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# INDUSTRY WAGE SURVEY

## HOSIERY

Part I. Women's

Part II. Men's

Part III. Children's

SEPTEMBER—OCTOBER 1964

Bulletin No. 1456

UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS  
Ewan Clague, Commissioner





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## Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the hosiery manufacturing industry in September-October 1964. Information is reported separately for three major product branches: Women's, men's, and children's hosiery.

Separate releases were issued earlier, usually within a few months of the payroll period studied, as follows:

### Women's hosiery mills

North Carolina  
Tennessee  
Hickory-Statesville, N.C.  
Winston-Salem-High Point, N.C.

### Men's hosiery mills

North Carolina  
Tennessee  
Hickory-Statesville, N.C.  
Winston-Salem-High Point, N.C.

### Children's hosiery mills

North Carolina  
Tennessee  
Winston-Salem-High Point, N.C.

Copies of these releases are available from the Bureau of Labor Statistics, Washington, D. C., 20212, or any of its regional offices.

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

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



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# Industry Wage Survey—

## Hosiery, September—October 1964

### Summary

Straight-time earnings of the 82,912 production workers in hosiery mills covered by the Bureau of Labor Statistics survey averaged \$1.55 an hour in September—October 1964 (table 1).<sup>1</sup> Women, accounting for three-fourths of the production workers, averaged \$1.49, compared with \$1.73 for men. Earnings of all but 3 percent of the workers were within a range of \$1.25 to \$2.50.<sup>2</sup> Nearly a fourth of the workers earned \$1.25 but less than \$1.30 and more than half earned less than \$1.50.

Workers in mills primarily engaged in the manufacture of women's hosiery accounted for slightly more than half of the industry's work force and averaged \$1.62 an hour. Hourly earnings in men's and children's hosiery mills averaged \$1.47 and \$1.46, respectively. Three-fourths of the workers or more in each of these three industry branches were employed in the Southeast region<sup>3</sup> (primarily in North Carolina and Tennessee) with most of the remainder in the Middle Atlantic region. Within the industry branches, earnings varied by location, community and establishment size, and occupation.

Toe loopers, virtually all women and numerically the largest of the occupations studied separately, averaged \$1.69 in women's, \$1.45 in men's, and \$1.40 in children's hosiery mills. Averaging \$1.90 or more an hour in each industry branch, knitting machine adjusters and fixers, all men, were among the highest paid of the selected occupations.

A majority of the production workers in each industry branch were in establishments providing paid vacations and various types of insurance benefits. Such benefits were generally more liberal for office workers than for production workers.

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

The straight-time average hourly earnings (excluding premium pay for overtime and for work on weekends, holidays, and late shifts) presented in this bulletin are not comparable with the gross average hourly earnings published in the Bureau's monthly hours and earnings series. The monthly series provides data separately for full-fashioned and seamless hosiery mills, whereas data in this bulletin are presented for all hosiery mills and separately for Women's, including full-fashioned and seamless hosiery mills; men's seamless hosiery mills; and children's seamless hosiery (including women's anklets and socks) mills.

The estimates of the number of workers within scope of the survey are intended only as a general guide to the size and composition of the labor force included in the survey. They differ from those published in the monthly series (89.1 thousand production workers in October 1964—11.6 thousand in full-fashioned and 77.5 thousand in seamless hosiery mills) by the exclusion of establishments employing less than 20 workers and because the advance planning necessary to make the survey requires the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the hosiery industry, but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing hosiery, but classified in error in other industries at the time the lists were compiled.

<sup>2</sup> In September—October 1964, the Federal minimum wage for manufacturing establishments engaged in interstate commerce was \$1.25 an hour. Workers certified as learners or handicapped may be paid less than this legal minimum.

<sup>3</sup> See table in appendix A for definition of regions and areas.

## Industry Characteristics

Hosiery mills within scope of the survey employed an estimated 82,912 production and related workers in September–October 1964, a decrease of about 5 percent from February 1962 when the Bureau conducted a similar survey of the industry.<sup>4</sup> Despite this decline in employment, the amount of hosiery produced in 1964 was nearly 10 percent greater than in 1962.<sup>5</sup> Contributing to this increase in production were new and improved methods of manufacturing (e.g., replacement of toe looping by better methods of toe seaming and the increased use of the collection system in the manufacture of women's seamless hosiery), and the continued shift in production from women's full-fashioned to seamless hosiery.

Industry Branches. Mills primarily engaged in manufacturing women's hosiery employed 53 percent of the industry's work force in September–October 1964, approximately the same proportion as in February 1962. Twenty-six percent of the workers were in mills primarily manufacturing men's hosiery, and 21 percent were in mills whose major product was children's hosiery. The production of women's hosiery was largely confined to mills manufacturing no other type of hosiery. Several mills, however, manufactured both men's and children's hosiery. For example, nearly two-thirds of the workers in the men's hosiery branch were in mills also manufacturing children's hosiery or women's anklets and socks, and a fifth of the workers in the children's hosiery branch were in mills whose second most important product was men's hosiery.

Within the women's branch of the industry, the importance of full-fashioned hosiery has continued to decline for the past several years. In 1952, seven-eighths of the women's full- and knee-length hosiery were produced on full-fashioned knitting machines. In 1962, the proportion had dropped to about a fourth, and in 1964 seamless hosiery (produced on circular knitting machines) accounted for more than nine-tenths of the total production of women's hosiery.<sup>6</sup>

Nylon was the predominant type of yarn used by virtually all of the women's hosiery mills; cotton was the principal type of yarn used by the majority of the mills in the other two branches of the industry.

Integrated mills—those engaged in knitting, dyeing, and finishing—accounted for nearly half of the employment in the women's hosiery branch, seven-tenths in the men's branch, and four-fifths in the children's branch. Knitting mills which neither dyed nor finished hosiery employed nearly three-tenths of the workers in the women's hosiery branch and approximately a tenth in the other two branches. The remainder of the workers were in commercial mills specializing in dyeing and finishing or performing such combination work as knitting and finishing. Mills which process materials owned by others (contractors) employed only 3 percent of the workers in the women's and men's branches; all other workers were in mills which purchase materials, produce articles in the establishment, and sell the finished products (manufacturers).

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<sup>4</sup> For an account of the earlier survey, see Industry Wage Survey: Hosiery, February 1962 (BLS Bulletin 1349, 1962).

<sup>5</sup> Source: Hosiery Statistics, 1964, National Association of Hosiery Manufacturers, Charlotte, N. C. (1965).

<sup>6</sup> *Ibid.*

Location. The Southeast region accounted for 85 percent of the production workers covered by the study: 85 percent in the women's branch, 76 percent in the men's branch, and 96 percent in the children's branch. Employment in this region was concentrated largely in North Carolina and Tennessee. The Middle Atlantic region had about a tenth of the workers in both the women's and men's branches of the industry, but none of the mills visited in this region were classified in the children's branch. None of the other regions accounted for as much as 6 percent of the work force in any of the three industry branches.

Metropolitan areas<sup>7</sup> accounted for a third of the work force in the women's and men's hosiery branches and a fifth in the children's branch. In the Southeast region, a large majority of the workers were in smaller communities, but in the Middle Atlantic region most workers were in metropolitan areas.

Establishment Size. Mills with 250 workers or more accounted for two-thirds of the workers in women's hosiery mills and a little over two-fifths in both men's and children's hosiery mills. Median mill employment sizes were 83 in women's, 73 in men's, and 66 in children's hosiery mills. As the following tabulation indicates, larger mills employed a greater proportion of the workers in metropolitan than in nonmetropolitan areas in the men's and children's branches. This relationship was reversed, however, in the women's branch.

Size of mill	Percent of production workers in—					
	Women's hosiery mills		Men's hosiery mills		Children's hosiery mills	
	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas	Metro-politan areas	Non-metro-politan areas
All mills-----	100	100	100	100	100	100
Mills with—						
Less than 250 workers-----	39	30	40	62	27	64
250 workers or more-----	61	70	60	38	73	36

Unionization and Method of Wage Payment. Mills operating under the terms of labor-management agreements employed slightly more than 5 percent of the workers in the women's and children's hosiery branches and nearly 10 percent of those in the men's branch of the industry. Most of these agreements were with the American Federation of Hosiery Workers which, subsequent to the study, merged with the Textile Workers Union of America.

Incentive systems of wage payment (virtually always individual piece rates) applied to seven-tenths of the production workers in the women's and children's branches of the industry and to a slightly smaller proportion of the

<sup>7</sup> Standard Metropolitan Statistical Areas, as defined by the U. S. Bureau of the Budget in 1961.

workers in mills manufacturing men's hosiery. As indicated in the following tabulation, wage rates for workers paid on a time basis were usually determined in relation to the qualifications of the individual, although several of the women's hosiery mills reported formal rate structures:

Method of wage payment <sup>1</sup>	Percent of production workers in—		
	Women's hosiery mills	Men's hosiery mills	Children's hosiery mills
All workers -----	100	100	100
Incentive workers -----	70	64	72
Individual piece -----	68	63	71
Group piece -----	( <sup>2</sup> )	1	( <sup>2</sup> )
Individual bonus -----	2	1	( <sup>2</sup> )
Group bonus -----	( <sup>2</sup> )	-	-
Timeworkers -----	30	36	28
Individual determination -----	17	30	24
Formal rate structure -----	13	6	5
Single rate -----	3	1	2
Range of rates -----	9	5	3

<sup>1</sup> See appendix A for definitions of method of wage payment.

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

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

Among the occupations studied separately, more than nine-tenths of the knitting machine adjusters and fixers were paid time rates, whereas the large majority of the workers in most other jobs were paid on an incentive basis.

Sex. Women, comprising approximately three-fourths of the work force in each industry branch, accounted for all or a large majority of the workers in such jobs as: Examiners, folders and boxers, toe loopers, pairers, and seamers, and most knitting occupations in the men's and children's branches. Both men and women were employed in substantial proportions as operators of machines knitting women's seamless hosiery and as collection-system inspectors and operators. Men, on the other hand, accounted for all of the knitting machine adjusters and fixers and virtually all of the operators of machines knitting full-fashioned hosiery.

Table 1. All Hosiery Mills: Earnings Distribution

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

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Border States	Southeast
	All workers	Women	Men			
Under \$1.25.....	1.5	1.8	0.3	0.1	1.7	1.6
\$1.25 and under \$1.30.....	23.8	27.5	12.1	23.7	26.8	24.0
\$1.30 and under \$1.35.....	8.9	9.4	7.4	5.3	12.8	9.1
\$1.35 and under \$1.40.....	8.0	8.6	6.3	7.0	8.0	8.1
\$1.40 and under \$1.45.....	6.9	7.2	5.9	5.5	6.6	6.9
\$1.45 and under \$1.50.....	5.7	6.3	4.0	4.9	7.0	5.7
\$1.50 and under \$1.60.....	10.6	11.2	8.8	10.3	10.6	10.5
\$1.60 and under \$1.70.....	8.6	8.8	8.0	9.2	7.6	8.6
\$1.70 and under \$1.80.....	6.4	6.1	7.4	6.6	4.6	6.5
\$1.80 and under \$1.90.....	5.0	4.3	7.3	6.2	4.2	5.0
\$1.90 and under \$2.00.....	3.7	2.9	6.0	4.6	3.3	3.7
\$2.00 and under \$2.10.....	3.1	1.9	6.7	3.4	3.8	3.0
\$2.10 and under \$2.20.....	2.4	1.4	5.4	2.6	1.2	2.4
\$2.20 and under \$2.30.....	2.0	.9	5.4	2.8	.6	2.0
\$2.30 and under \$2.40.....	1.4	.6	3.7	2.6	.6	1.3
\$2.40 and under \$2.50.....	.6	.4	1.2	1.4	.1	.6
\$2.50 and over.....	1.5	.6	4.2	3.9	.5	1.2
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	82,912	63,025	19,887	6,699	2,212	70,440
Average hourly earnings <sup>1</sup> .....	\$1.55	\$1.49	\$1.73	\$1.63	\$1.49	\$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. For definition of regions (or areas) shown in this or subsequent tables, see table in appendix A.

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





## Part I. Women's Hosiery Mills

### Average Hourly Earnings

Earnings of the 44,325 production workers in mills primarily engaged in manufacturing women's full- and knee-length hosiery averaged \$1.62 an hour in September–October 1964 (table 2). Workers in the Southeast region, comprising nearly seven-eighths of the labor force, averaged \$1.63 an hour, compared with \$1.67 in the Middle Atlantic region. Separate data are presented for North Carolina and Tennessee, together accounting for nearly seven-eighths of the employment in the Southeast region, and for two important hosiery producing centers in North Carolina (tables 8–11). Production workers in Tennessee averaged \$1.56 an hour—9 cents below the average for North Carolina (\$1.65); averages in Hickory–Statesville and Winston-Salem–High Point were \$1.55 and \$1.74, respectively.

The nationwide average for production workers in September–October 1964 (\$1.62) was 5 percent above the average recorded in February 1962 (\$1.55).<sup>8</sup> Increases over the same period amounted to 3 percent in the Middle Atlantic region and 5 percent in the Southeast region.

The 34,068 women in this industry branch averaged \$1.56 an hour in September–October 1964 compared with \$1.84 for the 10,257 men. Averages for men exceeded those for women by 24 percent in the Middle Atlantic region and by 17 percent in the Southeast.<sup>9</sup>

In the Southeast region, workers in metropolitan areas averaged 15 cents an hour more than those in nonmetropolitan areas; workers in mills with 250 workers or more averaged 13 cents more than those in the two smaller mill-size groups (100–249 workers and 20–99 workers).

The foregoing comparisons of production workers' earnings do not, of course, isolate the influence of each factor as a determinant of wages. An interrelationship of some of these variables has been suggested in the discussion of industry characteristics.

Earnings of all but about 4 percent of the production workers ranged from \$1.25 to \$2.50 an hour (table 3). At the lower end of the earnings array, about a fifth of the workers earned less than \$1.30; a third, less than \$1.40; and nearly half, less than \$1.50. Nearly a fourth of the workers in the Middle Atlantic region and about a sixth in the Southeast earned between \$1.25 and \$1.30 an hour. Contributing to the dispersion of earnings in this industry branch were such factors as differences in mill pay levels among and within regions and areas, the extensive use of incentive wage systems, and the range of skill requirements in the industry.

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<sup>8</sup> Op. cit., BLS Bulletin 1349, Pt. I.

<sup>9</sup> Differences in average pay levels for men and women may be the result of several factors, including variations in the distribution of the sexes among establishments and, as pointed out in the discussion of industry characteristics, among jobs with disparate pay levels. Differences noted in averages for men and women in the same job and area may reflect minor differences in duties. Job descriptions used in classifying workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for possible minor differences among establishments in specific duties performed. Earnings for some jobs in the industry are largely determined by production at piece rates. Variation in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, work flow, or other factors which the worker may or may not control.

## Occupational Earnings

The occupational classifications for which average straight-time hourly earnings are presented in table 4 accounted for about seven-tenths of the production workers in the women's hosiery branch. Nationwide averages for these jobs ranged from \$1.47 an hour for boxers (all women) to \$2.17 for knitting machine adjusters and fixers and for full-fashioned hosiery knitters—two jobs almost entirely staffed by men. Seamless hosiery knitters averaged \$1.58 an hour on single-feed machines and \$1.54 on two-feed machines—10 and 13 cents an hour, respectively, lower than the averages recorded in the Bureau's February 1962 survey. Much of this decrease is traceable to the replacement of seamless hosiery knitters—particularly in the larger and higher paying mills—by the use of the collection system. In Winston-Salem—High Point, for example, the 1962 survey recorded 473 men seamless hosiery knitters, single-feed, averaging \$2.09 an hour; by 1964, the number of men in the job was reduced to fewer than 30. Although no men collection-system inspectors were found in the area in 1962, the current survey shows 515 men in the job (table 11), with average hourly earnings of \$2.20 an hour.

Occupational earnings were tabulated by region, selected States and areas, community and establishment size, and method of wage payment. In the Southeast (the only region where data could be compared by community and mill size), occupational averages were generally higher in metropolitan areas than in smaller communities (table 5). With a few exceptions, occupational averages were higher in mills with 250 workers or more than in smaller mills (table 6). There was no consistent pattern in occupational earnings levels by method of wage payment, among the few jobs for which data are presented for both time and incentive workers in the Southeast (table 7).

Earnings of individual workers varied considerably within the same job and area (see, for example, tables 10 and 11, pertaining to two areas). For some jobs, particularly those typically paid under incentive systems, there was considerable earnings dispersion even in the same establishment. In many instances, the difference between the highest and lowest paid worker in the same establishment and job exceeded 50 cents an hour.

## Establishment Practices and Supplementary Wage Provisions

Information was also obtained on work schedules, shift provisions and practices, and selected supplementary benefits including paid holidays and vacations, retirement pension plans, life insurance, sickness and accident insurance, hospitalization, and surgical benefits.

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week were in effect in establishments employing nearly seven-eighths of the production workers and three-fourths of the office workers (table 12). Nearly all production workers were in establishments having provisions for extra shifts (table 13). Slightly more than a fifth of the workers were employed on late shifts during the survey (table 14). Shift differential payments, however, were not common.

Paid Holidays. Paid holidays (most frequently 5 annually) were provided by establishments accounting for a third of the production workers and nearly nine-tenths of the office workers (table 15).

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by establishments employing about four-fifths of the production workers and nearly all of the office workers (table 16). Production workers in the Southeast region most commonly were eligible for 1 week of vacation pay after 1 year of service and 2 weeks after 5 years; most workers in the Middle Atlantic region were provided 1 week after 1 year or more of service. Vacation provisions for office workers were more liberal than those for production workers.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to four-fifths or more of the production and office workers (table 17). Both groups were also frequently provided accidental death and dismemberment insurance, sickness and accident insurance, and medical insurance. Catastrophe (major medical) insurance was available to three-tenths of the office workers and to nearly a sixth of the production workers. Sick leave—mostly full pay and no waiting period—was provided to two-fifths of the office workers, but rarely to production workers.

Pension plans, providing regular payments for the remainder of the worker's life on retirement (other than benefits available under Federal social security), were found in plants employing about a fifth of both the production and the office workers.

Nonproduction Bonuses. Nonproduction bonuses, mostly Christmas or yearend but in some instances profit-sharing plans, were provided by establishments employing a fourth of the production workers and a fifth of the office workers (table 18). Such bonuses were more prevalent in the Southeast than in the Middle Atlantic region.

Table 2. Women's Hosiery Mills: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings<sup>1</sup> of production workers by selected characteristics, United States and selected regions, September–October 1964)

Item	United States <sup>2</sup>		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers.....	44,325	\$1.62	4,145	\$1.67	37,556	\$1.63
Women.....	34,068	1.56	3,085	1.57	28,876	1.56
Men.....	10,257	1.84	1,060	1.95	8,680	1.83
Size of community:						
Metropolitan areas <sup>3</sup> .....	14,872	1.71	3,263	1.70	11,082	1.73
Nonmetropolitan areas.....	29,453	1.58	-	-	26,474	1.58
Size of establishment:						
20–99 workers.....	7,025	1.57	1,902	1.65	4,371	1.53
100–249 workers.....	7,755	1.53	-	-	5,958	1.53
250 workers or more.....	29,545	1.66	-	-	27,227	1.66

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> The term "metropolitan areas" 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 3. Women's Hosiery Mills: Earnings Distribution

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

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Southeast
	All workers	Women	Men		
Under \$1.25 .....	1.3	1.6	0.2	-	1.5
\$1.25 and under \$1.30.....	18.3	21.1	8.9	22.5	17.8
\$1.30 and under \$1.35.....	6.7	7.3	4.5	3.4	6.7
\$1.35 and under \$1.40.....	7.0	7.6	5.1	7.1	6.9
\$1.40 and under \$1.45.....	6.5	6.9	5.0	5.3	6.4
\$1.45 and under \$1.50.....	5.2	5.8	3.1	4.0	5.1
\$1.50 and under \$1.60.....	11.2	12.1	8.0	10.3	11.2
\$1.60 and under \$1.70.....	9.9	10.5	8.1	8.7	10.1
\$1.70 and under \$1.80.....	7.6	7.9	6.8	6.5	7.8
\$1.80 and under \$1.90.....	6.1	5.8	6.9	7.2	6.1
\$1.90 and under \$2.00.....	4.6	4.2	5.9	5.5	4.7
\$2.00 and under \$2.10.....	3.9	2.7	7.7	3.7	4.0
\$2.10 and under \$2.20.....	3.3	2.2	7.0	2.8	3.5
\$2.20 and under \$2.30.....	3.0	1.5	7.9	3.1	3.1
\$2.30 and under \$2.40.....	2.2	1.1	6.1	3.5	2.2
\$2.40 and under \$2.50.....	1.0	.7	1.9	1.6	.9
\$2.50 and over.....	2.4	1.0	7.0	4.8	2.1
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	44,325	34,068	10,257	4,145	37,556
Average hourly earnings <sup>1</sup> .....	\$1.62	\$1.56	\$1.84	\$1.67	\$1.63

<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. Women's Hosiery Mills: Occupational Averages—All Mills

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

Occupation and sex	United States <sup>2</sup>		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Knitting:						
Adjusters and fixers, knitting machines (all men) <sup>3</sup>	2,933	\$2.17	220	\$2.07	2,550	\$2.18
Full-fashioned hosiery	76	2.46	-	-	48	2.38
Seamless hosiery, full- or knee-length	2,832	2.17	200	2.02	2,477	2.18
Collection-system inspectors	1,428	1.83	-	-	1,381	1.85
Women	873	1.62	-	-	826	1.64
Men	555	2.15	-	-	555	1.64
Collection-system operators	358	1.66	-	-	358	1.66
Women	142	1.48	-	-	142	1.48
Men	216	1.79	-	-	216	1.79
Knitters, full-fashioned hosiery (651 men and 17 women) <sup>3</sup>	668	2.17	156	2.14	461	2.16
51 gauge (294 men and 5 women)	299	2.10	107	2.05	178	2.12
60 gauge (303 men and 8 women)	311	2.22	-	-	263	2.21
66 gauge (15 men and 4 women)	19	1.90	-	-	-	-
Knitters, women's seamless hosiery, single-feed <sup>3</sup>	1,083	1.58	-	-	982	1.56
Women	623	1.50	-	-	570	1.50
Men	460	1.69	-	-	412	1.65
474 needles	56	1.94	-	-	-	-
Women	26	1.71	-	-	-	-
Men	30	2.15	-	-	-	-
400 needles	938	1.58	-	-	857	1.58
Women	528	1.51	-	-	483	1.52
Men	410	1.67	-	-	374	1.66
Knitters, women's seamless hosiery, 2-feed <sup>3</sup>	634	1.54	105	1.46	484	1.55
Women	387	1.47	-	-	277	1.51
Men	247	1.66	-	-	207	1.59
400 needles	606	1.55	105	1.46	464	1.55
Women	370	1.47	-	-	268	1.52
Men	236	1.67	-	-	196	1.60
Boarding and preboarding:						
Boarders, automatic	467	1.80	-	-	259	1.81
Women	176	1.59	-	-	99	1.61
Men	291	1.93	-	-	-	-
Boarders, other than automatic	336	1.54	-	-	284	1.52
Women	305	1.54	-	-	262	1.53
Men	31	1.50	-	-	22	1.36
Boarders, Dunn method	1,053	1.56	-	-	805	1.59
Women	942	1.56	-	-	740	1.59
Men	111	1.63	-	-	65	1.59
Preboarders	3,012	1.66	186	1.88	2,761	1.65
Women	2,803	1.64	99	1.84	2,639	1.63
Men	209	1.92	87	1.93	122	1.92
Miscellaneous:						
Boxers (all women)	136	1.47	43	1.34	85	1.56
Examiners, grey (hosiery inspectors) (2,563 women and 5 men)	2,568	1.57	292	1.62	2,153	1.57
Folders (all women)	841	1.56	325	1.49	495	1.60
Folders and boxers (2,296 women and 10 men)	2,306	1.48	49	1.67	2,073	1.48
Loopers, toe (6,197 women and 1 man)	6,198	1.69	479	1.64	5,429	1.70
Menders, hand, finish (all women)	1,012	1.62	168	1.67	789	1.62
Menders, hand, grey (all women)	784	1.57	85	1.58	668	1.56
Pairers (3,968 women and 4 men)	3,972	1.57	472	1.65	3,259	1.56
Scamers (562 women and 6 men)	568	1.59	146	1.57	395	1.60
Scamers, toe (all women)	1,498	1.64	111	1.83	1,324	1.63

<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 in addition to those shown separately.

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

Table 5. Women's Hosiery Mills: Occupational Averages—By Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by size of community, United States and selected regions, September–October 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan 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
<b>Women</b>										
Knitting:										
Collection-system inspectors .....	97	\$1.82	776	\$1.60	-	-	97	\$1.82	729	\$1.62
Collection-system operators .....	13	1.53	129	1.47	-	-	13	1.53	129	1.47
Boarding and preboarding:										
Boarders, automatic .....	39	1.73	137	1.55	-	-	-	-	89	1.64
Boarders, other than automatic .....	127	1.61	178	1.49	-	-	114	1.60	148	1.49
Boarders, Dunn method .....	269	1.50	673	1.58	-	-	155	1.55	585	1.60
Preboarders .....	931	1.80	1,872	1.56	94	\$1.85	837	1.79	1,802	1.56
Miscellaneous:										
Boxers .....	87	1.58	49	1.29	38	1.35	-	-	36	1.30
Examiners, grey (hosiery inspectors) .....	760	1.64	1,803	1.55	186	1.58	574	1.66	1,574	1.54
Folders .....	653	1.57	188	1.49	316	1.49	337	1.66	158	1.49
Folders and boxers .....	635	1.47	1,661	1.49	49	1.67	481	1.45	1,582	1.49
Loopers, toe .....	1,875	1.84	4,322	1.62	167	1.65	-	-	3,720	1.63
Menders, hand, finish .....	471	1.66	541	1.60	157	1.68	284	1.64	505	1.60
Menders, hand, grey .....	230	1.53	554	1.59	49	1.65	181	1.50	487	1.59
Pairers .....	1,460	1.64	2,508	1.52	415	1.70	971	1.62	2,284	1.53
Seamers .....	190	1.58	372	1.60	145	1.57	45	1.58	345	1.60
Seamers, toe .....	418	1.72	1,080	1.61	96	1.85	322	1.68	1,002	1.61
<b>Men</b>										
Knitting:										
Adjusters and fixers, knitting machines <sup>3</sup> .....	893	2.48	2,040	2.04	148	2.24	745	2.52	1,805	2.04
Full-fashioned hosiery .....	25	2.57	51	2.41	-	-	-	-	43	2.35
Seamless hosiery, full- or knee-length .....	859	2.48	1,973	2.03	128	2.19	731	2.53	1,746	2.04
Knitters, full-fashioned hosiery <sup>3</sup> .....	229	2.15	422	2.19	155	2.14	74	2.16	370	2.17
51 gauge .....	152	2.09	142	2.10	107	2.05	-	-	128	2.10
60 gauge .....	51	2.29	252	2.22	-	-	-	-	238	2.21
Knitters, women's seamless hosiery, single-feed <sup>3</sup> .....	44	2.12	416	1.64	-	-	-	-	390	1.65
400 needles .....	20	1.97	390	1.65	-	-	-	-	364	1.66
Knitters, women's seamless hosiery, 2-feed <sup>3</sup> .....	129	1.60	118	1.72	-	-	113	1.52	94	1.67
400 needles .....	129	1.60	107	1.75	-	-	113	1.52	83	1.70
Boarding and preboarding:										
Preboarders .....	152	2.00	57	1.71	87	1.93	-	-	57	1.72

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

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

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

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

Table 6. Women's Hosiery Mills: Occupational Averages—By Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by size of establishment, United States and selected regions, September–October 1964)

Occupation and sex	United States <sup>2</sup>						Middle Atlantic		Southeast					
	Establishments having—													
	20–99 workers		100–249 workers		250 workers or more		20–99 workers		20–99 workers		100–249 workers		250 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
<u>Women</u>														
Knitting:														
Collection-system inspectors.....	93	\$1.49	154	\$1.56	626	\$1.65	-	-	54	\$1.65	146	\$1.57	626	\$1.65
Knitters, women's seamless hosiery, single-feed <sup>3</sup> .....	159	1.34	51	1.59	413	1.55	-	-	143	1.32	45	1.56	382	1.56
400 needles.....	82	1.34	51	1.59	395	1.54	-	-	74	1.33	45	1.56	364	1.55
Knitters, women's seamless hosiery, 2-feed <sup>3</sup> .....	195	1.37	82	1.50	110	1.61	-	-	85	1.40	82	1.50	110	1.61
400 needles.....	178	1.37	82	1.50	110	1.61	-	-	76	1.40	82	1.50	110	1.61
Boarding and preboarding:														
Boarders, other than automatic.....	90	1.53	76	1.52	139	1.56	-	-	72	1.53	-	-	139	1.56
Boarders, Dunn method.....	121	1.48	236	1.43	585	1.62	-	-	-	-	71	1.45	552	1.63
Preboarders.....	185	1.50	631	1.52	1,987	1.69	34	\$1.80	128	1.44	524	1.47	1,987	1.69
Miscellaneous:														
Examiners, grey (hosiery inspectors).....	605	1.51	442	1.52	1,516	1.62	132	1.53	406	1.50	400	1.52	1,342	1.61
Folders.....	315	1.48	93	1.45	433	1.63	170	1.48	134	1.49	-	-	-	-
Folders and boxers.....	178	1.40	482	1.46	1,636	1.50	-	-	134	1.40	306	1.43	1,623	1.50
Loopers, toe.....	506	1.49	726	1.56	4,965	1.73	75	1.66	413	1.47	647	1.58	4,368	1.74
Menders, hand, finish.....	184	1.54	180	1.56	648	1.66	97	1.51	74	1.61	111	1.56	604	1.63
Menders, hand, grey.....	172	1.38	119	1.43	493	1.67	48	1.37	115	1.40	113	1.41	440	1.64
Pairers.....	592	1.57	732	1.51	2,644	1.58	198	1.63	349	1.54	485	1.49	2,421	1.57
Seamers.....	214	1.52	83	1.57	265	1.65	-	-	101	1.41	-	-	212	1.70
Seamers, toe.....	503	1.71	281	1.62	714	1.60	93	1.82	353	1.71	259	1.61	712	1.59
<u>Men</u>														
Knitting:														
Adjusters and fixers, knitting machines <sup>3</sup> .....	514	2.00	486	2.02	1,933	2.25	125	2.15	321	1.89	444	2.02	1,785	2.28
Seamless hosiery, full- or knee-length.....	489	1.98	459	2.01	1,884	2.25	111	2.11	314	1.89	421	2.01	1,742	2.28
Collection-system inspectors.....	153	1.92	15	1.69	387	2.26	-	-	153	1.92	15	1.69	387	2.26
Collection-system operators.....	31	1.48	-	-	160	1.90	-	-	31	1.48	-	-	160	1.70
Knitters, full-fashioned hosiery <sup>3</sup> .....	215	2.03	131	2.24	305	2.25	-	-	99	1.96	-	-	222	2.22
51 gauge.....	95	1.88	-	-	161	2.20	-	-	28	1.87	-	-	109	2.15
60 gauge.....	75	2.07	93	2.25	135	2.31	-	-	-	-	-	-	106	2.28
Knitters, women's seamless hosiery, single-feed <sup>3</sup> .....	44	1.88	58	1.62	358	1.67	-	-	-	-	-	-	358	1.67
400 needles.....	12	1.81	58	1.62	340	1.67	-	-	-	-	-	-	340	1.67
Knitters, women's seamless hosiery, 2-feed <sup>3</sup> .....	70	1.71	-	-	105	1.71	-	-	34	1.46	-	-	105	1.71
400 needles.....	59	1.77	-	-	105	1.71	-	-	23	1.48	-	-	105	1.71
Boarding and preboarding:														
Preboarders.....	49	1.79	65	1.85	95	2.05	-	-	-	-	16	1.45	95	2.05

<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 in addition to those shown separately.

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



Table 7. Women's Hosiery Mills: Occupational Averages—By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by method of wage payment, United States and selected regions, September–October 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Women</b>												
Knitting:												
Collection-system inspectors .....	60	\$ 1.29	813	\$ 1.64	-	-	-	-	-	-	813	\$ 1.64
Collection-system operators .....	73	1.48	69	1.48	-	-	-	-	73	\$ 1.48	69	1.48
Knitters, women's seamless hosiery, single-feed <sup>3</sup> .....	-	-	577	1.52	-	-	-	-	-	-	518	1.52
400 needles .....	-	-	476	1.54	-	-	-	-	-	-	431	1.55
Knitters, women's seamless hosiery, 2-feed <sup>3</sup> .....	127	1.32	260	1.54	-	-	-	-	-	-	239	1.55
400 needles .....	127	1.32	243	1.55	-	-	-	-	-	-	230	1.56
Boarding and preboarding:												
Boarders, automatic .....	-	-	176	1.59	-	-	-	-	-	-	99	1.61
Boarders, other than automatic .....	-	-	305	1.54	-	-	-	-	-	-	262	1.53
Boarders, Dunn method .....	-	-	942	1.56	-	-	-	-	-	-	740	1.59
Preboarders .....	-	-	2,769	1.64	-	-	99	\$ 1.84	-	-	2,611	1.63
Miscellaneous:												
Boxers .....	78	1.30	58	1.71	40	\$ 1.33	-	-	30	1.27	55	1.72
Examiners, grey (hosiery inspectors) .....	64	1.29	2,499	1.58	-	-	272	1.64	44	1.27	2,104	1.58
Folders .....	32	1.33	809	1.56	-	-	313	1.49	-	-	475	1.62
Folders and boxers .....	44	1.33	2,252	1.49	-	-	47	1.69	-	-	2,033	1.49
Loopers, toe .....	15	1.29	6,182	1.69	-	-	479	1.64	-	-	5,423	1.70
Menders, hand, finish .....	89	1.36	923	1.65	-	-	112	1.81	33	1.31	756	1.63
Menders, hand, grey .....	125	1.28	659	1.62	41	1.29	44	1.86	82	1.28	586	1.60
Pairers .....	-	-	3,917	1.57	-	-	469	1.66	-	-	3,209	1.56
Seamers .....	-	-	547	1.60	-	-	138	1.59	-	-	382	1.61
Seamers, toe .....	20	1.30	1,478	1.65	-	-	110	1.83	-	-	1,305	1.63
<b>Men</b>												
Knitting:												
Adjusters and fixers, knitting machines <sup>3</sup> .....	2,741	2.17	192	2.13	220	2.07	-	-	2,419	2.19	131	2.15
Full-fashioned hosiery .....	74	2.43	-	-	-	-	-	-	48	2.38	-	-
Seamless hosiery, full- or knee-length .....	2,642	2.17	190	2.12	200	2.02	-	-	2,346	2.19	131	2.15
Collection-system inspectors .....	-	-	555	2.15	-	-	-	-	-	-	555	2.15
Collection-system operators .....	122	2.00	94	1.51	-	-	-	-	122	2.00	94	1.51
Knitters, full-fashioned hosiery <sup>3</sup> .....	-	-	643	2.18	-	-	156	2.14	-	-	436	2.18
51 gauge .....	-	-	294	2.10	-	-	107	2.05	-	-	173	2.12
60 gauge .....	-	-	303	2.23	-	-	-	-	-	-	255	2.22
Knitters, women's seamless hosiery, single-feed <sup>3</sup> .....	167	1.66	293	1.70	-	-	-	-	167	1.66	245	1.64
474 needles .....	-	-	30	2.15	-	-	-	-	-	-	-	-
400 needles .....	167	1.66	243	1.67	-	-	-	-	167	1.66	207	1.66
Knitters, women's seamless hosiery, 2-feed <sup>3</sup> .....	32	1.82	215	1.63	-	-	-	-	-	-	189	1.58
400 needles .....	32	1.82	204	1.64	-	-	-	-	-	-	178	1.59
Boarding and preboarding:												
Boarders, automatic .....	-	-	282	1.94	-	-	-	-	-	-	-	-
Boarders, other than automatic .....	-	-	31	1.50	-	-	-	-	-	-	22	1.36
Boarders, Dunn method .....	-	-	75	1.64	-	-	-	-	-	-	-	-
Preboarders .....	-	-	201	1.94	-	-	87	1.93	-	-	113	1.95

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

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

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

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

Table 8. Women's Hosiery Mills: Occupational Earnings—North Carolina

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, September–October 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	\$1.40	\$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	\$2.90	\$3.00	\$3.10	\$3.20 and over		
All production workers -----	27,057	\$1.65	330	4632	1610	1781	1810	1367	3023	2648	2122	1744	1299	1148	869	900	730	316	176	71	44	20	274	12	26	105		
Women -----	21,065	1.58	324	4187	1294	1430	1484	1168	2551	2220	1806	1354	954	637	553	402	266	181	109	56	32	15	15	9	5	13		
Men -----	5,992	1.87	6	445	316	351	326	199	472	428	316	390	345	511	316	498	464	135	67	15	12	5	259	3	21	92		
<u>Women</u>																												
Knitting:																												
Collection-system inspectors <sup>2b/</sup> -----	731	1.66	-	19	12	33	41	49	155	141	115	78	55	2	2	19	10	-	-	-	-	-	-	-	-	-	-	-
Collection-system operators -----	130	1.47	-	18	20	20	9	-	19	33	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time -----	73	1.48	-	5	5	14	7	-	16	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	57	1.45	-	13	15	6	2	-	3	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Knitters, women's seamless hosiery, single-feed <sup>3</sup> -----	301	1.47	-	76	19	5	13	32	83	64	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	250	1.51	-	38	9	2	13	32	83	64	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
400 needles -----	256	1.50	-	41	12	5	13	29	83	64	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	205	1.56	-	3	2	2	13	29	83	64	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Knitters, women's seamless hosiery, 2-feed, 400 needles <sup>2b/</sup> -----	167	1.52	-	7	14	11	24	19	53	31	2	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Boarding and preboarding:																												
Boarders, other than automatic <sup>2b/</sup> -----	233	1.50	-	67	21	16	10	13	33	23	22	11	7	4	3	1	-	-	1	1	-	-	-	-	-	-	-	
Boarders, Dunn method <sup>2b/</sup> -----	509	1.61	-	88	23	25	28	45	58	50	62	46	32	18	26	8	-	-	-	-	-	-	-	-	-	-	-	
Preboarders <sup>2b/</sup> -----	2,193	1.66	-	401	99	116	122	150	223	195	194	144	82	121	111	98	73	55	8	1	-	-	-	-	-	-	-	
Miscellaneous:																												
Boxers <sup>2b/</sup> -----	59	1.69	-	12	2	2	-	7	4	5	3	7	2	7	3	4	-	1	-	-	-	-	-	-	-	-	-	
Examiners, grey (hosiery inspectors) -----	1,426	1.60	-	248	103	97	99	74	176	150	160	115	57	51	37	25	12	10	-	2	2	4	2	-	2	-		
Time -----	14	1.29	-	8	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	1,412	1.60	-	240	100	95	98	74	176	150	160	115	57	51	37	25	12	10	-	2	2	4	2	-	2	-		
Folders <sup>2b/</sup> -----	401	1.63	-	26	15	17	46	37	67	56	53	37	17	9	15	3	-	-	2	-	-	-	-	-	-	-	-	
Folders and boxers -----	1,612	1.48	-	469	98	126	184	99	218	163	111	59	53	15	10	2	3	2	-	-	-	-	-	-	-	-	-	
Incentive -----	1,582	1.48	-	461	98	126	162	99	218	163	111	59	53	15	10	2	3	2	-	-	-	-	-	-	-	-	-	
Loopers, toe <sup>2b/</sup> -----	3,809	1.74	-	479	164	183	210	128	392	426	364	309	280	206	185	166	99	85	57	37	9	10	10	8	-	2		
Menders, hand, finish -----	576	1.64	-	53	43	52	37	27	72	72	61	55	43	18	17	10	4	4	5	3	-	-	-	-	-	-	-	
Time -----	25	1.32	-	4	14	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	551	1.65	-	49	29	46	37	26	72	72	61	55	43	18	17	10	4	4	5	3	-	-	-	-	-	-	-	
Menders, hand, grey -----	402	1.59	-	75	47	17	44	22	40	31	31	32	14	18	14	1	3	5	4	1	2	-	-	1	-	-		
Time -----	47	1.29	-	27	10	3	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive -----	355	1.62	-	48	37	14	38	22	40	30	31	32	14	18	14	1	3	5	4	1	2	-	-	1	-	-		
Pairers <sup>2b/</sup> -----	2,438	1.55	-	541	158	154	161	162	333	252	262	147	112	54	45	21	14	5	13	1	3	-	-	-	-	-		
Seamers <sup>2b/</sup> -----	248	1.66	-	22	13	22	15	19	27	28	30	22	12	11	12	10	3	-	2	-	-	-	-	-	-	-		
Seamers, toe <sup>2b/</sup> -----	860	1.65	-	113	31	49	64	66	104	99	75	94	64	37	21	9	8	3	9	2	9	-	3	-	-	-		
<u>Men</u>																												
Knitting:																												
Adjusters and fixers, knitting machines <sup>a/</sup> -----	1,737	2.25	-	2	-	-	-	3	12	41	73	110	179	384	221	223	60	45	30	6	5	-	259	2	21	61		
Full-fashioned hosiery <sup>a/</sup> -----	37	2.39	-	-	-	-	-	-	-	1	-	1	-	3	2	2	3	12	8	1	4	-	-	-	-	-		
Seamless hosiery, full- or knee-length <sup>a/</sup> -----	1,700	2.25	-	2	-	-	-	3	12	40	73	109	179	381	219	221	57	33	22	5	1	-	259	2	21	61		
Collection-system inspectors <sup>2b/</sup> -----	555	2.15	-	4	1	12	7	1	15	3	16	89	12	4	3	149	206	32	1	-	-	-	-	-	-	-		
Collection-system operators -----	193	1.84	-	16	9	16	1	1	38	12	18	-	-	-	1	-	81	-	-	-	-	-	-	-	-	-		
Incentive -----	85	1.53	-	13	8	2	1	1	29	12	18	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 8. Women's Hosiery Mills: Occupational Earnings—North Carolina—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations; September–October 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	\$1.40	\$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	\$2.90	\$3.00	\$3.10	\$3.20	and over			
<b>Men—Continued</b>																														
<b>Knitting—Continued</b>																														
Knitters, full-fashioned hosiery <sup>2</sup> /	265	\$2.19	-	-	3	-	1	-	2	3	12	16	23	20	38	44	58	23	11	4	3	4	-	-	-	-	-	-		
51 gauge <sup>2</sup> /	105	2.17	-	-	2	-	1	-	2	2	7	9	10	9	10	12	16	9	6	3	3	4	-	-	-	-	-	-		
60 gauge <sup>2</sup> /	157	2.21	-	-	1	-	-	-	-	1	4	7	12	11	27	32	42	14	5	1	-	-	-	-	-	-	-			
Knitters, women's seamless hosiery, single-feed, 400 needles <sup>2</sup> /	86	1.66	-	2	-	3	5	-	23	25	7	8	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-			
Knitters, women's seamless hosiery, 2-feed, 400 needles <sup>2</sup> /	112	1.65	-	-	-	-	9	17	33	36	2	1	-	2	3	3	5	1	-	-	-	-	-	-	-	-	-			
Boarding and preboarding:																														
Boarders, other than automatic <sup>2</sup> /	12	1.44	-	-	-	8	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Preboarders <sup>2</sup> /	108	1.98	-	5	3	-	5	5	5	5	6	5	5	12	12	14	14	12	-	-	-	-	-	-	-	-	-			

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

<sup>2</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.

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

Table 9. Women's Hosiery Mills: Occupational Earnings—Tennessee

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, September 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	\$1.40	\$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	\$2.90	\$3.00		
All production workers.....	4,845	\$1.56	100	1047	438	371	282	224	507	491	368	229	214	156	227	140	21	11	9	6	1	1	2			
Women.....	3,603	1.51	90	845	386	313	215	198	450	369	222	180	129	86	54	29	20	8	5	2	-	1	1			
Men.....	1,242	1.72	10	202	52	58	67	26	57	122	146	49	85	70	173	111	1	3	4	4	1	-	1			
<u>Women</u>																										
Boarding and preboarding:																										
Preboarders <sup>2</sup> b/.....	298	1.45	-	58	26	35	29	19	88	30	7	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
Miscellaneous:																										
Examiners, grey (hosiery inspectors).....	235	1.53	-	39	29	17	14	15	26	38	26	28	2	-	1	-	-	-	-	-	-	-	-	-	-	
Time.....	23	1.25	-	22	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	212	1.56	-	17	28	17	14	15	26	38	26	28	2	-	1	-	-	-	-	-	-	-	-	-	-	
Folders and boxers <sup>2</sup> b/.....	309	1.55	-	37	32	35	27	28	37	42	28	17	7	10	6	3	-	-	-	-	-	-	-	-	-	
Loopers, toe <sup>2</sup> b/.....	515	1.59	-	84	44	35	33	37	77	49	47	29	26	15	15	10	6	4	2	2	-	-	-	-	-	
Menders, hand, finish <sup>2</sup> b/.....	159	1.55	-	29	11	9	8	16	36	19	6	7	10	-	4	4	-	-	-	-	-	-	-	-	-	
Menders, hand, grey.....	77	1.58	-	22	2	4	-	7	14	4	6	6	4	4	2	-	-	2	-	-	-	-	-	-	-	
Incentive.....	62	1.66	-	7	2	4	-	7	14	4	6	6	4	4	2	-	-	2	-	-	-	-	-	-	-	
Pairers <sup>2</sup> b/.....	561	1.60	-	91	58	28	32	37	64	66	38	46	53	21	11	2	10	2	1	-	-	-	-	1	-	
Seamers <sup>2</sup> b/.....	26	1.41	-	6	6	4	-	2	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Seamers, toe <sup>2</sup> b/.....	210	1.60	-	52	24	9	3	9	16	18	16	20	14	18	7	2	-	-	2	-	-	-	-	-	-	
<u>Men</u>																										
Knitting:																										
Adjusters and fixers, knitting machines <sup>2</sup> a/ <sup>3</sup> .....	323	2.05	-	-	-	-	-	-	11	10	20	4	47	41	112	78	-	-	-	-	-	-	-	-	-	
Seamless hosiery, full- or knee-length <sup>2</sup> a/.....	321	2.05	-	-	-	-	-	-	11	10	19	3	47	41	112	78	-	-	-	-	-	-	-	-	-	
Knitters, full-fashioned hosiery <sup>2</sup> b/ <sup>3</sup> .....	37	2.06	-	-	-	-	-	1	1	8	4	3	3	1	3	1	1	3	2	4	1	-	1	-	1	
51 gauge <sup>2</sup> b/.....	12	2.08	-	-	-	-	-	-	-	2	2	-	2	1	-	1	1	1	1	1	1	-	-	-	-	
60 gauge <sup>2</sup> b/.....	20	2.15	-	-	-	-	-	1	1	2	2	2	1	-	3	-	-	2	1	3	1	-	1	-	1	
Knitters, women's seamless hosiery, single-feed <sup>2</sup> a/ <sup>3</sup> .....	169	1.69	-	-	2	-	-	-	-	71	94	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
400 needles <sup>2</sup> a/.....	157	1.68	-	-	2	-	-	-	-	69	84	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Boarding and preboarding:																										
Preboarders <sup>2</sup> a/.....	13	1.48	-	-	-	2	-	2	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

Table 10. Women's Hosiery Mills: Occupational Earnings—Hickory—Statesville, N.C.

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

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																				
			Under \$1.25	\$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	\$2.90
All production workers-----	1,899	\$ 1.55	71	358	157	155	131	96	219	176	151	93	84	81	62	39	9	7	5	1	-	1	3
Women-----	1,531	1.51	71	316	136	123	111	84	196	162	127	75	48	34	24	13	5	1	-	1	-	1	3
Men-----	368	1.74	-	42	21	32	20	12	23	14	24	18	36	47	38	26	4	6	5	-	-	-	-
<u>Women</u>																							
Knitting:																							
Collection-system inspectors <sup>2</sup> b/-----	63	1.64	-	-	1	-	1	2	15	28	11	5	-	-	-	-	-	-	-	-	-	-	-
Collection-system operators <sup>2</sup> a/-----	28	1.34	-	5	2	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Knitters, women's seamless hosiery, single-feed, 400 needles <sup>2</sup> b/-----	43	1.47	-	3	3	5	8	6	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																							
Preboarders <sup>2</sup> b/-----	171	1.61	-	12	7	18	15	10	20	25	27	18	7	10	2	-	-	-	-	-	-	-	-
Miscellaneous:																							
Examiners, grey (hosiery inspectors) <sup>2</sup> b/-----	81	1.58	-	8	3	3	10	5	13	13	15	10	-	1	-	-	-	-	-	-	-	-	-
Folders and boxers <sup>2</sup> b/-----	89	1.55	-	24	5	7	7	2	10	8	6	3	10	4	3	-	-	-	-	-	-	-	-
Loopers, toe <sup>2</sup> b/-----	264	1.59	-	48	23	10	17	14	38	37	24	17	11	7	8	3	4	1	-	1	-	1	-
Menders, hand, grey <sup>2</sup> b/-----	39	1.50	-	10	7	3	3	3	3	1	2	1	-	3	3	-	-	-	-	-	-	-	-
Pairers <sup>2</sup> b/-----	168	1.48	-	38	17	16	14	12	33	13	11	6	3	3	1	1	-	-	-	-	-	-	-
Seamers, toe <sup>2</sup> b/-----	37	1.83	-	5	-	1	4	-	3	4	2	-	8	1	2	4	-	-	-	-	-	-	3
<u>Men</u>																							
Knitting:																							
Adjusters and fixers, knitting machines <sup>2</sup> a/ <sup>3</sup> -----	135	2.05	-	-	-	-	-	-	1	4	4	8	24	32	32	22	1	6	1	-	-	-	-
Seamless hosiery, full- or knee-length <sup>2</sup> a/-----	127	2.03	-	-	-	-	-	-	1	4	4	8	24	31	32	21	1	-	1	-	-	-	-

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

<sup>2</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.

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

Table II. Women's Hosiery Mills: Occupational Earnings—Winston-Salem—High Point, N.C.

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, October 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-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30 and over			
All production workers-----	13,923	\$1.74	38	1964	598	734	806	607	1474	1367	1076	1081	819	702	529	644	608	253	125	46	35	9	269	10	24	103	2			
Women-----	10,339	1.66	34	1787	418	585	633	494	1208	1121	908	832	609	430	386	315	219	160	91	39	29	8	10	7	3	12	1			
Men-----	3,584	1.96	4	177	180	149	173	113	266	246	168	249	210	272	143	329	389	93	34	7	6	1	259	3	21	91	1			
<u>Women</u>																														
Knitting:																														
Collection-system inspectors <sup>2b/</sup> -----	218	1.74	-	9	2	-	10	12	52	26	18	38	19	2	2	18	10	-	-	-	-	-	-	-	-	-	-	-		
Collection-system operators <sup>2a/</sup> -----	23	1.50	-	2	3	1	-	-	12	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Boarding and preboarding:																														
Boarders, other than automatic <sup>2b/</sup> -----	195	1.54	-	53	7	9	10	12	33	23	20	11	7	4	3	1	-	-	1	1	-	-	-	-	-	-	-			
Preboarders <sup>2b/</sup> -----	1,180	1.77	-	183	46	41	40	67	85	81	91	89	51	85	95	94	73	51	7	1	-	-	-	-	-	-	-			
Miscellaneous:																														
Examiners, grey (hosiery inspectors)-----	659	1.70	-	94	24	27	32	25	62	67	89	80	41	41	27	22	12	8	-	2	2	2	2	-	-	-	-			
Incentive-----	650	1.71	-	87	22	27	32	25	62	67	89	80	41	41	27	22	12	8	-	2	2	2	2	-	-	-	-			
Folders and boxers <sup>2b/</sup> -----	822	1.49	-	185	39	76	117	42	133	109	61	32	23	3	1	1	-	-	-	-	-	-	-	-	-	-	-			
Loopers, toe <sup>2b/</sup> -----	1,965	1.87	-	103	24	55	81	39	164	223	215	195	200	159	122	124	80	77	51	24	8	5	8	6	-	1	1			
Menders, hand, finish <sup>2b/</sup> -----	339	1.65	-	29	24	29	25	15	43	43	30	31	29	11	11	8	3	3	5	-	-	-	-	-	-	-	-			
Menders, hand, grey-----	178	1.66	-	32	21	2	23	3	10	13	16	19	9	7	7	-	3	5	4	1	2	-	-	1	-	-	-			
Incentive-----	157	1.71	-	21	14	2	20	3	10	13	16	19	9	7	7	-	3	5	4	1	2	-	-	1	-	-	-			
Pairers <sup>2b/</sup> -----	1,201	1.59	-	245	73	63	75	76	159	123	117	97	68	35	33	11	9	4	9	1	3	-	-	-	-	-	-			
Seamers <sup>2b/</sup> -----	121	1.57	-	14	10	13	12	11	15	11	11	14	1	4	-	3	2	-	-	-	-	-	-	-	-	-	-			
Seamers, toe <sup>2b/</sup> -----	405	1.70	-	33	5	20	32	32	62	58	24	43	38	13	17	5	2	1	9	2	9	-	-	-	-	-	-			
<u>Men</u>																														
Knitting:																														
Adjusters and fixers, knitting machines <sup>2a/</sup> -----	868	2.44	-	-	-	-	-	-	2	11	16	30	76	189	75	79	25	11	8	1	2	-	259	2	21	61	-			
Full-fashioned hosiery <sup>2a/</sup> -----	21	2.34	-	-	-	-	-	-	-	1	-	1	-	2	2	1	2	4	6	-	2	-	-	-	-	-	-			
Seamless hosiery, full- or knee-length <sup>2a/</sup> -----	847	2.45	-	-	-	-	-	-	2	10	16	29	76	187	73	78	23	7	2	1	-	-	259	2	21	61	-			
Collection-system inspectors <sup>2b/</sup> -----																														
Collection-system operators-----	136	1.98	-	13	5	2	1	1	20	3	10	-	-	-	-	-	81	-	-	-	-	-	-	-	-	-	-			
Incentive-----	47	1.47	-	13	4	2	1	1	13	3	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Knitters, full-fashioned hosiery <sup>2b/</sup> -----																														
51 gauge <sup>2b/</sup> -----	63	2.13	-	-	2	-	-	-	1	1	4	8	6	7	4	8	10	6	4	1	1	-	-	-	-	-	-			
60 gauge <sup>2b/</sup> -----	102	2.20	-	-	1	-	-	-	-	-	1	3	7	10	24	28	16	10	2	-	-	-	-	-	-	-	-			
Knitters, women's seamless hosiery, 2-feed, 400 needles <sup>2b/</sup> -----																														
	90	1.68	-	-	-	-	6	15	29	23	2	1	-	2	3	3	5	1	-	-	-	-	-	-	-	-	-			

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</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. Women's Hosiery Mills: Scheduled Weekly Hours

(Percent of production and office workers by scheduled weekly hours,<sup>1</sup> United States, selected regions, States, and areas, September–October 1964)

Weekly hours <sup>1</sup>	United States <sup>2</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory–Statesville, N.C.	Winston–Salem–High Point, N.C.
Production workers							
All workers	100	100	100	100	100	100	100
Under 40 hours	2	7	2	2	-	-	4
40 hours	86	93	85	84	100	100	88
45 hours	2	-	2	3	-	-	-
48 hours	10	-	12	11	-	-	8
Office workers							
All workers	100	100	100	100	100	100	100
Under 37½ hours	1	3	1	1	-	-	2
37½ hours	18	1	26	38	-	8	40
40 hours	75	94	66	50	100	92	44
Over 40 hours	5	2	7	11	-	-	13

<sup>1</sup> Data relate to predominant work schedule of full-time day-shift workers in each establishment.

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

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

Table 13. Women's Hosiery Mills: Shift Differential Provisions

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

Shift differential	United States <sup>2</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory–Statesville, N.C.	Winston–Salem–High Point, N.C.
<u>Second shift</u>							
Workers in establishments having second-shift provisions .....	97.5	89.2	98.5	99.5	93.4	100.0	98.9
With shift differential .....	20.3	8.5	20.9	21.8	3.1	14.7	29.4
Uniform cents per hour .....	7.2	4.9	6.0	3.2	3.1	-	-
2½ cents .....	.4	-	.5	-	-	-	-
5 cents .....	6.6	4.9	5.5	3.2	3.1	-	-
10 cents .....	.2	-	-	-	-	-	-
Uniform percentage .....	12.3	2.5	14.2	17.6	-	-	29.4
1½ percent .....	1.9	-	2.2	2.4	-	-	-
5 percent .....	.2	2.5	-	-	-	-	-
6 percent .....	9.2	-	10.9	15.2	-	-	29.4
7 percent .....	.9	-	1.1	-	-	-	-
10 percent .....	.1	-	-	-	-	-	-
Other .....	.7	1.2	.7	1.0	-	14.7	-
With no shift differential .....	77.1	80.7	77.6	77.6	90.3	85.3	69.5
<u>Third or other late shift</u>							
Workers in establishments having third- or other late-shift provisions .....	91.7	73.2	95.2	94.9	93.4	100.0	92.1
With shift differential .....	33.0	56.0	30.7	28.5	36.1	46.4	29.4
Uniform cents per hour .....	16.9	48.6	13.0	6.7	31.9	-	-
4 cents .....	.4	4.1	-	-	-	-	-
5 cents .....	3.9	-	4.6	.9	27.7	-	-
6 cents .....	.6	-	.7	-	-	-	-
7½ cents .....	2.5	-	3.0	-	-	-	-
10 cents .....	9.6	44.5	4.7	5.8	4.2	-	-
Uniform percentage .....	14.5	4.1	16.5	20.8	-	31.7	29.4
3 percent .....	1.9	-	2.2	2.4	-	-	-
5 percent .....	2.1	1.6	2.3	3.2	-	31.7	-
10 percent .....	.4	2.5	-	-	-	-	-
11 percent .....	.9	-	1.1	-	-	-	-
14½ percent .....	9.2	-	10.9	15.2	-	-	29.4
Other .....	1.6	3.3	1.3	1.0	4.2	14.7	-
With no shift differential .....	58.6	17.2	64.5	66.3	57.3	53.6	62.7

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

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



Table 14. Women's Hosiery Mills: Shift Differential Practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected regions, States, and areas, September-October 1964)

Shift differential	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Salesville, N.C.	Winston-Salem-High Point, N.C.
<u>Second shift</u>							
Workers employed on second shift.....	13.3	12.7	13.4	13.9	8.3	11.5	11.8
Receiving shift differential.....	2.7	1.0	2.8	2.9	.3	.7	3.0
Uniform cents per hour.....	1.1	.7	.9	.5	.3	-	-
2½ cents.....	.1	-	.1	-	-	-	-
5 cents.....	.9	.7	.8	.5	.3	-	-
10 cents.....	.1	-	-	-	-	-	-
Uniform percentage.....	1.6	.2	1.8	2.3	-	-	3.0
1½ percent.....	.5	-	.6	.7	-	-	-
5 percent.....	( <sup>2</sup> )	.2	-	-	-	-	-
6 percent.....	.9	-	1.1	1.6	-	-	3.0
7 percent.....	.1	-	.1	-	-	-	-
Other.....	( <sup>2</sup> )	.1	( <sup>2</sup> )	.1	-	.7	-
Receiving no shift differential.....	10.6	11.7	10.7	11.0	8.0	10.7	8.8
<u>Third or other late shift</u>							
Workers employed on third or other late shift.....	8.6	6.6	9.1	9.2	7.1	8.4	7.6
Receiving shift differential.....	2.6	4.7	2.4	2.1	2.7	3.7	2.0
Uniform cents per hour.....	1.4	4.1	1.1	.6	2.4	2.8	-
4 cents.....	.1	.8	-	-	-	-	-
5 cents.....	.3	-	.4	.1	2.2	2.8	-
6 cents.....	.1	-	.1	-	-	-	-
7½ cents.....	.2	-	.2	-	-	-	-
10 cents.....	.8	3.3	.4	.5	.1	-	-
Uniform percentage.....	1.0	.2	1.2	1.5	-	-	2.0
3 percent.....	.1	-	.2	.2	-	-	-
5 percent.....	.2	( <sup>2</sup> )	.2	.3	-	-	-
10 percent.....	( <sup>2</sup> )	.1	-	-	-	-	-
11 percent.....	.1	-	.1	-	-	-	-
14½ percent.....	.6	-	.7	1.0	-	-	2.0
Other.....	.1	.4	.1	.1	.3	.9	-
Receiving no shift differential.....	6.1	1.8	6.7	7.0	4.4	4.7	5.6

<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 15. Women's Hosiery Mills: Paid Holidays

(Percent of production and office workers in mills with formal provisions for paid holidays, United States, selected regions, States, and areas, September-October 1964)

Number of paid holidays	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	33	51	30	23	63	-	29
1/2 day.....	4	-	4	-	32	-	-
1 day.....	2	-	2	2	-	-	-
2 days.....	5	2	5	3	23	-	-
3 days.....	2	-	1	-	3	-	-
4 days.....	3	-	4	-	-	-	-
5 days.....	16	42	13	18	5	-	29
6 days.....	( <sup>2</sup> )	5	-	-	-	-	-
6 days plus 1 half day.....	( <sup>2</sup> )	-	-	-	-	-	-
7 days.....	1	2	-	-	-	-	-
Workers in establishments providing no paid holidays.....	67	49	70	77	37	100	71
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	89	92	89	87	98	44	91
1 day.....	2	-	3	2	-	-	-
2 days.....	7	1	10	10	14	11	5
3 days.....	4	( <sup>2</sup> )	6	8	2	-	15
3 days plus 1 half day.....	1	-	1	-	6	-	-
4 days.....	7	-	10	8	-	33	7
5 days.....	40	70	32	30	45	-	56
6 days.....	18	16	21	29	-	-	8
6 days plus 1 half day.....	1	-	-	-	-	-	-
7 days.....	7	1	5	-	30	-	-
9 days.....	3	5	-	-	-	-	-
Workers in establishments providing no paid holidays.....	11	8	11	13	2	56	9

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

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

Table 16. Women's Hosiery Mills: Paid Vacations

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September-October 1964)

Vacation policy	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Method of payment							
Workers in establishments providing paid vacations.....	83	78	83	78	97	97	79
Length-of-time payment.....	8	7	6	3	14	-	5
Percentage payment.....	76	68	77	75	83	97	73
Flat-sum payment.....	( <sup>2</sup> )	3	-	-	-	-	-
Workers in establishments providing no paid vacations.....	17	22	17	22	3	3	21
Amount of vacation pay <sup>3</sup>							
After 1 year of service							
Under 1 week.....	4	11	3	4	-	14	-
1 week.....	68	65	66	55	94	42	48
Over 1 and under 2 weeks.....	1	-	1	1	-	-	2
2 weeks.....	10	-	11	15	3	-	29
After 3 years of service							
Under 1 week.....	5	11	5	6	-	46	-
1 week.....	65	62	64	52	94	52	48
Over 1 and under 2 weeks.....	1	-	( <sup>2</sup> )	-	-	-	-
2 weeks.....	13	5	14	19	3	-	31
After 5 years of service							
Under 1 week.....	3	9	2	3	-	-	-
1 week.....	33	58	31	35	29	62	28
2 weeks.....	48	11	49	39	68	35	49
4 weeks.....	1	-	1	1	-	-	2
After 15 years of service <sup>4</sup>							
Under 1 week.....	3	9	2	3	-	-	-
1 week.....	32	56	31	35	29	62	28
Over 1 and under 2 weeks.....	( <sup>2</sup> )	2	-	-	-	-	-
2 weeks.....	38	11	38	24	68	35	19
Over 2 and under 3 weeks.....	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-
3 weeks.....	9	-	11	15	-	-	29
4 weeks.....	1	-	1	1	-	-	2
Office workers							
All workers.....	100	100	100	100	100	100	100
Method of payment							
Workers in establishments providing paid vacations.....	97	97	97	96	98	100	95
Length-of-time payment.....	93	93	93	92	92	67	95
Percentage payment.....	5	5	4	4	6	33	-
Workers in establishments providing no paid vacations.....	3	3	3	4	2	-	5

See footnotes at end of table.

Table 16. Women's Hosiery Mills: Paid Vacations—Continued

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September–October 1964)

Vacation policy	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory–Statesville, N. C.	Winston–Salem–High Point, N. C.
Office workers—Continued							
<u>Amount of vacation pay<sup>3</sup></u>							
<u>After 1 year of service</u>							
Under 1 week.....	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-	-	-
1 week.....	56	88	45	39	51	47	26
Over 1 and under 2 weeks.....	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
2 weeks.....	40	8	50	54	47	31	68
Over 2 and under 3 weeks.....	1	-	1	1	-	-	-
<u>After 2 years of service</u>							
Under 1 week.....	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-	-	-
1 week.....	43	87	29	23	25	47	15
Over 1 and under 2 weeks.....	1	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
2 weeks.....	52	10	65	69	73	31	79
Over 2 and under 3 weeks.....	1	-	1	1	-	-	-
<u>After 3 years of service</u>							
Under 1 week.....	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-	-	-
1 week.....	41	84	28	22	25	69	15
Over 1 and under 2 weeks.....	1	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
2 weeks.....	53	14	67	71	73	31	79
Over 2 and under 3 weeks.....	1	-	1	1	-	-	-
<u>After 5 years of service</u>							
Under 1 week.....	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-	-	-
1 week.....	14	13	15	20	5	14	15
Over 1 and under 2 weeks.....	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
2 weeks.....	82	85	80	74	94	86	79
Over 2 and under 3 weeks.....	1	-	1	1	-	-	-
<u>After 15 years of service</u>							
Under 1 week.....	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-	-	-
1 week.....	14	12	15	20	5	14	15
Over 1 and under 2 weeks.....	( <sup>2</sup> )	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
2 weeks.....	72	85	66	60	68	86	50
Over 2 and under 3 weeks.....	1	-	1	1	-	-	-
3 weeks.....	10	-	14	14	25	-	29
<u>After 20 years of service<sup>4</sup></u>							
Under 1 week.....	( <sup>2</sup> )	-	( <sup>2</sup> )	1	-	-	-
1 week.....	14	12	15	20	5	14	15
Over 1 and under 2 weeks.....	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-
2 weeks.....	58	18	66	60	68	86	50
Over 2 and under 3 weeks.....	1	-	1	1	-	-	-
3 weeks.....	24	68	14	14	25	-	29

<sup>1</sup> Includes data for regions in addition to those shown separately.<sup>2</sup> Less than 0.5 percent.<sup>3</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 individual provisions for progressions. For example, changes in proportions indicated at 5 years may include changes in provisions occurring between 3 and 5 years.<sup>4</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 17. Women's Hosiery Mills: Health, Insurance, and Pension Plans

(Percent of production and office workers in mills with specified health, insurance, and pension plans, United States, selected regions, States, and areas, September-October 1964)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory--Statesville, N.C.	Winston-Salem--High Point, N.C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	83	66	87	85	93	97	84
Accidental death and dismemberment insurance.....	56	57	59	61	50	97	65
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	47	60	44	35	75	2	51
Sickness and accident insurance.....	47	60	44	35	75	-	51
Sick leave (full pay, no waiting period).....	-	-	-	-	-	-	-
Sick leave (partial pay or waiting period).....	( <sup>4</sup> )	-	( <sup>4</sup> )	( <sup>4</sup> )	-	2	-
Hospitalization insurance.....	91	74	92	90	97	100	83
Surgical insurance.....	90	70	92	90	97	100	83
Medical insurance.....	51	70	48	46	36	26	51
Catastrophe insurance.....	15	40	13	15	-	81	37
Retirement pension.....	22	-	25	27	3	46	3
No plans.....	8	20	7	9	3	-	14
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	80	81	84	84	73	100	83
Accidental death and dismemberment insurance.....	60	78	60	63	40	100	57
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	67	84	58	50	83	3	48
Sickness and accident insurance.....	46	77	33	16	83	-	32
Sick leave (full pay, no waiting period).....	36	75	26	34	-	-	16
Sick leave (partial pay or waiting period).....	3	-	5	( <sup>4</sup> )	25	3	-
Hospitalization insurance.....	93	87	94	91	98	100	83
Surgical insurance.....	92	83	94	91	98	100	83
Medical insurance.....	60	83	54	48	63	33	57
Catastrophe insurance.....	31	68	24	14	62	86	7
Retirement pension.....	19	-	25	31	9	19	56
No plans.....	6	8	6	9	2	-	17

<sup>1</sup> Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.

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

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

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

Table 18. Women's Hosiery Mills: Nonproduction Bonuses

(Percent of production and office workers in mills with specified types of nonproduction bonuses, United States, selected regions, States, and areas, September-October 1964)

Type of bonus	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	25	6	28	36	3	32	37
Christmas or yearend.....	23	6	25	34	3	-	37
Profit sharing.....	2	-	3	2	-	32	-
Workers in establishments with no nonproduction bonuses.....	75	94	72	64	97	68	63
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	19	7	22	29	2	42	46
Christmas or yearend.....	18	7	20	29	2	33	46
Profit sharing.....	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	8	-
Other.....	1	-	1	-	-	-	-
Workers in establishments with no nonproduction bonuses.....	81	93	78	71	98	58	54

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

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

## Part II. Men's Hosiery Mills

### Average Hourly Earnings

Earnings of the 21,223 production workers in mills primarily engaged in manufacturing men's seamless hosiery averaged \$1.47 an hour in September–October 1964 (table 19). Workers in the Southeast region, accounting for three-fourths of the work force, averaged \$1.45 an hour—11 cents lower than those in the Middle Atlantic region (\$1.56). Earnings levels varied slightly among the States and areas surveyed separately (tables 25 through 28). Production workers averaged \$1.43 in Tennessee and \$1.46 in North Carolina; the average in Hickory–Statesville, N. C. (\$1.46) was nearly the same as in Winston–Salem–High Point, N. C. (\$1.48).

The nationwide average for production workers in September–October 1964 (\$1.47) was 7 percent above the average recorded in February 1962 (\$1.37).<sup>10</sup> Increases in earnings levels (average earnings) amounted to 3 percent in the Middle Atlantic region and 8 percent in the Southeast.

The 15,567 women in this industry branch averaged \$1.42 in September–October 1964, compared with the \$1.62 average for the 5,656 men. Averages for men exceeded those for women by 12 percent in the Southeast region and 18 percent in the Middle Atlantic region.<sup>11</sup>

There was little variation in earnings levels by community and establishment size. In the only region where such comparisons were possible (the Southeast), averages in metropolitan and nonmetropolitan areas were nearly the same—\$1.46 and \$1.45, respectively; likewise, the average in mills with 250 workers or more (\$1.46) was only 2 cents higher than the averages recorded in each of the two smaller mill-size categories.

Earnings of all but about 2 percent of the production workers ranged from \$1.25 to \$2.50 an hour (table 20). At the lower end of the earnings array, about three-tenths of the workers earned less than \$1.30; half, less than \$1.40; and two-thirds, less than \$1.50. A fourth of the workers in the Middle Atlantic region and three-tenths in the Southeast earned between \$1.25 and \$1.30 an hour.

### Occupational Earnings

The occupational classifications for which average straight-time hourly earnings are presented in table 21 accounted for two-thirds of the production workers in the men's hosiery branch. Nationwide averages for these occupations ranged from \$1.31 for boxers (all women) to \$1.94 for knitting machine adjusters and fixers, a job entirely staffed by men. Averages for most of the other jobs were from \$1.40 through \$1.45 an hour.

Occupational averages were tabulated by region, selected States and areas, community and establishment size, and method of wage payment. Averages for the selected occupations were usually higher in metropolitan than in nonmetropolitan areas (table 22), and usually higher in mills with 250 workers or more than in smaller mills (table 23). Incentive-paid workers averaged more than those paid time rates in each of the occupations for which comparisons were possible (table 24).

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<sup>10</sup> Op. cit., BLS Bulletin 1349, Pt. II.

<sup>11</sup> Op. cit., footnote 9, p. 7.

Earnings of individual workers varied considerably within the same job and area (tables 27 and 28). There was considerable earnings dispersion for some jobs (particularly those which were typically incentive-paid) even within the same establishment. The differences between the highest and lowest paid workers in the same establishment and job in some instances exceeded 50 cents an hour.

### Establishment Practices and Supplementary Wage Provisions

Information was also obtained on work schedules, shift provisions and practices, and selected supplementary benefits including paid holidays and vacations, retirement pension plans, life insurance, sickness and accident insurance, hospitalization, and surgical benefits.

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week were in effect in establishments employing slightly more than nine-tenths of the production workers and seven-eighths of the office workers (table 29). About 15 percent of the production workers were employed on the second shift and 7 percent were employed on third or other late shifts at the time of the survey (table 31). Most of these workers did not receive extra pay differentials for late shift work.

Paid Holidays. Paid holidays were provided by mills accounting for a fifth of the production and seven-tenths of the office workers (table 32). Seven-tenths of the production workers in the Middle Atlantic region were provided paid holidays (most commonly 5 days annually), contrasted with the Southeast region where less than 5 percent of the workers received paid holidays. In both regions, paid holiday provisions for office workers were more liberal than those for production workers.

Paid Vacations. Paid vacations, after qualifying periods of service, were available to nearly three-fourths of the production and over nine-tenths of the office workers (table 33). Most workers in both groups were provided at least 1 week of vacation pay after 1 year of service. Provisions for 2 weeks' paid vacation were most common for production workers after 5 years of service, but applied to slightly more than half of the office workers after 3 years. Provisions for more than 2 weeks of vacation pay were rarely found in this industry branch.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid part or all of the cost, were available to at least three-fifths of the production and office workers (table 34). Between a fourth and two-fifths of the workers were provided accidental death and dismemberment, sickness and accident, and medical insurance. Sick leave—almost always full pay and no waiting period—was available to a third of the office workers, but was rarely provided to production workers. Catastrophe (major medical) insurance was not common for either group of workers.

Pension plans—providing regular payments for the remainder of the worker's life on retirement (other than benefits available under Federal social security)—were found in plants employing about an eighth of the production workers and nearly three-tenths of the office workers.

Nonproduction Bonuses. Nonproduction bonuses, usually Christmas or yearend bonuses, but occasionally profit-sharing plans, were provided by establishments accounting for three-tenths of the production workers and slightly more than two-fifths of the office workers (table 35).



Table 19. Men's Hosiery Mills: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings<sup>1</sup> of production workers by selected characteristics, United States and selected regions, September-October 1964)

Item	United States <sup>2</sup>		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers -----	21,223	\$ 1.47	2,554	\$ 1.56	16,188	\$ 1.45
Women -----	15,567	1.42	1,771	1.48	11,900	1.41
Men -----	5,656	1.62	783	1.75	4,288	1.58
Size of community:						
Metropolitan areas <sup>3</sup> -----	7,479	1.48	2,231	1.51	4,447	1.46
Nonmetropolitan areas -----	13,744	1.47	-	-	11,741	1.45
Size of establishment:						
20-99 workers -----	4,433	1.45	-	-	3,262	1.44
100-249 workers -----	7,158	1.46	-	-	6,736	1.44
250 workers or more -----	9,632	1.49	1,650	1.62	6,190	1.46

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

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

<sup>3</sup> The term "metropolitan areas" 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 20. Men's Hosiery Mills: Earnings Distribution

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

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			Middle Atlantic	Southeast
	All workers	Women	Men		
Under \$1.25	1.8	2.2	0.4	0.2	2.0
\$1.25 and under \$1.30	29.1	34.5	14.2	25.7	30.4
\$1.30 and under \$1.35	12.6	12.8	11.9	8.4	13.6
\$1.35 and under \$1.40	8.4	9.0	6.9	6.8	8.7
\$1.40 and under \$1.45	7.4	7.8	6.4	5.8	7.5
\$1.45 and under \$1.50	5.9	6.4	4.6	6.3	5.8
\$1.50 and under \$1.60	10.0	10.1	9.6	10.4	9.7
\$1.60 and under \$1.70	7.5	7.2	8.2	9.9	7.0
\$1.70 and under \$1.80	4.9	4.0	7.5	6.9	4.6
\$1.80 and under \$1.90	3.7	2.4	7.6	4.7	3.6
\$1.90 and under \$2.00	2.6	1.4	6.1	3.0	2.4
\$2.00 and under \$2.10	2.4	1.0	6.1	2.9	2.2
\$2.10 and under \$2.20	1.4	.5	4.1	2.3	1.1
\$2.20 and under \$2.30	.9	.3	2.7	2.4	.7
\$2.30 and under \$2.40	.5	.2	1.3	1.1	.3
\$2.40 and under \$2.50	.3	.1	.7	1.1	.1
\$2.50 and over	.6	.2	1.6	2.2	.2
Total	100.0	100.0	100.0	100.0	100.0
Number of workers	21,223	15,567	5,656	2,554	16,188
Average hourly earnings <sup>1</sup>	\$1.47	\$1.42	\$1.62	\$1.56	\$1.45

<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 21. Men's Hosiery Mills: Occupational Averages—All Mills

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

Occupation and sex	United States <sup>2</sup>		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Knitting:</b>						
Adjusters and fixers, knitting machines (all men) <sup>3</sup> .....	1,576	\$1.94	141	\$2.09	1,284	\$1.92
Seamless hosiery, half-hose.....	1,535	1.94	135	2.08	1,255	1.91
Knitters, automatic.....	2,443	1.44	373	1.53	1,820	1.42
Women.....	2,021	1.43	337	1.51	1,456	1.41
Men.....	422	1.49	-	-	364	1.44
Knitters, rib (23 women and 5 men).....	28	1.34	-	-	17	1.31
Knitters, string.....	1,022	1.44	-	-	926	1.44
Women.....	917	1.45	-	-	821	1.45
Men.....	105	1.38	-	-	105	1.38
Knitters, transfer (all women).....	143	1.33	-	-	107	1.34
<b>Boarding and preboarding:</b>						
Boarders, automatic.....	561	1.44	22	1.64	461	1.43
Women.....	398	1.41	-	-	331	1.40
Men.....	163	1.52	-	-	130	1.49
Boarders, other than automatic.....	1,170	1.44	168	1.66	877	1.40
Women.....	691	1.40	24	1.64	547	1.39
Men.....	479	1.50	144	1.67	330	1.42
Preboarders.....	276	1.63	46	1.89	218	1.57
Women.....	140	1.49	-	-	123	1.45
Men.....	136	1.77	34	1.91	95	1.73
<b>Miscellaneous:</b>						
Boxers (all women).....	153	1.31	-	-	121	1.30
Examiners, grey (hosiery inspectors) (all women).....	980	1.40	113	1.36	772	1.41
Folders (all women).....	23	1.41	-	-	17	1.35
Folders and boxers (836 women and 5 men).....	841	1.42	29	1.36	679	1.43
Loopers, toe (2,251 women and 5 men).....	2,256	1.45	340	1.54	1,717	1.42
Menders, hand, finish (all women).....	183	1.34	39	1.28	105	1.36
Menders, hand, grey (all women).....	255	1.34	26	1.32	176	1.30
Pairers (1,102 women and 3 men).....	1,105	1.42	121	1.39	875	1.42
Seamers, toe (1,285 women and 2 men).....	1,287	1.57	98	1.82	1,136	1.55

<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 workers in classifications in addition to those shown separately.

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

Table 22. Men's Hosiery Mills: Occupational Averages—By Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by size of community, United States and selected regions, September–October 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic		Southeast			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>										
Knitting:										
Knitters, automatic .....	879	\$1.46	1,142	\$1.41	317	\$1.48	459	\$1.44	997	\$1.39
Knitters, string .....	152	1.44	765	1.45	-	-	117	1.45	704	1.45
Knitters, transfer .....	123	1.33	20	1.35	-	-	-	-	18	1.34
Boarding and preboarding:										
Boarders, automatic .....	171	1.40	227	1.43	-	-	142	1.38	189	1.42
Boarders, other than automatic .....	185	1.45	506	1.38	24	1.64	119	1.42	428	1.38
Preboarders .....	37	1.63	103	1.43	-	-	20	1.52	103	1.43
Miscellaneous:										
Examiners, grey (hosiery inspectors) .....	258	1.40	722	1.40	113	1.36	135	1.43	637	1.40
Folders and boxers .....	297	1.36	539	1.45	29	1.36	178	1.39	496	1.45
Loopers, toe .....	670	1.47	1,581	1.44	321	1.52	314	1.42	1,399	1.42
Menders, hand, finish .....	80	1.33	103	1.35	39	1.28	35	1.38	70	1.35
Menders, hand, grey .....	81	1.33	174	1.34	26	1.32	36	1.31	140	1.30
Pairers .....	373	1.39	729	1.44	121	1.39	218	1.39	657	1.43
Seamers, toe .....	495	1.61	790	1.55	73	1.71	381	1.60	755	1.53
<u>Men</u>										
Knitting:										
Adjusters and fixers, knitting machines <sup>3</sup> .....	566	1.97	1,010	1.93	122	2.10	372	1.91	912	1.92
Seamless hosiery, half-hose .....	548	1.97	987	1.92	116	2.09	360	1.92	895	1.91
Knitters, automatic .....	112	1.62	310	1.44	-	-	64	1.51	300	1.43
Boarding and preboarding:										
Boarders, automatic .....	55	1.53	108	1.52	-	-	46	1.46	84	1.51
Boarders, other than automatic .....	213	1.60	266	1.42	144	1.67	69	1.45	261	1.42
Preboarders .....	49	1.88	87	1.71	34	1.91	15	1.80	80	1.71

<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 in addition to those shown separately.

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

Table 23. Men's Hosiery Mills: Occupational Averages—By Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by size of establishment, United States and selected regions, September–October 1964)

Occupation and sex	United States <sup>2</sup>						Middle Atlantic		Southeast					
	Establishments having—													
	20–99 workers		100–249 workers		250 workers or more		250 workers or more		20–99 workers		100–249 workers		250 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
<b>Women</b>														
Knitting:														
Knitters, automatic .....	599	\$ 1.36	685	\$ 1.44	737	\$ 1.48	231	\$ 1.57	455	\$ 1.36	639	\$ 1.42	362	\$ 1.45
Knitters, string .....	250	1.43	306	1.45	361	1.46	-	-	215	1.44	306	1.45	300	1.45
Boarding and preboarding:														
Boards, automatic .....	19	1.49	205	1.37	174	1.46	-	-	-	-	205	1.37	121	1.46
Boards, other than automatic .....	186	1.39	215	1.39	290	1.42	11	1.76	161	1.36	207	1.38	179	1.42
Preboarders .....	17	1.88	88	1.41	35	1.50	-	-	-	-	87	1.40	32	1.52
Miscellaneous:														
Boxers .....	16	1.32	72	1.26	65	1.37	-	-	-	-	-	-	-	-
Examiners, grey (hosiery inspectors) .....	323	1.40	364	1.42	293	1.37	86	1.34	294	1.41	361	1.42	117	1.37
Folders and boxers .....	94	1.30	286	1.39	456	1.47	-	-	76	1.31	252	1.39	346	1.50
Loopers, toe .....	510	1.40	802	1.43	939	1.50	203	1.60	341	1.37	782	1.42	590	1.46
Menders, hand, finish .....	63	1.31	53	1.39	67	1.33	-	-	8	1.32	51	1.39	46	1.34
Menders, hand, grey .....	61	1.29	103	1.31	91	1.41	20	1.33	53	1.28	84	1.29	39	1.37
Pairers, hand, grey .....	220	1.35	431	1.39	451	1.49	-	-	137	1.38	407	1.38	331	1.48
Seamers, toe .....	355	1.64	502	1.52	428	1.57	67	1.81	330	1.64	491	1.51	315	1.52
<b>Men</b>														
Knitting:														
Adjusters and fixers, knitting machines <sup>3</sup> .....	372	1.95	590	1.95	614	1.93	90	2.09	300	1.90	561	1.94	423	1.89
Seamless hosiery, half-hose .....	372	1.95	573	1.95	590	1.92	84	2.08	300	1.90	544	1.93	411	1.89
Knitters, automatic .....	106	1.30	212	1.54	104	1.57	-	-	104	1.30	190	1.49	70	1.50
Knitters, string .....	18	1.28	36	1.41	51	1.38	-	-	18	1.28	36	1.41	51	1.38
Boarding and preboarding:														
Boards, automatic .....	-	-	69	1.46	82	1.57	-	-	-	-	61	1.42	58	1.58
Boards, other than automatic .....	81	1.56	140	1.45	258	1.51	95	1.69	39	1.49	128	1.44	163	1.40
Preboarders .....	22	1.61	20	1.60	94	1.85	20	2.07	-	-	20	1.60	67	1.80

<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 in addition to those shown separately.

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

Table 24. Men's Hosiery Mills: Occupational Averages—By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by method of wage payment, United States and selected regions, September–October 1964)

Occupation and sex	United States <sup>2</sup>				Middle Atlantic				Southeast			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>												
Knitting:												
Knitters, automatic .....	535	\$ 1.31	1,486	\$ 1.47	-	-	302	\$ 1.54	408	\$ 1.29	1,048	\$ 1.46
Knitters, string .....	84	1.27	833	1.47	-	-	-	-	84	1.27	737	1.47
Knitters, transfer .....	-	-	140	1.33	-	-	-	-	-	-	104	1.34
Boarding and preboarding:												
Boarders, automatic .....	-	-	380	1.41	-	-	-	-	-	-	330	1.40
Boarders, other than automatic .....	-	-	682	1.40	-	-	24	1.64	-	-	538	1.39
Preboarders .....	-	-	138	1.49	-	-	-	-	-	-	121	1.45
Miscellaneous:												
Boxers .....	28	1.26	125	1.32	-	-	-	-	-	-	96	1.31
Examiners, grey (hosiery inspectors) .....	166	1.28	814	1.43	63	\$ 1.28	50	1.46	77	1.26	695	1.42
Folders and boxers .....	122	1.29	714	1.44	-	-	-	-	67	1.28	607	1.45
Loopers, toe .....	-	-	2,251	1.45	-	-	340	1.54	-	-	1,713	1.42
Menders, hand, finish .....	98	1.29	85	1.40	31	1.25	8	1.36	31	1.27	74	1.40
Menders, hand, grey .....	106	1.32	149	1.35	21	1.29	-	-	51	1.28	125	1.31
Pairers .....	89	1.27	1,013	1.44	-	-	105	1.41	53	1.26	822	1.43
Seamers, toe .....	15	1.28	1,270	1.57	-	-	96	1.82	-	-	1,126	1.55
<u>Men</u>												
Knitting:												
Adjusters and fixers, knitting machines <sup>3</sup> .....	1,528	1.94	-	-	141	2.09	-	-	1,240	1.92	-	-
Seamless hosiery, half-hose .....	1,487	1.94	-	-	135	2.08	-	-	1,211	1.91	-	-
Knitters, automatic .....	116	1.35	306	1.54	-	-	14	1.77	94	1.28	270	1.50
Knitters, string .....	-	-	95	1.39	-	-	-	-	-	-	95	1.39
Boarding and preboarding:												
Boarders, automatic .....	-	-	153	1.53	-	-	-	-	-	-	120	1.50
Boarders, other than automatic .....	29	1.45	450	1.50	-	-	124	1.70	-	-	326	1.43
Preboarders .....	-	-	131	1.79	-	-	34	1.91	-	-	90	1.75

<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 in addition to those shown separately.

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

Table 25. Men's Hosiery Mills: Occupational Earnings—North Carolina

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, September–October 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	\$1.40	\$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 and over
				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All production workers.....	12,112	\$ 1.46	261	3441	1617	1055	969	674	1255	875	584	443	302	299	140	100	48	21	22	4	2
Women.....	9,107	1.41	245	3045	1215	846	748	567	971	660	347	193	100	92	36	17	15	7	2	-	1
Men.....	3,005	1.61	16	396	402	209	221	107	284	215	237	250	202	207	104	83	33	14	20	4	1
<u>Women</u>																					
Knitting:																					
Knitters, automatic.....	1,140	1.41	-	373	160	84	114	81	158	122	12	24	10	2	-	-	-	-	-	-	-
Time.....	390	1.29	-	245	86	2	47	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	750	1.47	-	128	74	82	67	71	158	122	12	24	10	2	-	-	-	-	-	-	-
Knitters, string.....	661	1.46	-	135	74	62	69	76	112	70	34	15	9	2	1	1	-	-	1	-	-
Time.....	72	1.27	-	45	22	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	589	1.48	-	90	52	57	69	76	112	70	34	15	9	2	1	1	-	-	1	-	-
Knitters, transfer <sup>2</sup> b/.....	18	1.34	-	9	4	1	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																					
Boarders, automatic <sup>2</sup> b/.....	290	1.41	-	133	31	14	20	12	33	17	19	7	2	1	1	-	-	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/.....	452	1.38	-	207	68	35	29	10	33	37	17	10	4	-	1	-	-	1	-	-	-
Preboarders <sup>2</sup> b/.....	115	1.45	-	37	14	12	6	9	21	9	-	-	3	2	-	-	1	-	-	-	1
Miscellaneous:																					
Boxers <sup>2</sup> b/.....	113	1.30	-	80	11	7	6	3	5	-	-	1	-	-	-	-	-	-	-	-	-
Examiners, grey (hosiery inspectors).....	607	1.42	-	188	87	85	54	31	58	54	29	4	4	11	-	2	-	-	-	-	-
Time.....	74	1.27	-	60	8	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	533	1.44	-	128	79	80	53	31	58	54	29	4	4	11	-	2	-	-	-	-	-
Folders and boxers.....	510	1.45	-	151	57	49	45	49	68	33	17	19	9	4	4	2	1	2	-	-	-
Incentive.....	487	1.46	-	132	57	47	43	49	68	33	17	19	9	4	4	2	1	2	-	-	-
Loopers, toe <sup>2</sup> b/.....	1,305	1.41	-	505	145	126	117	104	120	84	57	25	6	8	2	1	2	3	-	-	-
Menders, hand, finish.....	53	1.37	-	25	8	4	3	2	3	3	5	-	-	-	-	-	-	-	-	-	-
Time.....	9	1.26	-	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	44	1.39	-	18	6	4	3	2	3	3	5	-	-	-	-	-	-	-	-	-	-
Menders, hand, grey.....	100	1.30	-	61	22	10	2	2	3	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	24	1.30	-	3	20	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	76	1.30	-	58	2	9	2	2	3	-	-	-	-	-	-	-	-	-	-	-	-
Pairs.....	688	1.42	-	254	79	80	56	43	69	35	25	20	11	8	3	2	1	1	1	1	-
Incentive.....	654	1.43	-	222	77	80	56	43	69	35	25	20	11	8	3	2	1	1	1	1	-
Seamers, toe <sup>2</sup> b/.....	851	1.58	-	120	78	52	80	39	115	119	87	47	30	45	24	5	10	-	-	-	-
<u>Men</u>																					
Knitting:																					
Adjusters and fixers, knitting machines <sup>2</sup> a/ <sup>3</sup> .....	1,004	1.93	-	-	-	-	-	-	21	62	160	210	175	170	84	64	26	11	18	2	1
Seamless hosiery, half-hose <sup>2</sup> a/.....	995	1.92	-	-	-	-	-	-	21	62	160	210	174	166	81	63	26	11	18	2	1
Knitters, automatic.....	251	1.43	-	68	33	13	17	21	67	26	4	-	-	1	1	-	-	-	-	-	-
Time.....	92	1.28	-	59	21	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	159	1.52	-	9	12	10	8	21	67	26	4	-	-	1	1	-	-	-	-	-	-
Knitters, string <sup>2</sup> b/.....	72	1.42	-	11	18	7	8	8	13	3	2	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																					
Boarders, automatic <sup>2</sup> b/.....	90	1.48	-	24	9	11	6	3	12	9	6	4	2	2	2	-	-	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/.....	183	1.45	-	56	26	15	17	10	24	13	10	4	2	3	1	1	-	-	1	-	-
Preboarders.....	87	1.74	-	6	3	6	7	3	7	15	6	5	7	5	8	5	1	1	-	2	-
Incentive.....	83	1.76	-	3	3	5	7	3	7	15	6	5	7	5	8	5	1	1	-	2	-

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

<sup>2</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.

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

Table 26. Men's Hosiery Mills: Occupational Earnings—Tennessee

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, September 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	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50
All production workers-----	1,501	\$ 1.43	12	488	236	158	97	128	103	80	81	50	27	26	10	-	-	1	1
Women-----	1,036	1.40	7	388	154	102	75	79	83	52	53	28	8	4	1	-	-	1	-
Men-----	465	1.49	5	100	82	56	22	49	20	28	28	22	19	22	9	-	2	-	1
<u>Women</u>																			
Knitting:																			
Knitters, automatic <sup>2</sup> b/-----	127	1.41	-	36	12	22	16	11	11	13	5	1	-	-	-	-	-	-	-
Knitters, string <sup>2</sup> b/-----	40	1.47	-	2	3	4	4	11	13	3	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																			
Boarders, other than automatic <sup>2</sup> b/-----	43	1.45	-	6	2	5	14	8	4	1	-	1	1	-	1	-	-	-	-
Miscellaneous:																			
Examiners, grey (hosiery inspectors) <sup>2</sup> b/-----	35	1.33	-	21	8	-	-	1	4	1	-	-	-	-	-	-	-	-	-
Folders and boxers <sup>2</sup> b/-----	53	1.33	-	37	1	1	1	-	13	-	-	-	-	-	-	-	-	-	-
Loopers, toe <sup>2</sup> b/-----	216	1.52	-	52	21	5	14	19	16	27	35	16	6	4	-	-	1	-	-
Menders, hand, finish <sup>2</sup> a/-----	18	1.27	-	11	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Menders, hand, grey <sup>2</sup> a/-----	23	1.30	-	11	7	4	-	-	1	-	-	-	-	-	-	-	-	-	-
Pairers <sup>2</sup> b/-----	84	1.46	-	33	11	4	1	7	3	6	8	10	1	-	-	-	-	-	-
Seamers, toe <sup>2</sup> b/-----	59	1.36	-	20	17	6	4	6	3	-	3	-	-	-	-	-	-	-	-
<u>Men</u>																			
Knitting:																			
Adjusters and fixers, knitting machines, seamless hosiery, half-hose <sup>2</sup> a/-----	90	1.88	-	-	-	-	-	-	-	6	25	18	14	19	7	-	1	-	-
Boarding and preboarding:																			
Boarders, other than automatic <sup>2</sup> b/-----	28	1.39	-	11	-	9	1	2	2	2	-	1	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</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 27. Men's Hosiery Mills: Occupational Earnings—Hickory—Statesville, N.C.

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, September 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	\$1.40	\$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	
All production workers.....	4,679	\$1.46	85	1581	565	371	330	219	393	324	240	185	124	117	66	37	13	12	12	4	1		
Women.....	3,690	1.40	83	1449	469	300	281	191	313	260	151	90	49	22	19	7	-	4	2	-	-		
Men.....	989	1.66	2	132	96	71	49	28	80	64	89	95	75	95	47	30	13	8	10	4	1		
<u>Women</u>																							
Knitting:																							
Knitters, automatic.....	479	1.36	-	246	94	21	29	11	12	35	3	19	9	-	-	-	-	-	-	-	-	-	-
Time.....	267	1.27	-	200	62	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	212	1.48	-	46	32	19	27	10	12	35	3	19	9	-	-	-	-	-	-	-	-	-	-
Knitters, string.....	400	1.46	-	76	51	43	45	49	59	45	17	5	5	2	1	1	-	-	1	-	-	-	-
Time.....	42	1.29	-	15	22	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	358	1.48	-	61	29	38	45	49	59	45	17	5	5	2	1	1	-	-	1	-	-	-	-
Boarding and preboarding:																							
Boarders, automatic <sup>2</sup> b/.....	86	1.42	-	28	18	8	8	4	7	1	5	3	2	1	1	-	-	-	-	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/.....	179	1.37	-	104	16	11	8	4	10	16	1	6	2	-	-	-	-	-	1	-	-	-	-
Preboarders <sup>2</sup> b/.....	34	1.50	-	10	1	1	5	1	5	7	-	-	2	2	-	-	-	-	-	-	-	-	-
Miscellaneous:																							
Examiners, grey (hosiery inspectors).....	343	1.40	-	115	60	51	34	4	13	42	19	2	2	1	-	-	-	-	-	-	-	-	-
Time.....	40	1.27	-	29	5	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	303	1.42	-	86	55	46	33	4	13	42	19	2	2	1	-	-	-	-	-	-	-	-	-
Folders and boxers.....	130	1.46	-	56	16	5	10	6	9	6	4	6	4	-	4	2	-	-	2	-	-	-	-
Incentive.....	107	1.49	-	37	16	3	8	6	9	6	4	6	4	-	4	2	-	-	2	-	-	-	-
Loopers, toe <sup>2</sup> b/.....	525	1.40	-	219	56	43	55	40	44	30	19	11	5	1	-	1	-	-	1	-	-	-	-
Menders, hand, finish <sup>2</sup> a/.....	16	1.30	-	12	1	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Menders, hand, grey.....	50	1.30	-	32	13	1	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	16	1.29	-	3	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	34	1.30	-	29	1	-	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pairers <sup>2</sup> b/.....	251	1.46	-	99	25	20	12	13	31	7	12	15	6	6	3	1	-	-	1	-	-	-	-
Seamers, toe <sup>2</sup> b/.....	321	1.54	-	60	42	12	25	15	32	52	48	12	4	9	10	-	-	-	-	-	-	-	-
<u>Men</u>																							
Knitting:																							
Adjusters and fixers, knitting machines <sup>2</sup> a/ <sup>3</sup> .....	398	1.93	-	-	-	-	-	-	5	22	62	82	66	81	33	22	8	5	9	2	1		
Seamless hosiery, half-hose <sup>2</sup> a/.....	395	1.93	-	-	-	-	-	-	5	22	62	82	66	79	33	21	8	5	9	2	1		
Knitters, string <sup>2</sup> b/.....	24	1.37	-	9	5	3	1	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																							
Boarders, automatic <sup>2</sup> a/.....	17	1.48	-	1	-	9	1	-	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/.....	59	1.47	-	19	8	5	3	2	7	3	6	2	-	2	1	1	-	-	-	-	-	-	-

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

<sup>2</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.

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

Table 28. Men's Hosiery Mills: Occupational Earnings—Winston-Salem—High Point, N.C.

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, October 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	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50 and over
All production workers.....	5,636	\$ 1.48	127	1113	887	539	469	369	690	473	297	224	157	127	57	58	32	6	11
Women.....	4,021	1.43	123	972	636	421	323	298	510	353	165	90	46	41	14	10	15	3	1
Men.....	1,615	1.60	4	141	251	118	146	71	180	120	132	134	111	86	43	48	17	3	10
<u>Women</u>																			
Knitting:																			
Knitters, automatic.....	417	1.48	-	55	51	27	34	41	106	87	8	5	1	2	-	-	-	-	-
Incentive.....	375	1.50	-	37	27	27	34	41	106	87	8	5	1	2	-	-	-	-	-
Knitters, string <sup>2</sup> b/.....	241	1.48	-	51	11	19	24	27	53	25	17	10	4	-	-	-	-	-	-
Boarding and preboarding:																			
Boarders, automatic <sup>2</sup> b/.....	96	1.48	-	22	13	5	6	5	17	13	11	4	-	-	-	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/.....	231	1.40	-	76	52	21	15	6	23	21	10	4	2	-	1	-	-	-	-
Miscellaneous:																			
Examiners, grey (hosiery inspectors) <sup>2</sup> b/.....	158	1.47	-	42	19	23	9	12	15	12	10	2	2	10	-	2	-	-	-
Folders and boxers <sup>2</sup> b/.....	332	1.45	-	77	38	44	26	40	47	24	13	13	5	4	-	-	1	-	-
Loopers, toe <sup>2</sup> b/.....	616	1.43	-	200	70	71	50	58	60	48	38	11	1	3	2	-	2	2	-
Menders, hand, finish.....	24	1.38	-	5	7	3	3	2	1	3	-	-	-	-	-	-	-	-	-
Incentive.....	18	1.42	-	1	5	3	3	2	1	3	-	-	-	-	-	-	-	-	-
Menders, hand, grey <sup>2</sup> b/.....	28	1.32	-	8	9	8	2	1	-	-	-	-	-	-	-	-	-	-	-
Pairers.....	303	1.43	-	97	38	29	28	24	34	25	13	5	5	2	-	1	1	1	-
Incentive.....	295	1.43	-	91	36	29	28	24	34	25	13	5	5	2	-	1	1	1	-
Seamers, toe <sup>2</sup> b/.....	335	1.61	-	41	30	23	27	22	49	36	24	25	21	11	11	5	10	-	-
<u>Men</u>																			
Knitting:																			
Adjusters and fixers, knitting machines, seamless hosiery, half-hose <sup>2</sup> a/.....	471	1.94	-	-	-	-	-	-	-	14	85	107	93	71	37	37	15	3	9
Knitters, automatic <sup>2</sup> b/.....	174	1.49	-	9	29	10	7	21	67	26	4	-	-	1	-	-	-	-	-
Knitters, string <sup>2</sup> b/.....	44	1.46	-	2	9	4	9	6	10	2	2	-	-	-	-	-	-	-	-
Boarding and preboarding:																			
Boarders, automatic <sup>2</sup> b/.....	53	1.56	-	8	4	2	5	3	10	9	4	2	2	2	2	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/.....	99	1.47	-	24	12	7	14	5	17	10	4	2	2	1	-	-	-	-	1
Preboarders <sup>2</sup> b/.....	37	1.65	-	1	2	2	3	2	4	10	5	3	4	-	-	1	-	-	-

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

<sup>2</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 29. Men's Hosiery Mills: Scheduled Weekly Hours

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

Weekly hours <sup>1</sup>	United States <sup>2</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
All workers .....	100	100	100	100	100	100	100
Under 40 hours.....	3	13	2	3	-	-	6
40 hours.....	92	68	95	97	100	100	94
42 hours.....	2	19	-	-	-	-	-
45 hours.....	2	-	2	-	-	-	-
Office workers							
All workers .....	100	100	100	100	100	100	100
35 hours.....	3	-	5	7	-	6	9
37½ hours.....	8	14	9	7	-	1	12
40 hours.....	87	78	85	86	100	93	79
Over 40 hours.....	1	8	( <sup>3</sup> )	-	-	-	-

<sup>1</sup> Data relate to predominant work schedule of full-time day-shift workers in each establishment.

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

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

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

Table 30. Men's Hosiery Mills: Shift Differential Provisions

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

Shift differential	United States <sup>2</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
<u>Second shift</u>							
Workers in establishments having second-shift provisions .....	98.1	89.0	99.2	99.6	100.0	100.0	99.2
With shift differential .....	21.8	21.6	10.5	7.0	39.4	6.9	9.3
Uniform cents per hour .....	13.7	4.9	5.7	2.7	39.4	6.9	-
5 cents .....	6.6	4.9	5.7	2.7	39.4	6.9	-
6 cents .....	1.9	-	-	-	-	-	-
10 cents .....	5.1	-	-	-	-	-	-
Uniform percentage .....	6.4	12.6	3.2	4.3	-	-	9.3
1 1/2 percent .....	2.5	-	3.2	4.3	-	-	9.3
5 percent .....	4.0	12.6	-	-	-	-	-
Other .....	1.7	4.1	1.6	-	60.6	93.1	89.8
With no shift differential .....	76.3	67.4	88.8	92.6	60.6	93.1	89.8
<u>Third or other late shift</u>							
Workers in establishments having third- or other late-shift provisions .....	87.3	81.4	86.7	85.5	100.0	83.1	82.9
With shift differential .....	42.3	47.6	33.7	28.3	39.4	47.4	21.4
Uniform cents per hour .....	19.4	14.6	12.1	7.2	39.4	9.7	7.3
5 cents .....	4.5	-	5.9	1.6	17.5	-	3.5
6 cents .....	1.9	-	-	-	-	-	-
10 cents .....	10.3	14.6	4.0	2.7	21.9	6.9	-
15 cents .....	1.6	-	2.1	2.9	-	2.8	-
20 cents .....	1.0	-	-	-	-	-	-
Uniform percentage .....	13.3	23.5	10.5	14.0	-	25.1	9.3
3 percent .....	3.5	8.6	3.2	4.3	-	-	9.3
5 percent .....	1.1	2.3	1.0	1.4	-	3.6	-
10 percent .....	8.7	12.6	6.2	8.3	-	21.5	-
Other .....	9.6	9.5	11.1	7.1	60.6	12.6	4.7
With no shift differential .....	45.0	33.8	53.0	57.2	60.6	35.7	61.5

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

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

Table 31. Men's Hosiery Mills: Shift Differential Practices

(Percent of production workers on late shifts by amount of shift differential, United States, selected regions, States, and areas, September-October 1964)

Shift differential	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory--Statesville, N. C.	Winston-Salem--High Point, N. C.
<u>Second shift</u>							
Workers employed on second shift.....	15.3	13.1	15.3	15.0	14.6	16.0	13.3
Receiving shift differential.....	3.6	3.2	1.5	.8	8.0	.8	1.1
Uniform cents per hour.....	2.4	.4	1.0	.3	8.0	.8	-
5 cents.....	1.0	.4	1.0	.3	8.0	.8	-
6 cents.....	.5	-	-	-	-	-	-
10 cents.....	.9	-	-	-	-	-	-
Uniform percentage.....	.9	2.3	.4	.5	-	-	1.1
1 1/2 percent.....	.3	-	.4	.5	-	-	1.1
5 percent.....	.6	2.3	-	-	-	-	-
Other.....	.2	.5	.2	-	-	-	-
Receiving no shift differential.....	11.7	9.9	13.8	14.2	6.6	15.2	12.2
<u>Third or other late shift</u>							
Workers employed on third or other late shift.....	7.0	6.1	7.3	7.2	7.4	8.7	6.2
Receiving shift differential.....	3.3	4.3	2.8	2.0	3.2	3.4	1.4
Uniform cents per hour.....	1.1	1.3	.7	.3	3.2	.4	.3
5 cents.....	.3	-	.4	.1	.9	-	.2
10 cents.....	.7	1.3	.3	.1	2.3	.3	-
15 cents.....	.1	-	.1	.1	-	.1	.1
20 cents.....	( <sup>2</sup> )	-	-	-	-	-	-
Uniform percentage.....	1.2	2.5	.8	1.0	-	1.7	.8
3 percent.....	.2	.4	.3	.4	-	-	.8
5 percent.....	.1	.2	.1	.1	-	.3	-
10 percent.....	.9	2.0	.4	.6	-	1.5	-
Other.....	1.0	.5	1.3	.6	-	1.3	.3
Receiving no shift differential.....	3.7	1.9	4.5	5.2	4.2	5.3	4.8

<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 32. Men's Hosiery Mills: Paid Holidays

(Percent of production and office workers in mills with formal provisions for paid holidays, United States, selected regions, States, and areas, September-October 1964)

Number of paid holidays	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	21	71	3	1	17	2	-
2 days.....	( <sup>2</sup> )	-	1	1	-	2	-
3 days.....	4	-	2	1	17	-	-
4 days.....	2	13	-	-	-	-	-
5 days.....	9	43	-	-	-	-	-
6 days.....	5	15	-	-	-	-	-
7 days.....	( <sup>2</sup> )	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	79	29	97	99	83	98	100
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	71	96	58	61	66	39	81
1 day.....	1	-	1	1	-	3	-
2 days.....	5	-	8	8	-	14	4
3 days.....	6	-	10	5	33	1	9
4 days.....	12	27	11	15	-	1	20
5 days.....	27	54	22	28	10	20	38
6 days.....	17	15	4	6	-	-	11
7 days.....	1	-	-	-	-	-	-
7 days plus 2 half days.....	2	-	2	-	22	-	-
Workers in establishments providing no paid holidays.....	29	4	42	39	34	61	19

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

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

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

Table 33. Men's Hosiery Mills: Paid Vacations

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September-October 1964)

Vacation policy	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N.C.	Winston-Salem-High Point, N.C.
Production workers							
All workers-----	100	100	100	100	100	100	100
<u>Method of payment</u>							
Workers in establishments providing paid vacations-----	73	91	67	63	85	65	79
Length-of-time payment-----	7	25	3	-	17	-	-
Percentage payment-----	64	64	62	61	68	65	75
Flat-sum payment-----	2	2	2	2	-	-	5
Workers in establishments providing no paid vacations-----	27	9	33	37	15	35	21
<u>Amount of vacation pay<sup>2</sup></u>							
<u>After 1 year of service</u>							
Under 1 week-----	10	5	10	10	-	15	9
1 week-----	57	86	50	44	85	35	63
Over 1 and under 2 weeks-----	3	-	3	5	-	4	7
<u>After 3 years of service</u>							
Under 1 week-----	11	5	14	14	-	26	9
1 week-----	59	86	50	44	85	35	63
Over 1 and under 2 weeks-----	3	-	3	5	-	4	7
<u>After 5 years of service</u>							
Under 1 week-----	9	5	10	10	-	15	9
1 week-----	18	40	17	16	22	30	8
Over 1 and under 2 weeks-----	3	-	3	5	-	4	7
2 weeks-----	44	46	36	32	63	17	55
<u>After 10 years of service</u>							
Under 1 week-----	9	5	10	10	-	15	9
1 week-----	15	13	17	16	22	30	8
Over 1 and under 2 weeks-----	3	-	3	5	-	4	7
2 weeks-----	47	73	36	32	63	17	55
<u>After 15 years of service<sup>3</sup></u>							
Under 1 week-----	9	5	10	10	-	15	9
1 week-----	15	13	17	16	22	30	8
Over 1 and under 2 weeks-----	3	-	3	5	-	4	7
2 weeks-----	45	64	36	32	63	17	55
Over 2 and under 3 weeks-----	(4)	-	-	-	-	-	-
3 weeks-----	1	10	-	-	-	-	-

See footnotes at end of table.

Table 33. Men's Hosiery Mills: Paid Vacations—Continued

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, selected regions, States, and areas, September–October 1964)

Vacation policy	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory–Statesville, N.C.	Winston–Salem–High Point, N.C.
Office workers							
All workers.....	100	100	100	100	100	100	100
<u>Method of payment</u>							
Workers in establishments providing paid vacations.....	95	100	93	94	98	94	97
Length-of-time payment.....	84	77	89	90	98	85	97
Percentage payment.....	12	23	4	4	-	9	-
Workers in establishments providing no paid vacations.....	5	-	7	6	2	6	3
<u>Amount of vacation pay<sup>2</sup></u>							
<u>After 1 year of service</u>							
Under 1 week.....	1	3	1	1	-	3	-
1 week.....	50	97	41	37	66	46	25
Over 1 and under 2 weeks.....	1	-	1	2	-	5	-
2 weeks.....	43	-	50	54	33	41	72
<u>After 2 years of service</u>							
Under 1 week.....	1	3	1	1	-	3	-
1 week.....	44	84	38	34	66	42	22
Over 1 and under 2 weeks.....	1	-	1	2	-	5	-
2 weeks.....	49	14	52	57	33	44	76
<u>After 3 years of service</u>							
Under 1 week.....	1	3	1	1	-	3	-
1 week.....	41	62	38	34	66	42	22
Over 1 and under 2 weeks.....	1	-	1	2	-	5	-
2 weeks.....	52	35	52	57	33	44	76
<u>After 5 years of service</u>							
Under 1 week.....	1	3	1	1	-	3	-
1 week.....	25	36	28	30	33	42	15
Over 1 and under 2 weeks.....	1	-	1	2	-	5	-
2 weeks.....	68	61	62	60	66	44	82
<u>After 10 years of service<sup>3</sup></u>							
Under 1 week.....	1	3	1	1	-	3	-
1 week.....	19	20	24	24	33	26	15
Over 1 and under 2 weeks.....	1	-	1	2	-	5	-
2 weeks.....	73	77	67	67	66	60	82
3 weeks.....	1	-	-	-	-	-	-

<sup>1</sup> Includes data for regions in addition to those shown separately.<sup>2</sup> Vacation payments, such as percent of annual earnings 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, changes in proportions 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.<sup>4</sup> Less than 0.5 percent.

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



Table 34. Men's Hosiery Mills: Health, Insurance, and Pension Plans

(Percent of production and office workers in mills with specified health, insurance, and pension plans, United States, selected regions, States, and areas, September-October 1964)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory-Statesville, N. C.	Winston-Salem-High Point, N. C.
Production workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	71	45	74	73	85	65	81
Accidental death and dismemberment insurance.....	42	16	49	47	85	40	50
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	30	45	28	25	63	17	38
Sickness and accident insurance.....	30	45	28	25	63	17	38
Sick leave (full pay, no waiting period).....	-	-	-	-	-	-	-
Sick leave (partial pay or waiting period).....	2	15	-	-	-	-	-
Hospitalization insurance.....	66	89	62	67	46	63	88
Surgical insurance.....	63	75	62	67	46	63	88
Medical insurance.....	29	60	23	21	46	8	35
Catastrophe insurance.....	8	10	8	7	-	19	-
Retirement pension.....	14	13	12	9	24	11	11
No plans.....	16	11	19	19	15	28	7
Office workers							
All workers.....	100	100	100	100	100	100	100
Workers in establishments providing:							
Life insurance.....	76	58	80	79	86	62	94
Accidental death and dismemberment insurance.....	42	19	47	41	86	38	41
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	45	68	39	37	66	28	51
Sickness and accident insurance.....	24	58	22	15	66	24	11
Sick leave (full pay, no waiting period).....	31	51	21	29	-	12	47
Sick leave (partial pay or waiting period).....	1	8	-	-	-	-	-
Hospitalization insurance.....	73	94	66	74	33	51	94
Surgical insurance.....	70	83	66	74	33	51	94
Medical insurance.....	34	67	29	30	33	8	42
Catastrophe insurance.....	11	22	11	9	10	7	11
Retirement pension.....	28	-	35	38	43	21	56
No plans.....	13	6	18	18	14	33	4

<sup>1</sup> Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.

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

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

Table 35. Men's Hosiery Mills: Nonproduction Bonuses

(Percent of production and office workers in mills with specified types of nonproduction bonuses, United States, selected regions, States, and areas, September–October 1964)

Type of bonus	United States <sup>1</sup>	Regions		States		Areas	
		Middle Atlantic	Southeast	North Carolina	Tennessee	Hickory–Statesville, N.C.	Winston–Salem–High Point, N.C.
Production workers							
All workers .....	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses .....	29	48	28	28	25	42	26
Christmas or yearend .....	25	28	25	24	25	31	26
Profit sharing .....	5	19	3	4	-	11	-
Workers in establishments with no nonproduction bonuses .....	71	52	72	72	75	58	74
Office workers							
All workers .....	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses .....	44	49	38	38	36	44	39
Christmas or yearend .....	41	31	37	37	36	42	39
Profit sharing .....	3	18	( <sup>2</sup> )	1	-	1	-
Other .....	( <sup>2</sup> )	-	( <sup>2</sup> )	( <sup>2</sup> )	-	1	-
Workers in establishments with no nonproduction bonuses .....	56	51	62	62	64	56	61

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

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

## Part III. Children's Hosiery Mills

### Average Hourly Earnings

Earnings of the 17,364 production workers in mills primarily engaged in manufacturing children's hosiery (including women's anklets and socks) averaged \$1.46 an hour in September–October 1964 (table 36). Nearly all of the employment in this industry branch was in the Southeast region. Production workers in North Carolina and Tennessee, together accounting for four-fifths of the work force in the Southeast region, averaged \$1.47 and \$1.43 an hour, respectively; the average for Winston-Salem–High Point, N.C. (the only area surveyed separately in this branch), was \$1.48 (tables 42–44).

The nationwide average for production workers in September–October 1964 (\$1.46) was 10 percent above the average recorded in February 1962 (\$1.33).<sup>12</sup>

The 13,390 women in this branch averaged \$1.42 an hour compared with the \$1.58 average for the 3,974 men.<sup>13</sup>

Within the Southeast region, average earnings were nearly the same for metropolitan (\$1.43) and nonmetropolitan areas (\$1.46) and approximately the same for the three mill-size groups tabulated separately—20–99 workers (\$1.45), 100–249 workers (\$1.44), and 250 workers or more (\$1.47).

Earnings of all but about 2 percent of the production workers ranged from \$1.25 to \$2.50 an hour (table 37). A third of the workers earned less than \$1.30 an hour; and about half, less than \$1.40; and two-thirds, less than \$1.50.

### Occupational Earnings

The occupational classifications for which average straight-time hourly earnings are presented in table 38 accounted for two-thirds of the production workers in this industry branch. Nationwide averages ranged from \$1.33 an hour for hand menders (grey), virtually all women, to \$1.90 for knitting machine adjusters and fixers, all of whom were men. With the exception of toe seamers (\$1.58) and preboarders (\$1.55), averages for all remaining jobs were from \$1.35 to \$1.50 an hour.

Occupational averages were also tabulated by size of community (table 39), size of mill (table 40), and method of wage payment (table 41).

### Establishment Practices and Supplementary Wage Provisions

Information was also obtained on work schedules, shift provisions and practices, and selected supplementary benefits including paid holidays and vacations, retirement pension plans, life insurance, sickness and accident insurance, hospitalization, and surgical benefits.

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<sup>12</sup> Op. cit., BLS Bulletin 1349, Pt. III.

<sup>13</sup> Op. cit., footnote 9, p. 7.

Scheduled Weekly Hours and Shift Practices. Weekly work schedules of 40 hours were in effect in mills employing virtually all of the production workers and seven-eighths of the office workers (table 45). Over nine-tenths of the production workers were in mills with provisions for second shift operations and four-fifths were in mills with third- or other late-shift provisions (table 46). Nearly 16 percent of the production workers were employed on the second shift and 5 percent on third or other late shifts at the time of the survey (table 47). These workers typically did not receive extra pay for late-shift work.

Paid Holidays. Paid holidays (most frequently, 4 or 6 annually) were provided by mills accounting for a tenth of the production workers and nearly two-thirds of the office workers (table 48).

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by mills employing nearly three-fifths of the production workers and seven-eighths of the office workers (table 49). Most commonly, production workers were eligible for 1 week of vacation pay after 1 year of service and 1 or 2 weeks after 5 years. Paid vacations of longer than 2 weeks were rarely provided. Vacation benefits were more liberal for office than for production workers.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance for which employers paid all or part of the cost were available to at least three-fifths of the production and office workers (table 50). Accidental death and dismemberment, sickness and accident, and medical insurance were frequently reported for both groups of workers. Catastrophe (major medical) insurance was available to a fourth of the office workers, but to less than a tenth of the production workers. Sick leave plans—full pay with no waiting period—were reported for a sixth of the office workers.

Pension plans, providing regular payments for the remainder of the worker's life on retirement (other than Federal social security benefits), were reported by mills employing nearly a tenth of the office workers; pension benefits for production workers were virtually nonexistent.

Nonproduction Bonuses. Nonproduction bonuses, usually paid at Christmas or yearend, were provided to slightly more than a fifth of the production workers and to about half of the office workers (table 51).

Table 36. Children's Hosiery Mills: Average Hourly Earnings by Selected Characteristics

(Number and average straight-time hourly earnings<sup>1</sup> of production workers by selected characteristics, United States and Southeast region, September-October 1964)

Item	United States <sup>2</sup>		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers.....	17,364	\$1.46	16,696	\$1.46
Women.....	13,390	1.42	12,866	1.42
Men.....	3,974	1.58	3,830	1.58
Size of community:				
Metropolitan areas <sup>3</sup> .....	3,721	1.43	3,635	1.43
Nonmetropolitan areas.....	13,643	1.46	13,061	1.46
Size of establishment:				
20-99 workers.....	3,860	1.46	3,552	1.45
100-249 workers.....	5,904	1.44	5,904	1.44
250 workers or more.....	7,600	1.47	7,240	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 the Southeast region.

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

Table 37. Children's Hosiery Mills: Earnings Distribution

(Percent distribution of production workers by average straight-time hourly earnings,<sup>1</sup> United States and Southeast region, September-October 1964)

Average hourly earnings	United States <sup>2</sup>			Southeast	Average hourly earnings	United States <sup>2</sup>			Southeast
	All workers	Women	Men			All workers	Women	Men	
Under \$1.25.....	1.5	1.8	0.5	1.6	\$2.00 and under \$2.10.....	1.8	0.9	4.8	1.8
\$1.25 and under \$1.30.....	31.5	35.7	17.3	31.5	\$2.10 and under \$2.20.....	1.1	.6	2.9	1.1
\$1.30 and under \$1.35.....	10.1	10.5	8.5	10.0	\$2.20 and under \$2.30.....	.7	.2	2.6	.7
\$1.35 and under \$1.40.....	10.1	10.5	8.7	10.2	\$2.30 and under \$2.40.....	.2	( <sup>3</sup> )	.8	.2
\$1.40 and under \$1.45.....	7.3	7.3	7.3	7.3	\$2.40 and under \$2.50.....	.1	.1	.2	.1
\$1.45 and under \$1.50.....	6.8	7.2	5.4	6.8	\$2.50 and over.....	.3	.2	.6	.2
\$1.50 and under \$1.60.....	10.0	10.1	9.9	10.0	Total.....	100.0	100.0	100.0	100.0
\$1.60 and under \$1.70.....	6.6	6.4	7.3	6.7	Number of workers.....	17,364	13,390	3,974	16,696
\$1.70 and under \$1.80.....	5.2	4.1	8.9	5.3	Average hourly earnings <sup>1</sup> .....	\$1.46	\$1.42	\$1.58	\$1.46
\$1.80 and under \$1.90.....	3.9	2.6	8.1	3.8					
\$1.90 and under \$2.00.....	2.6	1.5	6.2	2.6					

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

<sup>2</sup> Includes data for regions in addition to the Southeast region.

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

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

Table 38. Children's Hosiery Mills: Occupational Averages—All Mills

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations,  
United States and Southeast region, September–October 1964)

Occupation and sex	United States <sup>2</sup>		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Knitting:</b>				
Adjusters and fixers, knitting machines (all men) <sup>3</sup> .....	1,053	\$ 1.90	1,016	\$ 1.89
Seamless hosiery, half-hose .....	994	1.90	962	1.90
Knitters, automatic .....	1,188	1.45	1,152	1.44
Women .....	1,016	1.43	980	1.43
Men .....	172	1.52	172	1.52
Knitters, rib .....	70	1.46	69	1.46
Women .....	33	1.44	32	1.44
Men .....	37	1.48	37	1.48
Knitters, string .....	751	1.48	700	1.49
Women .....	625	1.47	574	1.48
Men .....	126	1.52	126	1.52
Knitters, transfer .....	988	1.37	968	1.37
Women .....	966	1.38	946	1.38
Men .....	22	1.32	22	1.32
<b>Boarding and preboarding:</b>				
Boarders, automatic .....	405	1.47	397	1.46
Women .....	246	1.45	244	1.45
Men .....	159	1.50	153	1.47
Boarders, other than automatic .....	1,363	1.40	1,339	1.39
Women .....	1,015	1.38	996	1.38
Men .....	348	1.45	343	1.45
Preboarders .....	170	1.55	156	1.57
Women .....	97	1.46	85	1.48
Men .....	73	1.67	71	1.67
<b>Miscellaneous:</b>				
Boxers (all women) .....	26	1.38	26	1.38
Examiners, grey (hosiery inspectors) (all women) .....	567	1.42	555	1.42
Folders (203 women and 6 men) .....	209	1.35	209	1.35
Folders and boxers (842 women and 6 men) .....	848	1.44	796	1.44
Loopers, toe (all women) .....	1,396	1.40	1,291	1.40
Menders, hand, finish (all women) .....	74	1.36	73	1.36
Menders, hand, grey (74 women and 2 men) .....	76	1.33	71	1.34
Pairers (all women) .....	1,005	1.43	970	1.43
Seamers, toe (all women) .....	1,415	1.58	1,407	1.58

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to the Southeast region.<sup>3</sup> Includes data for workers in classifications in addition to those shown separately.

Table 39. Children's Hosiery Mills: Occupational Averages—By Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by size of community, United States and Southeast region, September–October 1964)

Occupation and sex	United States <sup>2</sup>				Southeast			
	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
<u>Women</u>								
Knitting:								
Knitters, automatic.....	113	\$1.57	903	\$1.42	100	\$1.52	880	\$1.42
Knitters, string.....	85	1.45	540	1.47	85	1.45	489	1.49
Knitters, transfer.....	289	1.34	677	1.39	289	1.34	657	1.39
Boarding and preboarding:								
Boarders, other than automatic.....	444	1.35	571	1.40	436	1.34	560	1.40
Miscellaneous:								
Examiners, grey (hosiery inspectors).....	90	1.35	477	1.43	90	1.35	465	1.44
Folders and boxers.....	231	1.48	611	1.42	231	1.48	559	1.43
Loopers, toe.....	225	1.36	1,171	1.40	211	1.35	1,080	1.41
Menders, hand, finish.....	20	1.37	54	1.36	19	1.37	54	1.36
Pairers.....	258	1.42	747	1.43	256	1.41	714	1.43
Seamers, toe.....	209	1.56	1,206	1.58	209	1.56	1,198	1.58
<u>Men</u>								
Knitting:								
Adjusters and fixers, knitting machines <sup>3</sup> .....	174	1.97	879	1.89	169	1.96	847	1.88
Seamless hosiery, half-hose.....	169	1.96	825	1.89	169	1.96	793	1.88
Boarding and preboarding:								
Boarders, other than automatic.....	115	1.45	233	1.46	115	1.45	228	1.44

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

<sup>2</sup> Includes data for regions in addition to the Southeast region.

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

Table 40. Children's Hosiery Mills: Occupational Averages—By Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by size of establishment, United States and Southeast region, September–October 1964)

Occupation and sex	United States <sup>2</sup>						Southeast					
	Establishments having—											
	20–99 workers		100–249 workers		250 workers or more		20–99 workers		100–249 workers		250 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
<u>Women</u>												
Knitting:												
Knitters, automatic .....	348	\$ 1.36	294	\$ 1.45	374	\$ 1.49	312	\$ 1.33	294	\$ 1.45	374	\$ 1.49
Knitters, string .....	127	1.43	222	1.52	276	1.45	109	1.44	222	1.52	243	1.47
Knitters, transfer .....	143	1.30	348	1.39	475	1.38	143	1.30	348	1.39	455	1.39
Boarding and preboarding:												
Boarders, automatic .....	49	1.41	156	1.44	41	1.55	47	1.39	156	1.44	41	1.55
Boarders, other than automatic .....	266	1.36	292	1.37	457	1.39	258	1.36	292	1.37	446	1.39
Preboarders .....	-	-	36	1.50	61	1.44	-	-	36	1.50	49	1.46
Miscellaneous:												
Examiners, grey (hosiery inspectors) .....	184	1.46	143	1.38	240	1.41	180	1.47	143	1.38	232	1.41
Folders and boxers .....	147	1.36	300	1.40	395	1.49	124	1.35	300	1.40	366	1.51
Loopers, toe .....	228	1.39	565	1.39	603	1.40	182	1.38	565	1.39	544	1.41
Menders, hand, finish .....	-	-	34	1.35	37	1.37	-	-	34	1.35	37	1.37
Menders, hand, grey .....	23	1.30	24	1.34	27	1.35	22	1.30	24	1.34	23	1.37
Pairers .....	230	1.42	360	1.43	415	1.43	208	1.41	360	1.43	402	1.43
Seamers, toe .....	532	1.68	382	1.52	501	1.52	524	1.68	382	1.52	501	1.52
<u>Men</u>												
Knitting:												
Adjusters and fixers, knitting machines <sup>3</sup> .....	208	1.89	351	1.92	494	1.89	189	1.86	351	1.92	476	1.89
Seamless hosiery, half-hose .....	190	1.90	325	1.93	479	1.88	176	1.88	325	1.93	461	1.88
Knitters, automatic .....	36	1.39	61	1.54	75	1.57	36	1.39	61	1.54	75	1.57
Knitters, string .....	73	1.50	33	1.61	20	1.43	73	1.50	33	1.61	20	1.43
Boarding and preboarding:												
Boarders, automatic .....	21	1.60	79	1.45	59	1.52	15	1.38	79	1.45	59	1.52
Boarders, other than automatic .....	105	1.55	120	1.40	123	1.42	100	1.53	120	1.40	123	1.42
Preboarders .....	-	-	42	1.56	31	1.82	-	-	42	1.56	29	1.83

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to the Southeast region.<sup>3</sup> Includes data for workers in classifications in addition to those shown separately.

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



Table 41. Children's Hosiery Mills: Occupational Averages—By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations by method of wage payment, United States and Southeast region, September–October 1964)

Occupation and sex	United States <sup>2</sup>				Southeast			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>								
Knitting:								
Knitters, automatic .....	-	-	732	\$ 1.49	-	-	696	\$ 1.49
Knitters, rib .....	13	\$ 1.31	20	1.52	12	\$ 1.31	20	1.52
Knitters, string .....	-	-	571	1.48	-	-	520	1.50
Knitters, transfer .....	-	-	966	1.38	-	-	946	1.38
Boarding and preboarding:								
Boarders, automatic .....	-	-	244	1.45	-	-	244	1.45
Boarders, other than automatic .....	-	-	1,015	1.38	-	-	996	1.38
Preboarders .....	-	-	95	1.47	-	-	83	1.48
Miscellaneous:								
Examiners, grey (hosiery inspectors).....	30	1.26	537	1.43	30	1.26	525	1.43
Folders .....	48	1.26	155	1.36	48	1.26	155	1.36
Folders and boxers .....	-	-	819	1.44	-	-	778	1.44
Loopers, toe .....	-	-	1,389	1.40	-	-	1,284	1.40
Menders, hand, finish .....	18	1.28	56	1.39	17	1.28	56	1.39
Menders, hand, grey .....	30	1.25	44	1.38	25	1.25	44	1.38
Pairers .....	-	-	981	1.43	-	-	946	1.43
Seamers, toe .....	15	1.51	1,400	1.58	15	1.51	1,392	1.58
<u>Men</u>								
Knitting:								
Adjusters and fixers, knitting machines <sup>3</sup> .....	1,022	1.90	-	-	985	1.89	-	-
Seamless hosiery, half-hose .....	978	1.90	-	-	946	1.90	-	-
Knitters, automatic .....	-	-	172	1.52	-	-	172	1.52
Knitters, rib .....	27	1.48	10	1.48	27	1.48	10	1.48
Knitters, string .....	-	-	99	1.59	-	-	99	1.59
Boarding and preboarding:								
Boarders, automatic .....	-	-	159	1.50	-	-	153	1.47
Boarders, other than automatic .....	-	-	348	1.45	-	-	343	1.45
Preboarders .....	-	-	71	1.68	-	-	69	1.68

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

<sup>2</sup> Includes data for regions in addition to the Southeast region.

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

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

Table 42. Children's Hosiery Mills: Occupational Earnings—North Carolina

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, October 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	\$1.40	\$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 and over
All production workers-----	8,905	\$ 1.47	116	2407	906	956	679	642	1075	608	464	403	212	191	112	65	21	15	17	10	6
Women-----	6,904	1.44	109	2108	695	776	512	535	832	470	318	229	116	93	52	17	6	12	10	10	4
Men-----	2,001	1.57	7	299	211	180	167	107	243	138	146	174	96	98	60	48	15	3	7	-	2
<u>Women</u>																					
Knitting:																					
Knitters, automatic-----	654	1.42	-	262	18	91	42	60	73	43	41	15	4	1	-	1	-	3	-	-	-
Incentive-----	399	1.51	-	58	18	40	42	60	73	43	41	15	4	1	-	1	-	3	-	-	-
Knitters, string-----	408	1.48	-	53	15	67	50	63	80	52	11	7	4	3	1	1	1	-	-	-	-
Incentive-----	369	1.50	-	50	15	31	50	63	80	52	11	7	4	3	1	1	1	-	-	-	-
Knitters, transfer <sup>2</sup> b/-----	224	1.39	-	77	36	34	22	13	18	16	2	2	2	2	-	-	-	-	-	-	-
Boarding and preboarding:																					
Boarders, automatic <sup>2</sup> b/-----	189	1.46	-	59	18	23	11	9	29	14	8	4	2	8	3	-	1	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/-----	482	1.40	-	194	50	45	33	36	56	34	20	6	7	1	-	-	-	-	-	-	-
Preboarders <sup>2</sup> b/-----	55	1.52	-	12	3	5	4	3	9	9	2	7	-	-	-	1	-	-	-	-	-
Miscellaneous:																					
Examiners, grey (hosiery inspectors)-----	261	1.44	-	79	25	40	17	30	27	11	9	3	11	9	-	-	-	-	-	-	-
Incentive-----	252	1.45	-	72	23	40	17	30	27	11	9	3	11	9	-	-	-	-	-	-	-
Folders <sup>2</sup> b/-----	136	1.37	-	81	-	6	3	-	37	9	-	-	-	-	-	-	-	-	-	-	-
Folders and boxers <sup>2</sup> b/-----	466	1.46	-	147	27	44	40	45	64	38	22	16	5	7	4	3	1	2	1	-	-
Loopers, toe-----	704	1.43	-	235	80	61	54	80	82	48	28	12	6	7	5	1	1	1	1	1	2
Incentive-----	697	1.43	-	228	80	61	54	80	82	48	28	12	6	7	5	1	1	1	1	1	2
Menders, hand, finish-----	23	1.34	-	10	3	4	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	9	1.27	-	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	14	1.39	-	3	2	3	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Menders, hand, grey <sup>2</sup> b/-----	20	1.38	-	11	1	2	-	4	-	-	-	-	-	-	1	-	-	-	-	-	-
Pairers <sup>2</sup> b/-----	528	1.45	-	182	43	50	31	35	69	46	25	30	10	2	3	1	-	-	-	-	1
Seamers, toe-----	775	1.56	-	110	55	87	54	61	96	80	97	70	25	25	5	4	1	4	-	-	1
Time-----	15	1.51	-	3	-	-	-	4	2	3	3	-	-	-	-	-	-	-	-	-	-
Incentive-----	760	1.56	-	107	55	87	54	57	94	77	94	70	25	25	5	4	1	4	-	-	1
<u>Men</u>																					
Knitting:																					
Adjusters and fixers, knitting machines <sup>2</sup> a/ <sup>3</sup> -----	568	1.90	-	-	-	-	11	1	27	48	70	134	77	82	59	41	8	3	5	-	2
Seamless hosiery, half-hose <sup>2</sup> a/-----	518	1.90	-	-	-	-	11	1	18	43	63	126	70	76	53	39	8	3	5	-	2
Knitters, automatic <sup>2</sup> b/-----	103	1.48	-	23	12	10	8	6	17	10	11	6	-	-	-	-	-	-	-	-	-
Knitters, string <sup>2</sup> b/-----	49	1.45	-	11	3	5	6	3	14	3	3	1	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																					
Boarders, automatic <sup>2</sup> b/-----	109	1.43	-	30	15	11	17	6	14	5	7	3	-	1	-	-	-	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/-----	148	1.45	-	39	11	14	22	11	23	12	8	5	2	-	1	-	-	-	-	-	-
Preboarders <sup>2</sup> b/-----	36	1.53	-	4	1	6	3	6	3	6	3	4	-	-	-	-	-	-	-	-	-

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

<sup>2</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.

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

Table 43. Children's Hosiery Mills: Occupational Earnings—Tennessee

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

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																				
			Under \$1.25	\$1.25 and under \$1.30	\$1.30 to \$1.35	\$1.35 to \$1.40	\$1.40 to \$1.45	\$1.45 to \$1.50	\$1.50 to \$1.60	\$1.60 to \$1.70	\$1.70 to \$1.80	\$1.80 to \$1.90	\$1.90 to \$2.00	\$2.00 to \$2.10	\$2.10 to \$2.20	\$2.20 to \$2.30	\$2.30 to \$2.40	\$2.40 to \$2.50	\$2.50 to \$2.60	\$2.60 to \$2.70	\$2.70 to \$2.80	\$2.80 to \$2.90	\$2.90 to \$3.00
All production workers-----	4,962	\$ 1.43	90	1892	443	483	356	337	402	305	254	110	121	68	57	30	5	5	2	1	-	-	1
Women-----	3,878	1.39	82	1668	368	368	291	255	325	237	123	71	44	17	22	4	-	3	-	-	-	-	-
Men-----	1,084	1.57	8	224	75	115	65	82	77	68	131	39	77	51	35	26	5	2	2	1	-	-	1
<b>Women</b>																							
Knitting:																							
Knitters, automatic <sup>2</sup> b/-----	229	1.44	-	43	17	36	27	37	40	15	6	5	3	-	-	-	-	-	-	-	-	-	-
Knitters, rib <sup>2</sup> b/-----	17	1.48	-	2	5	4	-	-	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-
Knitters, string <sup>2</sup> b/-----	90	1.43	-	31	6	5	2	13	17	12	1	3	-	-	-	-	-	-	-	-	-	-	-
Knitters, transfer <sup>2</sup> b/-----	495	1.36	-	269	38	38	30	47	37	18	9	4	4	1	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																							
Boarders, automatic <sup>2</sup> b/-----	36	1.43	-	6	4	8	5	4	5	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/-----	368	1.34	-	215	26	30	27	12	32	14	10	2	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous:																							
Examiners, grey (hosiery inspectors)-----	152	1.36	-	67	19	24	12	13	7	6	1	1	1	1	-	-	-	-	-	-	-	-	-
Incentive-----	135	1.38	-	50	19	24	12	13	7	6	1	1	1	1	-	-	-	-	-	-	-	-	-
Folders and boxers <sup>2</sup> b/-----	243	1.44	-	106	14	8	28	19	18	20	13	3	6	2	4	-	-	2	-	-	-	-	-
Loopers, toe <sup>2</sup> b/-----	332	1.36	-	167	45	27	31	14	19	15	8	2	4	-	-	-	-	-	-	-	-	-	-
Menders, hand, finish-----	27	1.32	-	12	7	4	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	8	1.29	-	3	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	19	1.33	-	9	3	3	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Menders, hand, grey-----	27	1.29	-	20	3	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	20	1.25	-	19	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	7	1.41	-	1	2	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pairers <sup>2</sup> b/-----	296	1.40	-	128	36	18	19	16	26	26	14	6	6	1	-	-	-	-	-	-	-	-	-
Seamers, toe <sup>2</sup> b/-----	269	1.51	-	54	24	29	25	20	40	22	15	18	8	7	5	1	-	1	-	-	-	-	-
<b>Men</b>																							
Knitting:																							
Adjusters and fixers, knitting machines, seamless hosiery, half-hose <sup>2</sup> a/-----	264	1.87	-	-	-	3	-	-	15	8	78	20	57	43	27	11	2	-	-	-	-	-	-
Knitters, rib <sup>2</sup> b/-----	12	1.38	-	1	2	3	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																							
Boarders, other than automatic <sup>2</sup> b/-----	94	1.38	-	39	6	17	4	9	14	3	2	-	-	-	-	-	-	-	-	-	-	-	-

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

<sup>2</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 44. Children's Hosiery Mills: Occupational Earnings—Winston-Salem—High Point, N.C.

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in selected occupations, October 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	\$1.40	\$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 and over
All production workers.....	4,433	\$1.48	53	1055	499	430	375	339	560	332	299	220	113	70	42	19	11	13	1	2
Women.....	3,438	1.45	51	941	376	339	295	289	443	246	198	114	62	40	18	9	5	10	-	2
Men.....	995	1.57	2	114	123	91	80	50	117	86	101	106	51	30	24	10	6	3	1	-
<u>Women</u>																				
Knitting:																				
Knitters, automatic <sup>2</sup> b/.....	248	1.55	-	23	9	45	15	20	40	31	41	15	4	1	-	1	-	3	-	-
Knitters, string <sup>2</sup> b/.....	216	1.51	-	30	7	11	24	39	46	44	4	4	3	1	1	1	1	-	-	-
Boarding and preboarding:																				
Boarders, automatic <sup>2</sup> b/.....	72	1.50	-	15	9	15	1	1	14	2	6	1	1	3	3	-	1	-	-	-
Boarders, other than automatic <sup>2</sup> b/.....	317	1.39	-	139	33	28	26	23	29	11	14	6	7	1	-	-	-	-	-	-
Preboarders <sup>2</sup> b/.....	26	1.63	-	3	-	-	3	3	3	5	2	6	-	-	-	1	-	-	-	-
Miscellaneous:																				
Examiners, grey (hosiery inspectors) <sup>2</sup> b/.....	79	1.40	-	28	8	8	8	9	10	5	2	1	-	-	-	-	-	-	-	-
Folders and boxers <sup>2</sup> b/.....	244	1.50	-	55	23	17	26	22	37	19	17	12	4	3	4	2	1	2	-	-
Loopers, toe <sup>2</sup> b/.....	270	1.44	-	69	36	26	26	37	35	18	14	3	1	3	1	-	-	-	-	1
Menders, hand, finish <sup>2</sup> b/.....	18	1.46	-	4	2	4	2	1	2	-	-	3	-	-	-	-	-	-	-	-
Pairers <sup>2</sup> b/.....	282	1.44	-	111	17	28	19	18	25	21	17	14	7	2	2	1	-	-	-	-
Seamers, toe <sup>2</sup> b/.....	372	1.55	-	58	32	37	26	43	46	38	36	21	17	7	4	1	1	4	-	1
<u>Men</u>																				
Knitting:																				
Adjusters and fixers, knitting machines <sup>2</sup> a/ <sup>3</sup> .....	279	1.83	-	-	-	-	11	1	13	25	49	81	40	25	24	6	1	3	-	-
Seamless hosiery, half-hose <sup>2</sup> a/.....	268	1.83	-	-	-	-	11	1	13	23	49	77	36	24	24	6	1	3	-	-
Knitters, automatic <sup>2</sup> b/.....	47	1.57	-	9	1	3	-	3	7	8	10	6	-	-	-	-	-	-	-	-
Knitters, string <sup>2</sup> b/.....	23	1.40	-	8	2	3	1	-	6	2	1	-	-	-	-	-	-	-	-	-
Boarding and preboarding:																				
Boarders, automatic <sup>2</sup> b/.....	35	1.43	-	6	11	2	4	4	1	2	3	2	-	-	-	-	-	-	-	-
Boarders, other than automatic <sup>2</sup> b/.....	113	1.48	-	20	9	9	17	17	21	11	8	4	2	-	-	1	-	-	-	-
Preboarders <sup>2</sup> b/.....	19	1.61	-	-	1	5	2	2	-	2	-	4	3	-	-	-	-	-	-	-

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

Table 45. Children's Hosiery Mills: Scheduled Weekly Hours

(Percent of production and office workers by scheduled weekly hours, United States, Southeast region, selected States, and area, September–October 1964)

Weekly hours <sup>1</sup>	United States <sup>2</sup>	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N.C.
Production workers					
All workers.....	100	100	100	100	100
40 hours.....	98	98	96	100	91
48 hours.....	2	2	4	-	9
Office workers					
All workers.....	100	100	100	100	100
Under 37 <sup>1</sup> / <sub>2</sub> hours.....	2	2	3	-	-
37 <sup>1</sup> / <sub>2</sub> hours.....	3	3	5	-	-
38 <sup>3</sup> / <sub>4</sub> hours.....	5	5	-	14	-
40 hours.....	88	88	88	86	93
44 hours.....	3	3	4	-	7

<sup>1</sup> Data relate to predominant work schedule of full-time day-shift workers in each establishment.

<sup>2</sup> Includes data for regions in addition to the Southeast region.

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

Table 46. Children's Hosiery Mills: Shift Differential Provisions

(Percent of production workers by shift differential provisions,<sup>1</sup>  
United States, Southeast region, selected States,  
and area, September-October 1964)

Shift differential	United States <sup>2</sup>	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
<u>Second shift</u>					
Workers in establishments having second-shift provisions	93.2	93.4	92.4	91.4	91.1
With shift differential	26.8	27.3	25.0	22.4	22.1
Uniform cents per hour	8.3	8.1	10.3	3.8	-
5 cents	6.7	6.9	10.3	-	-
6 cents	.5	-	-	-	-
10 cents	1.1	1.1	-	3.8	-
Uniform percentage	11.8	12.3	11.0	12.2	22.1
5 percent	5.6	5.9	11.0	-	22.1
10 percent	6.2	6.4	-	12.2	-
Other	6.7	7.0	3.8	6.4	-
With no shift differential	66.4	66.1	67.4	69.0	69.0
<u>Third or other late shift</u>					
Workers in establishments having third- or other late-shift provisions	80.5	80.6	80.9	87.8	79.1
With shift differential	36.7	35.1	25.3	44.4	18.2
Uniform cents per hour	12.3	12.2	12.4	3.8	-
5 cents	2.9	3.0	-	-	-
10 cents	5.1	5.4	7.3	-	-
15 cents	2.6	2.7	5.1	-	-
20 cents	1.6	1.1	-	3.8	-
Uniform percentage	17.8	15.9	9.1	24.0	18.2
5 percent	2.3	2.4	2.3	-	4.6
10 percent	6.2	6.4	6.8	-	13.6
12½ percent	.4	-	-	-	-
15 percent	6.9	7.1	-	24.0	-
18½ percent	2.1	-	-	-	-
Other	6.7	6.9	3.8	16.5	-
With no shift differential	43.8	45.5	55.7	43.4	60.9

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

<sup>2</sup> Includes data for regions in addition to the Southeast region.

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

Table 47. Children's Hosiery Mills: Shift Differential Practices

(Percent of production workers on late shifts by amount of shift differential,  
United States, Southeast region, selected States,  
and area, September-October 1964)

Shift differential	United States <sup>1</sup>	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
<u>Second shift</u>					
Workers employed on second shift	15.7	15.8	15.1	16.9	13.9
Receiving shift differential	4.7	4.9	4.6	4.6	3.5
Uniform cents per hour	1.7	1.7	2.0	.9	-
5 cents	1.4	1.4	2.0	-	-
6 cents	( <sup>2</sup> )	-	-	-	-
10 cents	.3	.3	-	.9	-
Uniform percentage	1.9	1.9	1.7	2.9	3.5
5 percent	.9	.9	1.7	-	3.5
10 percent	1.0	1.0	-	2.9	-
Other	1.2	1.3	.8	.8	-
Receiving no shift differential	10.9	11.0	10.6	12.3	10.4
<u>Third or other late shift</u>					
Workers employed on third or other late shift	5.1	5.1	6.3	3.8	4.6
Receiving shift differential	1.9	1.8	2.0	1.1	.8
Uniform cents per hour	.8	.8	1.2	( <sup>2</sup> )	-
5 cents	.1	.1	-	-	-
10 cents	.5	.5	.9	-	-
15 cents	.2	.2	.3	-	-
20 cents	( <sup>2</sup> )	( <sup>2</sup> )	-	( <sup>2</sup> )	-
Uniform percentage	.8	.7	.4	.8	.8
5 percent	.1	.2	.1	-	.1
10 percent	.3	.3	.3	-	.7
12½ percent	( <sup>2</sup> )	-	-	-	-
15 percent	.2	.2	-	.8	-
18½ percent	.1	-	-	-	-
Other	.3	.3	.4	.3	-
Receiving no shift differential	3.2	3.3	4.2	2.6	3.8

<sup>1</sup> Includes data for regions in addition to the Southeast region.

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

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

Table 48. Children's Hosiery Mills: Paid Holidays

(Percent of production and office workers in mills with formal provisions for paid holidays, United States, Southeast region, selected States, and area, September-October 1964)

Number of paid holidays	United States <sup>1</sup>	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
Production workers					
All workers.....	100	100	100	100	100
Workers in establishments providing paid holidays.....	10	8	14	4	14
1 day.....	1	1	2	-	-
3 days.....	1	1	-	4	-
4 days.....	3	4	7	-	14
6 days.....	3	3	5	-	-
6 days plus 2 half days.....	( <sup>2</sup> )	-	-	-	-
7 days.....	( <sup>2</sup> )	-	-	-	-
Workers in establishments providing no paid holidays.....	90	92	86	96	86
Office workers					
All workers.....	100	100	100	100	100
Workers in establishments providing paid holidays.....	64	64	56	84	75
1 day.....	3	3	4	3	5
2 days.....	9	9	17	3	26
3 days.....	13	13	16	16	19
3 days plus 1 half day.....	3	3	-	-	-
4 days.....	15	16	12	17	17
5 days.....	5	5	( <sup>2</sup> )	12	-
6 days.....	15	15	7	13	7
6 days plus 1 half day.....	( <sup>2</sup> )	-	-	-	-
7 days.....	1	-	-	-	-
Workers in establishments providing no paid holidays.....	36	36	44	16	25

<sup>1</sup> Includes data for regions in addition to the Southeast region.

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

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

Table 49. Children's Hosiery Mills: Paid Vacations

(Percent of production and office workers in mills with formal provisions for paid vacations after selected periods of service, United States, Southeast region, selected States, and area, September-October 1964)

Vacation policy	United States <sup>1</sup>	Region		States		Area	Vacation policy	United States <sup>1</sup>	Region		States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N.C.	Southeast			North Carolina	Tennessee	Winston-Salem-High Point, N.C.		
		Production workers							Office workers				
All workers.....	100	100	100	100	100		All workers.....	100	100	100	100	100	
<u>Method of payment</u>							<u>Method of payment</u>						
Workers in establishments providing paid vacations.....	58	57	43	68	47		Workers in establishments providing paid vacations.....	87	87	79	98	90	
Length-of-time payment.....	7	7	1	-	-		Length-of-time payment.....	80	81	76	98	90	
Percentage payment.....	51	50	42	68	47		Percentage payment.....	7	5	3	-	-	
Workers in establishments providing no paid vacations.....	42	43	57	32	53		Workers in establishments providing no paid vacations.....	13	13	21	2	10	
<u>Amount of vacation pay<sup>2</sup></u>							<u>Amount of vacation pay<sup>2</sup></u>						
<u>After 1 year of service</u>							<u>After 1 year of service</u>						
1 week.....	( <sup>3</sup> )	1	1	-	-		1 week.....	61	60	56	58	56	
Over 1 and under 2 weeks.....	53	52	41	61	47		2 weeks.....	26	26	24	41	34	
2 weeks.....	( <sup>3</sup> )	-	-	-	-		<u>After 2 years of service</u>						
Over 2 and under 3 weeks.....	3	3	1	6	-		1 week.....	57	56	45	58	49	
	1	1	-	-	-		2 weeks.....	31	31	34	41	41	
<u>After 5 years of service<sup>4</sup></u>							<u>After 3 years of service</u>						
1 week.....	( <sup>3</sup> )	1	1	-	-		1 week.....	51	49	45	39	49	
Over 1 and under 2 weeks.....	29	29	22	18	22		2 weeks.....	37	37	34	59	41	
2 weeks.....	3	4	-	12	-		<u>After 5 years of service<sup>4</sup></u>						
Over 2 and under 3 weeks.....	24	22	21	38	24		1 week.....	42	42	39	26	49	
	1	1	-	-	-		2 weeks.....	45	45	40	72	41	

<sup>1</sup> Includes data for regions in addition to the Southeast region.

<sup>2</sup> Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual provisions for progressions. For example, the changes in proportions indicated at 5 years may include changes in provisions occurring between 3 and 5 years.

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

<sup>4</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 50. Children's Hosiery Mills: Health, Insurance, and Pension Plans

(Percent of production and office workers in mills with specified health, insurance, and pension plans, United States, Southeast region, selected States, and area, September-October 1964)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N. C.
Production workers					
All workers.....	100	100	100	100	100
Workers in establishments providing:					
Life insurance.....	62	64	73	49	60
Accidental death and dismemberment insurance.....	41	42	43	46	53
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	23	23	20	37	18
Sickness and accident insurance.....	23	23	20	37	18
Sick leave (full pay, no waiting period).....	-	-	-	-	-
Sick leave (partial pay or waiting period).....	-	-	-	-	-
Hospitalization insurance.....	67	66	71	60	74
Surgical insurance.....	67	65	71	57	74
Medical insurance.....	31	30	47	8	54
Catastrophe insurance.....	9	9	6	21	11
Retirement pension.....	( <sup>4</sup> )	-	-	-	-
No plans.....	20	21	10	31	13
Office workers					
All workers.....	100	100	100	100	100
Workers in establishments providing:					
Life insurance.....	70	72	72	74	54
Accidental death and dismemberment insurance.....	43	43	35	56	38
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	27	25	18	48	15
Sickness and accident insurance.....	11	10	8	18	-
Sick leave (full pay, no waiting period).....	16	15	10	30	15
Sick leave (partial pay or waiting period).....	-	-	-	-	-
Hospitalization insurance.....	71	70	67	76	67
Surgical insurance.....	71	70	67	74	67
Medical insurance.....	30	29	36	18	40
Catastrophe insurance.....	24	24	18	41	21
Retirement pension.....	8	7	7	12	7
No plans.....	17	18	12	19	22

<sup>1</sup> Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans such as workmen's compensation and social security.

<sup>2</sup> Includes data for regions in addition to the Southeast region.

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

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

Table 51. Children's Hosiery Mills: Nonproduction Bonuses

(Percent of production and office workers in mills with specified types of nonproduction bonuses,  
United States, Southeast region, selected States, and area, September-October 1964)

Type of bonus	United States <sup>1</sup>	Region	States		Area
		Southeast	North Carolina	Tennessee	Winston-Salem-High Point, N.C.
Production workers					
All workers.....	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	22	22	19	17	8
Christmas or yearend.....	22	22	19	17	8
Profit sharing.....	-	-	-	-	-
Workers in establishments with no nonproduction bonuses.....	78	78	81	83	92
Office workers					
All workers.....	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	45	45	43	45	15
Christmas or yearend.....	41	41	35	45	15
Profit sharing.....	-	-	-	-	-
Other.....	4	4	8	-	-
Workers in establishments with no nonproduction bonuses.....	55	55	57	55	85

<sup>1</sup> Includes data for regions in addition to the Southeast region.

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

## Appendix A. Scope and Method of Survey

### Scope of Survey

The survey included establishments primarily engaged in knitting, dyeing, or finishing full-fashioned or seamless hosiery (industries 2251 and 2252 as defined in the 1957 edition of the Standard Industrial Classification Manual and 1963 Supplement, prepared by the Bureau of the Budget). Separate auxiliary units, such as central offices, were excluded.

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

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

Estimated Number of Establishments and Workers Within Scope of the Hosiery Manufacturing Survey and Number Studied, September-October 1964

Region <sup>1</sup> and area	Number of establishments <sup>2</sup>		Workers in establishments			
	Within scope of survey	Studied	Within scope of survey			Studied
			Total <sup>3</sup>	Production workers	Office workers	
All hosiery mills:						
United States <sup>4</sup> -----	612	296	90,413	82,912	3,090	66,315
Middle Atlantic -----	86	37	7,765	6,699	500	5,680
Border States -----	13	11	2,616	2,212	134	2,542
Southeast -----	480	229	75,971	70,440	2,241	55,140
Women's hosiery mills:						
United States <sup>4</sup> -----	276	131	48,597	44,325	1,780	35,727
Middle Atlantic -----	62	23	4,954	4,145	389	3,287
Southeast -----	189	93	40,468	37,556	1,207	30,094
North Carolina -----	132	63	29,035	27,057	820	22,248
Hickory-Statesville <sup>5</sup> -----	11	7	2,024	1,899	36	1,743
Winston-Salem-High Point <sup>6</sup> -----	60	28	14,892	13,923	395	12,074
Tennessee -----	23	11	5,294	4,845	217	3,213
Men's hosiery mills:						
United States <sup>4</sup> -----	188	94	23,124	21,223	802	17,156
Middle Atlantic -----	24	14	2,811	2,554	111	2,393
Southeast -----	149	70	17,536	16,188	543	12,292
North Carolina -----	123	53	13,118	12,112	399	8,696
Hickory-Statesville <sup>5</sup> -----	63	27	5,040	4,679	156	3,685
Winston-Salem-High Point <sup>6</sup> -----	41	20	6,152	5,636	209	4,423
Tennessee -----	8	6	1,646	1,501	58	1,408
Children's hosiery mills: <sup>7</sup>						
United States <sup>4</sup> -----	148	71	18,692	17,364	508	13,432
Southeast -----	142	66	17,967	16,696	491	12,754
North Carolina -----	86	39	9,572	8,905	236	6,961
Winston-Salem-High Point <sup>6</sup> -----	38	19	4,757	4,433	121	3,688
Tennessee -----	31	16	5,378	4,962	170	4,089

<sup>1</sup> The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, and West Virginia; and Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia.

<sup>2</sup> Includes only mills with 20 workers or more at the time of reference of the universe data.

<sup>3</sup> Includes executive, professional, and other workers excluded from the production and office 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 Hickory-Statesville area includes Burke, Caldwell, Catawba, and Iredell Counties.

<sup>6</sup> The Winston-Salem-High Point area includes Alamance, Davidson, Forsyth, Guilford, Randolph, and Surry Counties.

<sup>7</sup> Includes children's, boys', and infants' hosiery; women's anklets and socks; and all other hosiery not elsewhere classified.

## Industry Branches

Establishments were classified by industry branch as follows: The women's hosiery branch includes mills primarily engaged in the manufacture of women's full- or knee-length hosiery, whether full-fashioned or seamless; the men's hosiery branch includes mills primarily engaged in the manufacture of men's seamless hosiery (sizes 9½ and up); and the children's hosiery branch includes mills primarily engaged in the manufacture of children's, boys', and infants' hosiery and women's anklets and socks. If, for example, the value of a mill's product was 60 percent men's hosiery and 40 percent children's hosiery, all workers in that mill were included in the men's hosiery branch.

## Method of Study

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

## Establishment Definition

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

## Office Workers

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

## 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 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.

Average hourly rates or earnings for workers in each occupation or for other groups of workers, such as men, women, or production workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.

### Size of Community

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

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in 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.

### Method of Wage Payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. 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 workers 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-rates 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.

### Scheduled Weekly Hours

Data on weekly hours refer to the predominant work schedule for full-time production workers (or office workers) employed on the day shift.

### Shift Provisions and Practices

Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late shift work. Practices relate to workers employed on late shifts at the time of the survey.

### Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers (or office workers) in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the 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.

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

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

Health, Insurance, and Pension Plans. Data are presented for health, insurance, and pension plans for which all or a part of the cost is borne by the employer, excluding 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>14</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 the plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

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

Nonproduction Bonuses. Nonproduction bonuses are defined for this study as bonuses that depend on factors other than the output of the individual worker or group of workers. Plans that defer payments beyond 1 year were excluded.

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<sup>14</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 interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers.

### ADJUSTER AND FIXER, KNITTING MACHINES

Sets up, regulates, adjusts, and/or repairs knitting machines used in the hosiery industry. Work involves most of the following: Setting up knitting machines to produce the design, shape, and size desired in the product; regulating and adjusting the machines for efficient operation; attaching fixtures or attachments to the machines; examining product or machines faulty in operation to determine whether adjustments or repairs are necessary; dismantling or partly dismantling the machine; replacing broken, damaged, or wornout parts or performing other repairs, and reassembling the machines; and using a variety of hand-tools in adjusting, fitting, or replacing parts, fixtures, or attachments.

For wage survey purposes, workers are classified according to type of machine as follows:

- Full fashioned
- Seamless, full- or knee-length
- Seamless, half-hose
- Other (including combination of above)

### BOARDER, AUTOMATIC

Shapes and dries hosiery after dyeing by operating an automatic boarding machine. Work involves: Drawing and alining the various parts of damp hosiery over shaped forms which are automatically conveyed through a drying chamber; regulating the amount of steam or hot air delivered to the chamber; and observing finished work for proper operation.

The machine automatically strips hosiery from the forms and stacks them neatly on board or table.

### BOARDER, OTHER THAN AUTOMATIC

Shapes and dries hosiery after dyeing by any method other than an automatic machine. Work involves most of the following: Drawing and alining the various parts of damp hosiery over shaped forms which may be stationary or attached to either an endless chain or revolving base; opening valves to admit steam or hot air to inside of forms or drying chamber; and removing or stripping dried and shaped hose from the forms. In addition, may place hosiery on stacking board in dozen groups and prepare identification tickets for completed lots.

BOXER

Packs folded hosiery in cardboard boxes (usually 3, 6, or up to a dozen pairs to a box) and attaches labels thereto to indicate the color, size, lot number, etc. of the contents. In addition, may insert descriptive literature in the boxes.

Workers who also fold hosiery are excluded from this classification.

COLLECTION-SYSTEM INSPECTOR

(Knitting inspector)

Examines seamless hosiery, delivered by conveyor system from knitting machines to a central point, to determine whether machines are knitting properly. Work primarily involves: Inspecting hose for defects such as holes, runs, torn threads, and dropped stitches; identifying defective machines by code on imperfect hose; and pressing button on panelboard to stop machine and signal knitting machine fixer. May also sort hose according to size and style, tally number of hose inspected, and hang hose on rack.

Workers who have no control over knitting machines, but examine and classify hose (e.g., determine whether hose are to be mended or rejected) are to be excluded from this classification. See examiner, grey (inspector, hosiery).

COLLECTION-SYSTEM OPERATOR

(Knitting attendant; utility operator)

Supplies yarn as needed to seamless hosiery knitting machines which are equipped with a conveyor system that transports hose from the machine to a central inspection point. Work involves: Placing cones of yarn on machines; tailing ends of yarn being knitted to new yarns; threading yarn through guides; and attaching yarn to needles. May also assist knitting machine fixers in resetting the machines and relieve collection system inspectors as required.

DUNN METHOD BOARDER (Single Boarding)

Shapes and finally sets the stitch in dyed hosiery using the Dunn method or similar system of boarding. Work involves most of the following: Drawing and alining various parts of hose over form of machine; placing individual or cluster of forms into steam pressure chamber; removing forms from steam chamber; and stripping shaped hosiery from forms.

EXAMINER, GREY (INSPECTOR, HOSIERY)

Examines and inspects hosiery, usually prior to dyeing, for defects or flaws in knitting, looping, or seaming. Work involves most of the following: Drawing each hose over revolvable form or board; examining hose for defects, such as holes, runs, torn threads, poor seams, dropped stitches, etc., and marking or indicating each defect; testing stockings for weak spots by operating levers that expand jaws of pattern and stretch the stocking at various places; cutting loose ends of thread from stockings with scissors; and determining whether defective hose should be mended or rejected. In addition, may mend minor defects.

FOLDER

Folds hosiery in pairs and either bands them or places them in envelopes.

Workers who also box hosiery by packing them in cardboard box are excluded from this classification.

FOLDER AND BOXER

Performs a combination job of folding and boxing hosiery as described above.

Workers who either fold or box only are excluded from this classification.



KNITTER, FULL-FASHIONED HOSIERY

(Knitter, single-unit or backrack)

Operates a knitting machine that knits a complete full-fashioned stocking (leg and foot) in one operation. Work involves: Placing cones of yarn on machine and threading yarn through guides to each section of machine; watching the fabric during the knitting process for defects of any kind; adjusting, replacing, and/or straightening defective, broken or bent needles; and removing completely knit stockings from the machine.

For wage survey purposes, workers are classified according to the gauge of the hosiery, as follows:

51 gauge  
60 gauge  
66 gauge  
All other

KNITTER, WOMEN'S SEAMLESS HOSIERY

Operates one or more knitting machines that knit a complete woman's seamless stocking. Work involves: Placing cones of yarn on machine and threading yarn through guides and attaching it to the needles; starting machine and watching the fabric during the knitting process for defects of any kind.

For wage survey purposes, workers are classified according to type of feed and number of needles as follows:

Single-feed

474 needles  
400 needles  
All other

Two-feed

474 needles  
400 needles  
All other

Four-feed

400 needles  
All other

KNITTER, AUTOMATIC

Operates one or more machines that automatically knit a complete seamless stocking (other than women's full-length) from the top (ribbed top or welt) to the toe. Work involves most of the following: Placing spool or cone of yarn in yarn holder on machine; threading end of yarn through guides, and attaching it to the needles; starting machine which automatically knits the top, leg, heel, foot, and toe of a seamless stocking in one continuous operation; piecing up broken ends by twisting or tying the two ends together; and inspecting stocking coming from knitting machine for defects and flaws. In addition, may count stockings, tie them into bundles, or attach card that identifies operator or style number.

KNITTER, RIB

Operates one or more machines that knit the ribbed portions (tops or legs) of seamless hosiery. Work involves most of the following: Placing cones of thread or yarn on cone holder of machine; threading end of yarn through guides, and attaching it to needles in needle holder; starting operation of machine which automatically knits a continuous tube of alternate single and double lines of web and drops or enlarges stitches at predetermined intervals to indicate where the tube is to be cut; inspecting operation of machine to make

KNITTER, RIB—Continued

certain ribs are being knitted properly; replacing empty cones of yarn in holder with new ones; piecing up broken ends by twisting or tying the two ends of yarn together; adjusting, replacing, and/or straightening defective, broken, or bent needles; and removing the knit ribs or tops from the machine by cutting the threads with scissors.

KNITTER, STRING

Operates one or more circular knitting machines that knit seamless stockings in a continuous string, which is cut later at proper places to make individual stockings. Work involves most of the following: Placing cones of yarn on cone holder of machine; threading end of yarn through guides and attaching to needles; starting operation of machine which automatically knits the leg, heel, foot, and toe of the stocking in a continuous string; piecing up broken ends by twisting or tying the two ends together; adjusting, replacing, and/or straightening broken, defective, or bent needles; and removing the knitted material from the machine by cutting the threads with scissors.

KNITTER, TRANSFER

Operates one or more knitting machines that knit seamless stockings onto the ribbed tops (previously knitted on rib machine). Work involves most of the following: Placing cones of yarn on machine; threading yarn through guides, and attaching it to needles; hanging the stitches of top onto points of transfer ring; setting points of transfer ring over needles of knitting machine, and transferring the stitches from the points of the transfer ring to the needles; lowering top of machine cylinder over needles and starting machine that knits the stocking to the top; removing knitted material from the machine; piecing up broken ends by twisting or tying the two ends of yarn together; and adjusting, replacing, and/or straightening broken, defective, or bent needles.

LOOPER, TOE

Operates a machine that closes the opening in the toe of seamless hosiery. Work involves: Placing yarn on machine; running thread through various guides and tension disks and to needle of machine; setting corresponding loops of the two parts of the toe or opening on the looping points of rotating dial (dial carries the stocking through the mechanism that automatically joins the parts and trims the edges of the seam); and removing looped stockings from dial of machine.

MENDER, HAND, FINISH

Repairs by hand, defects in hosiery prior to folding and boxing. Work involves most of the following: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; cutting off loose threads with scissors. May also do inspecting or pairing.

MENDER, HAND, GREY

Repairs by hand, defects in hosiery prior to dyeing. Work involves most of the following: Locating marked defects such as holes, runs, pulled threads, and dropped stitches; sewing up holes in stocking with needle and thread; spreading part of stocking containing run over mending cup, and catching up run with a hand or electric-powered latching needle; inserting missing strands of thread or replacing broken strands with new threads, using a latching needle; cutting off loose threads with scissors.

PAIRER

Mates or arranges stockings in pairs so that they will correspond in size, color, length, and texture. Work involves: Laying or spreading the stockings on pairing table; examining stockings for imperfections and segregating the imperfect ones; and selecting two stockings having same color and size, and comparing them as to length of welt, foot, leg, and heel splicing or reinforcement.

PREBOARDER

Shapes and sets the stitch in hosiery in the greige (in the grey state prior to dyeing) using one of several types of machines equipped with steam-heated pressure retort, chamber, or cabinet, and metal hosiery forms. Work involves a combination of the following: Drawing and alining various parts of hose over form; placing individual or cluster of forms into steam pressure chamber (or may place forms on racks which are pushed into steam chamber by floor boy); removing forms from steam chamber; and stripping shaped hosiery from forms. May work with two sets of forms, stripping hose from one set while the second is being steamed, or two workers may operate as a team; forms may be placed into steam chamber manually, or automatically by pushing button, depending upon type of machine.

Operators of the Dunn method are not included in this classification. Also excluded are workers engaged in partial heat setting performed prior to dyeing. In this operation, the grey hosiery is not preboarded but rather hung by the toe onto a rack and then placed in a steam pressure chamber, which partially sets (shrinks) the fabric.

SEAMER

Uses a powered-sewing machine to join together with a seam the two edges of full-fashioned stockings.

SEAMER, TOE

Operates a seaming machine to produce an overedge or flat-buttet seam to close the toes of seamless hosiery.



## 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, 1964. BLS Bulletin 1436 (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).
- Hoisery, 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, 1964. BLS Bulletin 1429 (35 cents).
- Meat Products, 1963. BLS Bulletin 1415 (75 cents).
- Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1964. BLS Bulletin 1457 (40 cents).
- Men's and Boys' Suits and Coats, 1963. BLS Bulletin 1424 (65 cents).
- Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).
- 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, 1964. BLS Bulletin 1440 (35 cents).

### Nonmanufacturing

- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).  
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.

## BUREAU OF LABOR STATISTICS REGIONAL OFFICES

