigars  
Packed cigars

JANITOR

(Day porter; sweeper; charwoman; janitress)

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

MACHINIST, MAINTENANCE

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

MAINTENANCE MAN, GENERAL UTILITY

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

PACKER, CIGARS

(Shader, subshader, and tray packer)

Selects cigars according to shades and packs into trays or boxes which are the same shape as those in which the cigars are to be sold. When a tray is filled, it is covered and placed under pressure giving the cigars their characteristic square shape.

STRIPPER, HAND

(Stemmer, hand)

Removes stems from tobacco leaves by hand. Duties involve: Untying hands (several leaves of tobacco tied together) of tobacco and opening each leaf; pinching or clipping the midribs or main stems near the tip with finger or thimble knife worn on finger; removing the severed stems by pulling toward the butt end; and stacking stripped leaves in piles (books or pads).

STRIPPER, MACHINE

Operates a machine to remove stems from tobacco leaves. Work involves: Opening heads of tobacco; starting machine by depressing foot treadle; opening individual leaves and inserting the tip ends under the machine's grooved circular knife, which cuts the stems from the leaves; and stopping machine and removing the books from the drums and tying each book separately.





# Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of the regional offices shown on the inside back cover.

## I. Occupational Wage Studies

### Manufacturing

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).  
Candy and Other Confectionery Products, 1960. BLS Report 195.  
\*Canning and Freezing, 1957. BLS Report 136.  
Cigar Manufacturing, 1961. BLS Bulletin 1317 (30 cents).  
Cigarette Manufacturing, 1960. BLS Report 167.  
Cotton Textiles, 1963. BLS Bulletin 1410 (40 cents).  
Distilled Liquors, 1952. Series 2, No. 88.  
Fabricated Structural Steel, 1957. BLS Report 123.  
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).  
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).  
Fluid Milk Industry, 1960. BLS Report 174.  
Footwear, 1962. BLS Bulletin 1360 (45 cents).  
Hosiery, 1962. BLS Bulletin 1349 (45 cents).  
Industrial Chemicals, 1955. BLS Report 103.  
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).  
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).  
Machinery Manufacturing, 1963. BLS Bulletin 1388 (25 cents).  
Meat Products, 1963. BLS Bulletin 1415 (75 cents).  
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1961.  
BLS Bulletin 1323 (40 cents).  
Men's and Boys' Suits and Coats, 1963. BLS Bulletin 1424 (65 cents).  
Miscellaneous Plastics Products, 1960. BLS Report 168.  
Miscellaneous Textiles, 1953. BLS Report 56.  
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).  
Nonferrous Foundries, 1960. BLS Report 180.  
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).  
Petroleum Refining, 1959. BLS Report 158.  
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1423 (30 cents).  
\*Processed Waste, 1957. BLS Report 124.  
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).  
Radio, Television, and Related Products, 1951. Series 2, No. 84.  
Railroad Cars, 1952. Series 2, No. 86.  
\*Raw Sugar, 1957. BLS Report 136.  
Southern Sawmills and Planing Mills, 1962. BLS Bulletin 1361 (30 cents).  
Structural Clay Products, 1960. BLS Report 172.  
Synthetic Fibers, 1958. BLS Report 143.  
Synthetic Textiles, 1963. BLS Bulletin 1414 (35 cents).  
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).  
\*Tobacco Stemming and Redrying, 1957. BLS Report 136.

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

## I. Occupational Wage Studies—Continued

### Manufacturing—Continued

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

### Nonmanufacturing

- Auto Dealer Repair Shops, 1958. BLS Report 141.  
Banking Industry, 1960. BLS Report 179.  
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).  
Communications, 1963. BLS Bulletin 1426 (20 cents).  
Contract Cleaning Services, 1961. BLS Bulletin 1327 (25 cents).  
Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.  
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.  
Eating and Drinking Places, 1963. BLS Bulletin 1400 (40 cents).  
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).  
Hospitals, 1963. BLS Bulletin 1409 (50 cents).  
Hotels and Motels, 1963. BLS Bulletin 1406 (40 cents).  
Laundries and Cleaning Services, 1963. BLS Bulletin 1401 (50 cents).  
Life Insurance, 1961. BLS Bulletin 1324 (30 cents).

## II. Other Industry Wage Studies

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

### Retail Trade:

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

- Employee Earnings in Nonmetropolitan Areas of the South and North Central Regions, June 1962. BLS Bulletin 1416 (40 cents).

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

