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INDUSTRY WAGE SURVEY

Fluid Milk

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SEPTEMBER—OCTOBER 1964

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Bulletin No. 1464

UNITED STATES DEPARTMENT OF LABOR

W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS

Arthur M. Ross, 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 fluid milk industry in September–October 1964.

Separate releases for each of the areas were issued earlier, usually within a few months after the payroll period studied. 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, Office of Wages and Industrial Relations. The analysis was prepared by Frederick L. Bauer, 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—

Fluid Milk, September—October 1964

Summary

Routemen on regular retail routes of fluid milk establishments (dairies) averaged more than \$110 a week in all but 4 of the 25 areas covered by a survey conducted by the Bureau of Labor Statistics during the fall of 1964.¹ Workers assigned to regular wholesale routes averaged more than \$130 a week in all areas and more than \$180 a week in four.

Among the 11 plant occupations studied separately, stationary engineers were usually the highest paid, averaging well over \$3 an hour in more than half of the areas. Garage attendants were lowest paid in 12 areas and had averages ranging from \$3.38 in Minneapolis—St. Paul to \$1.41 in Atlanta. Average earnings for the plant occupations studied were usually highest in San Francisco—Oakland, and lowest in Atlanta or Dallas.

Work schedules of 40 hours a week were in effect in establishments accounting for more than four-fifths of the plant workers in 19 areas. Provisions for paid vacations for plant workers and routemen, after specified periods of service, were universal in all areas and paid holidays and various types of insurance and pension benefits were provided to a large majority of these workers in most areas.

Industry Characteristics

Employment. The 475 establishments within scope of the 25-area study accounted for approximately three-tenths of the more than 200,000 workers employed in the Nation's fluid milk industry in 1964.² Area employment levels varied from fewer than 1,000 workers in Kansas City, Louisville, and Portland, to about 5,800 in Chicago, 5,900 in New York, 6,800 in Philadelphia, and 7,900 in Los Angeles—Long Beach.

A majority of the workers in all of the areas except Detroit were in establishments whose products were predominantly distributed by retail and wholesale routemen. In nine areas, however, distribution through company-owned stores was reported as the predominant method by at least one dairy, and sale of the products to independent venders was predominant in at least 1 establishment in 10 areas.

Men accounted for all of the routemen and almost all of the plant workers in the 25 areas. Among these areas, the proportion of routemen to total employment varied considerably and appeared to be influenced at least in part by the method of product distribution. For example, in Minneapolis—St. Paul and Pittsburgh, where the predominant method of distribution in all establishments visited was by wholesale and retail routemen, these occupations, as might be expected, accounted for a large proportion of the total employment—slightly more than one-half of the workers. In Detroit, on the other hand, where about three-fifths of the workers were in establishments distributing their products primarily

¹ Data for Pittsburgh relate to a payroll period in May 1964, for Cleveland to August 1964, and for Chicago and Minneapolis—St. Paul to November 1964. For payroll periods studied in the remaining areas see table in appendix A. See appendix A for scope and method of survey, and definition of areas.

² See Employment and Earnings (Bureau of Labor Statistics, March 1965, p. 17).

through independent venders,³ only one-sixth of the workers were employed as routemen. Also, in the latter area, wholesale routemen outnumbered retail routemen by approximately 3 to 1, whereas in Pittsburgh and Minneapolis-St. Paul the relationship was reversed.

Unionization. Establishments with labor-management contracts covering a majority of their workers employed four-fifths or more of the routemen and plant workers in 18 areas, and a similar proportion of the plant workers and about seven-tenths of the routemen in Denver. In the remaining areas, the proportions of routemen and plant workers in establishments having such contract coverage were about one-half in Houston and two-fifths or less in Atlanta, Boston, Dallas, Miami, and Indianapolis. In all except 2 of the 18 areas in which union agreements applied to four-fifths of the workers or more and in Boston and Denver, firms typically united to negotiate the terms of agreement with the local union. Establishments usually bargained independently in Baltimore and Detroit, and in all of the remaining areas except Dallas, in which area none of the establishments visited had union agreements covering a majority of their workers. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America (Ind.) was the major union in almost all of the areas studied.

Method of Wage Payment. Routemen were typically paid on a commission basis—generally a guaranteed salary plus a stipulated percentage of dollar sales or collections (table 8). In a majority of the areas, regular routemen's pay usually included commissions for sales made on the days when swing or relief men operated the routes, as well as commissions on their own sales. Portland and San Francisco-Oakland were the only areas where virtually all of the routemen in the plants visited were paid a straight salary or hourly rate. All of the plant workers in the establishments visited were paid on a time basis, usually under formal plans providing a single rate for a specific occupation (table 9). However, a majority of the workers in Boston were in plants with formal plans providing a range of rates for a given job and all of the workers in Atlanta and a majority in Dallas, Miami, and Indianapolis were paid rates determined on an individual basis.

Occupational Earnings

Routemen. Average straight-time weekly earnings of routemen assigned to regular retail routes ranged from \$141.50 in San Francisco-Oakland and \$141 in Chicago, to \$94 in Atlanta (table 1). In 19 of the areas, retail routemen usually worked 5 days a week; 5½-day workweeks were most common in Cleveland and Houston; and a 6-day week applied to a majority of the workers in Atlanta, Dallas, Miami, and Detroit.

Individual earnings of regular retail routemen varied considerably in some areas and were concentrated within a comparatively narrow range in others. For example, the middle half of these workers in Miami earned between \$84.50 and \$154 a week, and in Louisville, between \$91.50 and \$140.50. In contrast, the spread in earnings of all routemen in Portland was limited to \$5 (\$130 to \$135 per week) and over nine-tenths of these workers in San Francisco-Oakland earned between \$140 and \$145 a week; wages in the latter two areas were almost exclusively based on time rates, whereas a large majority of these workers in most of the other areas were paid on a commission basis.

Swing or relief routemen servicing retail routes on the days when regular routemen are off duty averaged more than regular routemen in all but 4 of the 20 areas permitting comparisons. The average weekly pay advantage for swing or relief routemen amounted to less than \$5 in six areas, \$5 to \$10 in six other areas, and \$10 to \$20 in four areas.

³ Independent venders were excluded from the survey.

Regular wholesale routemen earned substantially more than regular retail routemen in all areas except Portland and San Francisco—Oakland, where nearly identical averages were recorded for these two groups of workers. The wage advantage of wholesale routemen, where comparisons were possible, was more than 40 percent in seven areas, between 20 and 40 percent in eight areas, and between 9 and 20 percent in all others except the two West Coast areas previously referred to. Average weekly earnings of these workers ranged from \$241 in Washington to \$130.50 in Portland. Five-day workweeks applied to a large majority of wholesale routemen in most areas; however, in Atlanta, Dallas, and Miami, 6-day workweeks were typical. In New York, regular wholesale drivers working 6 days a week averaged \$44.50 a week more than those working 5 days. In Houston, the only other area for which data could be presented for both lengths of workweek, those working 5 days averaged \$10 more than those working 6 days.

There was no consistent relationship between the average weekly earnings of swing or relief drivers and those assigned to regular wholesale routes. In 13 of the 18 areas for which data could be presented for both jobs, relief drivers earned more than regular drivers. In only five of these areas did the differences amount to as much as \$10 a week.

Plant Workers. The 11 plant occupations for which wage data are shown in table 2 accounted for about 11,000 of the 24,500 plant workers⁴ in establishments within scope of the Bureau's survey. Average straight-time hourly earnings for workers in these jobs were usually highest in San Francisco—Oakland, and lowest in Atlanta or Dallas.

Among the occupational groups studied, stationary engineers generally had the highest average hourly earnings, ranging from \$4.18 in New York to \$1.85 in Atlanta. Average hourly earnings of garage attendants ranged from \$3.38 in Minneapolis—St. Paul to \$1.41 in Atlanta. In 12 of the 25 areas, they were the lowest paid of the occupations for which data are presented. For each of the other plant occupations studied, the spread in area averages exceeded \$1.50 an hour. The interarea spread in average earnings tended to be greater among the relatively lower skilled occupations than among the more highly skilled jobs. For example, in San Francisco—Oakland, sanitary men (whose duties involve washing, scrubbing, and sterilizing equipment), averaged 135 percent more than their counterparts in Dallas, whereas the corresponding difference for pasteurizers, one of the more highly skilled jobs studied, amounted to 98 percent.

In some areas, average hourly earnings for several occupational groups were almost identical. In New York, for example, order fillers, refrigerator men, sanitary men, machine bottle washers, and machine can washers all averaged \$2.90 an hour, and filling-machine tenders averaged \$2.91; in Cincinnati, averages for these jobs for which data are shown were within a range of \$2.86 to \$2.89. In most of the other areas, however, the differences in average hourly earnings for these occupations were substantial.

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules for plant workers and on selected supplementary benefits including paid holidays and vacations and various health, insurance, and pension plans, for routemen and plant workers. In many areas such as New York, Philadelphia, Detroit, and Los Angeles—Long Beach,

⁴ Although there were a few women in the plant worker category in more than half of the areas, the occupational earnings data presented in this bulletin are limited to men.

most workers were in establishments in which provisions were the same for plant workers and routemen. In a number of areas, however, provisions for some of these benefits, particularly paid holidays, differed substantially for these two groups of workers. For example, in Chicago and Cincinnati, all of the establishments visited reported 6 paid holidays for plant workers and none for routemen.

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in establishments accounting for more than four-fifths of the plant workers in 19 of the 25 areas (table 10). In Minneapolis-St. Paul, a majority of the workers were scheduled to work 37½ hours, in Miami, 45 hours; in Atlanta, 48 hours; in Indianapolis and Dallas, 45 hours or more; and in Houston, 44 hours or more.

Shift Provisions and Practices. Establishments with formal provisions for work on late shifts accounted for at least four-fifths of the plant workers in 20 areas and less than half in the remaining 5 areas (table 11). About two-fifths of the workers in New York,⁵ were employed on late shifts; a third in Newark and Jersey City, and Chicago; three-tenths in San Francisco-Oakland; a fourth in Boston, Los Angeles-Long Beach, and Detroit; and about one-fifth in Louisville and Pittsburgh (table 12). In the remaining areas, smaller proportions were on late shifts; none of the plants visited in Miami and Minneapolis-St. Paul operated late shifts. Extra pay above day shift rates was typically provided to late shift workers in all areas studied except New York, Atlanta, Dallas, and Houston. The amounts of differentials varied by area—ranging from 2½ or 5 cents an hour in Newark and Jersey City to 15 cents in Kansas City.

Paid Holidays. Paid holidays were reported for a majority of the routemen in 14 areas⁶ (table 13). Six days a year were most commonly provided in Baltimore, Detroit, Miami, Minneapolis-St. Paul, Philadelphia, Pittsburgh, and Portland; 8 days in Boston, Newark and Jersey City, New York, Los Angeles-Long Beach and San Francisco-Oakland; 2 days in Houston; and 1 day in St. Louis.

Paid holidays were provided to a majority of the plant workers in all but four areas (Buffalo, Indianapolis, Louisville, and Washington). Six days a year were most commonly reported; however, in St. Louis, the most common practice was 1 day; in Atlanta, either 3 or 5 days; in Dallas, either 4 or 5 days; in Houston, 5 days; and in Boston, Newark and Jersey City, New York, Los Angeles-Long Beach, and San Francisco-Oakland, 8 days (table 14).

Paid Vacations. Paid vacations of 1 week or more after 1 year of service were provided to nearly all plant workers and routemen (tables 15 and 16). In nearly all areas, three-fourths of the workers or more in both groups were eligible for at least 2 weeks after 3 years of service. In a majority of the areas, nine-tenths or more of the plant workers and routemen were eligible for 3 weeks of paid vacation after 10 years of service. Four-week paid vacations after 25 years of service were commonly provided for both groups of workers in 15 areas.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, financed at least in part by the employer, were available to more than four-fifths of the plant workers and routemen in nearly all areas (tables 17 and 18). Medical and sickness and accident insurance were provided by establishments accounting for a majority of the plant workers and routemen in about four-fifths of the areas. In more than half of the areas, these benefits were usually financed entirely by the employer.

⁵ This proportion does not include workers in three establishments operating second and third shifts for which data were not available.

⁶ For purposes of this study, paid holidays were limited to formal provisions for pay on holidays not worked; provisions for extra payment for work on designated holidays were not included.

Retirement pensions, mostly financed entirely by the employer, were provided by establishments accounting for a majority of the plant workers in all but three areas and routemen in all but five areas.

Provisions for Work Clothing. Provisions for payment of at least part of the cost of work clothing or its cleaning were reported by establishments employing about seven-tenths of the routemen and nearly all of the plant workers in the 25 areas combined. As indicated in the following tabulation, the most common provision for plant workers was furnishing and cleaning work clothing whereas provisions for routemen varied considerably.

	Percent of workers in establishments furnishing and/or cleaning work clothing	
	Routemen	Inside plant workers
Furnishes and cleans work clothing ----	13	61
Furnishes work clothing-----	9	4
Cleans work clothing-----	5	7
Pays part of cost of work clothing and total cleaning cost-----	13	18
Pays part of cost of work clothing and part of cleaning cost-----	8	6
Pays part of cost of work clothing ----	15	(1)
No provisions -----	30	2

¹ Less than 0.5 percent.

NOTE: Small proportions of workers were in establishments having other provisions, such as paying part of the cost of cleaning work clothing or paying part of the cost of cleaning and total cost of work clothing.

Provisions in establishments accounting for a majority of the routemen included both furnishing and cleaning work clothing in Chicago and San Francisco—Oakland; furnishing clothing in Newark and Jersey City, Houston, Cincinnati, Minneapolis—St. Paul, and Portland; cleaning clothing in Louisville, Kansas City, and Denver; paying part of the cost of clothing in Buffalo, Pittsburgh, Cleveland, and Indianapolis; paying part of the cost of clothing and total cost of cleaning in Boston and Los Angeles—Long Beach; and part of the clothing cost and part of the cleaning cost in Miami and Washington. One-half or more of the routemen in New York, Philadelphia, St. Louis, and Detroit were in plants that did not have work clothing provisions and in the remaining areas, provisions varied substantially.

Provisions in fluid milk plants accounting for at least seven-tenths of the inside plant workers included both furnishing and cleaning work clothing in Buffalo, Newark and Jersey City, New York, Philadelphia, Baltimore, Washington, Chicago, Cincinnati, Cleveland, Detroit, Minneapolis—St. Paul, St. Louis, and San Francisco—Oakland; furnishing clothing in Portland; cleaning work clothing in Dallas, Kansas City, and Denver; and paying part of the cost of work clothing and total cost of cleaning in Los Angeles—Long Beach. Two-thirds of the plant workers in Houston were in establishments with provisions for furnishing work clothing; one-half were in plants in Louisville with provisions for cleaning work clothing only; and three-fifths in Boston were in plants that paid part of the cost of clothing and total cost of cleaning. The most common provisions in Indianapolis, applying to nearly half of the plant workers, were furnishing and cleaning work clothing and in Pittsburgh, Atlanta, and Miami, approximately two-fifths of the workers were in plants paying part of the cost of work clothing and part of the cost of laundering.

Table 1. Average Weekly Earnings: Routemen

(Number and average straight-time weekly earnings¹ of retail and wholesale routemen (driver-salesmen) in fluid milk establishments in 25 selected areas, September-October 1964)

Area	Retail routemen								Wholesale routemen							
	Regular				Swing or relief men				Regular				Swing or relief men			
	Total ²		5-day workweek		Total ²		5-day workweek		Total ²		5-day workweek		Total ²		5-day workweek	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<u>Northeast</u>																
Boston.....	620	\$123.00	604	\$123.50	-	-	-	-	240	\$135.50	226	\$137.00	-	-	-	-
Buffalo.....	376	113.50	366	112.50	83	\$115.00	82	\$114.50	120	148.50	118	147.00	19	\$153.00	19	\$153.00
Newark and Jersey City.....	411	134.00	377	130.00	193	136.00	190	135.00	183	163.00	142	155.50	58	154.50	55	152.00
New York.....	452	139.00	444	138.00	161	134.50	161	134.50	1,025	164.50	³ 920	160.00	307	165.00	⁴ 275	160.50
Philadelphia.....	2,373	119.00	2,373	119.00	703	126.50	703	126.50	391	136.50	353	130.00	130	133.00	130	133.00
Pittsburgh.....	992	123.00	992	123.00	300	121.00	300	121.00	327	169.00	327	169.00	70	153.00	70	153.00
<u>South</u>																
Atlanta.....	245	94.00	(⁵)	-	-	-	-	-	155	150.00	(⁵)	-	-	-	-	-
Baltimore.....	728	118.00	728	118.00	132	134.50	132	134.50	110	163.50	110	163.50	26	173.00	26	173.00
Dallas.....	196	108.50	(⁶)	-	-	-	-	-	205	137.50	(⁵)	-	-	-	-	-
Houston.....	122	118.50	(⁶)	-	-	-	-	-	80	140.50	⁷ 43	145.50	15	120.00	(⁵)	-
Louisville.....	181	120.50	180	120.00	52	119.50	52	119.50	118	144.50	115	145.50	7	154.50	7	154.50
Miami.....	226	122.00	(⁵)	-	-	-	-	-	⁸ 152	145.50	-	-	-	-	-	-
Washington.....	513	130.00	511	130.00	107	134.50	107	134.50	148	241.00	148	241.00	34	253.50	34	253.50
<u>North Central</u>																
Chicago.....	1,501	141.00	1,501	141.00	304	136.50	304	136.50	535	215.50	535	215.50	158	196.50	158	196.50
Cincinnati.....	391	134.50	383	134.50	99	146.50	98	146.00	184	155.00	181	154.00	36	173.00	35	172.00
Cleveland.....	526	125.00	(⁹)	-	71	131.00	(⁹)	-	243	176.00	243	176.00	37	178.50	37	178.50
Detroit.....	79	121.00	(⁵)	-	¹⁰ 22	127.00	-	-	¹¹ 278	173.50	206	167.50	-	-	-	-
Indianapolis.....	304	103.50	304	103.50	71	123.50	71	123.50	77	151.50	77	151.50	-	-	-	-
Kansas City.....	235	110.50	235	110.50	40	112.50	40	112.50	77	182.00	77	182.00	7	195.00	7	195.00
Minneapolis-St. Paul.....	497	139.00	487	139.50	¹⁰ 145	148.50	-	-	¹⁰ 169	180.50	-	-	¹⁰ 23	188.00	-	-
St. Louis.....	435	122.50	435	122.50	24	137.50	24	137.50	261	157.00	261	157.00	39	167.00	39	167.00
<u>West</u>																
Denver.....	348	109.50	348	109.50	77	117.00	77	117.00	104	134.00	104	134.00	-	-	-	-
Los Angeles-Long Beach.....	1,167	131.50	1,153	131.00	338	135.50	338	135.50	898	143.50	894	143.50	190	147.50	184	147.50
Portland.....	181	130.50	181	130.50	47	133.50	47	133.50	105	130.50	105	130.50	28	133.50	28	133.50
San Francisco-Oakland.....	482	141.50	482	141.50	128	148.00	128	148.00	413	141.00	413	141.00	111	146.50	111	146.50

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings include commissions and were rounded to the nearest half dollar.

² Includes data for workers in addition to those shown separately.

³ The remainder of the workers in this area worked a 6-day week and averaged \$204.50 a week.

⁴ The remainder of the workers in this area worked a 6-day week and averaged \$200.50 a week.

⁵ All or a majority of the workers in these areas worked a 6-day week.

⁶ Routemen most commonly worked a 5½-day week.

⁷ The remainder of the workers in this area worked a 6-day week and averaged \$135.50 a week.

⁸ Includes data for 128 workers on a 6-day week.

⁹ All or a majority of the workers in this area worked a 5½-day week.

¹⁰ A majority of the workers were on a 5-day workweek.

¹¹ 69 workers in this area worked a 6-day week and averaged \$195.50 a week.

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

Table 2. Average Hourly Earnings: Plant Occupations

(Number and average straight-time hourly earnings¹ of men in selected plant occupations in fluid milk establishments in 25 selected areas, September-October 1964)

Area	Engineers, stationary		Filling-machine tenders		Garage attendants		Mechanics, automotive (maintenance)		Order fillers	
	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>Northeast</u>										
Boston.....	-	-	128	\$2.50	24	\$2.45	79	\$2.94	109	\$2.57
Buffalo.....	12	\$2.99	42	2.60	10	2.57	23	2.86	-	-
Newark and Jersey City.....	22	3.97	36	2.92	-	-	42	3.08	22	2.82
New York.....	60	4.18	292	2.91	17	2.83	102	3.10	77	2.90
Philadelphia.....	51	2.95	119	2.50	42	2.36	109	2.87	-	-
Pittsburgh.....	34	3.72	65	2.82	30	2.77	42	3.23	65	2.88
<u>South</u>										
Atlanta.....	21	1.85	31	1.73	14	1.41	27	1.98	24	1.54
Baltimore.....	19	3.16	43	2.32	22	2.23	56	2.78	88	2.22
Dallas.....	11	2.14	64	1.73	22	1.47	26	2.21	48	1.60
Houston.....	19	2.56	56	2.11	16	1.97	32	2.43	32	2.06
Louisville.....	-	-	25	2.38	6	2.26	9	2.66	16	2.43
Miami.....	37	2.20	37	2.07	15	1.87	23	2.15	34	2.00
Washington.....	28	3.76	65	2.72	33	2.50	42	3.10	49	2.74
<u>North Central</u>										
Chicago.....	78	3.84	204	3.33	40	3.20	120	3.72	213	3.36
Cincinnati.....	-	-	54	2.89	11	2.85	44	3.12	13	2.86
Cleveland.....	25	3.43	74	2.73	24	2.56	54	3.08	53	2.75
Detroit.....	34	3.37	105	2.78	12	2.44	46	3.14	77	2.89
Indianapolis.....	11	2.19	44	2.24	16	1.71	23	2.30	33	2.09
Kansas City.....	20	3.40	29	2.73	10	2.54	21	2.99	18	2.72
Minneapolis-St. Paul.....	19	3.51	53	3.36	26	3.38	28	3.55	-	-
St. Louis.....	17	3.52	66	2.87	-	-	35	3.10	-	-
<u>West</u>										
Denver.....	18	3.18	21	2.61	-	-	-	-	19	2.67
Los Angeles-Long Beach.....	101	3.65	239	3.17	74	3.03	156	3.48	112	3.25
Portland.....	15	3.28	21	3.27	7	3.04	35	3.27	12	3.25
San Francisco-Oakland.....	60	3.81	98	3.40	27	3.10	50	3.89	-	-

See footnotes at end of table.

Table 2. Average Hourly Earnings: Plant Occupations—Continued

(Number and average straight-time hourly earnings¹ of men in selected plant occupations in fluid milk establishments in 25 selected areas, September–October 1964)

Area	Pasteurizers		Refrigerator men		Sanitary men		Truckdrivers		Washers, bottle, machine		Washers, can, machine	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings						
<u>Northeast</u>												
Boston.....	47	\$2.56	66	\$2.41	44	\$2.47	62	\$2.58	25	\$2.33	-	-
Buffalo.....	25	2.60	44	2.57	28	2.52	11	2.62	13	2.60	9	\$2.60
Newark and Jersey City.....	16	3.02	31	2.93	51	2.92	32	3.24	21	2.97	14	2.92
New York.....	63	3.09	112	2.90	175	2.90	80	3.17	44	2.90	39	2.90
Philadelphia.....	67	2.66	187	2.54	58	2.51	99	3.01	49	2.39	21	2.51
Pittsburgh.....	37	2.77	62	2.89	35	2.85	35	3.03	15	2.86	6	2.55
<u>South</u>												
Atlanta.....	15	1.83	22	1.55	20	1.63	9	1.51	13	1.56	-	-
Baltimore.....	32	2.29	41	2.45	38	2.24	46	2.43	17	2.30	-	-
Dallas.....	31	1.78	46	1.58	24	1.46	44	1.94	11	1.58	6	1.45
Houston.....	21	2.17	45	1.94	20	1.94	25	2.12	15	2.04	-	-
Louisville.....	15	2.51	16	2.40	17	2.34	15	2.31	13	2.26	-	-
Miami.....	16	2.09	61	1.93	47	1.90	24	1.96	15	1.88	-	-
Washington.....	24	2.87	78	2.65	39	2.59	47	2.41	17	2.60	-	-
<u>North Central</u>												
Chicago.....	103	3.40	220	3.37	182	3.19	131	3.41	60	3.53	14	3.20
Cincinnati.....	23	2.94	46	2.87	35	2.86	49	3.19	21	2.88	-	-
Cleveland.....	29	2.76	54	2.71	29	2.66	33	2.78	28	2.75	13	2.71
Detroit.....	45	2.92	69	2.69	60	2.73	119	2.96	47	2.74	8	2.82
Indianapolis.....	20	2.53	25	1.89	25	2.04	10	1.87	9	1.85	-	-
Kansas City.....	16	2.89	39	2.73	20	2.69	10	2.83	7	2.57	-	-
Minneapolis—St. Paul.....	20	3.40	77	3.34	26	3.35	-	-	18	3.29	7	3.42
St. Louis.....	19	2.94	65	2.89	29	2.81	-	-	15	2.85	-	-
<u>West</u>												
Denver.....	14	2.65	17	2.61	16	2.54	-	-	11	2.43	-	-
Los Angeles—Long Beach.....	93	3.24	120	3.09	157	3.07	195	3.40	44	3.12	24	3.10
Portland.....	13	3.29	-	-	19	3.21	-	-	-	-	-	-
San Francisco—Oakland.....	38	3.53	38	3.47	41	3.43	129	3.72	13	3.39	12	3.41

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

Table 3. Earnings Distribution: Routemen, Retail, Regular

(Distribution of regular retail routemen in fluid milk establishments by average straight-time weekly earnings¹ in 25 selected areas, September-October 1964)

Area	Number of workers	Average weekly earnings ¹	Number of workers receiving straight-time weekly earnings of—																									
			Under \$80	\$80 and under \$85	\$85-\$90	\$90-\$95	\$95-\$100	\$100-\$105	\$105-\$110	\$110-\$115	\$115-\$120	\$120-\$125	\$125-\$130	\$130-\$135	\$135-\$140	\$140-\$145	\$145-\$150	\$150-\$155	\$155-\$160	\$160-\$165	\$165-\$170	\$170-\$175	\$175-\$180	\$180-\$190	\$190-\$200	\$200-\$210	\$210-\$220	and over
Northeast																												
Boston	620	\$123.00	-	2	10	15	46	55	44	67	40	55	52	53	55	45	25	30	15	4	3	2	2	-	-	-	-	-
Buffalo	376	113.50	10	9	15	21	32	43	35	44	46	38	25	12	13	15	7	1	3	-	1	4	1	1	-	-	-	
Newark and Jersey City	411	134.00	-	-	-	-	-	2	46	22	49	40	58	42	31	31	10	22	16	9	8	7	-	2	6	3	3	
New York	452	139.00	-	-	-	-	-	-	3	-	1	16	102	167	70	28	9	5	1	1	5	3	6	10	13	12	-	
Philadelphia	2,373	119.00	6	10	9	120	121	165	204	295	352	318	210	197	153	106	51	27	13	6	6	-	-	4	-	-	-	
Pittsburgh	992	123.00	36	4	9	9	38	143	78	79	100	78	72	62	61	46	57	33	27	17	9	10	9	6	4	1	4	
South																												
Atlanta	245	94.00	² 35	43	37	25	29	21	18	13	8	2	9	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Baltimore	728	118.00	2	4	21	41	43	58	90	80	86	74	62	49	28	33	24	10	7	2	5	1	2	1	2	1	2	
Dallas	196	108.50	11	7	17	17	22	9	9	5	4	91	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Houston	122	118.50	3	1	6	4	6	12	8	11	21	16	9	3	5	5	5	2	1	1	1	2	1	-	-	-	-	
Louisville	181	120.50	11	25	4	16	18	8	8	9	10	6	9	6	6	4	4	5	3	3	3	5	5	2	3	1	3	
Miami	226	122.00	³ 27	35	17	11	12	8	1	3	10	3	10	5	7	5	11	5	8	6	2	12	7	3	9	3	4	
Washington	513	130.00	2	-	-	5	8	3	9	21	46	91	88	62	77	42	22	7	8	10	4	-	1	-	-	-	-	
North Central																												
Chicago	1,501	141.00	-	-	-	-	6	-	2	-	-	-	51	240	450	358	195	123	54	17	2	1	-	-	-	-	2	
Cincinnati	391	134.50	-	-	2	-	2	-	2	32	66	56	32	39	34	27	21	19	15	14	10	10	8	4	-	-	-	
Cleveland	526	125.00	2	1	4	3	18	25	38	58	60	64	65	42	53	31	27	17	7	3	1	3	3	-	-	-	1	
Detroit	79	121.00	⁴ 10	3	-	3	6	4	3	8	3	1	4	8	5	5	1	6	-	1	-	-	4	4	-	-	-	
Indianapolis	304	103.50	Distribution by individual weekly earnings was not available.																									
Kansas City	235	110.50	4	1	9	13	47	32	43	20	16	12	5	7	8	4	5	2	1	2	1	-	-	3	-	-	-	
Minneapolis-St. Paul	497	139.00	1	-	1	1	-	-	10	22	38	46	99	71	59	63	29	17	15	10	5	5	3	-	1	1	1	
St. Louis	435	122.00	Distribution by individual weekly earnings was not available.																									
West																												
Denver	348	109.50	-	-	2	4	6	179	58	23	23	24	7	12	4	2	1	-	-	-	2	-	-	-	1	-	-	
Los Angeles-Long Beach	1,167	131.50	-	-	-	-	17	6	12	11	15	371	261	123	119	76	44	36	26	12	10	8	8	8	3	-	1	
Portland	181	130.50	-	-	-	-	-	-	-	-	-	-	-	181	-	-	-	-	-	-	-	-	-	-	-	-	-	
San Francisco-Oakland	482	141.50	-	-	-	-	-	-	-	-	-	-	-	10	-	452	4	6	3	4	2	-	-	1	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Earnings include commissions and were rounded to the nearest half dollar.

² Workers were distributed as follows: 2 at \$65 to \$70; 15 at \$70 to \$75; and 18 at \$75 to \$80.

³ Workers were distributed as follows: 1 at \$70 to \$75; and 26 at \$75 to \$80.

⁴ Workers were distributed as follows: 1 at \$60 to \$65; 2 at \$70 to \$75; and 7 at \$75 to \$80.

Table 4. Earnings Distribution: Filling-Machine Tenders

(Distribution of men filling-machine tenders in fluid milk establishments by average straight-time hourly earnings¹ in 25 selected areas, September-October 1964)

Area	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.50	\$1.50 and under \$1.60	\$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	\$3.30	\$3.40	\$3.50	and over					
Northeast																														
Boston	128	\$2.50	-	-	-	1	1	-	1	4	4	-	45	44	11	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Buffalo	42	2.60	-	-	-	-	-	-	-	-	-	-	-	-	42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Newark and Jersey City	36	2.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	-	-	-	-	-	-	-	-	-	-	
New York	292	2.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	292	-	-	-	-	-	-	-	-	-	-	
Philadelphia	119	2.50	-	4	-	-	5	5	-	2	-	4	8	38	19	24	10	-	-	-	-	-	-	-	-	-	-	-	-	
Pittsburgh	65	2.82	-	-	-	-	-	-	-	5	-	6	-	4	-	-	-	50	-	-	-	-	-	-	-	-	-	-		
South																														
Atlanta	31	1.73	² 6	3	4	6	4	1	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Baltimore	43	2.32	-	-	-	2	4	2	-	3	-	7	11	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Dallas	64	1.73	³ 13	6	6	17	6	7	4	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Houston	56	2.11	3	1	-	-	1	4	3	30	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Louisville	25	2.38	-	-	-	-	-	1	7	-	-	1	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Miami	37	2.07	-	-	-	-	-	9	23	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Washington	65	2.72	-	-	1	-	-	-	-	-	-	-	-	-	30	26	8	-	-	-	-	-	-	-	-	-	-	-	-	
North Central																														
Chicago	204	3.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	61	138	5	-	-	-	-	-	
Cincinnati	54	2.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	23	6	-	-	-	-	-	-	-	-	-	-	
Cleveland	74	2.73	-	-	-	-	-	-	-	-	-	-	-	17	54	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Detroit	105	2.78	-	-	-	-	-	-	4	-	-	13	-	7	2	17	60	-	-	-	-	-	-	-	-	-	-	-	-	
Indianapolis	44	2.24	-	2	1	1	7	4	1	-	2	8	8	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kansas City	29	2.73	-	-	-	1	-	1	-	-	-	-	-	-	-	27	-	-	-	-	-	-	-	-	-	-	-	-	-	
Minneapolis-St. Paul	53	3.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	29	5	7	-	-	-	-	-	-	
St. Louis	66	2.87	-	-	-	-	-	-	-	-	2	-	-	-	-	15	-	48	1	-	-	-	-	-	-	-	-	-	-	
West																														
Denver	21	2.61	-	-	-	-	-	-	1	1	-	-	-	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Los Angeles-Long Beach	239	3.17	-	-	-	-	-	-	1	1	3	6	1	-	-	-	-	-	-	-	108	113	6	-	-	-	-	-	-	
Portland	21	3.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-	-	
San Francisco-Oakland	98	3.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	92	3	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Workers were distributed as follows: 1 at \$1.10 to \$1.20; and 5 at \$1.40 to \$1.50.
³ Workers were distributed as follows: 3 at \$1.20 to \$1.30; 1 at \$1.30 to \$1.40; and 9 at \$1.40 to \$1.50.

Table 5. Earnings Distribution: Mechanics, Automotive

(Distribution of men automotive mechanics (maintenance) in fluid milk establishments by average straight-time hourly earnings¹ in 24 selected areas,² September-October 1964)

Area	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00 and over		
Northeast																										
Boston.....	79	\$ 2.94	-	-	-	-	-	-	8	-	-	7	32	28	2	2	-	-	-	-	-	-	-	-	-	
Buffalo.....	23	2.86	-	-	-	-	-	-	-	-	11	1	7	4	-	-	-	-	-	-	-	-	-	-	-	
Newark and Jersey City.....	42	3.08	-	-	-	-	-	-	-	-	-	-	7	22	11	-	2	-	-	-	-	-	-	-	-	
New York.....	102	3.10	-	-	-	-	-	-	-	-	-	-	-	-	75	14	12	1	-	-	-	-	-	-	-	
Philadelphia.....	109	2.87	-	-	5	-	2	-	-	-	9	11	73	7	2	-	-	-	-	-	-	-	-	-	-	
Pittsburgh.....	42	3.23	-	-	-	-	-	-	-	-	-	4	-	-	2	32	2	2	-	-	-	-	-	-	-	
South																										
Atlanta.....	27	1.98	³ 15	3	5	-	-	-	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Baltimore.....	56	2.78	2	-	3	11	-	-	-	-	-	12	5	23	-	-	-	-	-	-	-	-	-	-	-	
Dallas.....	26	2.21	⁴ 7	1	1	3	9	2	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Houston.....	32	2.43	1	-	3	6	5	16	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Louisville.....	9	2.66	-	-	-	1	2	-	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Miami.....	23	2.15	1	10	7	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Washington.....	42	3.10	-	-	-	-	-	2	2	-	2	6	-	17	11	-	-	-	-	2	-	-	-	-	-	
North Central																										
Chicago.....	120	3.72	-	-	-	-	-	-	-	-	-	-	-	-	-	8	2	5	15	53	13	7	11	6	-	
Cincinnati.....	44	3.12	-	-	-	-	-	-	-	-	-	-	-	12	31	1	-	-	-	-	-	-	-	-	-	
Cleveland.....	54	3.08	-	-	-	-	-	-	-	-	3	-	1	12	38	-	-	-	-	-	-	-	-	-	-	
Detroit.....	46	3.14	-	-	-	-	-	-	1	1	4	-	-	31	9	-	-	-	-	-	-	-	-	-	-	
Indianapolis.....	23	2.30	⁵ 4	6	3	1	-	-	1	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kansas City.....	21	2.99	-	-	-	-	-	-	-	-	-	-	21	-	-	-	-	-	-	-	-	-	-	-	-	
Minneapolis-St. Paul.....	28	3.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	1	12	3	1	-	-		
St. Louis.....	35	3.10	-	-	-	-	-	-	-	2	-	16	-	-	15	-	1	-	-	-	-	1	-	-		
West																										
Los Angeles-Long Beach.....	156	3.48	-	-	-	-	2	1	-	-	-	-	-	-	-	3	-	6	144	-	-	-	-	-	-	
Portland.....	35	3.27	-	-	-	-	-	-	-	-	-	-	-	2	32	-	-	-	1	-	-	-	-	-	-	
San Francisco-Oakland.....	50	3.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	35	7	3		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Data for this occupation in Denver did not meet publication criteria.

³ Workers were distributed as follows: 1 at \$1.40 to \$1.50; 5 at \$1.50 to \$1.60; 2 at \$1.70 to \$1.80; 3 at \$1.80 to \$1.90; and 4 at \$1.90 to \$2.

⁴ Workers were distributed as follows: 3 at \$1.70 to \$1.80; 1 at \$1.80 to \$1.90; and 3 at \$1.90 to \$2.

⁵ All workers were at \$1.90 to \$2.

Table 6. Earnings Distribution: Refrigerator Men

(Distribution of refrigerator men in fluid milk establishments by average straight-time hourly earnings¹ in 24 selected areas,² September–October 1964)

Area	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			Under \$1.50	\$1.50 and under \$1.60	\$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	\$3.30	\$3.40	\$3.50 and over		
Northeast																										
Boston.....	66	\$ 2.41	-	-	-	3	1	1	2	-	4	3	22	28	2	-	-	-	-	-	-	-	-	-		
Buffalo.....	44	2.57	-	-	-	-	-	-	-	-	-	-	12	-	32	-	-	-	-	-	-	-	-	-		
Newark and Jersey City.....	31	2.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31	-	-	-	-	-	-		
New York.....	112	2.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	112	-	-	-	-	-	-		
Philadelphia.....	187	2.54	-	-	-	4	5	-	2	-	-	4	143	21	3	-	-	-	5	-	-	-	-	-		
Pittsburgh.....	62	2.89	-	-	-	-	-	-	-	-	-	-	-	-	-	62	-	-	-	-	-	-	-	-		
South																										
Atlanta.....	22	1.55	³ 9	6	-	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Baltimore.....	41	2.45	-	2	-	-	-	-	1	-	1	-	28	10	-	-	-	-	-	-	-	-	-	-		
Dallas.....	46	1.58	⁴ 14	2	8	16	3	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Houston.....	45	1.94	⁵ 6	1	-	1	2	9	8	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Louisville.....	16	2.40	-	-	1	-	-	-	-	1	1	8	5	-	-	-	-	-	-	-	-	-	-	-		
Miami.....	61	1.93	-	-	-	3	19	27	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Washington.....	78	2.65	2	-	-	-	-	-	-	-	-	-	-	-	41	33	2	-	-	-	-	-	-	-		
North Central																										
Chicago.....	220	3.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	26	81	72	13		
Cincinnati.....	46	2.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	35	9	2	-	-	-	-	-		
Cleveland.....	54	2.71	-	-	-	-	-	-	-	-	-	-	-	-	25	26	3	-	-	-	-	-	-	-		
Detroit.....	69	2.69	-	-	-	4	-	-	-	-	-	13	6	1	-	38	6	-	-	-	-	-	-	-		
Indianapolis.....	25	1.89	2	6	2	3	1	-	1	6	3	1	-	-	-	-	-	-	-	-	-	-	-	-		
Kansas City.....	39	2.73	-	-	-	-	-	-	-	-	-	-	-	-	-	38	1	-	-	-	-	-	-	-		
Minneapolis-St. Paul.....	77	3.34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	36	6	7			
St. Louis.....	65	2.89	-	-	-	-	-	-	-	-	-	-	2	-	16	-	39	6	-	2	-	-	-			
West																										
Denver.....	17	2.61	-	-	-	-	-	-	-	-	-	-	4	13	-	-	-	-	-	-	-	-	-	-		
Los Angeles—Long Beach.....	120	3.09	-	-	-	-	-	-	3	3	-	-	-	-	-	-	-	-	-	111	3	-	-	-		
San Francisco—Oakland.....	38	3.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	2			

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Data for this occupation in Portland did not meet publication criteria.
³ Workers were distributed as follows: 3 at \$1.10 to \$1.20; 2 at \$1.20 to \$1.30; 2 at \$1.30 to \$1.40; and 2 at \$1.40 to \$1.50.
⁴ Workers were distributed as follows: 2 at \$1.10 to \$1.20; 7 at \$1.20 to \$1.30; and 5 at \$1.30 to \$1.40.
⁵ Workers were distributed as follows: 5 at \$1.20 to \$1.30; and 1 at \$1.30 to \$1.40.

Table 7. Earnings Distribution: Washers, Bottle, Machine

(Distribution of men bottle washers, machine, in fluid milk establishments by average straight-time hourly earnings¹ in 24 selected areas,² September-October 1964)

Area	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																						
			Under \$1.50	\$1.50 and under \$1.60	\$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	\$3.30	\$3.40	\$3.50	
Northeast																									
Boston.....	25	\$2.33	-	2	-	-	-	1	2	-	2	6	1	9	-	2	-	-	-	-	-	-	-	-	
Buffalo.....	13	2.60	-	-	-	-	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	-	-	-	
Newark and Jersey City.....	21	2.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	-	3	-	-	-	
New York.....	44	2.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	-	-	-	-	-	-	
Philadelphia.....	49	2.39	-	4	-	-	-	-	5	2	-	-	-	34	4	-	-	-	-	-	-	-	-	-	
Pittsburgh.....	15	2.86	-	-	-	-	-	-	-	-	-	-	-	2	-	-	9	4	-	-	-	-	-	-	
South																									
Atlanta.....	13	1.56	³ 6	2	1	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Baltimore.....	17	2.30	-	-	-	-	2	-	-	2	3	1	9	-	-	-	-	-	-	-	-	-	-	-	-
Dallas.....	11	1.58	⁴ 5	1	2	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Houston.....	15	2.04	⁵ 2	-	-	-	-	1	1	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Louisville.....	13	2.26	-	-	-	-	2	1	1	-	2	2	5	-	-	-	-	-	-	-	-	-	-	-	-
Miami.....	15	1.88	-	-	1	1	7	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington.....	17	2.60	-	-	-	-	-	-	-	-	-	-	4	13	-	-	-	-	-	-	-	-	-	-	-
North Central																									
Chicago.....	60	3.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	56	-	-	-	-
Cincinnati.....	21	2.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	4	2	-	-	-	-	-	-
Cleveland.....	28	2.75	-	-	-	-	-	-	-	-	-	-	-	-	-	28	-	-	-	-	-	-	-	-	-
Detroit.....	47	2.74	-	-	-	-	-	-	-	-	4	7	1	1	-	1	16	16	1	-	-	-	-	-	-
Indianapolis.....	9	1.85	⁶ 1	-	2	-	3	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Kansas City.....	7	2.57	-	-	1	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-
Minneapolis-St. Paul.....	18	3.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	7	1	-	-
St. Louis.....	15	2.85	-	-	-	-	-	-	-	-	-	-	-	-	-	5	4	6	-	-	-	-	-	-	-
West																									
Denver.....	11	2.43	-	-	-	1	-	-	1	-	-	-	-	5	4	-	-	-	-	-	-	-	-	-	-
Los Angeles-Long Beach.....	44	3.12	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	39	4	-	-	-
San Francisco-Oakland.....	13	3.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	12	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Data for this occupation in Portland did not meet publication criteria.

³ Workers were distributed as follows: 1 at \$1.10 to \$1.20; 1 at \$1.20 to \$1.30; 2 at \$1.30 to \$1.40; and 2 at \$1.40 to \$1.50.

⁴ Workers were distributed as follows: 1 at \$1.20 to \$1.30; 2 at \$1.30 to \$1.40; and 2 at \$1.40 to \$1.50.

⁵ Workers were distributed as follows: 1 at \$1.20 to \$1.30; and 1 at \$1.40 to \$1.50.

⁶ Worker at \$1.30 to \$1.40.

Table 8. Method of Wage Payment: Routemen

(Percent of routemen in fluid milk establishments by method of wage payment in 25 selected areas, September-October 1964)

Method of wage payment	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers (salary or hourly rate)	3	(¹)	20	9	7	8	2	-	(¹)	15	5	15	
Incentive workers:													
Earnings include commissions only for days worked.													
Salary (or hourly rate) and commission	-	-	8	-	1	-	-	-	14	(¹)	16	11	
Commission only	-	-	-	-	1	-	37	-	22	52	2	-	
Earnings include commissions for days worked and for days on which swing or relief men service the route.													
Salary (or hourly rate) and commission	86	96	72	91	89	-	9	100	10	-	-	41	100
Commission only	-	4	-	-	3	92	51	-	53	33	65	33	-
Other methods of payment	10	-	-	-	-	-	-	-	-	-	11	-	-
	North Central							West					
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	
All workers	100	100	100	100	100	100	100	100	100	100	100	100	
Time-rated workers (salary or hourly rate)	12	-	1	4	-	-	-	29	1	41	100	97	
Incentive workers:													
Earnings include commissions only for days worked.													
Salary (or hourly rate) and commission	3	-	85	74	-	1	100	24	-	5	-	-	
Commission only	-	-	-	3	-	-	-	-	88	-	-	-	
Earnings include commissions for days worked and for days on which swing or relief men service the route.													
Salary (or hourly rate) and commission	85	91	13	7	9	96	-	47	10	54	-	-	
Commission only	-	-	-	8	88	3	-	-	-	-	-	-	
Other methods of payment	-	9	(¹)	4	3	-	-	-	1	-	-	3	

¹ Less than 0.5 percent.

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

Table 9. Method of Wage Payment: Plant Workers

(Percent of plant workers in fluid milk establishments by method of wage payment in 25 selected areas, September–October 1964)

Method of wage payment ¹	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers:													
Formal plan	85	91	98	99	82	98	-	76	14	71	84	40	100
Single rate	29	91	98	96	82	95	-	76	-	51	84	14	100
Range of rates	56	-	-	3	-	2	-	-	14	20	-	25	-
Individual rates	15	9	2	1	18	2	100	24	86	29	16	60	-
	North Central						West						
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	
All workers	100	100	100	100	100	100	100	100	100	100	100	100	
Time-rated workers:													
Formal plan	99	81	99	93	35	97	100	100	94	98	100	100	
Single rate	99	81	90	93	35	97	100	100	94	98	100	100	
Range of rates	-	-	8	-	-	-	-	-	-	-	-	-	
Individual rates	(²)	19	1	7	65	3	-	-	6	2	-	-	

¹ For definition of method of wage payment, see appendix A.

² Less than 0.5 percent.

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

Table 10. Scheduled Weekly Hours: Plant Workers

(Percent of plant workers in fluid milk establishments by scheduled weekly hours¹ in 25 selected areas, September–October 1964)

Weekly hours	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
32, 35, or 37½ hours.....	1	3	-	-	1	-	-	-	-	-	-	-	-
40 hours.....	93	97	100	100	93	100	6	94	21	45	93	20	100
Over 40 and under 45 hours.....	6	-	-	-	4	-	19	-	2	42	-	59	-
45 hours.....	-	-	-	-	-	-	-	2	38	-	-	-	-
46 hours.....	-	-	-	-	-	-	-	4	-	-	-	-	-
48 hours.....	-	-	-	-	2	-	75	-	31	13	3	-	-
50 hours.....	-	-	-	-	-	-	-	-	1	-	3	20	-
54 hours.....	-	-	-	-	-	-	-	-	9	-	-	-	-
	North Central							West					
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
37½ hours.....	-	-	-	-	-	-	67	-	-	-	-	-	-
40 hours.....	100	100	100	84	43	100	33	100	99	98	100	92	-
Over 40 and under 45 hours.....	-	-	-	5	-	-	-	-	-	2	-	-	-
45 hours.....	-	-	-	-	43	-	-	-	-	-	-	-	-
48 hours.....	-	-	-	7	-	-	-	-	1	-	-	-	8
50 hours.....	-	-	-	3	13	-	-	-	-	-	-	-	-

¹ Data relate to the predominant work schedule in each establishment.

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

Table 11. Shift Differential Provisions: Plant Workers

(Percent of plant workers by shift differential provisions¹ in fluid milk establishments in 25 selected areas, September-October 1964)

Shift differential	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
<u>Second shift</u>													
Workers in establishments having provisions for late shifts	91.3	91.3	100.0	100.0	81.5	82.6	18.9	61.0	19.0	37.7	80.5	25.2	97.2
With shift differential.....	85.5	91.3	100.0	-	81.5	82.6	-	57.3	-	-	80.5	25.2	97.2
Uniform cents per hour	85.5	91.3	100.0	-	81.5	82.6	-	57.3	-	-	80.5	25.2	97.2
2½ cents	-	-	48.6	-	-	-	-	-	-	-	-	-	-
5 cents	29.7	91.3	51.4	-	-	-	-	57.3	-	-	-	25.2	-
7½ cents	-	-	-	-	81.5	-	-	-	-	-	-	-	86.6
10 cents	-	-	-	-	-	82.6	-	-	-	-	80.5	-	10.6
12½ cents	55.8	-	-	-	-	-	-	-	-	-	-	-	-
With no shift differential.....	5.8	-	-	100.0	-	-	18.9	3.7	19.0	37.7	-	-	-
<u>Third or other late shift</u>													
Workers in establishments having provisions for late shifts	85.5	91.3	100.0	100.0	82.8	82.6	6.1	84.2	8.7	-	80.5	25.2	97.2
With shift differential.....	85.5	91.3	100.0	100.0	82.8	82.6	-	43.9	-	-	80.5	25.2	97.2
Uniform cents per hour	85.5	91.3	100.0	100.0	82.8	82.6	-	43.9	-	-	80.5	25.2	97.2
2½ cents	-	-	48.6	100.0	-	-	-	-	-	-	-	-	-
5 cents	-	91.3	51.4	-	-	-	-	43.9	-	-	-	25.2	-
7½ cents	-	-	-	-	82.8	-	-	-	-	-	-	-	86.6
10 cents	-	-	-	-	-	82.6	-	-	-	-	80.5	-	10.6
12½ cents	85.5	-	-	-	-	-	-	-	-	-	-	-	-
With no shift differential.....	-	-	-	-	-	-	6.1	40.3	8.7	-	-	-	-

See footnote at end of table.

Table II. Shift Differential Provisions: Plant Workers—Continued

(Percent of plant workers by shift differential provisions¹ in fluid milk establishments in 25 selected areas, September–October 1964)

Shift differential	North Central								West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis—St. Paul	St. Louis	Denver	Los Angeles—Long Beach	Portland	San Francisco—Oakland
<u>Second shift</u>												
Workers in establishments having provisions for late shifts	100.0	100.0	100.0	86.8	43.4	97.3	100.0	96.1	94.1	93.0	100.0	97.0
With shift differential.....	100.0	100.0	100.0	86.8	43.4	97.3	100.0	96.1	94.1	93.0	100.0	97.0
Uniform cents per hour	-	100.0	100.0	86.8	43.4	97.3	-	96.1	94.1	93.0	100.0	97.0
5 cents	-	-	-	-	30.8	-	-	-	-	-	-	-
7 cents	-	-	-	86.8	-	-	-	-	-	-	-	-
8 1/4 cents	-	-	91.5	-	-	-	-	-	-	-	-	-
10 cents	-	100.0	-	-	12.6	8.5	-	96.1	10.8	-	-	-
10 3/4 cents	-	-	8.5	-	-	-	-	-	-	-	-	-
12 cents	-	-	-	-	-	-	-	-	83.3	-	-	8.1
12 1/2 cents	-	-	-	-	-	-	-	-	-	93.0	100.0	88.9
15 cents	-	-	-	-	-	88.9	-	-	-	-	-	-
Other ²	100.0	-	-	-	-	-	-	-	-	-	-	-
Flat sum	-	-	-	-	-	-	100.0	-	-	-	-	-
\$0.75	-	-	-	-	-	-	32.9	-	-	-	-	-
\$1.00	-	-	-	-	-	-	67.1	-	-	-	-	-
With no shift differential.....	-	-	-	-	-	-	-	-	-	-	-	-
<u>Third or other late shift</u>												
Workers in establishments having provisions for late shifts	100.0	80.9	100.0	86.8	43.4	97.3	100.0	96.1	94.1	93.0	100.0	97.0
With shift differential.....	100.0	80.9	100.0	86.8	43.4	97.3	100.0	96.1	94.1	93.0	100.0	97.0
Uniform cents per hour	-	80.9	100.0	86.8	43.4	97.3	-	96.1	94.1	93.0	100.0	97.0
5 cents	-	-	-	-	30.8	-	-	-	-	-	-	-
7 cents	-	-	-	86.8	-	-	-	-	-	-	-	-
8 1/4 cents	-	-	91.5	-	-	-	-	-	-	-	-	-
10 cents	-	80.9	-	-	12.6	8.5	-	-	10.8	-	-	-
10 3/4 cents	-	-	8.5	-	-	-	-	-	-	-	-	-
12 cents	-	-	-	-	-	-	-	-	83.3	-	-	8.1
12 1/2 cents	-	-	-	-	-	-	-	-	-	93.0	100.0	88.9
15 cents	-	-	-	-	-	88.9	-	96.1	-	-	-	-
Other ²	100.0	-	-	-	-	-	-	-	-	-	-	-
Flat sum	-	-	-	-	-	-	100.0	-	-	-	-	-
\$0.75	-	-	-	-	-	-	32.9	-	-	-	-	-
\$1.00	-	-	-	-	-	-	67.1	-	-	-	-	-
With no shift differential.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.² Second- and third-shift differentials are paid for hours worked between 6 p.m. and 4, 5, or 6 a.m. as follows: (a) for less than 4 hours worked, employees receive a flat sum of \$1.25 per night, (b) for 4 hours or more worked, employees receive a bonus of 10 percent added to hourly rates for each hour worked.

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

Table 12. Shift Differential Practices: Plant Workers

(Percent of plant workers employed on late shifts in fluid milk establishments by amount of pay differential in 23 selected areas, ¹ September-October 1964)

Shift differential	Northeast						South					
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Washington
<u>Second shift</u>												
Workers employed on late shifts	11.8	4.1	23.7	² 26.5	4.5	14.6	1.8	4.5	7.7	11.5	21.7	7.9
Receiving shift differential	10.1	4.1	23.7	-	4.5	14.6	-	3.9	-	-	21.7	7.9
Uniform cents per hour	10.1	4.1	23.7	-	4.5	14.6	-	3.9	-	-	21.7	7.9
2½ cents	-	-	16.9	-	-	-	-	-	-	-	-	-
5 cents	6.4	4.1	6.8	-	-	-	-	3.9	-	-	-	-
7½ cents	-	-	-	-	4.5	-	-	-	-	-	-	-
10 cents	-	-	-	-	-	14.6	-	-	-	-	21.7	4.8
12½ cents	3.7	-	-	-	-	-	-	-	-	-	-	3.1
Receiving no shift differential	1.7	-	-	26.5	-	-	1.8	.5	7.7	11.5	-	-
<u>Third or other late shift</u>												
Workers employed on late shifts	14.6	2.0	10.4	² 14.2	4.2	4.9	5.1	12.0	1.2	-	-	9.1
Receiving shift differential	14.6	2.0	10.4	14.2	4.2	4.9	-	5.5	-	-	-	9.1
Uniform cents per hour	14.6	2.0	10.4	14.2	4.2	4.9	-	5.5	-	-	-	9.1
2½ cents	-	-	4.7	14.2	-	-	-	-	-	-	-	-
5 cents	-	2.0	5.7	-	-	-	-	5.5	-	-	-	-
7½ cents	-	-	-	-	4.2	-	-	-	-	-	-	8.9
10 cents	-	-	-	-	-	4.9	-	-	-	-	-	.2
12½ cents	14.6	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential	-	-	-	-	-	-	5.1	6.4	1.2	-	-	-
<u>North Central</u>							<u>West</u>					
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	
<u>Second shift</u>												
Workers employed on late shifts	21.6	4.7	7.4	19.1	4.9	12.2	8.5	4.8	19.2	3.6	11.0	
Receiving shift differential	21.6	4.7	7.4	19.1	4.9	12.2	8.5	4.8	19.2	3.6	11.0	
Uniform cents per hour	-	4.7	7.4	19.1	4.9	12.2	8.5	4.8	19.2	3.6	11.0	
7 cents	-	-	-	19.1	-	-	-	-	-	-	-	
8¼ cents	-	-	6.9	-	-	-	-	-	-	-	-	
10 cents	-	4.7	-	-	4.9	-	8.5	1.6	-	-	-	
10¾ cents	-	-	.5	-	-	-	-	-	-	-	-	
12 cents	-	-	-	-	-	-	-	3.2	-	-	-	
12½ cents	-	-	-	-	-	-	-	-	19.2	3.6	11.0	
15 cents	-	-	-	-	-	12.2	-	-	-	-	-	
Other	³ 21.6	-	-	-	-	-	-	-	-	-	-	
Receiving no shift differential	-	-	-	-	-	-	-	-	-	-	-	
<u>Third or other late shift</u>												
Workers employed on late shifts	11.2	2.9	4.4	6.3	1.9	4.0	-	3.8	5.5	.9	18.6	
Receiving shift differential	11.2	2.9	4.4	6.3	1.9	4.0	-	3.8	5.5	.9	18.6	
Uniform cents per hour	-	2.9	4.4	6.3	1.9	4.0	-	3.8	5.5	.9	18.6	
7 cents	-	-	-	6.3	-	-	-	-	-	-	-	
8¼ cents	-	-	4.4	-	-	-	-	-	-	-	-	
10 cents	-	2.9	-	-	1.9	-	-	1.1	-	-	-	
12 cents	-	-	-	-	-	-	-	2.7	-	-	-	
12½ cents	-	-	-	-	-	-	-	-	5.5	.9	18.6	
15 cents	-	-	-	-	-	4.0	-	-	-	-	-	
Other	11.2	-	-	-	-	-	-	-	-	-	-	
Receiving no shift differential	-	-	-	-	-	-	-	-	-	-	-	

¹ No workers were employed on late shifts during the payroll period studied in the establishments visited in Miami and Minneapolis-St. Paul.

² These proportions do not include workers in 3 establishments operating second and third shifts for which data were not available.

³ Second- and third-shift differentials were paid for hours worked between 6 p.m. and 4, 5, or 6 a.m. as follows: (a) for less than 4 hours worked employees receive a flat sum of \$1.25 per night, (b) for 4 hours or more worked, employees receive a bonus of 10 percent added to hourly rates for each hour worked.

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

Table 13. Paid Holidays: Routemen

(Percent of routemen in fluid milk establishments with formal provisions for paid holidays in 25 selected areas, September-October 1964)

Number of paid holidays	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Receiving paid holidays.....	92	4	100	100	94	97	48	100	37	55	5	63	-
1 day.....	-	-	-	-	-	-	13	-	-	-	(¹)	-	-
2 days.....	-	-	-	-	-	-	-	34	-	55	4	-	-
3 days.....	-	4	-	-	-	-	-	-	-	-	-	-	-
4 days.....	-	-	-	-	-	-	-	-	37	-	1	-	-
5 days.....	-	-	-	-	-	-	27	-	-	-	-	-	-
6 days.....	-	-	-	-	94	90	8	66	-	-	-	63	-
7 days.....	-	-	-	-	-	7	-	-	-	-	-	-	-
8 days.....	63	-	100	100	-	-	-	-	-	-	-	-	-
11 days.....	29	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no paid holidays.....	8	96	-	-	6	4	52	-	63	45	95	37	100
	North Central							West					
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	
Receiving paid holidays.....	-	-	14	56	30	1	100	95	3	100	100	100	
1 day.....	-	-	-	7	-	-	-	85	-	-	-	-	
3 days.....	-	-	-	-	4	-	-	-	-	-	-	-	
5 days.....	-	-	-	-	-	-	-	-	3	-	-	-	
6 days.....	-	-	14	48	27	1	100	4	-	6	100	-	
7 days.....	-	-	-	-	-	-	-	6	-	-	-	-	
8 days.....	-	-	-	-	-	-	-	-	-	94	-	100	
Receiving no paid holidays.....	100	100	86	44	70	99	-	5	97	-	-	-	

¹ Less than 0.5 percent.

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

Table 14. Paid Holidays: Plant Workers

(Percent of plant workers in fluid milk establishments with formal provisions for paid holidays in 25 selected areas, September–October 1964)

Number of paid holidays	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Receiving paid holidays.....	95	4	100	100	90	98	94	100	96	73	18	100	3
1 day.....	-	-	-	-	-	-	6	13	-	2	3	-	-
2 days.....	-	-	-	-	-	-	-	4	-	29	11	-	-
3 days.....	-	4	-	-	-	-	32	-	-	-	-	-	3
4 days.....	-	-	-	-	-	-	-	-	52	-	3	-	-
5 days.....	4	-	-	-	-	-	36	-	45	42	-	-	-
6 days.....	6	-	-	-	90	89	19	83	-	-	-	100	-
7 days.....	-	-	-	-	-	9	-	-	-	-	-	-	-
8 days.....	56	-	100	100	-	-	-	-	-	-	-	-	-
11 days.....	30	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no paid holidays.....	5	96	-	-	10	2	6	-	4	27	82	-	97
	North Central							West					
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	
Receiving paid holidays.....	100	100	100	63	39	97	100	96	94	100	100	100	
1 day.....	-	-	-	4	-	-	-	87	-	-	-	-	
3 days.....	-	-	-	2	4	-	-	-	-	-	-	-	
6 days.....	100	100	100	57	35	97	100	2	94	7	100	-	
7 days.....	-	-	-	-	-	-	-	8	-	-	-	-	
8 days.....	-	-	-	-	-	-	-	-	-	93	-	100	
Receiving no paid holidays.....	-	-	-	37	61	3	-	4	6	-	-	-	

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

Table 15. Paid Vacations: Routemen

(Percent of routemen in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 25 selected areas, September-October 1964)

Vacation policy	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	76	100	100	100	100
Percentage payment.....	-	-	-	-	-	-	-	-	-	-	-	-	-
Flat-sum payment.....	-	-	-	-	-	-	-	-	24	-	-	-	-
<u>Amount of vacation pay¹</u>													
After 1 year of service: ²													
Under 1 week.....	-	-	-	-	-	-	-	-	24	-	-	-	-
1 week.....	29	100	-	-	100	100	100	75	76	100	99	6	100
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	6	-	-	-	-	-
2 weeks.....	71	-	100	100	-	-	-	-	-	-	1	94	-
4 weeks.....	-	-	-	-	-	-	-	19	-	-	-	-	-
After 2 years of service:													
1 week.....	-	100	-	-	99	3	28	75	20	-	93	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	16	6	30	-	-	-	-
2 weeks.....	100	-	100	100	1	97	56	50	50	100	7	100	100
4 weeks.....	-	-	-	-	-	-	-	19	-	-	-	-	-
After 3 years of service: ³													
1 week.....	-	4	-	-	8	-	4	4	20	-	6	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	16	7	30	-	-	-	-
2 weeks.....	100	96	100	95	92	15	80	66	50	100	94	100	100
Over 2 and under 3 weeks.....	-	-	-	-	-	85	-	5	-	-	-	-	-
3 weeks.....	-	-	-	5	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	19	-	-	-	-	-
After 5 years of service:													
1 week.....	-	-	-	-	1	-	4	-	1	-	6	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	16	7	24	-	-	-	-
2 weeks.....	37	100	-	-	99	15	80	70	75	100	94	43	100
Over 2 and under 3 weeks.....	-	-	-	-	-	85	-	5	-	-	-	-	-
3 weeks.....	63	-	100	100	-	-	-	-	-	-	-	57	-
4 weeks.....	-	-	-	-	-	-	-	19	-	-	-	-	-
After 10 years of service:													
Under 2 weeks.....	-	-	-	-	1	-	4	7	1	-	6	-	-
2 weeks.....	2	7	-	-	4	7	96	4	75	39	94	37	-
Over 2 and under 3 weeks.....	-	-	-	-	-	85	-	-	24	-	-	-	-
3 weeks.....	98	93	100	100	95	8	-	66	-	61	-	63	100
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	5	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	19	-	-	-	-	-

See footnotes at end of table.

Table 15. Paid Vacations Routemen—Continued

(Percent of routemen in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 25 selected areas, September–October 1964)

Vacation policy	North Central								West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis—St. Paul	St. Louis	Denver	Los Angeles—Long Beach	Portland	San Francisco—Oakland
<u>Amount of vacation pay</u> ¹ —Continued												
After 3 years of service: ³												
1 week.....	-	-	-	-	4	-	-	-	4	-	-	-
2 weeks.....	100	100	100	100	96	100	100	100	96	100	100	100
After 5 years of service:												
2 weeks.....	-	100	100	100	100	100	100	100	100	3	100	2
3 weeks.....	100	-	-	-	-	-	-	-	-	97	-	98
After 10 years of service:												
2 weeks.....	-	-	100	33	96	3	-	-	97	-	-	-
3 weeks.....	100	100	-	67	4	97	100	100	3	100	100	100
After 12 years of service:												
2 weeks.....	-	-	-	1	70	3	-	-	10	-	-	-
Over 2 and under 3 weeks.....	-	-	-	14	-	-	-	-	-	-	-	-
3 weeks.....	100	100	100	85	30	97	100	100	90	100	100	100
After 15 years of service:												
2 weeks.....	-	-	-	1	21	3	-	-	6	-	-	-
3 weeks.....	-	100	100	99	79	97	100	100	94	3	-	2
4 weeks.....	100	-	-	-	-	-	-	-	-	97	100	98
After 20 years of service:												
2 weeks.....	-	-	-	1	21	3	-	-	6	-	-	-
3 weeks.....	-	100	100	99	75	97	100	15	4	3	-	2
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	100	-	-	-	4	-	-	85	90	97	100	98
After 25 years of service: ⁴												
2 weeks.....	-	-	-	1	21	3	-	-	6	-	-	-
3 weeks.....	-	100	100	51	60	-	-	15	4	3	-	2
4 weeks.....	100	-	-	48	19	97	100	85	90	97	100	98

¹ Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

² After 6 months of service: 25 percent of the workers in Baltimore were in establishments providing less than 1 week; 63 percent in Boston, 100 percent in Newark and Jersey City, 100 percent in New York, and 6 percent in Louisville were in establishments providing 1 week.

³ Vacation provisions after 4 years of service were identical with those after 3 years of service in all areas.

⁴ After 35 years of service: 29 percent of the workers in Houston were in establishments providing 2 weeks, 55 percent in establishments providing 3 weeks, and 16 percent in establishments providing 4 weeks.

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

Table 16. Paid Vacations: Plant Workers

(Percent of plant workers in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 25 selected areas, September-October 1964)

Vacation policy	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay¹</u>													
After 1 year of service: ²													
1 week.....	36	97	-	-	100	100	83	91	100	100	97	14	100
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	4	-	-	-	-	-
2 weeks.....	64	-	100	100	-	-	17	5	-	-	3	86	-
After 2 years of service:													
1 week.....	6	97	-	-	99	3	21	73	24	-	90	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	6	22	-	-	-	-	-
2 weeks.....	94	3	100	100	1	97	73	5	76	100	10	100	100
After 3 years of service: ³													
1 week.....	6	4	-	-	11	-	6	2	24	-	9	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	6	4	-	-	-	-	-
2 weeks.....	94	96	100	94	89	17	88	94	76	100	91	100	100
Over 2 and under 3 weeks.....	-	-	-	-	-	83	-	-	-	-	-	-	-
3 weeks.....	-	-	-	6	-	-	-	-	-	-	-	-	-
After 5 years of service:													
1 week.....	-	-	-	-	1	-	6	-	3	-	6	-	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	6	-	-	-	-	-	-
2 weeks.....	44	100	-	-	99	17	88	96	97	100	94	40	100
Over 2 and under 3 weeks.....	-	-	-	-	-	83	-	4	-	-	-	-	-
3 weeks.....	56	-	100	100	-	-	-	-	-	-	-	60	-
After 10 years of service:													
1 week.....	-	-	-	-	1	-	6	-	3	-	6	-	-
2 weeks.....	7	9	-	-	6	9	94	7	66	39	94	25	3
Over 2 and under 3 weeks.....	-	-	-	-	-	83	-	-	-	-	-	-	-
3 weeks.....	93	91	100	100	92	9	-	89	31	61	-	75	97
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	4	-	-	-	-	-
After 12 years of service:													
1 week.....	-	-	-	-	1	-	6	-	3	-	6	-	-
2 weeks.....	7	9	-	-	6	5	94	7	66	39	14	25	3
Over 2 and under 3 weeks.....	-	-	-	-	-	86	-	-	-	-	-	-	-
3 weeks.....	93	91	100	100	88	9	-	89	31	61	81	75	97
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	4	-	-	-	-	-
4 weeks.....	-	-	-	-	4	-	-	-	-	-	-	-	-
After 15 years of service:													
1 week.....	-	-	-	-	1	-	6	-	3	-	6	-	-
2 weeks.....	7	9	-	-	4	-	56	2	53	18	7	25	3
3 weeks.....	93	91	-	-	91	17	38	94	45	82	88	75	97
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	4	-	-	-	-	-
4 weeks.....	-	-	100	100	4	-	-	-	-	-	-	-	-
Over 4 weeks.....	-	-	-	-	-	83	-	-	-	-	-	-	-

See footnotes at end of table.

Table 16. Paid Vacations: Plant Workers—Continued

(Percent of plant workers in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 25 selected areas, September–October 1964)

Vacation policy	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
<u>Amount of vacation pay¹—Continued</u>													
After 20 years of service:													
1 week.....	-	-	-	-	1	-	6	-	3	-	6	-	-
2 weeks.....	7	9	-	-	4	-	56	2	53	18	7	25	3
3 weeks.....	8	91	-	-	89	17	38	94	14	71	7	75	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	4	-	-	-	-	-
4 weeks.....	86	-	100	100	6	-	-	-	31	11	81	-	97
Over 4 weeks.....	-	-	-	-	-	83	-	-	-	-	-	-	-
After 25 years of service: ⁴													
1 week.....	-	-	-	-	1	-	6	-	3	-	6	-	-
2 weeks.....	7	9	-	-	4	-	56	2	53	18	7	25	3
3 weeks.....	5	-	-	-	89	14	38	94	14	71	7	75	-
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	4	-	-	-	-	-
4 weeks.....	88	91	100	100	6	3	-	-	31	11	81	-	97
Over 4 weeks.....	-	-	-	-	-	83	-	-	-	-	-	-	-
	North Central						West						
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis-St. Paul	St. Louis	Denver	Los Angeles-Long Beach	Portland	San Francisco-Oakland	
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	13	100	100	100	100
Percentage payment.....	-	-	-	-	-	-	-	-	87	-	-	-	-
<u>Amount of vacation pay¹</u>													
After 1 year of service: ²													
1 week.....	-	19	100	99	100	100	-	100	100	95	100	100	100
2 weeks.....	100	81	-	(⁵)	-	-	100	-	-	5	-	-	-
After 2 years of service:													
1 week.....	-	-	-	94	21	-	-	-	97	2	100	-	-
Over 1 and under 2 weeks.....	-	-	100	-	-	-	-	-	-	-	-	-	-
2 weeks.....	100	100	-	6	79	100	100	100	3	98	-	100	-
After 3 years of service: ³													
1 week.....	-	-	-	-	4	-	-	-	1	-	-	-	-
2 weeks.....	100	81	100	100	96	100	100	100	99	100	100	100	100
3 weeks.....	-	19	-	-	-	-	-	-	-	-	-	-	-
After 5 years of service:													
2 weeks.....	-	81	100	99	100	100	100	100	100	2	100	1	-
3 weeks.....	100	19	-	(⁵)	-	-	-	-	-	98	-	99	-
After 10 years of service:													
2 weeks.....	-	-	100	29	84	3	-	-	89	-	-	-	-
3 weeks.....	100	100	-	71	16	97	100	100	11	100	100	100	100

See footnotes at end of table.

Table 16. Paid Vacations: Plant Workers—Continued

(Percent of plant workers in fluid milk establishments with formal provisions for paid vacations after selected periods of service in 25 selected areas, September–October 1964)

Vacation policy	North Central								West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis–St. Paul	St. Louis	Denver	Los Angeles–Long Beach	Portland	San Francisco–Oakland
<u>Amount of vacation pay</u> ¹ —Continued												
After 12 years of service:												
2 weeks	-	-	-	2	61	3	-	-	6	-	-	-
Over 2 and under 3 weeks	-	-	-	3	-	-	-	-	-	-	-	-
3 weeks	100	100	100	95	39	97	100	100	94	100	100	100
After 15 years of service:												
2 weeks	-	-	-	2	13	3	-	-	4	-	-	-
3 weeks	92	100	100	98	87	97	100	100	96	2	-	1
4 weeks	8	-	-	-	-	-	-	-	-	98	100	99
After 20 years of service:												
2 weeks	-	-	-	2	13	3	-	-	4	-	-	-
3 weeks	-	100	100	98	70	97	100	12	2	2	-	1
4 weeks	100	-	-	-	16	-	-	88	94	98	100	99
After 25 years of service: ⁴												
2 weeks	-	-	-	2	13	3	-	-	4	-	-	-
3 weeks	-	100	100	44	58	-	-	12	2	2	-	1
4 weeks	100	-	-	54	29	97	100	88	94	98	100	99

¹ Vacation payments such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

² After 6 months of service: 56 percent of the workers in Boston, 100 percent in Newark and Jersey City, 100 percent in New York, and 6 percent in Louisville were in establishments providing 1 week.

³ Vacation provisions after 4 years of service were identical with those after 3 years of service in all areas.

⁴ After 35 years of service: 18 percent of the workers in Houston were in establishments providing 2 weeks, 51 percent in establishments providing 3 weeks, and 31 percent in establishments providing 4 weeks.

⁵ Less than 0.5 percent.

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

Table 17. Health, Insurance, and Pension Plans: Routemen

(Percent of routemen in fluid milk establishments with specified health, insurance, and pension plans in 25 selected areas, September–October 1964)

Type of plan ¹	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance.....	98	100	100	100	100	97	100	100	100	100	86	100	100
Jointly financed.....	-	7	-	-	6	-	68	-	73	100	6	100	100
Employer financed.....	98	93	100	100	94	97	32	100	27	-	81	-	-
Accidental death and dismemberment insurance.....	98	7	-	-	14	89	79	53	86	25	86	94	-
Jointly financed.....	63	7	-	-	6	-	47	-	67	25	6	94	-
Employer financed.....	35	-	-	-	8	89	32	53	18	-	81	-	-
Sickness and accident insurance or sick leave or both ²	98	93	100	100	94	95	40	96	67	25	99	63	100
Sickness and accident insurance.....	98	93	100	100	94	95	8	96	60	15	86	63	100
Jointly financed.....	63	-	-	-	5	-	8	-	60	15	6	63	100
Employer financed.....	35	93	100	100	89	95	-	96	-	-	81	-	-
Sick leave (full pay, no waiting period).....	92	-	-	-	1	-	-	-	7	10	-	43	-
Sick leave (partial pay or waiting period).....	-	-	-	-	-	-	40	-	-	-	13	-	-
Hospitalization insurance.....	100	100	100	100	98	100	100	100	80	100	100	100	100
Jointly financed.....	6	7	-	-	7	-	55	-	71	100	19	78	100
Employer financed.....	94	93	100	100	91	100	45	100	9	-	81	22	-
Surgical insurance.....	100	100	100	100	98	100	100	100	80	100	100	100	100
Jointly financed.....	6	7	-	-	7	-	55	-	71	100	19	78	100
Employer financed.....	94	93	100	100	91	100	45	100	9	-	81	22	-
Medical insurance.....	100	93	100	100	98	95	84	52	43	35	1	63	100
Jointly financed.....	6	-	-	-	7	-	39	-	34	35	1	41	100
Employer financed.....	94	93	100	100	91	95	45	52	9	-	(³)	22	-
Catastrophe insurance.....	65	-	-	-	5	4	64	33	71	35	1	57	100
Jointly financed.....	-	-	-	-	5	-	27	-	64	35	1	34	100
Employer financed.....	65	-	-	-	-	4	37	33	7	-	-	22	-
Retirement pension.....	98	-	100	100	89	88	72	85	50	45	93	43	-
Jointly financed.....	65	-	-	-	-	-	13	-	50	35	-	-	-
Employer financed.....	32	-	100	100	89	88	59	85	-	10	93	43	-
No plans.....	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 17. Health, Insurance, and Pension Plans: Routemen—Continued

(Percent of routemen in fluid milk establishments with specified health, insurance, and pension plans in 25 selected areas, September–October 1964)

Type of plan ¹	North Central								West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis–St. Paul	St. Louis	Denver	Los Angeles–Long Beach	Portland	San Francisco–Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:												
Life insurance.....	100	100	100	86	100	100	100	100	53	100	52	100
Jointly financed.....	-	-	100	57	69	3	35	-	30	3	24	-
Employer financed.....	100	100	-	29	31	97	65	100	24	97	28	100
Accidental death and dismemberment insurance.....	100	100	11	47	53	100	5	96	10	5	52	-
Jointly financed.....	-	-	11	21	53	3	5	-	4	3	24	-
Employer financed.....	100	100	-	26	-	97	-	96	6	1	28	-
Sickness and accident insurance or sick leave or both ²	100	100	100	70	69	100	100	96	95	98	100	100
Sickness and accident insurance.....	100	100	100	69	48	100	100	96	8	93	95	-
Jointly financed.....	-	-	100	44	48	3	18	-	4	-	-	-
Employer financed.....	100	100	-	25	-	97	82	96	4	93	95	-
Sick leave (full pay, no waiting period).....	-	-	-	-	-	-	-	-	-	3	-	-
Sick leave (partial pay or waiting period).....	-	-	-	9	21	-	-	-	87	1	100	100
Hospitalization insurance.....	100	100	100	92	100	100	100	100	100	100	100	100
Jointly financed.....	-	-	89	22	69	3	-	4	4	3	-	-
Employer financed.....	100	100	11	69	31	97	100	96	96	97	100	100
Surgical insurance.....	100	100	100	92	100	100	100	100	100	100	100	100
Jointly financed.....	-	-	89	22	69	3	-	4	4	3	-	-
Employer financed.....	100	100	11	69	31	97	100	96	96	97	100	100
Medical insurance.....	100	100	-	92	73	100	100	4	100	100	100	100
Jointly financed.....	-	-	-	22	42	3	-	4	4	3	-	-
Employer financed.....	100	100	-	69	31	97	100	-	96	97	100	100
Catastrophe insurance.....	100	-	-	15	36	-	-	-	74	2	-	3
Jointly financed.....	-	-	-	2	36	-	-	-	-	-	-	-
Employer financed.....	100	-	-	13	-	-	-	-	74	2	-	3
Retirement pension.....	100	100	100	91	58	97	100	95	90	97	100	100
Jointly financed.....	-	-	-	15	58	-	-	-	-	-	-	-
Employer financed.....	100	100	100	77	-	97	100	95	90	97	100	100
No plans.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ 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; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements.

² Duplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

³ Less than 0.5 percent.

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

Table 18. Health, Insurance, and Pension Plans: Plant Workers

(Percent of plant workers in fluid milk establishments with specified health, insurance, and pension plans in 25 selected areas, September–October 1964)

Type of plan ¹	Northeast						South						
	Boston	Buffalo	Newark and Jersey City	New York	Philadelphia	Pittsburgh	Atlanta	Baltimore	Dallas	Houston	Louisville	Miami	Washington
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance.....	99	97	100	100	100	97	100	100	100	100	89	100	97
Jointly financed.....	4	6	-	-	6	-	68	-	70	100	6	94	97
Employer financed.....	95	91	100	100	94	97	32	100	30	-	84	6	-
Accidental death and dismemberment insurance.....	99	6	-	-	17	88	62	65	75	35	89	86	-
Jointly financed.....	60	6	-	-	6	-	30	-	54	35	6	79	-
Employer financed.....	39	-	-	-	11	88	32	65	21	-	84	6	-
Sickness and accident insurance or sick leave or both ²	99	91	100	100	90	97	69	85	54	53	89	81	97
Sickness and accident insurance.....	93	91	100	100	90	97	19	85	53	33	89	75	97
Jointly financed.....	60	-	-	-	5	-	19	-	53	33	6	75	97
Employer financed.....	34	91	100	100	86	97	-	85	-	-	84	-	-
Sick leave (full pay, no waiting period).....	95	-	-	-	1	-	-	-	1	20	-	66	-
Sick leave (partial pay or waiting period).....	-	-	-	-	-	-	69	-	-	-	-	-	-
Hospitalization insurance.....	100	97	100	100	96	100	100	100	76	100	100	94	100
Jointly financed.....	7	6	-	-	7	-	49	-	68	100	16	73	100
Employer financed.....	93	91	100	100	89	100	51	100	9	-	84	20	-
Surgical insurance.....	100	97	100	100	96	100	100	100	76	100	100	94	100
Jointly financed.....	7	6	-	-	7	-	49	-	68	100	16	73	100
Employer financed.....	93	91	100	100	89	100	51	100	9	-	84	20	-
Medical insurance.....	100	91	100	100	96	97	94	61	55	34	7	75	100
Jointly financed.....	7	-	-	-	7	-	43	-	46	34	3	55	100
Employer financed.....	93	91	100	100	89	97	51	61	9	-	3	20	-
Catastrophe insurance.....	57	-	-	-	5	2	51	30	68	55	3	60	97
Jointly financed.....	-	-	-	-	5	-	17	-	66	55	3	40	97
Employer financed.....	57	-	-	-	-	2	34	30	1	-	-	20	-
Retirement pension.....	89	-	100	100	88	89	70	89	44	71	88	60	-
Jointly financed.....	57	-	-	-	-	-	19	-	44	55	-	-	-
Employer financed.....	32	-	100	100	88	89	51	89	-	16	88	60	-
No plans.....	-	3	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 18. Health, Insurance, and Pension Plans: Plant Workers—Continued

(Percent of plant workers in fluid milk establishments with specified health, insurance, and pension plans in 25 selected areas, September–October 1964)

Type of plan ¹	North Central								West			
	Chicago	Cincinnati	Cleveland	Detroit	Indianapolis	Kansas City	Minneapolis–St. Paul	St. Louis	Denver	Los Angeles–Long Beach	Portland	San Francisco–Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:												
Life insurance.....	100	100	100	92	100	100	100	100	45	100	60	100
Jointly financed.....	-	-	100	54	57	3	30	-	32	2	33	-
Employer financed.....	100	100	-	39	43	97	70	100	12	98	27	100
Accidental death and dismemberment insurance.....	100	100	8	25	57	100	9	98	6	4	60	-
Jointly financed.....	-	-	8	7	44	3	9	-	1	2	33	-
Employer financed.....	100	100	-	17	13	97	-	98	5	2	27	-
Sickness and accident insurance or sick leave or both ²	100	100	100	65	69	100	100	98	87	95	100	100
Sickness and accident insurance.....	100	100	100	63	56	100	100	98	3	91	96	-
Jointly financed.....	-	-	100	48	43	3	17	-	1	-	-	-
Employer financed.....	100	100	-	15	13	97	83	98	2	91	96	-
Sick leave (full pay, no waiting period).....	-	-	-	-	-	-	-	-	-	2	-	-
Sick leave (partial pay or waiting period).....	-	-	-	3	13	-	-	-	83	2	100	100
Hospitalization insurance.....	100	100	100	94	100	100	100	100	100	100	100	100
Jointly financed.....	-	-	100	15	57	3	-	-	1	2	-	-
Employer financed.....	100	100	-	79	43	97	100	100	99	98	100	100
Surgical insurance.....	100	100	100	94	87	100	100	100	100	100	100	100
Jointly financed.....	-	-	100	15	57	3	-	-	1	2	-	-
Employer financed.....	100	100	-	79	31	97	100	100	99	98	100	100
Medical insurance.....	100	81	-	94	65	100	100	2	100	100	100	100
Jointly financed.....	-	-	-	15	34	3	-	-	1	2	-	-
Employer financed.....	100	81	-	79	31	97	100	2	99	98	100	100
Catastrophe insurance.....	10	-	-	25	26	-	-	-	89	5	-	2
Jointly financed.....	-	-	-	3	26	-	-	-	-	-	-	-
Employer financed.....	10	-	-	22	-	-	-	-	89	5	-	2
Retirement pension.....	100	100	100	95	66	97	100	94	94	98	100	100
Jointly financed.....	-	-	-	8	53	-	-	-	-	-	-	-
Employer financed.....	100	100	100	88	13	97	100	94	94	98	100	100
No plans.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ 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; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements.

² Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

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 processing (pasteurizing, homogenizing, vitaminizing, and bottling), distributing fluid milk and cream, and related products (industry 2026 as defined in the 1957 edition of the Standard Industrial Classification Manual and 1963 Supplement, prepared by the U.S. Bureau of the Budget).

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

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

Method of Study

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

Area Definitions

The areas studied were Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget in 1961 and included: Atlanta—Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties, Ga.; Baltimore—Baltimore city and Anne Arundel, Baltimore, Carroll, and Howard Counties, Md.; Boston—76 cities and towns in Suffolk, Middlesex, Essex, Norfolk, and Plymouth Counties, Mass.; Buffalo—Erie and Niagara Counties, N.Y.; Chicago—Cook, DuPage, Kane, Lake, McHenry, and Will Counties, Ill.; Cincinnati—Hamilton County, Ohio, and Campbell and Kenton Counties, Ky.; Cleveland—Cuyahoga and Lake Counties, Ohio; Dallas—Collin, Dallas, Denton, and Ellis Counties, Tex.; Denver—Adams, Arapahoe, Boulder, Denver, and Jefferson Counties, Colo.; Detroit—Macomb, Oakland, and Wayne Counties, Mich.; Houston—Harris County, Tex.; Indianapolis—Marion County, Ind.; Kansas City—Clay and Jackson Counties, Mo., and Johnson and Wyandotte Counties, Kans.; Los Angeles—Long Beach—Los Angeles and Orange Counties, Calif.; Louisville—Jefferson County, Ky., and Clark and Floyd Counties, Ind.; Miami—Dade County, Fla.; Minneapolis—St. Paul—Anoka, Dakota, Hennepin, Ramsey, and Washington Counties, Minn.; Newark and Jersey City (a combination of the two SMSA's)—Essex, Hudson, Morris, and Union Counties, N.J.; New York—New York City and Nassau, Rockland, Suffolk, and Westchester Counties, N.Y.; Philadelphia—Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa., and Burlington, Camden, and Gloucester Counties, N.J.; Pittsburgh—Allegheny, Beaver, Washington, and Westmoreland Counties, Pa.; Portland—Clackamas, Multnomah, and Washington Counties, Oreg., and Clark County, Wash.; St. Louis—St. Louis city and Jefferson, St. Charles, and St. Louis Counties, Mo., and Madison and St. Clair Counties, Ill.; San Francisco—Oakland—Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Solano Counties, Calif.; and Washington—District of Columbia, Montgomery and Prince Georges Counties, Md., and Alexandria and Falls Church cities and Arlington and Fairfax Counties, Va.

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.

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied
in the Fluid Milk Industry in 25 Selected Areas, September-October 1964¹

Area ²	Payroll period	Number of establishments ³		Workers in establishments			
		Within scope of survey	Studied	Within scope of survey			Studied
				Total ⁴	Plant	Routemen	
Total, 25 areas-----		475	302	63,282	24,567	24,696	52,120
<u>Northeast</u>							
Boston-----	September	20	15	3,395	1,174	901	3,199
Buffalo-----	September	20	14	1,495	460	598	1,261
Newark and Jersey City-----	October	16	10	1,699	473	844	1,040
New York ⁵ -----	September	55	28	5,942	2,829	1,943	3,515
Philadelphia ⁵ -----	September	57	25	6,847	2,168	3,597	5,208
Pittsburgh-----	May	29	16	3,064	741	1,689	2,572
<u>South</u>							
Atlanta-----	September	7	7	1,241	508	405	1,241
Baltimore-----	October	11	9	2,342	761	995	2,237
Dallas-----	September	8	8	1,295	588	407	1,295
Houston-----	October	6	6	1,099	531	231	1,099
Louisville-----	September	13	11	894	318	358	841
Miami-----	October	7	6	1,413	658	425	1,268
Washington-----	September	8	6	2,144	977	802	1,795
<u>North Central</u>							
Chicago ⁵ -----	November	44	20	5,791	2,209	2,498	4,099
Cincinnati-----	September	16	12	1,564	551	709	1,393
Cleveland-----	August	18	11	2,310	769	874	1,967
Detroit-----	September	21	14	2,186	1,344	383	1,671
Indianapolis-----	October	7	7	1,149	412	464	1,149
Kansas City-----	September	6	5	993	377	359	816
Minneapolis-St. Paul-----	November	15	11	1,514	407	834	1,353
St. Louis-----	October	15	10	1,824	609	759	1,662
<u>West</u>							
Denver-----	September	13	9	1,267	372	531	945
Los Angeles-Long Beach-----	October	34	21	7,948	4,001	2,595	6,934
Portland-----	October	7	7	873	224	361	873
San Francisco-Oakland-----	October	22	14	2,993	1,106	1,134	2,687

¹ Data for Cleveland relate to a payroll period in August, for Pittsburgh to May, and for Chicago and Minneapolis-St. Paul to November.

² For definition of areas, see p. 33.

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

⁴ Includes office, executive, professional, and other workers excluded from the plant and routemen categories shown.

⁵ The data reported in this survey for New York, Philadelphia, and Chicago are not exactly comparable with those shown in the report on the previous study *Wage Structure: Fluid Milk Industry, April-June 1960* (BLS Report 174, 1961) because of changes in area definitions. In the earlier study, data for New York were limited to the 5 boroughs; Philadelphia consisted of the counties of Delaware and Philadelphia, Pa., and Camden; N.J.; and data for Chicago was limited to Cook County, Ill. The added counties in Chicago accounted for about one-fifth of the establishments and less than a fifth of the current area employment; in New York, for about one-seventh of the establishments and less than one-seventh of the current area employment; and in Philadelphia, about one-half of the establishments and less than one-fourth of the current area employment.

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 compels the use of lists of establishments assembled considerably in advance of the payroll period studied.

Total Employment

The term "total employment," as used in this bulletin, refers to all employees of the establishment except those employed at company-owned stores removed from the dairy site.

Plant Workers

The term "plant workers," as used in this bulletin includes working foremen and all nonsupervisory workers except office employees and routemen. 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, and retail employees at the dairy site, were excluded from this category.

Routemen

The term "routemen," as used in this bulletin, refers to wholesale and retail salesmen who make deliveries to regular customers. Included are swing and relief men as well as regular drivers.

Occupations Selected for Study

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

Wage Data

The wage information relates to average straight-time 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, cost-of-living bonuses, and commissions were included as part of the workers' regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded. Earnings of routemen are reported on a weekly basis; earnings of plant workers, on an hourly basis. The hourly earnings of salaried plant workers were obtained by dividing their straight-time salary by normal rather than actual hours. Average rates or earnings for each occupation were obtained by weighting each rate (or earnings) by the number of workers receiving the rate.

Method of Wage Payment

Formal rate structures for time-rated workers provide single rates or a range of rates for each job category in the establishment. In the absence of a formal rate structure, pay rates are determined primarily with reference to the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the worker to achieve the full job rate over a period of time. Individual experienced workers occasionally may 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 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.

Scheduled Weekly Hours

Data refer to the predominant work schedule for full-time plant workers employed on the day shift.

Shift Provisions and Practices

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

Supplementary Wage Provisions

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

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 provisions for progression. For example, the changes in proportions indicated at 20 years of service include changes in provisions which may have occurred after 17 years.

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,⁷ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed 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.

⁷ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

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

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head of chief engineers in establishments employing more than one engineer are excluded.

FILLING-MACHINE TENDER

(Filler operator; pure-pac operator; seal-king operator)

Controls the operation of a filling machine which automatically fills containers such as cartons, boxes, bottles, cans, or jars with a specified weight or amount of the commodity being packaged. May also feed containers to the machine, or this operation may be performed by a filling-machine feeder. May remove filled containers from machine.

Workers who tend machines that perform other operations such as closing, sealing, capping, or wrapping, in addition to filling containers, are included.

GARAGE ATTENDANT

Services company's trucks and cars, performing any one or combination of the following: Inspects trucks (or cars) to ascertain need for gasoline, oil, and water, and supplies these items as needed; changes oil and lubricates various parts of chassis and motor; cleans interior and exterior of trucks; and changes or repairs tires.

MECHANIC, AUTOMOTIVE (MAINTENANCE)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of handtools such as wrenches, gages, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and alining wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ORDER FILLER

(Order picker; stock selector; warehouse stockman)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slip, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PASTEURIZER

Pasteurizes raw milk, cream, or ice cream mixtures to remove harmful bacteria. Pumps product through a pasteurizing tank, and after it has been held at a specified temperature for a specified length of time, pumps milk or cream through a cooling unit to a bottling machine, or pumps ice cream mixtures to other machines, storage tanks, or to freezing room. Is responsible for reading thermometers and gages and making proper adjustments so that product is properly pasteurized. May add chocolate syrup to skimmed milk to make chocolate milk. May clean and sterilize tanks and interconnecting pipelines. May operate a centrifugal separator that separates cream or butterfat from whole milk. May operate homogenizer.

REFRIGERATOR MAN

(Cooler man; icebox man; stacker; stack-off man, cheese)

Removes boxes, cases, cartons, or cans of products (butter, milk, ice cream, etc.) from conveyors or handtrucks and stacks them in a refrigerated storage room. May pack cartons or cases in ice for delivery. May keep records of stock movements and stock on hand.

ROUTEMAN (DRIVER-SALESMAN)

Delivers milk and other dairy products to regular customers and acts as salesman in obtaining new accounts. May collect payments and empty containers from customers. In addition, swing or relief men who regularly work on several routes on the days when the regular routemen are off duty are included. Truckdrivers delivering products to company-owned stores and special delivery drivers not serving regular customers are excluded.

For wage study purposes, routemen are classified by type of route, as follows:

Routeman (driver-salesman), retail, regular
 Routeman (driver-salesman), retail, swing or relief man
 Routeman (driver-salesman), wholesale, regular
 Routeman (driver-salesman), wholesale, swing or relief man

SANITARY MAN

(Cleanup man; equipment washer)

Washes, scrubs, and sterilizes equipment, using brushes, hot water, cleaning preparations, and dilute acids. Work involves one or more of the following: Dismantling piping and cleaning interior with spiral brush; scrubbing inside equipment, floors, and walls with hand brushes, rinsing with hot water; and wiping down cleaned walls with dilute acid.

TRUCKDRIVER

Drives a truck within a metropolitan area to transport milk or other dairy products, usually from the processing plant to distribution points of company-owned stores. Includes ice cream mix drivers. Driver-salesmen are excluded. (See routeman, retail and wholesale.)

WASHER, BOTTLE, MACHINE

Washes dirty bottles of various sizes by operating an automatic bottle-washing machine. Places or inserts bottles into bottle receptacles or racks of conveyor system which carries the bottles through the various washing, brushing, rinsing, and sterilizing units of the machine; after being washed, the bottles are discharged onto a conveyor system for transfer to the filling machines. May adjust water temperature. May replenish alkali solution in the washing chambers.

WASHER, CAN, MACHINE

Cleans and sterilizes metal cans, such as milk cans, by feeding them into an automatic can-washing machine and controlling its operation. May reclean cans or lids which are not thoroughly cleaned in the machine, by hand. Cleans machine.

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, 1962. Series 2, No. 88.
- Fabricated Structural Steel, 1957. BLS Report 123.
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1960. BLS Report 174.
Footwear, 1962. BLS Bulletin 1360 (45 cents).
Hosiery, 1964. BLS Bulletin 1456 (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, 1964. BLS Bulletin 1459 (45 cents).
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.

* 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 No. 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).

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

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