

INDUSTRY WAGE SURVEY

FOOTWEAR

April 1965

Bulletin No. 1503

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 footwear manufacturing industry in April 1965. Information is reported separately for major product branches in the industry. Separate releases were issued earlier, usually within a few months of the payroll period studied, for the following States and areas:

Men's Goodyear-welt dress shoes

Brockton, Mass.
Wisconsin

Women's cement-process (conventional-lasting) shoes

Maine
Boston-Lynn, Mass.
Haverhill, Mass.
Lawrence-Lowell, Mass.
Worcester, Mass.
Southeastern New Hampshire
New York, N. Y.
Arkansas
Missouri
Los Angeles-Long Beach, Calif.

Misses' and children's Goodyear-welt shoes

Southeastern Pennsylvania

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 George L. Stelluto, under the immediate supervision of L. Earl Lewis. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

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

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Industry Wage Survey—

Footwear, April 1965

Summary

Straight-time earnings of production and related workers in the footwear manufacturing industry averaged \$1.77 an hour in April 1965. Nearly a fifth of the 173,804 workers covered by the Bureau's survey¹ had earnings at or within a few cents of the Federal minimum wage (\$1.25), which applied under the Fair Labor Standards Act at the time of the study. Earnings of the remainder of the workers were widely dispersed, reflecting such characteristics of the industry as its wide distribution among sections of the country with differing pay levels, the wide range of worker skills utilized, and the extensive use made of piece rates as a method of wage payment.

Workers in New England, accounting for nearly 35 percent of the industry's employment, averaged \$1.91 an hour, the same as workers in the Pacific region. Pay levels among other regions studied separately ranged from \$1.83 in the Great Lakes to \$1.58 in the Southwest.²

Workers in plants primarily engaged in manufacturing women's cement-process (conventional-lasted) shoes accounted for slightly more than two-fifths of the industry's labor force and averaged \$1.78 an hour. Average hourly earnings of workers in the other nine product branches studied separately ranged from \$1.94 to \$1.57. Earnings data were also tabulated by size of community, size of establishment, and for selected representative occupations.

A large majority of the workers had weekly work schedules of 40 hours, and were employed in plants providing at least six paid holidays, paid vacations, and various types of health and insurance benefits.

Industry Characteristics

Footwear manufacturing plants within the survey scope employed nearly 174,000 production workers in April 1965—a decline of about 5 percent since a similar study conducted in April 1962.³ While the domestic production of shoes (except slippers and rubber footwear) declined from 543 million pairs in 1962 to 519 million pairs in 1963, it had increased to 542 million pairs in 1965.⁴ Output per man-hour for production workers in the industry increased by nearly 3 percent between 1962 and 1964, the latest date for which information is available.⁵ Substitute products (notably rubber-canvas footwear) and imported shoes are among the competitors of domestically produced leather footwear. The

¹ See appendix A for scope and method of survey. Earnings data in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

² See table in appendix A for definition of regions.

³ For an account of the Bureau's earlier study, see Industry Wage Survey: Footwear, April 1962, BLS Bulletin 1360 (1963).

⁴ Current Industrial Reports, Shoes and Slippers, Series M31A(64)-13 and M31A(65)-12, U.S. Bureau of the Census.

⁵ See "Output Per Man-Hour: Footwear Industry," Monthly Labor Review, April 1966, pp. 401-404. This study covers establishments primarily engaged in manufacturing footwear including slippers, but excluding rubber footwear.

domestic production of shoes and slippers with soles vulcanized to fabric uppers increased from 162 to 166 million pairs between 1964 and 1965.⁶ Shoe imports (except slippers and rubber footwear) increased from about 20 million pairs in 1962 to 30 million pairs in 1964 and reached approximately 75 million pairs in 1965.⁷

Products. The industry makes a wide variety of shoes in many different combinations of sizes, styles, and shapes and by several different methods of construction.⁸ Data in this report are tabulated separately for 10 product branches, together accounting for over nine-tenths of the industry's labor force. Classification of establishments by product branches was based on the predominant method of construction (bottoming, i. e., the means by which the outsole is attached to the remainder of the shoe) and type of shoe manufactured—men's (dress and work), women's, misses', children's, and infants'. Plants primarily engaged in manufacturing women's cement-process (conventional-lasted) shoes accounted for slightly more than two-fifths of the industry's production workers; another fifth were in plants primarily making men's Goodyear-welt dress shoes. Plants making misses' and children's cement-process (conventional-lasted) shoes, accounting for about 6 percent of the industry's work force, had the highest employment level among the other eight product branches studied separately.

Location. Three of the nine regions studied in this survey together accounted for seven-tenths of the work force: New England, one-third; Middle Atlantic, one-fifth; and Great Lakes, one-sixth. The regional mix varied substantially among the product branches. New England, for example, accounted for 75 percent of the employment in plants primarily manufacturing moccasin-constructed (hand-sewn plug) shoes, compared with only 2 percent of the workers in plants making misses', children's, and infants' stitchdown shoes. Slightly more than four-tenths of the workers in plants making women's cement-process (conventional-lasted) shoes and three-tenths of those making men's Goodyear-welt dress shoes, were in New England.

Metropolitan areas⁹ contained slightly more than two-fifths of the labor force. The proportions ranged from about an eighth in the Southwest to nine-tenths in the Pacific region and, in the three major regions, amounted to a third in the Great Lakes, half in New England, and four-fifths in the Middle Atlantic. The proportions also differed by industry branch, as indicated below:

	Percent of workers in metropolitan areas
Men's Goodyear-welt dress shoes-----	46
Men's Goodyear-welt work shoes-----	21
Men's cement-process shoes-----	27
Women's cement-process (conventional-lasted) shoes -----	47
Women's cement-process (slip-lasted) shoes -----	47
Women's McKay (including Littleway) shoes-----	21
Misses' and children's cement-process (conventional-lasted) shoes -----	38
Misses' and children's Goodyear-welt shoes-----	42
Misses', children's, and infants' stitchdown shoes -----	18
Moccasin-constructed shoes with hand-sewn plug-----	45

⁶ U. S. Bureau of the Census, op. cit., did not provide information on rubber footwear prior to 1964.

⁷ Source: U. S. Department of Commerce.

⁸ For descriptions of the various shoe construction methods, see How American Shoes Are Made, United Shoe Machinery Corporation, Boston, Mass., 1961 or Footwear Construction Definitions, National Shoe Manufacturers Association, Inc., New York, N. Y., 1963.

⁹ Standard Metropolitan Statistical Areas, as defined by the U. S. Bureau of the Budget in 1961.

Size of Establishment. Plants employing 250 workers or more accounted for nearly four-fifths of the work force; three-fifths in the Middle Atlantic region, about three-fourths in New England, and nearly seven-eighths in the Great Lakes. The proportions of workers in larger establishments, as well as the median plant employment size, also varied by industry branch:

	Percent of workers in establishments with 250 workers or more	Median plant employment size
Men's Goodyear-welt dress shoes-----	92	317
Men's Goodyear-welt work shoes-----	77	256
Men's cement-process shoes-----	85	306
Women's cement-process (conventional-lasted) shoes-----	84	308
Women's cement-process (slip-lasted) shoes-----	43	204
Women's McKay (including Littleway) shoes-----	69	200
Misses' and children's cement-process (conventional-lasted) shoes-----	71	292
Misses' and children's Goodyear-welt shoes-----	71	249
Misses', children's, and infants' stitchdown shoes-----	48	172
Moccasin-constructed shoes with hand-sewn plug-----	86	292

Unionization. Establishments with labor-management contracts covering a majority of their production workers accounted for slightly more than half of the industry's labor force. The proportions were about two-fifths in the Border States and Southwest, nearly half in New England and the Middle Atlantic, approximately seven-tenths in the Great Lakes and Middle West, and a little over three-fourths in the Pacific. The major unions in the industry are the United Shoe Workers of America and the Boot and Shoe Workers Union. The extent of labor-management contract coverage varied by product branch, with the proportions of workers in union establishments amounting to a tenth in women's McKay shoe plants; nearly two-fifths in misses', children's, and infants' stitchdown shoes; approximately half in six branches; and about two-thirds in both men's Goodyear-welt dress shoe plants and misses' and children's Goodyear-welt shoe plants.

Occupations and Sex. Shoemaking includes the assembly of many separate parts through a series of carefully controlled hand and machine operations. The types of occupations found in shoe factories vary from those requiring relatively short training periods, e.g., floor boys and girls, to highly skilled jobs such as vamp and whole shoe cutters. The industry employs a large number of workers to operate the various machines used in cutting, sewing, lasting, and bottoming operations.

Women, accounting for nearly three-fifths of the labor force, are commonly employed in fitting and stitching operations. Men, on the other hand, are predominant in cutting, lasting, and bottoming jobs, as well as in plant maintenance work.

Method of Wage Payment. Incentive systems of wage payment, mostly based on individual piecework, applied to seven-tenths of the production workers (table 42). The proportions of incentive workers among the regions ranged from nearly half in the Pacific to about four-fifths in the Border States, Great Lakes, and Middle West. Among the industry branches, incentive workers comprised between three- and four-fifths of the employment. A majority of the workers in nearly all of the jobs selected for separate study were paid incentive rates; occupations which were usually time-rated included floor boys and girls, inspectors (crowners), janitors, and maintenance mechanics. Time-rate systems in the industry were for the most part informal, the rates being determined primarily in relation to the qualifications of the individual employees.

Average Hourly Earnings

Straight-time earnings of the 173,804 production workers covered by the survey averaged \$1.77 an hour in April 1965 (table 1).¹⁰ This was an increase of 8 percent above the average recorded in April 1962 (\$1.64).¹¹

Comprising nearly three-fifths of the workers covered by the survey, women averaged \$1.60 an hour in April 1965. The average for men was \$2.02. Differences in average pay levels for men and women may be the result of several factors, including variations in the distribution of the sexes among establishments and, as pointed out in the discussion of industry characteristics, among jobs with disparate pay levels. Differences noted in averages for men and women in the same job and area may also reflect minor differences in duties. Job descriptions used in classifying workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for possible minor differences among establishments in specific duties performed. Also, earnings for many jobs in the industry are largely determined by production at piece rates. Variation in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, work flow, or other factors which the worker may or may not control.

Regionally, average hourly earnings were highest in New England and the Pacific region (\$1.91 in both) and lowest in the Border States and Southwest region (\$1.59 and \$1.58, respectively). Workers in the Great Lakes region averaged \$1.83 an hour, compared with \$1.70 for workers in the Middle Atlantic region and \$1.67 for those in the Middle West. Regional variations in pay levels were only partly due to differences in the product mix. Other factors, including the general differences in pay among regions, appear to be more important.

Nearly a fifth of the workers earned \$1.25 but less than \$1.30 an hour (table 2). Except for this clustering at or near the Federal minimum wage (\$1.25), individual earnings were widely dispersed, with the middle half of the workers earning between \$1.35 and \$2.03. The proportions of workers earning \$1.25 and under \$1.30 ranged from 2 percent in the Pacific to 32 percent in the Southwest.

Among the 10 product branches for which separate data were tabulated, production workers' averages ranged from \$1.94 in plants primarily manufacturing moccasin-constructed shoes (with hand-sewn plug) to \$1.57 for those making misses', children's, and infants' stitchdown shoes. These products, however, accounted for only 3,323 and 4,440 workers, respectively. Workers in plants primarily making women's cement-process (conventional-lasted) shoes averaged \$1.78. In this numerically largest product-branch, regional averages ranged from \$1.92 in the Pacific and \$1.88 in New England to about \$1.55 in both the Border States and Southwest. As pointed out in the discussion of industry characteristics, the regional mix, as well as other characteristics that have a bearing on wages (e.g., establishment size), varied substantially among the product branches.

¹⁰ The straight-time hourly earnings (excluding premium pay for overtime and for work on weekends, holidays, and late shifts) presented in this bulletin are not comparable with the gross average hourly earnings published in the Bureau's monthly hours and earnings series. The monthly series provides combined data for plants primarily manufacturing footwear (except rubber) designed for street, work, play, or sportswear, and for plants making houseslippers as a primary product, whereas the latter group of plants were not covered by this survey.

The estimates of the number of workers within scope of the survey are intended only as a general guide to the size and composition of the labor force in footwear plants covered by the survey.

¹¹ BLS Bulletin 1360, op. cit.

Earnings relationships among the various product branches differed by region. Averages for the men's Goodyear-welt dress shoe branch, for example, exceeded those in the women's cement-process (conventional-lasted) shoe branch by 16 cents an hour in New England and 19 cents in the Great Lakes; this relationship was reversed in the Middle West, where workers in the women's branch averaged 5 cents more than those in the men's branch. In the Middle West, metropolitan areas (where earnings levels were higher than in smaller communities) accounted for a third of the work force in women's cement-process (conventional-lasted) shoe plants but for only a very small proportion of the workers in men's Goodyear-welt dress shoe plants. Missouri accounted for nearly all of the employment in both industry branches in that region.

Among the areas and States for which separate data were tabulated, average hourly earnings ranged from \$1.53 in women's cement-process (conventional-lasted) shoe plants in Arkansas to \$2.45 in the same product branch in the New York area (see individual area tables). Earnings levels varied for the four production centers in this branch in Massachusetts: \$1.85 in Lawrence-Lowell, \$1.96 in Boston-Lynn, \$2.02 in Worcester, and \$2.04 in Haverhill.

Workers in establishments with 250 workers or more averaged \$1.78 an hour, 4 cents more than workers in smaller plants. This relationship held in all but one of the regions permitting comparisons, with average wage advantages ranging from 5 to 15 cents an hour. In the Middle Atlantic region, workers in plants with less than 250 workers averaged 9 cents more than those in larger establishments, \$1.76 compared with \$1.67. This is partly explained by the heavier concentration of small than of large plants in the relatively high-wage New York area.

Workers in establishments in metropolitan areas averaged \$1.86 an hour, compared with \$1.71 for workers in smaller communities. Metropolitan area averages were higher than those for nonmetropolitan areas in each of the regions where comparison was possible, ranging from 3 to 18 cents an hour.

It is not possible in a study of this type to isolate the influence on wage levels of any one of the characteristics described above because of their interrelationship. Some examples of this interrelationship have been included in the discussion of industry characteristics. Moreover, other characteristics, such as extent of unionization and method of wage payment, may also affect wage levels.

Occupational Earnings

Average hourly earnings of workers in selected occupations for 10 product branches are presented in tables 13 through 41; with the jobs arranged in the sequence of major shoemaking operations. Occupations were chosen primarily to represent wage levels for the types of skills and manufacturing operations in the industry.

Cutting shoe uppers and linings—first of the major operations—is usually performed on clicker machines, although some hand cutting is done. Average hourly earnings for vamp and whole shoe machine cutters ranged from \$2.73 an hour in misses' and children's Goodyear-welt plants to \$1.71 in plants making misses', children's, and infants' stitchdown shoes. In the latter product branch, nearly three-fifths of the vamp and whole shoe machine cutters were women, whereas men accounted for a large majority of the workers in the job in nearly all other product branches.

Fitting operations, which are typically performed by women, involve assembling and stitching upper parts and linings to make complete shoe uppers. Fancy stitchers (who sew decorative designs on shoe uppers) were numerically most important of the selected jobs and had average earnings ranging from \$1.82 to \$1.48 among the product branches. Pasters, backers, and fitters—another numerically important job category—usually averaged between 7 and 22 cents an hour less than fancy stitchers.

Lasting operations, generally performed by men, include drawing the completed uppers over the last (a footlike form) and attaching the insole. Machine assemblers for pullover had averages ranging from \$1.65 to \$2.26 among the branches for which data could be shown. Where comparison was possible, pullover-machine operators usually averaged between 38 and 48 cents an hour more than machine assemblers for pullover. Average earnings for side lasters and toe lasters ranged from \$1.94 to \$2.52 and from \$2.02 to \$2.51, respectively, among the product branches.

As pointed out previously, bottoming methods differ by type of shoe construction. Goodyear stitchers in men's Goodyear-welt dress shoe plants averaged \$2.32 an hour, 9 cents more than their counterparts in both the men's Goodyear-welt work shoe and misses' and children's Goodyear-welt shoe branches. Sole attachers in plants making women's cement-process shoes averaged \$2.31 in the conventional-lasted branch and \$2.15 in the slip-lasted branch, compared with \$2.04 in plants making misses' and children's cement-process (conventional-lasted) shoes.

Among the few occupations for which data are presented for both sexes, men usually had higher average earnings than women. This appears to result as much from differences in the distribution of the sexes among establishments with dissimilar pay levels, as from variations in earnings between men and women in the same establishment. For example, among plants manufacturing women's cement-process (conventional-lasted) shoes in Missouri, men employed as vamp and whole shoe machine cutters averaged 24 cents an hour more than women in this job (table 33). Of the 26 plants visited, however, only 11 employed both men and women in the job, and in 8 of these women had higher average earnings than men.

Occupational averages are presented by size of establishment (tables 14 and 22) and size of community (tables 15 and 23) for the two major product branches, men's Goodyear-welt dress shoes and women's cement-process (conventional-lasted) shoes. While occupation averages were usually higher in metropolitan areas than in nonmetropolitan areas, there seemed to be a lack of any consistent pattern of job averages by size of establishment. In the men's Goodyear-welt dress shoe plants, occupational averages in plants with 250 workers or more were usually higher than in smaller plants in both regions for which comparisons were possible (New England and Great Lakes); this relationship was reversed, however, on a nationwide basis. The nationwide anomaly can be partly explained by a disproportionate distribution of employment in the two establishment-size categories among regions with different pay levels. For example, New England and the Great Lakes—two of the relatively high paying regions—accounted for nearly seven-eighths of the employment in men's Goodyear-welt dress shoe plants with fewer than 250 workers compared with slightly more than half of the employment in larger plants. Occupational averages are presented for metropolitan and nonmetropolitan areas by size of establishment in tables 16 and 24.

Earnings of individuals performing similar tasks also varied within the same establishment, particularly for jobs typically paid under incentive wage systems. In many instances, the highest paid worker earned over 50 cents an hour more than the lowest paid worker in the same job and establishment.

Establishment Practices and Supplementary Wage Provisions

Data were also obtained for production workers on certain establishment practices, including work schedules, and selected supplementary wage benefits such as paid holidays, paid vacations, and health, insurance, and pension plans.

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in plants accounting for nine-tenths of the production workers (table 43). The 40-hour schedule was predominant in each of the locations and product branches for which data were tabulated separately. In the Southeastern Pennsylvania area, however, nearly half of the workers in plants making misses' and children's Goodyear-welt shoes had work schedules of 44 hours a week.

Paid Holidays. Paid holidays were provided by establishments employing nearly all production workers (table 44). The most common provisions for paid holidays were 5 or 6 annually in the Middle Atlantic region, 6 in the Border States, and 8 in all other regions. Paid holidays typically granted in the industry were New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day; other holidays frequently reported included Good Friday, Independence Day (Fourth of July), Veterans Day, and Christmas Eve. In some instances, the paid holidays granted conformed to local practices. For example, Patriot's Day (April 19), commonly observed in New England, was granted to over nine-tenths of the workers in men's Goodyear-welt dress shoe plants in Brockton, Mass.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by plants accounting for virtually all production workers (table 45). Typical vacation provisions in each of the selected regions were 1 week of vacation pay after 1 year of service and 2 weeks after 5 years. About three-tenths of the industry's workers were in plants providing 3 weeks' paid vacation after 15 years of service; such provisions were most frequently reported in the Great Lakes and Middle West regions, applying to about seven-tenths and eight-tenths of the workers, respectively. In the Border States, three-fourths of the workers were in plants granting 3 weeks' paid vacation after 25 years of service. Four-week paid vacation provisions were rarely found in the industry.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were provided by plants employing more than four-fifths of the production workers (table 46). Sickness and accident and medical insurance was available to three-fifths of the workers; accidental death and dismemberment insurance, to approximately a third; and catastrophe insurance, to less than a tenth. The proportions of workers provided the benefits mentioned above varied among the selected regions. To illustrate, the proportions of workers in plants providing medical insurance ranged from two-fifths in the Middle Atlantic region to over nine-tenths in the Middle West.

Retirement pension plans, providing regular payments for the remainder of the retiree's life (other than benefits available under Federal social security), were in effect in plants employing slightly more than two-fifths of the labor force. The proportion of workers covered by such plans, which were entirely financed by employers, were two-thirds or more in three regions, slightly more than two-fifths in the Border States and Southwest, three-tenths in New England, and nearly a sixth in the Middle Atlantic.

Nonproduction Bonuses. Nonproduction bonuses, usually Christmas or yearend (but most commonly profit-sharing plans in the Great Lakes region), were provided by plants accounting for a fourth of the industry's work force (table 47). The proportions ranged from half in the Middle Atlantic to a tenth or less in three regions.

Table 1. Average Hourly Earnings: By Selected Characteristics—Footwear Industry

(Number and average straight-time hourly earnings¹ of production workers in footwear manufacturing establishments by selected characteristics, United States and selected regions, April 1965)

Characteristic	United States ²		New England		Middle Atlantic		Border States		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All workers.....	173,804	\$1.77	60,400	\$1.91	33,404	\$1.70	6,692	\$1.59	8,077	\$1.58	26,978	\$1.83	19,213	\$1.67	1,435	\$1.91
Women.....	103,207	1.60	34,551	1.68	18,712	1.52	4,474	1.51	5,600	1.53	17,240	1.66	11,935	1.57	744	1.68
Men.....	70,597	2.02	25,849	2.21	14,692	1.94	2,218	1.73	2,477	1.70	9,738	2.14	7,278	1.85	691	2.16
Predominant type of shoe: ³																
Men's Goodyear-welt dress shoes.....	30,958	1.86	9,831	2.04	-	-	-	-	-	-	7,828	1.97	2,472	1.65	-	-
Men's Goodyear-welt work shoes.....	7,499	1.71	1,679	1.80	-	-	-	-	-	-	2,113	1.82	-	-	-	-
Men's cement-process shoes.....	7,208	1.75	3,526	1.80	-	-	-	-	-	-	2,448	1.84	-	-	-	-
Women's cement-process (conventional-lasted) shoes.....	74,922	1.78	31,888	1.88	13,691	1.76	3,834	1.55	2,480	1.53	9,403	1.78	9,566	1.70	1,133	1.92
Women's cement-process (slip-lasted) shoes.....	5,406	1.67	-	-	2,514	1.64	-	-	-	-	-	-	-	-	-	-
Women's McKay (including Littleway) shoes.....	8,335	1.71	4,683	1.76	987	1.68	-	-	-	-	-	-	-	-	-	-
Misses' and children's cement-process (conventional-lasted) shoes.....	10,096	1.70	2,076	1.80	1,785	1.69	-	-	1,826	1.64	1,179	1.57	2,085	1.69	-	-
Misses' and children's Goodyear-welt shoes.....	8,207	1.88	-	-	2,124	1.61	-	-	-	-	970	1.90	1,155	1.70	-	-
Misses', children's, and infant's stitchdown shoes.....	4,440	1.57	-	-	1,692	1.69	-	-	-	-	-	-	-	-	-	-
Moccasin-constructed shoes with hand-sewn plug.....	3,323	1.94	2,478	1.96	-	-	-	-	-	-	-	-	-	-	-	-
Size of establishment:																
50-249 workers.....	38,320	1.74	13,521	1.83	12,913	1.76	1,006	1.54	1,064	1.45	3,953	1.73	1,828	1.54	1,435	1.91
250 workers or more.....	135,484	1.78	46,879	1.93	20,491	1.67	5,686	1.59	7,013	1.60	23,025	1.85	17,385	1.69	-	-
Size of community:																
Metropolitan areas ⁴	76,721	1.86	32,373	1.98	26,981	1.73	1,642	1.61	-	-	8,733	1.95	3,520	1.79	1,290	1.89
Nonmetropolitan areas.....	97,083	1.71	28,027	1.83	6,423	1.61	5,050	1.58	7,015	1.58	18,245	1.77	15,693	1.65	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately. For definition of regions and areas used in this and subsequent tables, see table in appendix A and individual area tables.³ Establishments were classified on the basis of the major types of shoes produced during the preceding year. The all-workers total above includes data for establishments producing other types of shoes in addition to those shown separately.⁴ The term "metropolitan area," as used in this study, refers to Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget in 1961.

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

Table 2. Earnings Distribution: Footwear Industry

(Percent distribution of production workers by average straight-time hourly earnings, ¹United States and selected regions, April 1965)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
	Total	Women	Men							
Under \$1.25	0.2	0.2	0.1	0.1	0.1	0.3	0.1	0.1	0.1	0.1
\$1.25 and under \$1.30	18.5	23.0	11.9	15.3	21.1	25.8	31.8	12.7	19.3	2.3
\$1.30 and under \$1.35	6.4	7.8	4.4	5.7	7.5	10.0	5.7	3.7	6.7	8.9
\$1.35 and under \$1.40	6.7	8.2	4.6	6.6	7.5	7.6	8.1	5.3	7.3	7.7
\$1.40 and under \$1.45	5.4	6.5	3.7	4.8	5.8	5.2	6.0	5.4	5.8	5.2
\$1.45 and under \$1.50	4.7	5.8	3.0	3.8	4.9	4.2	5.2	5.7	5.4	4.7
\$1.50 and under \$1.60	8.7	9.9	7.0	8.3	9.3	8.3	7.8	9.4	9.2	8.8
\$1.60 and under \$1.70	7.4	8.6	5.7	6.6	6.7	8.4	8.0	8.3	8.5	7.8
\$1.70 and under \$1.80	6.2	6.4	5.8	5.5	6.1	6.0	5.7	6.8	6.8	9.0
\$1.80 and under \$1.90	5.2	5.0	5.4	4.6	4.6	6.9	4.7	6.3	6.3	5.6
\$1.90 and under \$2.00	4.5	4.3	4.7	4.2	4.1	3.9	3.4	5.7	5.4	4.8
\$2.00 and under \$2.10	4.3	3.4	5.6	4.6	4.0	2.8	3.3	5.0	4.0	5.2
\$2.10 and under \$2.20	3.5	2.6	4.9	3.6	3.1	2.9	1.8	4.6	3.3	3.6
\$2.20 and under \$2.30	3.0	2.1	4.2	3.3	2.7	1.8	1.6	3.6	2.7	4.2
\$2.30 and under \$2.40	2.4	1.5	3.7	2.8	1.9	1.5	2.4	3.1	1.9	3.4
\$2.40 and under \$2.50	2.0	1.1	3.2	2.5	1.6	1.1	1.2	2.5	1.6	2.1
\$2.50 and under \$2.60	2.0	.9	3.5	2.6	1.7	.9	1.3	2.5	1.4	3.1
\$2.60 and under \$2.70	1.5	.7	2.7	1.9	1.4	.6	.4	1.9	.8	2.1
\$2.70 and under \$2.80	1.2	.4	2.4	2.0	.8	.6	.5	1.6	.7	1.5
\$2.80 and under \$2.90	1.0	.4	2.0	1.5	.9	.4	.5	1.3	.5	2.2
\$2.90 and under \$3.00	.8	.2	1.7	1.4	.6	.3	.1	1.0	.4	1.4
\$3.00 and over	4.5	.8	9.9	8.4	3.6	.4	.4	3.7	1.6	6.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	173,804	103,207	70,597	60,400	33,404	6,692	8,077	26,978	19,213	1,435
Average hourly earnings ¹	\$1.77	\$1.60	\$2.02	\$1.91	\$1.70	\$1.59	\$1.58	\$1.83	\$1.67	\$1.91

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

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

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

Table 3. Earnings Distribution: Men's Goodyear-Welt Dress Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and selected regions, April 1965)

Average hourly earnings ¹	United States ²			New England	Great Lakes	Middle West
	Total	Women	Men			
Under \$ 1.25.....	0.2	0.3	0.1	0.2	-	-
\$ 1.25 and under \$ 1.30.....	14.2	17.7	10.1	11.6	7.6	18.3
\$ 1.30 and under \$ 1.35.....	5.8	6.9	4.4	3.9	2.7	3.6
\$ 1.35 and under \$ 1.40.....	5.7	7.5	3.7	5.3	4.1	7.6
\$ 1.40 and under \$ 1.45.....	5.1	6.7	3.2	4.8	4.4	6.3
\$ 1.45 and under \$ 1.50.....	4.8	5.9	3.6	3.5	6.4	6.3
\$ 1.50 and under \$ 1.60.....	8.3	9.5	6.9	7.8	7.7	11.0
\$ 1.60 and under \$ 1.70.....	7.5	9.4	5.4	6.0	7.9	11.2
\$ 1.70 and under \$ 1.80.....	6.3	7.2	5.2	5.7	6.8	6.4
\$ 1.80 and under \$ 1.90.....	5.5	5.6	5.4	4.7	6.7	7.4
\$ 1.90 and under \$ 2.00.....	5.3	5.5	5.1	5.4	5.9	7.0
\$ 2.00 and under \$ 2.10.....	4.5	3.5	5.7	4.8	4.6	4.3
\$ 2.10 and under \$ 2.20.....	4.4	2.7	6.3	4.0	5.0	2.1
\$ 2.20 and under \$ 2.30.....	3.5	2.8	4.3	4.0	4.3	2.0
\$ 2.30 and under \$ 2.40.....	2.7	2.1	3.5	2.9	3.7	2.2
\$ 2.40 and under \$ 2.50.....	2.3	1.6	3.1	2.9	3.1	1.1
\$ 2.50 and under \$ 2.60.....	2.2	1.5	3.1	2.4	3.7	1.5
\$ 2.60 and under \$ 2.70.....	1.8	.9	2.8	1.9	2.5	.2
\$ 2.70 and under \$ 2.80.....	1.5	.6	2.5	2.1	2.6	.6
\$ 2.80 and under \$ 2.90.....	1.2	.5	2.2	1.8	2.0	.1
\$ 2.90 and under \$ 3.00.....	1.0	.1	2.0	1.8	1.4	-
\$ 3.00 and over.....	6.1	1.4	11.6	12.3	6.8	.7
Total.....	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	30,958	16,667	14,291	9,831	7,828	2,472
Average hourly earnings ¹	\$ 1.86	\$ 1.67	\$ 2.07	\$ 2.04	\$ 1.97	\$ 1.65

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

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

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

Table 4. Earnings Distribution: Men's Goodyear-Welt Work Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and selected regions, April 1965)

Average hourly earnings ¹	United States ²			New England	Great Lakes
	Total	Women	Men		
Under \$ 1.25.....	(³)	-	(³)	-	-
\$ 1.25 and under \$ 1.30.....	18.5	25.6	10.8	9.2	11.9
\$ 1.30 and under \$ 1.35.....	7.7	7.8	7.7	7.0	2.9
\$ 1.35 and under \$ 1.40.....	6.1	7.4	4.6	6.6	5.6
\$ 1.40 and under \$ 1.45.....	5.6	5.8	5.4	7.3	5.6
\$ 1.45 and under \$ 1.50.....	5.4	7.8	2.8	4.9	8.5
\$ 1.50 and under \$ 1.60.....	8.3	10.2	6.2	10.4	10.6
\$ 1.60 and under \$ 1.70.....	7.7	7.0	8.5	6.2	8.7
\$ 1.70 and under \$ 1.80.....	6.4	7.1	5.7	7.4	5.7
\$ 1.80 and under \$ 1.90.....	5.8	5.1	6.6	6.9	6.3
\$ 1.90 and under \$ 2.00.....	5.2	4.7	5.8	5.5	4.6
\$ 2.00 and under \$ 2.10.....	4.8	3.2	6.5	6.0	4.3
\$ 2.10 and under \$ 2.20.....	3.9	2.4	5.5	3.5	5.5
\$ 2.20 and under \$ 2.30.....	2.5	1.6	3.4	2.9	2.6
\$ 2.30 and under \$ 2.40.....	1.9	1.2	2.8	2.4	2.4
\$ 2.40 and under \$ 2.50.....	2.1	1.1	3.1	2.9	2.7
\$ 2.50 and under \$ 2.60.....	1.9	.4	3.7	3.3	1.9
\$ 2.60 and under \$ 2.70.....	1.2	.5	2.0	1.5	1.6
\$ 2.70 and under \$ 2.80.....	1.3	.3	2.3	1.9	2.3
\$ 2.80 and under \$ 2.90.....	.7	.3	1.1	.7	1.2
\$ 2.90 and under \$ 3.00.....	.8	.3	1.4	1.0	1.2
\$ 3.00 and over.....	2.2	.4	4.2	2.5	4.0
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	7,499	3,946	3,553	1,679	2,113
Average hourly earnings ¹	\$ 1.71	\$ 1.57	\$ 1.87	\$ 1.80	\$ 1.82

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

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

³ Less than 0.05 percent.

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

Table 5. Earnings Distribution: Men's Cement-Process Shoes

(Percent distribution of production workers by average straight-time hourly earnings,¹
United States and selected regions, April 1965)

Average hourly earnings ¹	United States ²			New England	Great Lakes
	Total	Women	Men		
Under \$1.25.....	0.2	0.3	-	0.1	0.4
\$1.25 and under \$1.30.....	20.1	25.9	10.7	18.3	12.4
\$1.30 and under \$1.35.....	4.8	5.5	3.6	6.1	1.9
\$1.35 and under \$1.40.....	5.4	5.9	4.6	5.8	4.3
\$1.40 and under \$1.45.....	6.6	7.1	5.9	4.9	8.4
\$1.45 and under \$1.50.....	4.8	5.6	3.4	5.4	3.4
\$1.50 and under \$1.60.....	8.3	9.2	6.8	8.1	8.6
\$1.60 and under \$1.70.....	8.3	8.8	7.5	6.7	8.7
\$1.70 and under \$1.80.....	6.0	6.1	5.6	5.2	6.9
\$1.80 and under \$1.90.....	5.5	5.5	5.6	5.5	6.2
\$1.90 and under \$2.00.....	5.0	4.4	5.9	5.0	6.7
\$2.00 and under \$2.10.....	4.4	4.3	4.4	4.5	6.4
\$2.10 and under \$2.20.....	3.3	3.5	3.1	3.1	5.3
\$2.20 and under \$2.30.....	3.1	2.1	4.8	3.7	3.9
\$2.30 and under \$2.40.....	2.4	1.4	4.0	2.8	3.0
\$2.40 and under \$2.50.....	2.1	1.1	3.7	2.8	2.0
\$2.50 and under \$2.60.....	1.8	.9	3.2	2.2	2.0
\$2.60 and under \$2.70.....	1.7	.7	3.2	1.7	2.4
\$2.70 and under \$2.80.....	1.1	.4	2.1	1.5	1.1
\$2.80 and under \$2.90.....	.7	.2	1.5	.9	.7
\$2.90 and under \$3.00.....	.8	.2	1.7	1.0	.9
\$3.00 and over.....	3.7	.8	8.5	4.5	4.4
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	7,208	4,462	2,746	3,526	2,448
Average hourly earnings ¹	\$1.75	\$1.60	\$1.99	\$1.80	\$1.84

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

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

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

Table 6. Earnings Distribution: Women's Cement-Process (Conventional-Lasted) Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and selected regions, April 1965)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
	Total	Women	Men							
Under \$1.25	0.2	0.2	0.1	0.1	0.1	0.3	-	0.1	0.2	0.2
\$1.25 and under \$1.30	18.4	22.7	11.4	15.5	19.4	31.9	42.9	15.4	17.8	2.7
\$1.30 and under \$1.35	6.3	7.9	3.7	5.8	7.0	8.5	4.6	3.6	8.3	8.3
\$1.35 and under \$1.40	6.7	8.1	4.5	7.0	6.8	6.4	7.2	5.2	7.1	8.4
\$1.40 and under \$1.45	5.3	6.4	3.4	4.8	5.6	5.6	5.9	5.5	5.9	5.5
\$1.45 and under \$1.50	4.6	6.0	2.3	3.9	5.4	4.3	4.2	4.9	5.1	5.0
\$1.50 and under \$1.60	9.0	10.3	6.8	8.7	9.1	8.8	5.9	10.2	9.2	6.5
\$1.60 and under \$1.70	7.4	8.8	5.0	7.2	7.3	7.6	4.6	7.9	7.7	7.8
\$1.70 and under \$1.80	6.1	6.4	5.6	5.6	6.1	5.5	5.5	6.9	6.7	9.7
\$1.80 and under \$1.90	5.1	4.9	5.3	4.5	4.8	6.0	4.5	6.0	6.1	6.1
\$1.90 and under \$2.00	4.0	4.0	4.0	3.5	3.8	2.9	3.0	5.6	4.9	4.6
\$2.00 and under \$2.10	4.2	3.3	5.6	4.5	3.7	3.0	2.1	5.3	4.2	4.6
\$2.10 and under \$2.20	3.5	2.7	4.7	3.4	3.3	2.8	2.1	4.9	3.5	3.1
\$2.20 and under \$2.30	2.9	2.2	4.1	3.2	2.4	1.8	1.5	3.5	2.9	4.9
\$2.30 and under \$2.40	2.3	1.4	3.9	2.7	1.9	1.1	2.1	3.2	1.7	3.7
\$2.40 and under \$2.50	2.0	1.2	3.5	2.3	1.6	1.1	.8	2.9	2.1	1.5
\$2.50 and under \$2.60	2.1	.9	4.0	2.6	1.8	.7	.9	2.4	1.5	3.3
\$2.60 and under \$2.70	1.5	.7	2.8	1.9	1.5	.6	.5	1.2	1.0	2.4
\$2.70 and under \$2.80	1.3	.5	2.7	1.9	.9	.4	.6	1.1	.8	1.6
\$2.80 and under \$2.90	1.1	.4	2.4	1.6	1.0	.3	.4	.9	.6	2.2
\$2.90 and under \$3.00	1.0	.3	2.1	1.4	.8	.3	.2	.8	.5	1.5
\$3.00 and over	5.1	.7	12.2	7.8	5.6	.3	.6	2.4	2.3	6.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	74,922	46,434	28,488	31,888	13,691	3,834	2,480	9,403	9,566	1,133
Average hourly earnings ¹	\$1.78	\$1.60	\$2.08	\$1.88	\$1.76	\$1.55	\$1.53	\$1.78	\$1.70	\$1.92

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

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

Table 7. Earnings Distribution: Women's Cement-Process (Slip-Lasted) Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and Middle Atlantic, April 1965)

Average hourly earnings ¹	United States ²			Middle Atlantic
	Total	Women	Men	
Under \$ 1.25.....	0.1	-	0.2	0.1
\$ 1.25 and under \$ 1.30.....	14.9	16.8	11.5	18.2
\$ 1.30 and under \$ 1.35.....	8.1	9.7	5.4	6.1
\$ 1.35 and under \$ 1.40.....	11.2	14.3	5.9	9.7
\$ 1.40 and under \$ 1.45.....	5.9	6.0	5.8	7.1
\$ 1.45 and under \$ 1.50.....	4.8	5.3	4.0	5.4
\$ 1.50 and under \$ 1.60.....	10.5	11.7	8.4	13.3
\$ 1.60 and under \$ 1.70.....	7.0	7.1	6.9	7.4
\$ 1.70 and under \$ 1.80.....	6.7	6.0	7.9	6.7
\$ 1.80 and under \$ 1.90.....	4.8	4.3	5.5	4.6
\$ 1.90 and under \$ 2.00.....	5.1	4.6	6.2	5.0
\$ 2.00 and under \$ 2.10.....	5.4	3.8	8.3	3.5
\$ 2.10 and under \$ 2.20.....	3.6	3.3	4.1	1.9
\$ 2.20 and under \$ 2.30.....	3.8	2.3	6.4	2.4
\$ 2.30 and under \$ 2.40.....	1.7	1.5	2.2	1.4
\$ 2.40 and under \$ 2.50.....	1.4	1.1	1.7	1.8
\$ 2.50 and over.....	4.9	2.3	9.6	5.4
Total.....	100.0	100.0	100.0	100.0
Number of workers.....	5,406	3,440	1,966	2,514
Average hourly earnings ¹	\$ 1.67	\$ 1.58	\$ 1.81	\$ 1.64

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

² Includes data for regions in addition to Middle Atlantic.

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

Table 8. Earnings Distribution: Women's McKay (Including Littleway) Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and selected regions, April 1965)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic
	Total	Women	Men		
Under \$ 1.25.....	0.3	0.3	0.1	0.3	-
\$ 1.25 and under \$ 1.30.....	27.7	31.5	21.5	25.2	34.0
\$ 1.30 and under \$ 1.35.....	5.4	6.6	3.5	4.3	4.7
\$ 1.35 and under \$ 1.40.....	6.1	6.8	5.1	6.5	7.8
\$ 1.40 and under \$ 1.45.....	4.4	5.1	3.3	4.0	6.0
\$ 1.45 and under \$ 1.50.....	4.8	5.7	3.3	4.2	2.5
\$ 1.50 and under \$ 1.60.....	7.4	8.2	6.1	7.2	6.5
\$ 1.60 and under \$ 1.70.....	7.2	7.9	6.0	6.9	6.5
\$ 1.70 and under \$ 1.80.....	4.9	4.2	6.0	4.8	4.0
\$ 1.80 and under \$ 1.90.....	4.5	4.9	4.0	4.7	2.7
\$ 1.90 and under \$ 2.00.....	4.7	5.1	3.9	4.7	3.6
\$ 2.00 and under \$ 2.10.....	4.1	4.0	4.1	4.2	4.4
\$ 2.10 and under \$ 2.20.....	3.4	2.2	5.3	4.0	2.3
\$ 2.20 and under \$ 2.30.....	2.3	1.6	3.3	2.8	1.9
\$ 2.30 and under \$ 2.40.....	2.9	1.8	4.8	2.6	2.6
\$ 2.40 and under \$ 2.50.....	1.8	1.4	2.7	2.3	1.5
\$ 2.50 and under \$ 2.60.....	1.5	.7	2.9	1.9	.8
\$ 2.60 and under \$ 2.70.....	1.1	.3	2.3	1.7	.9
\$ 2.70 and under \$ 2.80.....	1.0	.3	2.3	1.6	1.2
\$ 2.80 and under \$ 2.90.....	.7	.5	1.0	.8	.9
\$ 2.90 and under \$ 3.00.....	.7	.2	1.7	1.2	.6
\$ 3.00 and over.....	3.0	.7	6.8	4.2	4.5
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	8,335	5,173	3,162	4,683	987
Average hourly earnings ¹	\$ 1.71	\$ 1.59	\$ 1.89	\$ 1.76	\$ 1.68

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

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

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

Table 9. Earnings Distribution: Misses' and Children's Cement-Process (Conventional-Lasted) Shoes

(Percent distribution of production workers by average straight-time hourly earnings,¹
United States and selected regions, April 1965)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Southwest	Great Lakes	Middle West
	Total	Women	Men					
Under \$1.25-----	(³)	0.1	-	-	0.2	-	-	-
\$1.25 and under \$1.30-----	20.4	23.9	13.3	19.0	25.3	24.5	28.6	15.2
\$1.30 and under \$1.35-----	5.5	7.0	2.5	5.5	4.9	4.3	6.1	6.3
\$1.35 and under \$1.40-----	6.8	7.8	4.9	7.8	6.0	10.5	6.6	6.0
\$1.40 and under \$1.45-----	5.7	6.4	4.4	5.2	5.3	5.9	5.3	5.0
\$1.45 and under \$1.50-----	4.9	5.5	3.7	4.5	3.6	5.4	4.7	5.6
\$1.50 and under \$1.60-----	10.2	11.3	7.9	8.8	10.5	8.8	9.9	10.6
\$1.60 and under \$1.70-----	8.1	9.3	5.6	4.6	6.3	8.2	12.2	10.1
\$1.70 and under \$1.80-----	7.3	7.5	7.0	6.3	4.4	7.4	6.9	8.3
\$1.80 and under \$1.90-----	5.3	4.9	6.1	4.6	5.0	5.4	3.3	6.9
\$1.90 and under \$2.00-----	4.7	4.2	5.8	4.1	4.3	3.3	3.6	7.1
\$2.00 and under \$2.10-----	5.0	3.8	7.4	6.7	4.9	4.6	4.1	3.5
\$2.10 and under \$2.20-----	2.4	1.6	4.1	2.4	2.6	1.5	1.0	3.6
\$2.20 and under \$2.30-----	2.7	1.9	4.3	2.2	3.1	2.3	2.0	3.8
\$2.30 and under \$2.40-----	1.8	1.2	3.1	1.9	2.3	1.8	1.0	1.9
\$2.40 and under \$2.50-----	1.8	1.0	3.3	2.2	2.4	1.3	.8	1.3
\$2.50 and under \$2.60-----	1.9	.7	4.2	2.7	2.4	2.1	1.3	1.2
\$2.60 and under \$2.70-----	1.6	.7	3.5	2.6	2.2	.3	2.3	.9
\$2.70 and under \$2.80-----	.8	.3	1.6	1.2	1.2	.7	-	.9
\$2.80 and under \$2.90-----	.8	.3	1.8	1.5	.9	.7	-	.9
\$2.90 and under \$3.00-----	.6	.2	1.3	1.0	.8	-	-	.6
\$3.00 and over-----	1.8	.6	4.1	5.4	1.1	1.0	.3	.4
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	10,096	6,730	3,366	2,076	1,785	1,826	1,179	2,085
Average hourly earnings ¹ -----	\$1.70	\$1.59	\$1.90	\$1.80	\$1.69	\$1.64	\$1.57	\$1.69

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Less than 0.05 percent.

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

Table 10. Earnings Distribution: Misses' and Children's Goodyear-Welt Shoes

(Percent distribution of production workers by average straight-time hourly earnings,¹
United States and selected regions, April 1965)

Average hourly earnings ¹	United States ²			Middle Atlantic	Great Lakes	Middle West
	Total	Women	Men			
Under \$1.25-----	0.1	(³)	0.1	0.2	-	-
\$1.25 and under \$1.30-----	11.1	14.1	7.6	14.4	2.8	22.4
\$1.30 and under \$1.35-----	5.3	5.7	4.9	8.8	2.2	4.1
\$1.35 and under \$1.40-----	8.1	9.2	6.9	12.1	10.7	7.6
\$1.40 and under \$1.45-----	5.7	7.8	3.3	7.9	2.8	5.0
\$1.45 and under \$1.50-----	5.4	7.2	3.4	6.1	7.7	4.6
\$1.50 and under \$1.60-----	8.2	9.1	7.1	10.2	12.9	8.5
\$1.60 and under \$1.70-----	7.6	9.0	6.0	7.8	6.5	9.9
\$1.70 and under \$1.80-----	7.6	8.2	6.8	7.8	6.7	6.1
\$1.80 and under \$1.90-----	5.8	6.6	4.8	5.2	7.4	7.4
\$1.90 and under \$2.00-----	4.7	5.2	4.1	4.5	7.6	4.5
\$2.00 and under \$2.10-----	3.6	2.9	4.4	3.8	5.4	1.4
\$2.10 and under \$2.20-----	4.1	2.9	5.5	3.5	3.3	4.1
\$2.20 and under \$2.30-----	3.0	2.3	3.9	2.1	3.5	2.6
\$2.30 and under \$2.40-----	2.5	1.4	3.9	1.6	2.6	2.3
\$2.40 and under \$2.50-----	1.9	1.0	2.9	.8	2.0	2.0
\$2.50 and under \$2.60-----	2.1	1.4	2.9	1.0	2.7	1.4
\$2.60 and under \$2.70-----	2.2	.8	3.7	.7	3.1	1.6
\$2.70 and under \$2.80-----	1.8	.8	2.9	.4	2.1	1.1
\$2.80 and under \$2.90-----	.9	.6	1.3	.2	2.8	.5
\$2.90 and under \$3.00-----	.7	.2	1.2	.2	1.9	.5
\$3.00 and over-----	7.4	3.3	12.3	.7	3.5	2.3
Total-----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	8,207	4,429	3,778	2,124	970	1,155
Average hourly earnings ¹ -----	\$1.88	\$1.70	\$2.10	\$1.61	\$1.90	\$1.70

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

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

³ Less than 0.05 percent.

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

Table 11. Earnings Distribution: Misses', Children's, and Infants' Stitchdown Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and Middle Atlantic, April 1965)

Average hourly earnings ¹	United States ²			Middle Atlantic
	Total	Women	Men	
Under \$1.25.....	0.1	0.1	0.1	0.1
\$1.25 and under \$1.30.....	29.8	37.1	17.1	22.2
\$1.30 and under \$1.35.....	10.4	11.1	9.2	7.3
\$1.35 and under \$1.40.....	6.1	7.2	4.4	8.7
\$1.40 and under \$1.45.....	5.1	4.6	6.0	4.3
\$1.45 and under \$1.50.....	4.3	5.2	2.7	5.0
\$1.50 and under \$1.60.....	8.4	9.1	7.1	7.0
\$1.60 and under \$1.70.....	7.8	8.6	6.5	4.8
\$1.70 and under \$1.80.....	7.0	5.8	9.0	8.0
\$1.80 and under \$1.90.....	5.0	4.0	6.5	6.7
\$1.90 and under \$2.00.....	3.7	2.5	5.7	3.9
\$2.00 and under \$2.10.....	2.5	1.3	4.6	3.5
\$2.10 and under \$2.20.....	1.8	.9	3.5	3.1
\$2.20 and under \$2.30.....	2.1	1.1	3.9	3.5
\$2.30 and under \$2.40.....	1.2	(³)	3.3	2.1
\$2.40 and under \$2.50.....	.7	.2	1.5	1.4
\$2.50 and over.....	4.1	1.2	8.9	8.3
Total.....	100.0	100.0	100.0	100.0
Number of workers.....	4,440	2,817	1,623	1,692
Average hourly earnings ¹	\$1.57	\$1.46	\$1.75	\$1.69

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to Middle Atlantic.³ Less than 0.05 percent.

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

Table 12. Earnings Distribution: Moccasin-Constructed Shoes With Hand-Sewn Plug

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and New England, April 1965)

Average hourly earnings ¹	United States ²			New England
	Total	Women	Men	
Under \$1.25.....	0.1	0.2	-	-
\$1.25 and under \$1.30.....	12.7	15.2	11.1	11.9
\$1.30 and under \$1.35.....	7.9	14.1	4.0	10.4
\$1.35 and under \$1.40.....	5.2	8.2	3.3	5.2
\$1.40 and under \$1.45.....	5.0	10.8	1.2	5.1
\$1.45 and under \$1.50.....	2.4	2.8	2.1	1.3
\$1.50 and under \$1.60.....	7.0	8.2	6.2	6.9
\$1.60 and under \$1.70.....	5.2	3.9	6.1	5.0
\$1.70 and under \$1.80.....	4.3	6.5	2.9	3.6
\$1.80 and under \$1.90.....	4.4	4.5	4.3	4.4
\$1.90 and under \$2.00.....	5.4	5.1	5.7	5.4
\$2.00 and under \$2.10.....	4.7	4.7	4.7	3.8
\$2.10 and under \$2.20.....	5.0	3.3	6.1	5.2
\$2.20 and under \$2.30.....	4.2	1.8	5.7	4.3
\$2.30 and under \$2.40.....	4.7	3.1	5.7	3.8
\$2.40 and under \$2.50.....	3.1	1.8	4.0	3.6
\$2.50 and under \$2.60.....	3.3	1.2	4.6	3.5
\$2.60 and under \$2.70.....	2.8	1.8	3.5	2.7
\$2.70 and under \$2.80.....	2.6	.3	4.0	2.9
\$2.80 and under \$2.90.....	1.7	.7	2.3	1.9
\$2.90 and under \$3.00.....	1.4	.6	1.9	1.3
\$3.00 and over.....	6.9	1.1	10.6	8.0
Total.....	100.0	100.0	100.0	100.0
Number of workers.....	3,323	1,302	2,021	2,478
Average hourly earnings ¹	\$1.94	\$1.66	\$2.11	\$1.96

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to New England.

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

Table 13. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations,
United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		New England		Great Lakes		Middle West	
	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>Cutting</u>								
Cutters, fabric lining, machine	129	\$2.03	34	\$2.50	25	\$2.34	18	\$1.97
Men	102	2.10	33	2.53	15	2.56	18	1.97
Cutters, leather lining, machine	292	2.02	96	2.44	66	2.13	19	1.96
Women	135	1.86	19	2.34	47	1.99	8	2.01
Men	157	2.16	77	2.47	19	2.47	-	-
Cutters, vamp and whole shoe, hand (63 men and 3 women)	66	2.72	8	2.75	-	-	-	-
Cutters, vamp and whole shoe, machine	1,213	2.47	382	2.98	295	2.69	104	2.09
Women	241	1.88	-	-	54	2.25	20	2.09
Men	972	2.62	380	2.98	241	2.79	84	2.09
<u>Fitting</u>								
Fancy stitchers (1,275 women and 10 men) — Pasters, backers, or fitters, upper, hand (all women)	1,285	1.71	239	2.02	240	1.90	124	1.47
Skivers, machine, uppers or linings (533 women and 3 men)	622	1.55	112	1.61	250	1.53	32	1.38
Top stitchers (619 women and 9 men)	536	1.81	176	1.98	155	1.95	67	1.47
Vampers	628	1.79	201	1.96	178	2.01	71	1.45
Women	777	1.90	205	2.36	194	2.08	52	1.49
Men	730	1.85	160	2.29	192	2.07	52	1.49
<u>Lasting</u>								
Assemblers for pullover, machine	281	2.10	73	2.98	58	2.07	37	1.58
Men	236	2.20	72	3.00	38	2.23	35	1.56
Bed-machine operators (all men)	56	2.50	28	2.59	-	-	-	-
Heel-seat lasters (142 men and 3 women)	145	2.05	40	2.48	35	2.31	9	1.79
Pullover-machine operators (all men)	345	2.55	98	3.26	88	2.85	30	2.01
Side lasters, machine (all men)	350	2.33	102	2.90	85	2.48	38	1.79
Toe lasters, automatic or semiautomatic (289 men and 6 women)	295	2.46	77	2.92	85	2.81	35	1.91
<u>Bottoming and making</u>								
Bottom fillers	149	1.87	39	2.11	43	1.94	12	1.88
Women	68	1.68	6	1.88	33	2.33	-	-
Men	81	2.03	33	2.15	10	2.33	12	1.88
Edge trimmers (all men)	440	2.72	125	3.50	118	2.67	38	2.22
Goodyear stitchers (497 men and 8 women)	505	2.32	147	2.76	118	2.54	69	1.70
Heel attachers, machine (230 men and 2 women)	232	2.23	63	2.74	58	2.39	21	1.85
Inseamers (267 men and 5 women)	272	2.61	85	3.37	62	2.84	23	1.80
Jointers, machine	55	2.19	21	2.68	20	1.89	-	-
Men	45	2.32	21	2.68	12	2.06	-	-
Rough rounders (all men)	216	2.55	63	3.12	49	2.61	20	1.88
Shankers	78	1.80	26	2.15	18	1.81	8	1.37
Women	47	1.75	13	1.88	15	1.82	-	-
Men	31	1.87	13	2.42	-	-	-	-
Sole levelers, machine	100	1.81	34	1.95	28	2.04	-	-
Men	88	1.81	32	1.96	20	2.09	-	-

See footnotes at end of table.

Table 13. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		New England		Great Lakes		Middle West	
	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>Finishing</u>								
Bottom scourers	151	\$2.04	40	\$2.55	59	\$2.15	11	\$1.54
Men	130	2.09	40	2.55	41	2.34	11	1.54
Edge setters (274 men and 4 women)	278	2.68	93	3.11	93	2.58	-	-
Repairers	370	1.64	113	1.78	101	1.73	26	1.63
Women	357	1.63	104	1.75	101	1.73	25	1.62
Treers	311	2.01	87	2.48	147	1.84	-	-
Women	179	1.76	-	-	127	1.78	-	-
Men	132	2.36	82	2.48	20	2.24	-	-
<u>Miscellaneous</u>								
Floor boys (or girls)	420	1.52	128	1.54	117	1.62	31	1.42
Women	278	1.55	93	1.57	89	1.63	24	1.43
Men	142	1.47	35	1.45	-	-	-	-
Inspectors (crowners)	643	1.66	219	1.71	166	1.82	51	1.52
Women	384	1.57	114	1.57	111	1.70	41	1.48
Men	259	1.80	105	1.87	55	2.05	10	1.66
Janitors	249	1.44	58	1.43	80	1.57	28	1.42
Men	226	1.44	55	1.43	66	1.59	28	1.42
Mechanics, maintenance (all men)	149	2.20	19	2.44	36	2.41	24	2.02

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

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

Table 14. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—By Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, and occupation	United States ²				New England				Great Lakes			
	Establishments with—											
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>												
<u>Fitting</u>												
Fancy stitchers.....	124	\$1.71	1,151	\$1.71	70	\$1.76	159	\$2.13	39	\$1.61	201	\$1.95
Pasters, backers, or fitters, upper, hand.....	82	1.43	540	1.57	21	1.55	91	1.62	58	1.39	192	1.58
Skivers, machine, uppers or linings.....	59	1.76	474	1.82	29	1.87	146	2.00	23	1.61	132	2.00
Top stitchers.....	57	1.71	562	1.80	30	1.80	166	1.98	23	1.65	154	2.06
Vampers.....	64	1.89	666	1.85	29	2.24	131	2.30	29	1.64	163	2.15
<u>Finishing</u>												
Repairers.....	35	1.71	322	1.62	18	1.87	86	1.72	15	1.55	86	1.76
<u>Miscellaneous</u>												
Floor girls.....	17	1.48	261	1.56	7	1.41	86	1.59	6	1.52	83	1.64
Inspectors (crowners).....	27	1.55	357	1.57	14	1.61	100	1.56	8	1.49	103	1.72
<u>Men</u>												
<u>Cutting</u>												
Cutters, leather lining, machine.....	15	2.50	142	2.13	9	2.68	68	2.44	-	-	15	2.61
Cutters, vamp and whole shoe, machine.....	97	2.50	875	2.63	55	2.68	325	3.04	28	2.32	213	2.85
<u>Lasting</u>												
Assemblers for pullover, machine.....	20	3.03	216	2.12	10	3.64	62	2.90	8	2.45	30	2.17
Pullover-machine operators.....	31	2.77	314	2.52	17	3.04	81	3.30	7	3.05	81	2.83
Side lasters, machine.....	24	2.47	326	2.32	14	2.67	88	2.94	6	2.37	79	2.49
Toe lasters, automatic or semiautomatic.....	28	2.38	261	2.48	10	2.79	67	2.94	11	2.26	71	2.93
<u>Bottoming and making</u>												
Edge trimmers.....	33	2.88	407	2.71	14	3.46	111	3.50	14	2.38	104	2.71
Goodyear stitchers.....	38	2.56	459	2.31	18	2.55	129	2.79	12	2.85	98	2.57
Inseamers.....	27	2.67	240	2.62	11	3.01	71	3.46	11	2.61	51	2.89
Rough rounders.....	19	2.41	197	2.56	9	2.70	54	3.19	-	-	44	2.66
<u>Finishing</u>												
Edge setters.....	28	2.88	246	2.67	14	3.21	77	3.12	9	2.58	82	2.61
<u>Miscellaneous</u>												
Inspectors (crowners).....	34	1.82	225	1.80	22	1.81	83	1.89	8	2.04	47	2.05
Janitors.....	18	1.47	208	1.44	6	1.41	49	1.44	11	1.46	55	1.62
Mechanics, maintenance.....	14	2.33	135	2.19	-	-	17	2.46	7	2.39	29	2.41

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

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

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

Table 15. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—By Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, and occupation	United States ²				New England				Great Lakes			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>												
<u>Fitting</u>												
Fancy stitchers.....	444	\$2.04	831	\$1.63	164	\$2.10	65	\$1.80	-	-	163	\$1.85
Pasters, backers, or fitters, upper, hand.....	230	1.57	392	1.53	71	1.65	41	1.53	-	-	178	1.51
Skivers, machine, uppers or linings.....	261	1.93	272	1.69	116	2.03	59	1.88	65	\$2.19	90	1.77
Top stitchers.....	266	1.95	353	1.67	136	1.97	60	1.92	74	2.23	103	1.85
Vampers.....	262	2.09	468	1.72	103	2.41	57	2.08	70	2.37	122	1.91
<u>Finishing</u>												
Repairers.....	147	2.42	210	1.59	82	1.69	104	1.75	-	-	65	1.63
<u>Miscellaneous</u>												
Floor girls.....	91	1.66	187	1.50	39	1.59	54	1.56	-	-	49	1.56
Inspectors (crowners).....	152	1.62	232	1.53	74	1.61	40	1.49	47	1.73	64	1.68
<u>Men</u>												
<u>Cutting</u>												
Cutters, leather lining, machine.....	95	2.31	62	1.93	63	2.52	14	2.24	-	-	8	2.06
Cutters, vamp and whole shoe, machine.....	464	2.73	508	2.51	239	2.95	141	3.05	100	3.08	141	2.58
<u>Lasting</u>												
Assemblers for pullover, machine.....	83	2.74	153	1.90	51	3.24	21	2.42	-	-	30	2.32
Pullover-machine operators.....	152	2.99	193	2.20	69	3.44	29	2.81	39	3.21	49	2.56
Side lasters, machine.....	167	2.61	183	2.08	77	2.98	25	2.66	44	2.57	41	2.39
Toe lasters, automatic or semiautomatic.....	133	2.79	156	2.20	55	3.17	22	2.30	33	3.19	49	2.60
<u>Bottoming and making</u>												
Edge trimmers.....	187	2.98	253	2.54	76	3.55	49	3.41	52	2.88	66	2.51
Goodyear stitchers.....	190	2.64	307	2.13	85	2.82	62	2.68	46	2.75	64	2.49
Inseamers.....	114	3.21	153	2.18	52	3.78	30	2.75	22	3.29	40	2.60
Rough rounders.....	94	2.96	122	2.23	40	3.27	23	2.87	19	2.99	30	2.37
<u>Finishing</u>												
Edge setters.....	161	2.87	113	2.43	58	3.38	33	2.70	-	-	38	2.54
<u>Miscellaneous</u>												
Floor boys.....	55	1.57	87	1.41	23	1.47	12	1.42	-	-	-	-
Inspectors (crowners).....	134	1.91	125	1.69	82	1.90	23	1.78	30	2.16	25	1.91
Janitors.....	91	1.55	135	1.37	28	1.51	27	1.35	-	-	25	1.45
Mechanics, maintenance.....	37	2.34	112	2.15	10	2.31	19	2.44	9	2.68	27	2.32

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

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

Table 16. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—By Size of Establishment and Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, occupation, and community size	United States ²				New England				Great Lakes			
	Establishments with—											
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Women												
Fitting												
Fancy stitchers:												
Metropolitan areas	65	\$1.75	379	\$1.88	54	\$1.79	110	\$2.25	-	-	-	-
Nonmetropolitan areas	59	1.66	772	1.62	-	-	49	1.85	37	\$1.62	126	\$1.91
Pasters, backers, or fitters, upper, hand:												
Metropolitan areas	19	1.54	211	1.57	16	1.56	55	1.68	-	-	-	-
Nonmetropolitan areas	63	1.39	329	1.56	-	-	36	1.53	56	1.38	122	1.56
Skivers, machine, uppers or linings:												
Metropolitan areas	29	1.78	232	1.95	26	1.82	90	2.09	-	-	63	2.22
Nonmetropolitan areas	30	1.73	242	1.69	-	-	56	1.85	21	1.63	69	1.81
Top stitchers:												
Metropolitan areas	28	1.79	238	1.97	26	1.81	110	2.00	-	-	72	2.25
Nonmetropolitan areas	29	1.64	324	1.67	-	-	56	1.94	21	1.67	82	1.89
Vampers:												
Metropolitan areas	31	2.09	231	2.09	24	2.28	79	2.44	-	-	65	2.44
Nonmetropolitan areas	33	1.70	435	1.72	-	-	52	2.08	24	1.68	98	1.96
Finishing												
Repairers:												
Metropolitan areas	18	1.75	129	1.66	16	1.79	66	1.66	-	-	-	-
Nonmetropolitan areas	17	1.67	193	1.59	-	-	20	1.92	13	1.57	52	1.64
Miscellaneous												
Floor girls:												
Metropolitan areas	-	-	87	1.67	-	-	35	1.61	-	-	-	-
Nonmetropolitan areas	13	1.51	174	1.50	-	-	51	1.57	6	1.52	43	1.57
Inspectors (crowners):												
Metropolitan areas	14	1.66	138	1.62	12	1.64	62	1.61	-	-	46	1.72
Nonmetropolitan areas	13	1.44	219	1.54	-	-	38	1.49	7	1.43	57	1.72
Men												
Cutting												
Cutters, vamp and whole shoe, machine:												
Metropolitan areas	50	2.71	414	2.74	48	2.75	191	3.00	-	-	100	3.08
Nonmetropolitan areas	47	2.28	461	2.53	-	-	134	3.09	28	2.32	113	2.64
Lasting												
Pullover-machine operators:												
Metropolitan areas	17	3.01	135	2.99	14	3.24	55	3.49	-	-	37	3.27
Nonmetropolitan areas	14	2.47	179	2.17	-	-	26	2.89	-	-	44	2.45
Side lasters, machine:												
Metropolitan areas	13	2.73	154	2.60	12	2.76	65	3.02	-	-	43	2.57
Nonmetropolitan areas	11	2.17	172	2.07	-	-	23	2.71	-	-	36	2.40
Toe lasters, automatic or semiautomatic:												
Metropolitan areas	9	2.89	124	2.79	8	3.02	47	3.20	-	-	33	3.19
Nonmetropolitan areas	19	2.14	137	2.21	-	-	20	2.34	11	2.26	38	2.70

See footnotes at end of table.

Table 16. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—By Size of Establishment and Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, occupation, and community size	United States ²				New England				Great Lakes			
	Establishments with—											
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men—Continued</u>												
<u>Bottoming and making</u>												
Edge trimmers:												
Metropolitan areas	14	\$3.22	173	\$2.96	12	\$3.39	64	\$3.58	-	-	51	\$2.89
Nonmetropolitan areas	19	2.63	234	2.53	-	-	47	3.39	13	\$2.38	53	2.54
Goodyear stitchers:												
Metropolitan areas	17	2.60	173	2.64	16	2.57	69	2.87	-	-	45	2.74
Nonmetropolitan areas	21	2.52	286	2.11	-	-	60	2.69	11	2.82	53	2.42
<u>Finishing</u>												
Edge setters:												
Metropolitan areas	13	3.16	148	2.84	12	3.30	46	3.40	-	-	53	2.65
Nonmetropolitan areas	15	2.63	98	2.40	-	-	31	2.70	9	2.58	29	2.53
<u>Miscellaneous</u>												
Inspectors (crowners):												
Metropolitan areas	23	1.81	111	1.93	22	1.81	60	1.93	-	-	29	2.17
Nonmetropolitan areas	11	1.83	114	1.68	-	-	23	1.78	7	2.04	18	1.86
Janitors:												
Metropolitan areas	7	1.44	84	1.56	-	-	24	1.53	-	-	-	-
Nonmetropolitan areas	11	1.50	124	1.35	-	-	25	1.34	9	1.50	16	1.41
Mechanics, maintenance:												
Metropolitan areas	-	-	35	2.36	-	-	10	2.31	-	-	8	2.80
Nonmetropolitan areas	12	2.37	100	2.13	-	-	7	2.67	6	2.49	21	2.27

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

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

Table 17. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Brockton, Mass.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	over
All production workers.....	4,311	\$2.12	245	196	289	248	157	343	233	279	188	202	208	212	189	108	116	98	202	166	142	126	85	97	52	31	34	65
Women.....	2,097	1.82	160	123	231	166	109	202	170	193	82	83	82	69	78	52	44	46	69	38	39	28	9	11	3	-	1	9
Men.....	2,214	2.40	85	73	58	82	48	141	63	86	106	119	126	143	111	56	72	52	133	128	103	98	76	86	49	31	33	56
<u>Women</u>																												
<u>Fitting</u>																												
Fancy stitchers.....	140	2.05	-	3	1	6	3	10	24	7	12	13	7	8	6	9	7	6	6	4	2	3	2	-	-	-	1	-
Incentive.....	130	2.08	-	3	1	6	3	10	15	7	11	13	7	8	6	9	7	6	6	4	2	3	2	-	-	-	1	-
Pasters, backers, or fitters, upper, hand.....	56	1.59	2	5	22	3	2	3	-	3	3	2	6	3	-	1	1	-	-	-	-	-	-	-	-	-	-	-
Time.....	25	1.37	-	2	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	31	1.78	2	3	1	2	3	-	3	3	2	6	3	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Skivers, machine, uppers or linings.....	88	1.89	-	-	-	2	1	3	5	48	2	7	4	5	2	3	2	-	2	1	1	-	-	-	-	-	-	-
Time.....	48	1.76	-	-	-	1	-	-	3	44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	40	2.05	-	-	-	1	1	3	2	4	2	7	4	5	2	3	2	-	2	1	1	-	-	-	-	-	-	-
Top stitchers ^{b/}	74	2.03	-	2	-	5	1	4	10	4	2	9	9	5	2	6	3	3	5	2	2	-	-	-	-	-	-	-
Vampers ^{b/}	60	2.52	-	-	1	-	-	1	-	3	3	1	6	7	5	2	1	4	10	2	7	4	1	-	1	-	-	1
<u>Finishing</u>																												
Repairers.....	39	1.81	-	-	-	-	8	3	5	7	3	2	1	5	2	1	1	-	1	-	-	-	-	-	-	-	-	-
Time.....	16	1.57	-	-	-	-	8	-	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	23	1.98	-	-	-	-	-	3	-	5	2	2	1	5	2	1	1	-	1	-	-	-	-	-	-	-	-	-
<u>Miscellaneous</u>																												
Floor girls ^{a/}	27	1.49	-	2	-	7	8	6	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) ^{a/}	44	1.61	-	1	7	4	3	11	5	5	2	2	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
<u>Men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine.....	49	2.49	-	-	-	-	-	-	-	2	3	8	3	3	4	5	1	3	4	1	3	3	5	-	-	1	-	-
Time.....	10	2.03	-	-	-	-	-	-	-	-	2	4	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	39	2.61	-	-	-	-	-	-	-	2	1	4	1	3	4	3	1	3	4	1	3	3	5	-	-	1	-	-
Fabric lining.....	15	2.33	-	-	-	-	-	-	-	-	2	4	1	-	1	2	-	-	2	1	2	-	-	-	-	-	-	-
Time.....	9	2.03	-	-	-	-	-	-	-	-	2	4	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	6	2.79	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	1	2	-	-	-	-	-	-	-
Leather lining ^{b/}	34	2.56	-	-	-	-	-	-	-	2	1	4	2	3	3	1	3	2	-	1	3	5	-	-	1	-	-	-
Cutters, vamp and whole shoe, hand ^{c/}	8	2.75	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	1	-	-	1	1	1	-	-	-	-	-
Cutters, vamp and whole shoe, machine ^{b/}	160	3.18	-	-	-	-	-	-	-	-	6	2	-	2	7	4	6	2	18	11	21	15	25	15	14	3	5	4
<u>Fitting</u>																												
Vampers.....	29	2.85	-	-	-	-	-	1	-	1	1	1	8	-	-	-	-	-	1	2	4	6	-	1	1	-	1	1
Incentive.....	20	3.19	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	1	2	4	6	-	1	1	-	1	1

See footnotes at end of table.

Table 17. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Brockton, Mass.¹—Continued(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	over
Men—Continued																												
Lasting																												
Assemblers for pullover, machine ^{3b/}	26	\$3.63	-	-	-	-	-	-	-	-	2	-	-	1	-	-	1	1	2	-	1	1	1	7	5	-	4	
Bed-machine operators ^{3a/}	13	2.22	-	-	-	-	-	-	1	-	-	-	8	2	-	-	-	2	-	-	-	-	-	-	-	-	-	
Heel-seat lasters ^{3b/}	17	2.79	-	-	-	-	-	2	-	-	-	2	-	-	-	-	1	-	5	3	3	-	-	1	-	-		
Pullover-machine operators ^{3b/}	45	3.53	-	-	-	-	-	-	-	-	-	1	-	-	-	3	3	3	2	7	8	6	3	2	1	6		
Side lasters, machine ^{3b/}	47	3.08	-	-	-	-	-	-	1	-	-	3	-	1	1	-	2	7	10	5	5	1	3	4	2	1		
Toe lasters, automatic or semiautomatic ^{3b/}	32	3.31	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	6	2	2	6	3	3	1	1	4		
Bottoming and making																												
Bottom fillers ^{3b/}	16	2.40	-	-	-	-	1	2	-	-	-	1	1	2	-	3	2	3	-	-	-	-	-	-	-	1		
Edge trimmers ^{3b/}	45	3.61	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	2	-	8	3	7	3	5	3	6		
Goodyear stitchers ^{3b/}	61	2.98	-	-	-	-	-	-	-	-	-	3	3	5	4	5	-	9	3	7	2	12	2	1	1	2		
Heel attachers, machine ^{3b/}	27	2.64	-	-	-	-	-	-	-	1	-	4	2	2	5	1	-	4	1	2	1	2	1	-	-	-		
Inseamers ^{3b/}	31	3.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	2	3	-	7	3	1	-	8		
Jointers, machine.....	17	2.43	-	-	-	-	-	-	-	3	-	3	-	1	2	2	-	2	2	-	1	1	-	-	-	-		
Incentive.....	13	2.60	-	-	-	-	-	-	-	-	-	2	-	1	2	2	-	2	2	-	1	1	-	-	-	-		
Rough rounders ^{3b/}	24	3.29	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	7	-	3	1	1	-	1	1	4		
Shankers ^{3b/}	8	2.23	-	-	-	-	2	-	-	-	-	1	-	1	1	-	-	3	-	-	-	-	-	-	-	-		
Sole levelers, machine.....	20	1.97	-	2	-	-	5	1	2	-	3	1	-	1	2	1	-	-	1	-	-	1	-	-	-	-		
Incentive.....	16	2.04	-	2	-	-	4	-	-	-	3	1	-	1	2	1	-	-	1	-	-	1	-	-	-	-		
Finishing																												
Bottom scourers ^{3b/}	17	2.62	-	-	-	-	-	2	-	2	-	-	2	1	-	2	-	1	1	2	-	2	2	-	-	-		
Edge setters ^{3b/}	48	3.43	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	7	4	3	6	7	3	8	1	1		
Treers ^{3b/}	51	2.45	-	-	-	-	-	-	-	13	2	2	5	1	2	1	5	10	5	3	-	-	-	-	-	2		
Miscellaneous																												
Floor boys ^{3a/}	14	1.41	2	4	2	3	-	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (Crowners) ^{3a/}	61	1.97	-	1	-	-	-	2	-	12	8	4	23	4	6	-	-	-	-	-	-	-	1	-	-	-		
Janitors ^{3a/}	25	1.45	5	2	4	2	3	5	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ The Brockton area includes Abington, Avon, Braintree, Bridgewater, Brockton, Middleboro, Rockland, Stoughton, Weymouth, and Whitman, Mass.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

Table 18. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Wisconsin

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$1.25 and under \$1.30	\$1.30-\$1.35	\$1.35-\$1.40	\$1.40-\$1.45	\$1.45-\$1.50	\$1.50-\$1.60	\$1.60-\$1.70	\$1.70-\$1.80	\$1.80-\$1.90	\$1.90-\$2.00	\$2.00-\$2.10	\$2.10-\$2.20	\$2.20-\$2.30	\$2.30-\$2.40	\$2.40-\$2.50	\$2.50-\$2.60	\$2.60-\$2.70	\$2.70-\$2.80	\$2.80-\$2.90	\$2.90-\$3.00	\$3.00-\$3.10	\$3.10-\$3.20	\$3.20-\$3.30	\$3.30-\$3.40	\$3.40-\$3.50	\$3.50 and over		
All production workers.....	4,782	\$ 1.93	415	152	175	156	333	364	385	328	294	292	241	250	217	210	157	216	149	127	76	60	47	37	48	13	24	16		
Women.....	2,946	1.76	301	115	129	109	273	280	319	249	219	225	161	134	123	87	63	87	15	27	12	-	3	-	12	-	-	3		
Men.....	1,836	2.21	114	37	46	47	60	84	66	79	75	67	80	116	94	123	94	129	134	100	64	60	44	37	36	13	24	13		
Women																														
Cutting																														
Cutters, lining, machine ² b/.....	35	2.15	-	1	-	1	1	-	1	3	2	4	5	2	4	-	2	5	1	1	2	-	-	-	-	-	-	-		
Fabric lining ² b/.....	7	2.19	-	-	-	-	-	-	1	1	-	-	2	1	-	-	-	-	-	2	-	-	-	-	-	-	-			
Leather lining ² b/.....	28	2.13	-	-	1	-	1	1	-	2	2	4	3	1	4	-	2	5	1	1	-	-	-	-	-	-	-			
Cutters, vamp and whole shoe, machine ² b/.....	34	2.35	-	-	-	-	-	-	-	2	3	1	3	6	2	6	1	2	1	1	1	2	-	1	2	-	-			
Fitting																														
Fancy stitchers.....	206	1.92	7	3	2	24	12	6	17	17	22	13	18	15	13	13	3	9	1	4	-	-	-	-	5	-	2	-		
Incentive.....	176	2.00	1	1	2	8	8	6	15	17	22	13	18	15	13	13	3	9	1	4	-	-	-	5	-	2	-			
Pasters, backers, or fitters, upper, hand.....	225	1.52	65	16	15	5	26	22	29	10	13	6	11	3	3	1	-	-	-	-	-	-	-	-	-	-	-			
Time.....	54	1.31	32	8	1	3	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	171	1.58	32	8	14	2	16	22	29	10	13	6	11	3	3	1	-	-	-	-	-	-	-	-	-	-	-			
Skivers, machine, uppers or linings ² b/.....	105	1.93	1	-	4	1	6	9	9	13	6	13	11	3	8	9	6	4	2	-	-	-	-	-	-	-	-			
Top stitchers ² b/.....	109	1.99	-	-	3	2	11	13	3	8	7	7	9	10	7	12	4	4	2	4	3	-	-	-	-	-	-			
Vampers.....	116	2.08	3	-	7	3	4	2	11	7	9	10	4	12	5	8	2	6	9	8	4	-	-	-	2	-	-			
Time.....	11	1.40	-	-	5	3	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	105	2.15	3	-	2	-	2	2	10	7	9	10	4	12	5	8	2	6	9	8	4	-	-	-	2	-	-			
Lasting																														
Assemblers for pullover, machine ² b/.....	16	1.78	-	1	1	-	2	3	1	2	1	1	1	2	-	-	-	-	-	1	-	-	-	-	-	-	-			
Bottoming and making																														
Bottom fillers ² b/.....	25	1.66	-	3	2	2	1	5	5	-	3	1	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-			
Jointers, machine ² b/.....	7	1.60	1	-	-	-	1	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Shankers ² b/.....	13	1.86	-	-	2	2	-	-	-	3	-	-	-	2	2	2	-	-	-	-	-	-	-	-	-	-	-			
Sole levelers, machine ² b/.....	7	1.89	-	-	-	-	-	-	-	2	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
Finishing																														
Bottom scourers ² b/.....	12	1.71	-	-	-	-	4	4	-	-	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-			
Repairers.....	66	1.73	-	2	2	2	19	10	5	2	5	4	5	2	-	4	2	2	-	-	-	-	-	-	-	-	-			
Time.....	39	1.51	-	2	2	2	19	9	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	27	2.05	-	-	-	-	-	1	2	2	5	4	3	2	-	4	2	2	-	-	-	-	-	-	-	-	-			
Treers ² b/.....	50	1.91	-	-	3	1	8	4	3	5	4	2	3	3	2	2	2	8	-	-	-	-	-	-	-	-	-			
Miscellaneous																														
Floor girls ² a/.....	44	1.63	-	-	2	2	4	9	14	4	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Inspectors (crowners).....	74	1.72	2	1	1	4	4	9	14	23	2	9	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-			
Time.....	52	1.69	2	-	1	2	3	5	13	21	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Janitors ² a/.....	10	1.45	1	2	-	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

See footnotes at end of table.

Table 18. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Wisconsin—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50 and over
Men																												
Cutting																												
Cutters, lining, machine ² b/.....	19	\$2.41	-	-	-	-	1	-	-	-	2	-	3	2	1	1	-	-	4	1	-	-	2	2	-	-	-	-
Fabric lining ² b/.....	9	2.80	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	3	1	-	-	2	2	-	-	-	-
Leather lining ² b/.....	10	2.05	-	-	-	-	1	-	-	-	2	-	2	2	1	1	-	-	1	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine ² b/.....	182	2.65	-	-	-	-	2	2	3	4	-	3	12	16	7	9	7	10	11	24	14	15	13	11	3	4	6	6
Lasting																												
Assemblers for pullover, machine ² b/.....	28	2.36	2	-	-	-	1	-	-	2	2	-	2	2	3	1	-	4	2	2	2	-	-	-	-	2	-	1
Heel-seat lasters ² b/.....	22	2.36	-	-	-	-	-	-	-	2	-	2	2	3	-	1	3	5	1	-	2	-	-	-	1	-	-	-
Pullover-machine operators.....	48	2.72	-	-	-	-	-	-	1	2	1	-	1	2	6	3	8	4	-	6	6	1	1	1	1	2	1	2
Incentive.....	45	2.76	-	-	-	-	-	-	1	2	1	-	2	2	6	2	8	4	-	6	6	1	1	1	1	2	1	2
Side lasters, machine ² b/.....	46	2.54	-	-	1	-	1	1	-	1	-	2	2	-	2	5	11	10	-	1	2	3	1	2	1	-	-	-
Toe lasters, automatic or semiautomatic.....	53	2.77	-	-	-	-	-	-	-	-	1	-	2	6	5	3	-	2	11	3	5	6	2	3	1	1	2	2
Incentive.....	48	2.82	-	-	-	-	-	-	-	-	-	-	2	4	3	3	-	2	11	3	5	6	2	3	1	1	2	2
Bottoming and making																												
Edge trimmers ² b/.....	69	2.80	-	-	-	-	-	1	2	3	2	1	3	7	2	-	2	3	8	3	10	7	6	6	6	3	-	-
Goodyear stitchers ² b/.....	66	2.60	-	-	-	-	2	-	-	2	4	-	10	3	3	7	12	6	3	3	2	6	-	-	-	-	-	3
Heel attachers, machine ² b/.....	32	2.28	-	-	-	1	-	1	3	-	4	-	4	2	3	2	3	1	5	2	-	-	1	-	-	-	-	-
Heel-seat fitters, machine ² b/.....	7	1.77	-	-	-	1	2	-	-	-	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Inseamers ² b/.....	38	2.73	-	-	-	-	-	-	-	-	2	4	-	2	2	5	2	4	4	1	8	1	-	-	1	1	1	1
Jointers, machine ² b/.....	6	1.96	-	-	-	2	-	-	1	1	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Rough rounders ² b/.....	29	2.61	-	-	-	-	-	-	-	2	2	2	1	2	-	1	1	4	1	5	5	1	1	-	-	-	-	1
Sole levelers, machine ² b/.....	15	1.93	-	-	2	1	1	1	-	-	3	2	-	1	-	1	-	3	-	-	-	-	-	-	-	-	-	-
Finishing																												
Bottom scourers ² b/.....	21	2.35	-	-	-	-	-	-	2	-	1	1	-	5	4	4	-	2	-	-	-	2	-	-	-	-	-	-
Edge setters ² b/.....	49	2.58	-	-	-	1	-	2	2	1	2	1	1	4	1	6	-	2	12	1	5	2	-	2	3	1	-	-
Treers ² b/.....	20	2.24	-	-	-	-	1	-	2	-	1	-	5	1	1	-	3	2	2	-	2	-	-	-	-	-	-	-
Miscellaneous																												
Inspectors (crowners) ² a/.....	34	2.12	-	-	1	-	-	1	2	2	1	2	6	1	9	4	2	3	-	-	-	-	-	-	-	-	-	-
Janitors ² a/.....	27	1.54	4	-	2	-	-	14	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance ² a/.....	20	2.43	-	-	-	-	-	-	-	-	4	-	-	-	1	6	2	1	1	-	2	-	-	3	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

Table 19. Occupational Earnings: Men's Goodyear-Welt Work Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		New England		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Cutting</u>						
Cutters, leather lining, machine.....	71	\$1.80	-	-	18	\$1.71
Women.....	46	1.74	-	-	13	1.65
Men.....	25	1.92	-	-	-	-
Cutters, vamp and whole shoe, machine.....	405	2.20	78	\$2.36	114	2.49
Women.....	69	1.83	7	1.89	24	1.99
Men.....	336	2.28	71	2.41	90	2.62
<u>Fitting</u>						
Fancy stitchers (180 women and 1 man).....	181	1.62	10	1.77	107	1.72
Pasters, backers, or fitters, upper, hand (163 women and 4 men).....	167	1.44	61	1.44	31	1.48
Skivers, machine, uppers or linings (98 women and 1 man).....	99	1.66	21	1.83	31	1.78
Top stitchers (268 women and 2 men).....	270	1.64	65	1.84	53	1.71
Vampers.....	220	1.74	55	1.98	56	1.89
Women.....	206	1.72	48	1.98	50	1.83
Men.....	14	2.11	7	1.96	6	2.39
<u>Lasting</u>						
Assemblers for pullover, machine.....	84	1.95	19	2.07	17	2.46
Men.....	75	1.98	17	2.04	14	2.54
Heel-seat lasters.....	43	1.88	6	1.93	12	1.97
Men.....	37	1.92	6	1.93	7	2.14
Pullover-machine operators (80 men and 2 women).....	82	2.38	16	2.82	23	2.54
Side lasters, machine (96 men and 2 women).....	98	2.08	19	2.51	19	2.49
Toe lasters, automatic or semiautomatic (106 men and 3 women).....	109	2.16	20	2.34	29	2.51
<u>Bottoming and making</u>						
Bottom fillers.....	33	1.86	8	1.88	13	1.94
Men.....	22	1.95	6	2.01	-	-
Edge trimmers (89 men and 4 women).....	93	2.55	25	2.71	30	2.69
Goodyear stitchers (140 men and 5 women).....	145	2.23	30	2.41	33	2.50
Heel attachers, machine (51 men and 3 women).....	54	2.09	11	2.18	14	2.39
Inseamers (81 men and 2 women).....	83	2.24	19	2.77	23	2.47
Rough rounders (74 men and 1 woman).....	75	2.11	15	2.33	18	2.35
<u>Finishing</u>						
Edge setters (25 men and 1 woman).....	26	2.31	-	-	10	2.51
Repairers (103 women and 8 men).....	111	1.54	17	1.49	47	1.52
Treers (58 women and 6 men).....	64	1.60	-	-	25	1.89
<u>Miscellaneous</u>						
Floor boys (or girls).....	114	1.46	30	1.47	46	1.47
Women.....	86	1.47	25	1.45	34	1.50
Inspectors (crowners).....	172	1.49	41	1.58	37	1.52
Women.....	123	1.48	30	1.53	28	1.45
Men.....	49	1.53	11	1.71	9	1.77
Janitors (83 men and 10 women).....	93	1.38	13	1.48	25	1.43
Mechanics, maintenance (all men).....	71	2.16	8	2.32	22	2.40

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

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

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

Table 20. Occupational Earnings: Men's Cement-Process Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		New England		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Cutting</u>						
Cutters, leather lining, machine (22 men and 4 women)	26	\$2.06	16	\$2.28	8	\$1.78
Cutters, vamp and whole shoe, machine.....	407	2.25	137	2.99	168	2.17
Women	216	1.74	11	2.05	103	2.05
Men	191	2.83	126	3.07	65	2.37
<u>Fitting</u>						
Fancy stitchers (all women)	262	1.51	75	1.66	47	1.36
Pasters, backers, or fitters, upper, hand (all women)	199	1.54	54	1.50	109	1.64
Skivers, machine, uppers or linings (126 women and 2 men).....	128	1.64	40	1.82	56	1.67
Top stitchers (all women)	191	1.68	89	1.80	74	1.70
Vampers (302 women and 10 men)	312	1.82	140	1.97	126	1.80
<u>Lasting</u>						
Assemblers for pullover, machine	73	1.80	36	2.01	37	1.59
Women	18	1.63	-	-	13	1.49
Men	55	1.85	31	2.02	24	1.65
Heel-seat lasters	47	2.04	15	2.04	24	2.20
Women	12	1.74	-	-	8	1.80
Men	35	2.14	15	2.04	16	2.40
Pullover-machine operators (43 men and 12 women)	55	2.28	19	2.48	-	-
Side lasters, machine (all men)	37	1.94	-	-	16	2.15
Toe lasters, automatic or semiautomatic (67 men and 6 women)	73	2.23	15	1.94	-	-
<u>Bottoming and making</u>						
Edge trimmers (all men)	114	2.68	38	2.56	68	2.88
Heel attachers, machine (all men).....	31	1.95	16	2.29	9	1.50
Shankers	22	1.67	10	1.53	12	1.79
Men	14	1.68	-	-	8	1.83
Sole attachers, cement process (61 men and 22 women)	83	1.97	22	2.28	37	2.13
<u>Finishing</u>						
Bottom scourers (24 men and 4 women).....	28	1.63	12	2.04	12	1.34
Repairers (81 women and 2 men).....	83	1.52	38	1.49	17	1.66
<u>Miscellaneous</u>						
Floor boys (or girls).....	100	1.46	50	1.50	28	1.50
Women	67	1.48	33	1.50	22	1.52
Men	33	1.43	17	1.49	-	-
Inspectors (crowners)	197	1.50	93	1.48	88	1.54
Women	147	1.46	69	1.44	62	1.51
Men	50	1.61	24	1.61	26	1.61
Janitors (51 men and 1 woman).....	52	1.40	24	1.38	14	1.46
Mechanics, maintenance (all men).....	30	2.15	-	-	18	2.11

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

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

Table 21. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Border States		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting																
Cutters, fabric lining, machine-----	471	\$2.20	205	\$2.57	68	\$1.97	36	\$1.61	19	\$1.89	57	\$2.06	55	\$1.98	6	\$1.86
Women-----	114	1.76	16	2.10	19	1.76	22	1.54	8	1.48	32	1.83	14	1.73	-	-
Men-----	357	2.34	189	2.69	49	2.05	-	-	11	2.19	25	2.35	41	2.08	6	1.86
Cutters, leather lining, machine-----	431	1.98	105	2.35	49	2.62	34	1.51	15	1.55	88	1.71	106	1.74	11	2.52
Women-----	199	1.75	9	1.92	9	2.10	22	1.61	11	1.50	82	1.72	58	1.74	-	-
Men-----	232	2.17	96	2.39	40	2.74	-	-	-	-	6	1.66	48	1.74	-	-
Cutters, vamp and whole shoe, hand-----	399	2.59	28	2.53	131	3.01	-	-	20	1.37	66	2.34	121	2.53	13	2.67
Women-----	68	1.89	-	-	-	-	-	-	15	1.37	20	1.96	31	2.05	-	-
Men-----	331	2.73	27	2.50	131	3.01	-	-	-	-	46	2.51	90	2.70	13	2.67
Cutters, vamp and whole shoe, machine-----	2,199	2.41	948	2.78	359	2.08	141	1.91	64	2.10	294	2.39	225	2.08	37	2.58
Women-----	479	1.92	63	1.95	127	1.91	87	1.79	25	1.75	73	2.20	76	1.92	-	-
Men-----	1,720	2.55	885	2.84	232	2.18	54	2.10	39	2.33	221	2.45	149	2.16	34	2.59
Fitting																
Fancy stitchers-----	3,270	1.75	1,332	1.90	557	1.80	154	1.50	61	1.33	524	1.64	427	1.56	70	1.94
Women-----	3,110	1.72	1,310	1.90	465	1.65	154	1.50	61	1.33	515	1.63	427	1.56	29	1.83
Men-----	160	2.35	12	2.04	92	2.58	-	-	-	-	-	-	-	41	2.01	
Pasters, backers, or fitters, upper, hand-----	2,118	1.55	828	1.57	487	1.59	105	1.45	86	1.36	227	1.57	259	1.55	33	1.72
Women-----	2,095	1.54	828	1.57	468	1.55	105	1.45	86	1.36	227	1.57	259	1.55	32	1.71
Men-----	790	1.71	238	1.83	175	1.82	51	1.47	14	1.44	105	1.66	138	1.62	16	1.70
Skivers, machine, uppers or linings-----	790	1.66	228	1.84	142	1.60	51	1.47	14	1.44	105	1.66	138	1.62	11	1.67
Women-----	742	1.66	228	1.84	142	1.60	51	1.47	14	1.44	105	1.66	138	1.62	11	1.67
Men-----	2,050	1.86	956	2.04	236	1.95	114	1.52	60	1.42	236	1.64	297	1.67	56	1.90
Top stitchers-----	1,921	1.82	913	2.04	192	1.70	114	1.52	60	1.42	233	1.63	297	1.67	19	1.85
Women-----	129	2.38	43	2.09	44	3.05	-	-	-	-	-	-	-	-	-	-
Men-----	779	1.68	271	1.83	232	1.67	39	1.48	-	-	124	1.53	52	1.52	16	2.12
Vampers-----	743	1.65	262	1.83	212	1.61	39	1.48	-	-	124	1.53	52	1.52	9	1.97
Women-----	743	1.65	262	1.83	212	1.61	39	1.48	-	-	124	1.53	52	1.52	9	1.97
Lasting																
Assemblers for pullover, machine-----	903	2.26	368	2.64	140	2.05	54	1.51	29	1.64	108	2.36	134	2.07	19	2.47
Women-----	153	1.94	54	2.53	29	1.79	28	1.35	-	-	7	1.97	19	1.79	-	-
Men-----	750	2.32	314	2.65	111	2.11	26	1.68	26	1.65	101	2.39	115	2.11	19	2.47
Bed-machine operators (800 men and 4 women)-----	804	2.68	410	2.92	109	2.36	49	2.09	25	2.01	126	2.58	75	2.61	-	-
Heel-seat lasters (395 men and 15 women)-----	410	2.00	158	2.25	86	1.75	18	1.73	13	1.94	49	2.10	54	1.89	15	1.79
Pullover-machine operators (719 men and 1 woman)-----	720	2.64	293	3.02	127	2.43	39	1.99	24	2.15	94	2.44	100	2.52	8	3.00
Side lasters, machine (1,097 men and 7 women)-----	1,104	2.50	499	2.89	152	2.28	56	1.68	37	2.14	145	2.42	156	2.14	12	2.46
Women-----	727	2.51	252	3.01	180	2.15	22	1.90	32	2.01	37	2.42	127	2.46	7	3.10
Men-----	711	2.52	252	3.01	164	2.15	22	1.90	32	2.01	37	2.42	127	2.46	7	3.10
Bottoming and making																
Bottom fillers-----	178	1.63	16	1.71	60	1.61	15	1.44	-	-	42	1.65	21	1.72	8	2.12
Women-----	153	1.57	16	1.71	47	1.46	14	1.42	-	-	39	1.65	20	1.74	-	-
Men-----	645	2.43	211	2.76	75	2.58	40	2.03	26	2.00	115	2.30	126	2.29	9	2.37
Edge trimmers-----	614	2.46	206	2.77	68	2.69	40	2.03	26	2.00	102	2.36	123	2.29	8	2.49
Women-----	405	2.14	144	2.42	108	2.06	16	1.66	15	1.63	60	2.06	37	1.95	9	2.34
Men-----	381	2.17	141	2.43	104	2.08	16	1.66	14	1.66	47	2.19	34	1.98	9	2.34
Heel-seat fitters, machine (43 men and 4 women)-----	47	1.93	6	2.19	-	-	10	1.45	-	-	15	2.07	-	-	-	-
Women-----	204	2.01	47	2.30	24	2.19	-	-	-	-	42	1.94	44	1.83	6	2.61
Men-----	176	2.07	43	2.29	24	2.19	-	-	-	-	36	2.05	36	1.87	6	2.61
Shankers-----	373	1.71	175	1.74	60	1.69	15	1.56	11	1.66	46	1.78	43	1.62	9	2.03
Women-----	109	1.66	48	1.73	18	1.47	-	-	-	-	15	1.64	18	1.66	-	-
Men-----	264	1.73	127	1.74	42	1.79	9	1.60	10	1.61	31	1.85	25	1.59	8	1.95
Sole attachers, cement process-----	922	2.31	417	2.62	152	2.18	44	1.67	32	1.76	107	2.00	102	2.14	25	2.23
Women-----	100	1.83	23	2.29	11	1.77	6	1.46	7	1.57	7	-	7	2.14	-	-
Men-----	822	2.36	394	2.64	141	2.21	38	1.71	25	1.81	76	2.16	95	2.14	12	2.66

See footnotes at end of table.

Table 21. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Border States		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Finishing																
Bottom scourers	198	\$2.16	46	\$2.05	46	\$2.39	7	\$1.63	10	\$1.67	31	\$2.11	38	\$2.22	6	\$2.76
Men	174	2.22	34	2.18	46	2.39	6	1.57	6	1.95	31	2.11	37	2.23	-	-
Edge setters	330	2.47	107	2.63	52	2.84	16	2.20	7	1.83	86	2.16	57	2.36	-	-
Men	316	2.49	98	2.68	52	2.84	16	2.20	7	1.83	83	2.16	55	2.38	-	-
Repairers	1,931	1.58	999	1.50	335	1.79	56	1.74	75	1.41	160	1.67	203	1.60	40	1.66
Women	1,853	1.53	994	1.50	275	1.50	56	1.74	74	1.41	158	1.66	203	1.60	39	1.66
Treers	1,417	2.00	512	2.43	157	1.89	91	1.64	80	1.59	220	1.87	267	1.75	8	1.99
Women	749	1.68	39	2.08	96	1.54	61	1.54	76	1.61	167	1.77	228	1.70	-	-
Men	668	2.36	473	2.46	61	2.43	30	1.84	-	-	53	2.15	39	2.01	-	-
Miscellaneous																
Floor boys (or girls)	1,234	1.51	518	1.45	211	1.81	57	1.39	65	1.37	140	1.50	158	1.44	33	1.53
Women	803	1.55	324	1.46	109	2.19	49	1.38	38	1.35	116	1.48	113	1.43	22	1.53
Men	431	1.44	194	1.44	102	1.40	-	-	27	1.40	24	1.57	45	1.45	11	1.52
Inspectors (crowners)	1,171	1.55	384	1.52	210	1.51	79	1.48	38	1.42	193	1.74	192	1.52	16	1.65
Women	830	1.50	244	1.47	120	1.43	71	1.45	32	1.41	150	1.66	156	1.50	-	-
Men	341	1.67	140	1.62	90	1.62	8	1.70	-	-	43	2.01	36	1.59	-	-
Janitors	388	1.38	107	1.32	91	1.40	28	1.29	11	1.31	59	1.53	67	1.34	9	1.64
Men	371	1.39	104	1.32	87	1.41	26	1.29	11	1.31	58	1.53	60	1.34	9	1.64
Mechanics, maintenance (all men)	270	2.22	48	2.66	54	2.24	28	1.82	17	2.07	52	2.22	49	2.10	-	-

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

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

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

Table 22. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, and occupation	United States ²				New England				Middle Atlantic			
	Establishments with—											
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>												
<u>Cutting</u>												
Cutters, vamp and whole shoe, machine.....	54	\$1.83	425	\$1.93			57	\$1.94	13	\$2.23	114	\$1.87
<u>Fitting</u>												
Fancy stitchers.....	445	1.78	2,665	1.71	235	\$1.93	1,075	1.89	86	1.71	379	1.63
Pasters, backers, or fitters, upper, hand.....	374	1.58	1,721	1.54	137	1.64	691	1.55	132	1.56	336	1.55
Skivers, machine, uppers or linings.....	129	1.65	613	1.67	39	1.84	189	1.84	30	1.51	112	1.62
Top stitchers.....	247	1.89	1,674	1.81	120	2.09	793	2.03	45	1.74	147	1.69
Vampers.....	132	1.75	611	1.63	53	1.87	209	1.82	38	1.76	174	1.58
<u>Finishing</u>												
Repairers.....	348	1.89	1,505	1.53	183	1.51	811	1.50	57	1.69	218	1.45
Treers.....	104	1.55	645	1.70	-	-	35	2.15	25	1.68	71	1.49
<u>Miscellaneous</u>												
Floor girls.....	133	2.05	670	1.45	41	1.47	283	1.46	-	-	81	1.47
Inspectors (crowners).....	144	1.45	686	1.51	45	1.49	199	1.47	22	1.40	98	1.44
<u>Men</u>												
<u>Cutting</u>												
Cutters, fabric lining, machine.....	68	2.18	289	2.38	38	2.37	151	2.68	17	2.09	32	2.03
Cutters, leather lining, machine.....	54	2.61	178	2.04	16	2.68	80	2.34	19	2.99	21	2.52
Cutters, vamp and whole shoe, machine.....	269	2.54	1,451	2.55	145	2.77	740	2.85	41	2.34	191	2.14
<u>Lasting</u>												
Assemblers for pullover, machine.....	131	2.43	619	2.30	52	2.75	262	2.64	30	2.30	81	2.05
Bed-machine operators.....	122	2.91	678	2.64	74	3.01	334	2.90	22	3.04	86	2.19
Heel-seat lasters.....	76	1.95	319	2.03	27	2.09	131	2.28	23	2.03	60	1.64
Pullover-machine operators.....	118	2.74	601	2.61	45	3.18	247	2.99	39	2.58	88	2.36
Side lasters, machine.....	148	2.63	949	2.48	71	2.91	427	2.88	31	2.52	116	2.23
Toe lasters, automatic or semiautomatic.....	83	2.50	628	2.52	24	2.97	228	3.02	23	2.58	141	2.08
<u>Bottoming and making</u>												
Edge trimmers.....	100	2.64	514	2.42	39	2.88	167	2.74	17	3.22	51	2.51
Heel attachers, machine.....	73	2.33	308	2.13	33	2.50	108	2.41	22	2.43	82	1.98
Shankers.....	49	1.73	215	1.73	24	1.54	103	1.79	8	2.51	34	1.62
Sole attachers, cement process.....	130	2.50	692	2.34	63	2.51	331	2.67	33	2.76	108	2.04
<u>Finishing</u>												
Edge setters.....	56	2.85	260	2.41	20	2.76	78	2.66	22	3.09	30	2.66
Treers.....	91	2.33	577	2.37	54	2.26	419	2.49	31	2.59	30	2.27
<u>Miscellaneous</u>												
Floor boys.....	76	1.46	355	1.44	20	1.50	174	1.44	31	1.42	71	1.39
Inspectors (crowners).....	57	1.89	284	1.62	16	1.62	124	1.62	25	2.16	65	1.41
Janitors.....	76	1.44	295	1.37	23	1.33	81	1.32	28	1.52	59	1.35
Mechanics, maintenance.....	29	2.43	241	2.20	-	-	44	2.64	7	2.50	47	2.20

See footnotes at end of table.

Table 22. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Establishment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, and occupation	Border States		Southwest				Great Lakes		Middle West				Pacific	
	Establishments with—													
	250 workers or more		50-249 workers		250 workers or more		250 workers or more		50-249 workers		250 workers or more		50-249 workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Women														
Cutting														
Cutters, vamp and whole shoe, machine.....	72	\$1.90	-	-	13	\$1.57	73	\$2.20	-	-	74	\$1.92	-	-
Fitting														
Fancy stitchers.....	122	1.53	20	\$1.39	41	1.30	512	1.62	33	\$1.49	394	1.57	29	\$1.83
Pasters, backers, or fitters, upper, hand.....	95	1.46	-	-	83	1.36	217	1.58	23	1.54	236	1.55	32	1.71
Skivers, machine, uppers or linings.....	42	1.49	-	-	-	-	96	1.60	17	1.48	121	1.64	11	1.67
Top stitchers.....	104	1.52	22	1.54	38	1.35	228	1.62	17	1.62	280	1.67	19	1.85
Vampers.....	34	1.47	-	-	-	-	120	1.54	13	1.58	39	1.50	9	1.97
Finishing														
Repairers.....	47	1.82	21	1.32	53	1.45	148	1.67	20	1.64	183	1.59	39	1.66
Treers.....	46	1.57	18	1.35	58	1.69	152	1.79	16	1.47	212	1.72	-	-
Miscellaneous														
Floor girls.....	45	1.39	10	1.43	28	1.33	108	1.49	17	1.42	96	1.44	22	1.53
Inspectors (crowners).....	66	1.45	15	1.34	17	1.48	131	1.68	16	1.38	140	1.51	-	-
Men														
Cutting														
Cutters, fabric lining, machine.....	-	-	-	-	11	2.19	25	2.35	-	-	37	2.11	6	1.86
Cutters, leather lining, machine.....	-	-	-	-	-	-	-	-	7	2.07	41	1.68	-	-
Cutters, vamp and whole shoe, machine.....	53	2.11	-	-	38	2.34	205	2.50	15	2.23	134	2.15	34	2.59
Lasting														
Assemblers for pullover, machine.....	24	1.69	5	1.64	21	1.66	94	2.35	12	1.83	103	2.15	19	2.47
Bed-machine operators.....	43	2.02	-	-	25	2.01	117	2.61	-	-	71	2.60	-	-
Heel-seat lasters.....	11	1.83	-	-	10	2.04	43	2.17	-	-	48	1.87	11	1.93
Pullover-machine operators.....	35	2.00	-	-	20	2.11	91	2.45	10	2.19	90	2.56	8	3.00
Side lasters, machine.....	55	1.66	6	2.11	31	2.14	134	2.40	15	1.79	141	2.17	12	2.46
Toe lasters, automatic or semiautomatic.....	21	1.93	11	1.64	-	-	34	2.42	10	2.08	117	2.49	7	3.10
Bottoming and making														
Edge trimmers.....	33	2.09	6	1.97	20	2.01	97	2.33	15	2.11	108	2.32	8	2.49
Heel attachers, machine.....	15	1.68	-	-	11	1.76	47	2.19	-	-	33	1.99	9	2.34
Shankers.....	7	1.69	-	-	10	1.61	30	1.85	-	-	23	1.61	8	1.95
Sole attachers, cement process.....	33	1.70	-	-	25	1.81	71	2.14	8	1.56	87	2.19	12	2.66
Finishing														
Edge setters.....	15	2.17	-	-	-	-	80	2.14	-	-	53	2.39	-	-
Treers.....	30	1.84	-	-	-	-	53	2.15	-	-	37	2.03	-	-
Miscellaneous														
Floor boys.....	-	-	-	-	-	-	24	1.57	-	-	43	1.45	11	1.52
Inspectors (crowners).....	7	1.57	-	-	-	-	39	2.03	-	-	30	1.58	-	-
Janitors.....	24	1.29	-	-	8	1.29	54	1.53	-	-	56	1.34	9	1.64
Mechanics, maintenance.....	25	1.82	-	-	13	1.83	52	2.22	7	1.97	42	2.12	-	-

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

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

Table 23. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, and occupation	United States ²				New England				Middle Atlantic			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Women												
Cutting												
Cutters, vamp and whole shoe, machine.....	132	\$1.94	347	\$1.91	8	\$2.26			108	\$1.90	19	\$1.95
Fitting												
Fancy stitchers.....	1,447	1.79	1,663	1.65	718	1.88	592	\$1.93	379	1.67	86	1.55
Pasters, backers, or fitters, upper, hand.....	916	1.59	1,179	1.50	340	1.59	488	1.55	391	1.57	77	1.47
Skivers, machine, uppers or linings.....	349	1.75	393	1.59	127	1.82	101	1.87	115	1.62	27	1.51
Top stitchers.....	812	1.90	1,109	1.77	440	2.00	473	2.07	159	1.74	33	1.53
Vampers.....	347	1.71	396	1.60	121	1.82	141	1.84	182	1.62	30	1.55
Finishing												
Repairers.....	885	1.58	968	1.48	481	1.59	513	1.42	247	1.50		
Treers.....	248	1.70	501	1.67	11	1.79	28	2.20	87	1.54		
Miscellaneous												
Floor girls.....	299	1.77	504	1.42	98	1.55	226	1.42	97	2.29	12	1.42
Inspectors (crowners).....	318	1.48	512	1.51	109	1.46	135	1.48	90	1.44	30	1.40
Men												
Cutting												
Cutters, fabric lining, machine.....	177	2.46	180	2.22	113	2.66	76	2.54	41	2.04	8	2.12
Cutters, leather lining, machine.....	128	2.40	104	1.90	69	2.22	27	2.84	40	2.74	-	-
Cutters, vamp and whole shoe, machine.....	812	2.67	908	2.43	469	2.93	416	2.73	204	2.23	28	1.81
Lasting												
Assemblers for pullover, machine.....	341	2.48	409	2.19	156	2.72	158	2.59	96	2.16	15	1.83
Bed-machine operators.....	325	2.71	475	2.66	170	2.97	238	2.89	94	2.42	14	2.03
Heel-seat lasters.....	188	2.04	207	1.99	81	2.37	77	2.13	72	1.75	11	1.72
Pullover-machine operators.....	306	2.85	413	2.47	124	3.21	168	2.88	109	2.48	18	2.11
Side lasters, machine.....	494	2.72	603	2.32	269	2.97	229	2.79	127	2.37	20	1.78
Toe lasters, automatic or semiautomatic.....	330	2.76	381	2.31	129	3.24	123	2.78	131	2.22	33	1.87
Bottoming and making												
Edge trimmers.....	247	2.77	367	2.24	117	2.82	89	2.69	55	2.82	13	2.12
Heel attachers, machine.....	219	2.26	162	2.04	89	2.48	52	2.34	90	2.13	14	1.72
Shankers.....	123	1.85	141	1.63	54	1.91	73	1.62	39	1.83	-	-
Sole attachers, cement process.....	373	2.56	449	2.20	195	2.76	199	2.53	116	2.31	26	1.74
Finishing												
Edge setters.....	172	2.75	144	2.18	75	2.64	23	2.79	46	2.91	-	-
Treers.....	370	2.40	298	2.32	277	2.43	196	2.50	61	2.43	-	-
Miscellaneous												
Floor boys.....	220	1.44	211	1.44	90	1.45	104	1.44	90	1.42	12	1.32
Inspectors (crowners).....	190	1.72	151	1.60	77	1.74	63	1.47	83	1.64	-	-
Janitors.....	197	1.38	174	1.39	64	1.34	40	1.31	74	1.41	13	1.39
Mechanics, maintenance.....	84	2.35	186	2.16	15	2.77	33	2.61	40	2.29	14	2.09

See footnotes at end of table.

Table 23. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, and occupation	Border States		Southwest		Great Lakes				Middle West				Pacific	
	Nonmetropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Women														
Cutting														
Cutters, vamp and whole shoe, machine.....	82	\$1.79	25	\$1.75			70	\$2.16			74	\$1.91		
Fitting														
Fancy stitchers.....	118	1.46	61	1.33	112	\$1.86	403	1.56	164	\$1.72	263	1.46	29	\$1.83
Pasters, backers, or fitters, upper, hand.....	90	1.45	86	1.36	47	1.81	180	1.51	58	1.73	201	1.50	32	1.71
Skivers, machine, uppers or linings.....	42	1.46	14	1.44	24	2.03	105	1.66	55	1.83	83	1.48	11	1.67
Top stitchers.....	74	1.45	60	1.42	39	1.86	194	1.58	106	1.86	191	1.57	19	1.85
Vampers.....	31	1.47	-	-	-	-	112	1.50	12	1.77	40	1.45	9	1.97
Finishing														
Repairers.....	41	1.76	74	1.41	21	1.99	137	1.61	70	1.62	133	1.59	39	1.66
Treers.....	24	1.42	76	1.61	39	1.90	128	1.74	59	1.86	169	1.65	-	-
Miscellaneous														
Floor girls.....	40	1.40	38	1.35	23	1.56	93	1.46	50	1.45	63	1.42	22	1.53
Inspectors (crowners).....	59	1.46	32	1.41	43	1.60	107	1.68	38	1.56	118	1.48	-	-
Men														
Cutting														
Cutters, fabric lining, machine.....	-	-	-	2.19	-	-	23	2.34	11	2.42	30	1.95	6	1.86
Cutters, leather lining, machine.....	-	-	-	-	-	-	-	-	8	2.33	40	1.62	-	-
Cutters, vamp and whole shoe, machine.....	35	2.00	39	2.33	38	2.38	183	2.46	32	2.61	117	2.04	34	2.59
Lasting														
Assemblers for pullover, machine.....	22	1.72	26	1.65	20	2.66	81	2.32	40	2.48	75	1.92	19	2.47
Bed-machine operators.....	29	2.15	25	2.01	25	2.52	101	2.59	-	-	68	2.52	-	-
Heel-seat lasters.....	11	1.78	11	1.98	7	1.83	41	2.14	14	1.83	39	1.90	11	1.93
Pullover-machine operators.....	30	1.82	24	2.15	13	2.82	81	2.38	37	2.92	63	2.28	8	3.00
Side lasters, machine.....	45	1.64	37	2.14	29	2.76	115	2.34	42	2.50	114	2.00	12	2.46
Toe lasters, automatic or semiautomatic.....	22	1.90	32	2.01	8	3.12	-	-	48	2.91	79	2.19	7	3.10
Bottoming and making														
Edge trimmers.....	38	1.99	26	2.00	17	2.64	85	2.30	42	2.75	81	2.05	8	2.49
Heel attachers, machine.....	13	1.73	14	1.66	9	2.18	38	2.19	14	2.05	20	1.93	9	2.34
Shankers.....	6	1.71	10	1.61	7	2.05	24	1.79	10	1.61	15	1.58	8	1.95
Sole attachers, cement process.....	29	1.74	25	1.81	11	2.58	65	2.09	21	2.48	74	2.04	12	2.66
Finishing														
Edge setters.....	10	2.30	7	1.83	18	2.61	65	2.03	22	2.85	33	2.07	-	-
Treers.....	28	1.87	-	-	-	-	50	2.14	23	2.14	16	1.81	-	-
Miscellaneous														
Floor boys.....	-	-	27	1.40	-	-	22	1.60	17	1.48	28	1.43	11	1.52
Inspectors (crowners).....	-	-	-	-	12	2.24	31	1.92	6	1.56	30	1.60	-	-
Janitors.....	18	1.29	11	1.31	12	1.40	46	1.57	26	1.35	34	1.33	9	1.64
Mechanics, maintenance.....	22	1.82	17	2.07	6	2.25	46	2.22	12	2.23	37	2.06	-	-

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

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

Table 24. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Establishment and Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, occupation, and community size	United States ²				New England				Middle Atlantic				Great Lakes		Middle West			
	Establishments with—																	
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more		250 workers or more		50-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Women</u>																		
<u>Cutting</u>																		
Cutters, vamp and whole shoe, machine:																		
Metropolitan areas	20	\$2.17	112	\$1.90	-	-	-	-	-	-	100	\$1.86	-	-	-	-	-	
Nonmetropolitan areas	34	1.64	313	1.94	-	-	-	-	-	-	-	-	70	\$2.16	-	-	72	\$1.91
<u>Fitting</u>																		
Fancy stitchers:																		
Metropolitan areas	270	1.89	1,177	1.85	160	\$1.94	558	\$2.02	60	\$1.82	319	1.64	109	1.84	-	-	159	1.72
Nonmetropolitan areas	175	1.62	1,488	1.66	75	1.91	517	1.93	-	-	60	1.59	403	1.56	28	\$1.45	235	1.46
Pasters, backers, or fitters, upper, hand:																		
Metropolitan areas	254	1.58	662	1.60	79	1.55	261	1.60	102	1.62	289	1.55	41	1.85	-	-	55	1.71
Nonmetropolitan areas	120	1.56	1,059	1.50	58	1.75	430	1.53	-	-	47	1.53	176	1.52	20	1.46	181	1.51
Skivers, machine, uppers or linings:																		
Metropolitan areas	84	1.74	265	1.75	30	1.86	97	1.80	23	1.54	92	1.64	18	1.86	-	-	49	1.87
Nonmetropolitan areas	45	1.49	348	1.60	9	1.78	92	1.88	-	-	20	1.54	78	1.55	11	1.46	72	1.49
Top stitchers:																		
Metropolitan areas	124	1.93	688	1.89	62	2.01	378	2.00	24	1.94	135	1.70	36	1.81	-	-	100	1.88
Nonmetropolitan areas	123	1.85	986	1.76	58	2.17	415	2.06	-	-	-	-	192	1.58	11	1.65	180	1.56
<u>Finishing</u>																		
Repairers:																		
Metropolitan areas	232	1.60	653	1.58	122	1.53	359	1.61	55	1.70	192	1.45	15	2.05	-	-	67	1.61
Nonmetropolitan areas	116	1.43	852	1.49	61	1.47	452	1.41	-	-	-	-	133	1.62	17	1.60	116	1.58
Treers:																		
Metropolitan areas	60	1.66	188	1.71	-	-	7	1.95	19	1.75	68	1.48	27	1.99	-	-	56	1.87
Nonmetropolitan areas	44	1.39	457	1.70	-	-	28	2.20	-	-	-	-	125	1.74	13	1.44	156	1.67
<u>Miscellaneous</u>																		
Floor girls:																		
Metropolitan areas	75	2.53	224	1.51	17	1.49	81	1.56	-	-	71	1.48	17	1.59	-	-	48	1.45
Nonmetropolitan areas	58	1.42	446	1.42	24	1.45	202	1.42	-	-	10	1.41	91	1.47	15	1.41	48	1.42
Inspectors (crowners):																		
Metropolitan areas	83	1.47	235	1.49	25	1.41	84	1.47	-	-	76	1.44	25	1.66	-	-	36	1.57
Nonmetropolitan areas	61	1.43	451	1.53	20	1.58	115	1.47	-	-	22	1.42	106	1.68	14	1.37	104	1.49
<u>Men</u>																		
<u>Cutting</u>																		
Cutters, fabric lining, machine:																		
Metropolitan areas	52	2.18	125	2.58	30	2.31	83	2.79	15	2.09	26	2.01	-	-	-	-	11	2.42
Nonmetropolitan areas	16	2.18	164	2.23	8	2.59	68	2.53	-	-	6	2.15	23	2.34	-	-	26	1.98
Cutters, vamp and whole shoe, machine:																		
Metropolitan areas	186	2.51	626	2.72	94	2.63	375	3.00	38	2.43	166	2.18	29	2.55	-	-	30	2.63
Nonmetropolitan areas	83	2.59	825	2.42	51	3.03	365	2.69	-	-	25	1.87	176	2.49	13	2.24	104	2.01

See footnotes at end of table.

Table 24. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Establishment and Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Sex, department, occupation, and community size	United States ²		New England		Middle Atlantic		Great Lakes		Middle West									
	Establishments with—																	
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		250 workers or more			
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		
Men—Continued																		
 Lasting																		
Assemblers for pullover, machine:																		
Metropolitan areas	92	\$2.42	249	\$2.50	32	\$2.59	124	\$2.75	28	\$2.32	68	\$2.10	14	\$2.50	-	-	37	\$2.57
Nonmetropolitan areas	39	2.43	370	2.17	20	3.01	138	2.53	-	-	13	1.78	80	2.32	9	\$1.98	66	1.91
Bed-machine operators:																		
Metropolitan areas	78	2.94	247	2.64	41	2.96	129	2.97	17	3.41	77	2.20	16	2.73	-	-	-	-
Nonmetropolitan areas	44	2.85	431	2.64	33	3.07	205	2.86	-	-	-	-	101	2.59	-	-	64	2.51
Heel-seat lasters:																		
Metropolitan areas	55	1.93	133	2.08	18	2.08	63	2.45	21	1.93	51	1.68	-	-	-	-	13	1.87
Nonmetropolitan areas	21	2.01	186	1.99	9	2.12	68	2.13	-	-	9	1.41	39	2.17	-	-	35	1.88
Side lasters, machine:																		
Metropolitan areas	104	2.70	390	2.73	47	2.97	222	2.97	29	2.54	98	2.33	20	2.71	-	-	37	2.66
Nonmetropolitan areas	44	2.46	559	2.31	24	2.79	205	2.79	-	-	18	1.73	114	2.34	10	2.04	104	2.00
 Bottoming and making																		
Edge trimmers:																		
Metropolitan areas	56	2.88	191	2.74	24	2.85	93	2.82	13	3.49	42	2.61	14	2.61	-	-	39	2.80
Nonmetropolitan areas	44	2.34	323	2.23	15	2.93	74	2.65	-	-	-	-	83	2.28	12	2.11	69	2.04
Heel attachers, machine:																		
Metropolitan areas	57	2.39	162	2.22	24	2.48	65	2.48	20	2.46	70	2.04	9	2.18	-	-	14	2.05
Nonmetropolitan areas	16	2.13	146	2.03	9	2.54	43	2.30	-	-	12	1.65	38	2.19	-	-	19	1.94
Sole attachers, cement process:																		
Metropolitan areas	91	2.61	282	2.54	40	2.43	155	2.85	28	2.90	88	2.12	8	2.44	-	-	20	2.51
Nonmetropolitan areas	39	2.26	410	2.20	23	2.66	176	2.51	-	-	20	1.68	63	2.10	7	1.51	67	2.10
 Finishing																		
Edge setters:																		
Metropolitan areas	43	3.06	129	2.64	15	2.77	60	2.61	18	3.29	28	2.67	15	2.62	-	-	21	2.87
Nonmetropolitan areas	13	2.17	131	2.18	-	-	18	2.80	-	-	-	-	65	2.03	-	-	32	2.08
Treeers:																		
Metropolitan areas	74	2.33	296	2.42	42	2.13	235	2.49	31	2.59	30	2.27	-	-	-	-	23	2.14
Nonmetropolitan areas	17	2.32	281	2.32	-	-	184	2.49	-	-	-	-	50	2.14	-	-	14	1.86
 Miscellaneous																		
Floor boys:																		
Metropolitan areas	64	1.46	156	1.43	13	1.52	77	1.44	31	1.42	59	1.41	-	-	-	-	17	1.48
Nonmetropolitan areas	12	1.45	199	1.44	7	1.46	97	1.43	-	-	12	1.32	22	1.60	-	-	26	1.43
Inspectors (crowners):																		
Metropolitan areas	42	2.00	148	1.64	8	1.69	69	1.74	25	2.16	58	1.42	9	2.34	-	-	6	1.56
Nonmetropolitan areas	15	1.59	136	1.60	-	-	55	1.46	-	-	-	-	30	1.93	-	-	24	1.58
Janitors:																		
Metropolitan areas	54	1.48	143	1.34	16	1.34	48	1.33	23	1.54	51	1.35	-	-	-	-	25	1.35
Nonmetropolitan areas	22	1.35	152	1.40	7	1.29	33	1.31	-	-	8	1.35	45	1.57	-	-	31	1.34
Mechanics, maintenance:																		
Metropolitan areas	11	2.52	73	2.33	-	-	14	2.77	-	-	35	2.29	6	2.25	-	-	12	2.23
Nonmetropolitan areas	18	2.38	168	2.14	-	-	30	2.58	-	-	12	1.94	46	2.22	7	1.97	30	2.08

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

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

Table 25. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Maine

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50 and over	
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	over	
All production workers.....	8,122	\$1.70	1683	823	469	427	317	747	537	503	423	286	377	234	262	198	184	162	56	71	74	54	48	48	39	34	17	49	
Women.....	4,900	1.56	1122	646	307	328	271	491	353	337	265	172	195	105	114	66	45	43	12	2	1	-	6	3	6	4	6	-	
Men.....	3,222	1.92	561	177	162	99	46	256	184	166	158	114	182	129	148	132	139	119	44	69	73	54	42	45	33	30	11	49	
Women																													
Cutting																													
Cutters, lining, machine ² b/.....	16	1.97	1	1	1	1	-	1	1	-	-	-	2	-	6	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine ² b/.....	54	1.85	-	4	7	2	4	2	4	7	1	2	5	7	2	-	-	4	-	1	-	-	-	2	-	-	-	-	
Fitting																													
Fancy stitchers.....	307	1.75	11	33	8	12	11	58	33	26	24	22	19	8	14	8	6	5	4	2	1	-	2	-	-	-	-	-	
Incentive.....	284	1.76	11	33	8	12	11	39	30	25	24	22	19	8	14	8	6	5	4	2	1	-	2	-	-	-	-	-	
Pasters, backers, or fitters, upper, hand.....	243	1.53	70	13	10	22	14	29	20	19	24	9	3	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	26	1.30	21	-	1	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	217	1.56	49	13	9	22	14	27	18	19	24	9	3	5	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
Skivers, machine, uppers or linings ² b/.....	54	1.67	8	7	4	3	2	6	3	4	2	2	2	5	2	-	1	1	-	-	-	-	-	-	-	-	-	-	
Top stitchers ² b/.....	270	1.86	3	15	9	4	10	34	25	27	40	27	23	17	7	8	8	4	-	-	-	-	2	-	-	-	4	3	
Vampers ² b/.....	59	1.79	5	3	3	3	1	10	3	1	4	2	8	8	6	-	1	1	-	-	-	-	-	-	-	-	-	-	
Lasting																													
Assemblers for pullover, machine ² b/.....	14	2.19	-	-	-	-	-	2	-	2	1	1	-	2	-	2	-	-	2	-	-	-	2	-	-	-	-	-	
Bottoming and making																													
Shankers ² b/.....	17	1.48	5	2	-	2	1	2	3	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finishing																													
Repairers.....	283	1.41	54	57	20	70	44	14	11	6	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	235	1.38	46	51	19	65	41	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	48	1.54	8	6	1	5	3	5	7	6	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Miscellaneous																													
Floor girls ² a/.....	120	1.42	12	21	28	23	8	14	4	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (Crowners).....	82	1.46	4	31	8	13	2	8	7	-	-	7	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Time.....	44	1.34	3	23	7	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	38	1.60	1	8	1	2	2	8	7	-	-	7	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Men																													
Cutting																													
Cutters, lining, machine ² b/.....	67	2.12	-	9	-	4	3	3	1	3	3	2	5	5	6	5	3	2	2	-	4	-	1	-	1	2	-	3	
Fabric lining.....	53	2.18	-	2	-	3	2	2	1	3	3	2	4	5	6	5	3	2	2	-	3	-	1	-	1	2	-	1	
Cutters, vamp and whole shoe, machine ² b/.....	188	2.41	-	-	2	1	4	10	4	7	7	8	6	15	13	14	19	18	6	4	11	8	11	8	3	2	4	3	

See footnotes at end of table.

Table 25. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Maine—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50 and over
Men—Continued																												
Lasting																												
Assemblers for pullover, machine ² b/	76	\$2.28	-	2	1	2	1	1	3	7	1	1	11	9	3	9	5	3	3	2	4	2	-	-	-	-	2	4
Bed-machine operators ² b/	145	2.53	-	-	-	-	-	2	3	2	2	14	16	13	12	13	10	5	14	6	11	6	3	5	5	-	3	
Heel-seat lasters ² b/	41	1.92	-	1	6	-	2	4	4	5	2	3	2	1	2	-	2	2	1	2	-	-	-	-	2	-	-	
Pullover-machine operators ² b/	85	2.60	-	-	-	-	-	1	2	6	-	7	4	6	7	4	3	13	2	1	5	2	1	6	7	-	8	
Side lasters, machine ² b/	108	2.60	-	-	-	-	-	4	4	2	2	2	3	4	6	8	10	11	11	5	5	7	7	2	3	2	6	
Bottoming and making																												
Edge trimmers ² b/	54	2.27	-	-	-	-	-	8	5	2	-	4	5	2	2	4	3	2	3	4	4	2	-	1	-	1	1	
Heel attachers, machine ² b/	36	2.21	-	-	-	-	-	1	1	3	1	2	8	5	3	3	2	1	2	1	-	1	2	-	-	-	-	
Rough rounders ² b/	27	2.19	-	-	-	-	-	2	-	4	4	4	4	-	-	-	1	2	1	2	1	-	2	-	-	-	-	
Shankers ² b/	37	1.59	1	5	5	5	-	13	-	2	-	-	2	-	-	3	-	1	-	-	-	-	-	-	-	-	-	
Sole attachers, cement process ² b/	97	2.23	-	-	-	3	-	5	4	10	11	7	9	4	5	6	4	6	3	3	-	5	7	2	-	1	2	
Finishing																												
Bottom scourers ² b/	9	1.81	-	-	-	-	-	-	4	2	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Edge setters ² b/	27	2.09	-	-	-	-	-	-	5	1	2	2	3	5	3	2	2	1	-	-	1	-	-	-	-	-	-	
Treers ² b/	106	2.20	-	2	1	3	2	6	4	8	11	8	2	7	3	5	9	10	3	5	3	12	-	-	2	-	-	
Miscellaneous																												
Floor boys ² a/	36	1.41	14	4	3	2	2	7	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) ² a/	52	1.40	15	8	12	1	1	10	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors ² a/	25	1.30	17	5	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance ² a/	27	2.55	-	-	-	-	-	-	-	-	-	-	4	1	6	3	-	5	-	2	2	-	-	2	-	-	2	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.
³ Includes data for workers in classification in addition to those shown separately.

Table 26. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Boston—Lynn, Mass.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																										
			\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	
			and under																										
All production workers.....	3,881	\$1.96	337	83	484	166	156	380	352	215	158	133	141	183	110	102	69	96	139	149	130	90	81	53	28	19	6	21	
Women.....	2,284	1.69	228	63	393	135	118	285	256	153	110	91	95	91	52	47	28	38	43	30	10	9	7	1	1	-	-		
Men.....	1,597	2.35	109	20	91	31	38	95	96	62	48	42	46	92	58	55	41	58	96	119	120	81	74	52	27	19	6	21	
<u>Women</u>																													
<u>Fitting</u>																													
Fancy stitchers.....	159	1.96	-	3	-	2	3	18	7	20	31	12	16	12	10	7	6	2	4	3	3	-	-	-	-	-	-	-	
Time.....	39	1.71	-	-	-	-	1	15	2	4	14	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	120	2.04	-	3	-	2	2	3	5	16	17	12	13	12	10	7	6	2	4	3	3	-	-	-	-	-	-	-	
Pasters, backers, or fitters, upper, hand.....	110	1.62	5	2	32	13	3	14	5	13	5	5	5	2	-	-	2	2	1	-	1	-	-	-	-	-	-	-	
Time.....	32	1.43	-	-	18	7	2	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	78	1.69	5	2	14	6	1	11	4	12	5	5	5	2	-	-	2	2	1	-	1	-	-	-	-	-	-	-	
Skivers, machine, uppers or linings.....	30	1.87	-	1	1	1	1	5	2	8	-	1	3	2	-	2	1	-	1	-	-	1	-	-	-	-	-	-	
Time.....	8	1.71	-	-	1	-	1	-	1	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	22	1.93	-	1	-	1	1	4	2	3	-	1	2	2	-	2	1	-	1	-	-	1	-	-	-	-	-	-	
Top stitchers ³ / _b /.....	55	2.08	-	-	2	-	3	3	8	6	3	3	4	3	2	3	3	2	5	3	1	1	-	-	-	-	-	-	
Vampers ³ / _b /.....	25	2.08	-	-	1	2	-	4	1	-	3	2	1	1	1	-	2	2	2	3	-	-	-	-	-	-	-	-	
<u>Finishing</u>																													
Repairers ³ / _a /.....	117	1.58	2	-	1	8	2	6	93	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																													
Floor girls ³ / _a /.....	20	1.56	-	-	2	1	1	9	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) ³ / _a /.....	14	1.51	1	2	2	2	3	1	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Men</u>																													
<u>Cutting</u>																													
Cutters, lining, machine ³ / _b /.....	41	2.86	-	-	-	-	1	1	-	-	-	-	2	2	5	-	-	4	7	1	4	5	4	2	2	1	-	-	
Fabric lining ³ / _b /.....	26	2.84	-	-	-	-	1	1	-	-	-	-	1	1	4	-	-	2	3	1	3	4	1	2	2	-	-	-	
Leather lining ³ / _b /.....	15	2.90	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	2	4	-	1	1	3	-	-	1	-	-	
Cutters, vamp and whole shoe, machine.....	94	3.24	-	-	-	-	-	-	1	-	1	-	1	4	2	2	3	4	9	8	12	6	10	13	6	4	4	4	
Time.....	6	2.69	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	2	-	1	1	-	1	-	-	-	-	-	
Incentive.....	88	3.28	-	-	-	-	-	-	1	-	1	-	1	4	-	2	3	2	9	8	11	6	9	13	6	4	4	4	
<u>Fitting</u>																													
Fancy stitchers ³ / _b /.....	9	2.06	-	-	-	1	-	-	1	3	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-
Top stitchers.....	25	2.16	-	1	-	-	-	1	1	2	3	4	2	1	3	1	-	3	-	1	1	-	-	-	1	-	-	-	
Incentive.....	22	2.18	-	1	-	-	-	1	1	2	2	4	1	1	2	1	-	3	-	1	1	-	-	-	1	-	-	-	

See footnotes at end of table.

Table 26. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Boston—Lynn, Mass.¹—Continued(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40
			and under \$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	and over
Men—Continued																												
Lasting																												
Assemblers for pullover, machine ³ b/-----	34	\$2.80	-	-	-	-	-	1	-	-	-	1	-	3	2	1	3	1	2	8	3	5	3	-	1	-	-	-
Bed-machine operators ³ b/-----	9	2.78	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	4	3	-	-	-	1	-	-	-	-
Heel-seat lasters ³ b/-----	18	2.27	-	-	2	1	-	2	1	-	-	1	-	3	1	-	2	1	-	2	2	-	-	-	-	-	-	-
Pullover-machine operators ³ b/-----	26	3.49	-	-	-	-	-	-	-	-	-	-	2	1	-	1	1	-	1	2	2	6	1	2	4	-	3	-
Side lasters, machine ³ b/-----	39	2.84	-	-	-	-	-	-	-	1	2	1	1	1	6	-	6	5	-	4	6	2	1	1	1	-	1	-
Toe lasters, automatic or semiautomatic ³ b/-----	55	3.19	-	-	-	-	-	2	-	-	-	-	-	-	1	1	1	6	6	10	11	5	5	5	1	1	-	-
Bottoming and making																												
Edge trimmers ³ b/-----	22	3.20	-	-	-	-	-	-	-	-	-	1	1	-	1	-	2	1	3	6	-	1	2	2	-	-	-	2
Heel attachers, machine ³ b/-----	13	2.49	2	-	-	-	1	-	1	-	-	1	2	-	-	-	2	-	-	-	-	2	1	-	-	-	-	1
Shankers-----	9	1.76	2	-	1	-	2	-	-	1	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	6	1.92	1	-	1	-	-	-	-	1	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Sole attachers, cement process ³ b/-----	49	2.83	-	-	-	-	-	1	-	2	1	3	2	-	1	2	1	4	15	8	4	2	1	2	-	-	-	-
Finishing																												
Bottom scourers ³ b/-----	9	2.17	1	-	-	-	-	1	1	-	1	-	3	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-
Edge setters ³ b/-----	13	3.23	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	2	1	1	2	2	2	2	-	-	-
Treers ³ b/-----	55	2.63	-	-	-	1	-	1	2	2	2	6	1	1	3	7	4	3	5	3	1	6	-	1	2	1	1	2
Miscellaneous																												
Floor boys ³ a/-----	29	1.49	4	1	4	3	2	8	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) ³ a/-----	14	1.98	-	-	-	-	-	2	2	2	2	3	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors ³ a/-----	15	1.44	2	1	3	5	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance ³ a/-----	6	3.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	3	-	1	-	-	-	-	-

¹ The Boston-Lynn area consists of Beverly, Boston, Cambridge, Chelsea, Everett, Lynn, Salem, Stoneham, and Wakefield, Mass.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

Table 27. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Haverhill, Mass.¹

 (Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over		
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00			
All production workers.....	2,955	\$2.04	14	7	342	112	109	301	432	214	134	112	159	71	105	62	75	133	52	93	25	96	89	56	70	32	23	37		
Women.....	1,771	1.72	8	1	310	92	94	249	388	131	94	75	85	40	34	40	35	29	15	9	3	18	17	-	1	3	-	-		
Men.....	1,184	2.51	6	6	32	20	15	52	44	83	40	37	74	31	71	22	40	104	37	84	22	78	72	56	69	29	23	37		
Women																														
Fitting																														
Fancy stitchers ^{3b/}	147	1.91	-	-	3	2	2	13	12	23	26	7	25	14	1	2	13	2	-	-	-	2	-	-	-	-	-	-		
Pasters, backers, or fitters, upper, hand ^{3b/}	86	1.57	2	-	29	5	8	12	9	6	2	3	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Skivers, machine, uppers or linings ^{3b/}	19	1.88	-	-	1	-	1	1	1	5	2	1	6	-	-	-	-	-	-	-	-	-	1	-	-	-	-			
Top stitchers ^{3b/}	114	1.95	-	-	6	3	2	5	15	11	10	17	13	6	6	6	4	4	3	1	-	1	1	-	-	-	-			
Vampers ^{3b/}	30	1.86	-	-	1	2	4	1	8	-	1	3	2	2	1	1	3	-	-	1	-	-	-	-	-	-	-			
Finishing																														
Repairers ^{3a/}	106	1.61	-	-	-	1	-	2	98	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Miscellaneous																														
Floor girls ^{3a/}	17	1.58	-	1	-	-	3	6	5	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (crowners) ^{3a/}	12	1.57	-	-	1	4	-	3	1	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Men																														
Cutting																														
Cutters, lining, machine ^{3b/}	27	2.72	-	-	-	-	-	1	1	-	2	1	-	1	-	1	3	-	4	1	3	6	1	1	1	1	-	-		
Fabric lining ^{3b/}	18	2.87	-	-	-	-	-	-	1	-	2	-	-	-	-	1	-	-	1	1	3	6	1	1	1	-	-			
Leather lining ^{3b/}	9	2.42	-	-	-	-	-	-	1	-	-	1	-	1	-	-	3	-	3	-	-	-	-	-	-	-	-			
Cutters, vamp and whole shoe, machine ^{3b/}	95	2.85	-	-	-	-	2	-	-	-	2	6	4	2	7	3	14	4	7	4	4	8	13	2	3	5	5			
Lasting																														
Assemblers for pullover, machine ^{3b/}	34	2.81	-	-	-	-	-	-	-	-	1	2	1	1	2	3	1	3	3	3	1	8	2	1	-	2	-			
Bed-machine operators ^{3b/}	40	3.27	-	-	-	-	-	-	-	-	-	-	-	-	1	4	3	6	-	-	1	6	4	8	2	-	5			
Heel-seat lasters ^{3b/}	15	2.57	-	-	-	-	-	-	-	1	1	3	-	2	2	-	-	-	-	-	2	-	3	1	-	-	-			
Pullover-machine operators ^{3b/}	32	3.15	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	2	4	1	2	4	1	5	1	-	5			
Side lasters, machine ^{3b/}	58	3.23	-	-	-	-	-	-	-	1	-	3	2	-	1	1	-	-	4	3	2	3	9	17	7	-	5			
Toe lasters, automatic or semiautomatic ^{3b/}	27	3.28	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	1	-	3	5	5	2	3	4	1			
Bottoming and making																														
Edge trimmers ^{3b/}	19	3.09	-	-	-	-	-	-	-	-	1	-	-	1	-	-	3	-	2	-	-	1	4	3	3	1	-			
Heel attachers, machine ^{3b/}	20	2.87	-	-	-	-	-	-	-	-	-	-	2	1	-	1	5	-	2	-	3	1	3	-	-	-	2			
Shankers ^{3b/}	17	1.99	-	-	-	-	2	-	5	4	1	-	1	2	-	-	-	-	-	1	-	1	-	-	-	-	-			
Sole attachers, cement process ^{3b/}	33	2.88	-	-	-	-	-	-	1	-	-	-	-	4	1	1	3	4	2	3	1	2	4	5	1	1	-			
Finishing																														
Edge setters ^{3b/}	14	2.94	-	-	-	-	-	-	1	-	-	-	-	-	-	-	4	-	-	-	3	1	2	2	-	1	-			
Treers ^{3b/}	68	2.71	-	-	-	-	-	-	-	-	2	5	3	8	5	8	4	2	5	6	-	6	5	5	4	-	-			
Miscellaneous																														
Floor boys ^{3a/}	14	1.55	-	-	2	2	3	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

¹ The area is limited to the city of Haverhill, Mass.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

Table 28. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Lawrence—Lowell, Mass.¹(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over		
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00			
All production workers.....	3,833	\$1.85	750	173	321	223	172	323	244	189	146	131	164	103	95	100	73	92	63	40	51	41	82	80	70	18	20	69		
Women.....	2,393	1.62	558	141	238	160	143	249	184	133	98	95	86	61	45	45	37	33	20	6	11	16	13	6	6	6	-	3		
Men.....	1,440	2.24	192	32	83	63	29	74	60	56	48	36	78	42	50	55	36	59	43	34	40	25	69	74	64	12	20	66		
<u>Women</u>																														
<u>Cutting</u>																														
Cutters, lining, machine ³ b/.....	6	2.01	-	-	-	-	-	-	-	-	1	2	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Fabric lining ³ b/.....	6	2.01	-	-	-	-	-	-	-	-	1	2	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Fitting</u>																														
Fancy stitchers.....	148	1.91	-	2	2	1	-	10	20	36	13	14	15	12	4	6	5	3	-	2	1	1	1	-	-	-	-	-		
Time.....	37	1.70	-	-	-	-	-	4	11	20	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	111	1.98	-	2	2	1	-	6	9	16	13	13	14	12	4	6	5	3	-	2	1	1	1	1	-	-	-	-		
Pasters, backers, or fitters, upper, hand.....	70	1.50	34	3	4	2	5	5	1	3	2	2	4	2	-	-	-	2	-	-	1	-	-	-	-	-	-	-		
Time.....	27	1.29	21	-	2	1	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	43	1.63	13	3	2	1	3	4	1	3	2	2	4	2	-	-	-	2	-	-	1	-	-	-	-	-	-	-		
Skivers, machine, uppers or linings ³ b/.....	28	1.85	2	-	1	-	1	3	3	3	2	5	2	1	1	2	1	1	-	-	-	-	-	-	-	-	-	-		
Top stitchers ³ b/.....	68	2.15	-	1	-	-	-	2	5	2	8	5	12	4	9	3	6	3	3	1	2	1	1	1	-	-	-	-		
Vampers ³ b/.....	49	1.76	1	3	1	5	2	10	8	2	2	3	5	1	-	1	2	-	1	-	1	1	-	-	-	-	-	-		
<u>Bottoming and making</u>																														
Sole attachers, cement process ³ b/.....	6	2.25	-	-	-	-	-	-	-	1	-	1	-	1	-	-	2	-	-	1	-	-	-	-	-	-	-	-		
<u>Finishing</u>																														
Repairers ³ a/.....	117	1.47	5	1	7	19	35	40	7	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Miscellaneous</u>																														
Floor girls ³ a/.....	27	1.50	5	1	5	1	3	6	1	1	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (crowners) ³ a/--	33	1.37	3	10	8	5	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Men</u>																														
<u>Cutting</u>																														
Cutters, lining, machine ³ b/.....	26	2.30	-	-	-	-	3	2	2	2	2	4	-	1	3	1	-	-	1	2	-	-	1	1	2	1	-	-		
Fabric lining ³ b/.....	21	2.21	-	-	-	-	3	2	2	2	3	-	1	1	1	-	-	1	2	-	-	-	1	1	1	1	-	-		
Cutters, vamp and whole shoe, machine ³ b/.....	108	2.89	-	-	-	-	-	-	-	-	-	1	5	5	3	5	4	17	14	5	4	7	12	7	6	3	2	8		
<u>Lasting</u>																														
Assemblers for pullover, machine ³ b/.....	31	2.76	-	-	-	1	-	-	1	3	-	3	-	1	2	2	4	-	1	1	1	2	1	5	-	-	3			
Bed-machine operators ³ b/.....	28	2.95	-	-	-	-	-	-	-	-	-	-	1	1	-	3	1	2	1	4	2	6	4	1	-	1	1			
Heel-seat lasters ² b/.....	24	2.26	2	-	2	-	2	-	2	-	2	2	1	1	2	1	2	-	-	1	1	-	-	-	-	1	1			
Pullover-machine operators ³ b/.....	17	3.17	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	1	1	1	1	1	1	2	3	-	2			
Side lasters, machine ³ b/--	50	3.01	-	-	-	-	-	-	-	-	-	-	4	1	2	4	4	2	4	2	-	5	7	7	2	3	3			
Toe lasters, automatic or semiautomatic ³ b/.....	10	3.19	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	-	-	1	1	3	1	1			

See footnotes at end of table.

Table 28. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Lawrence—Lowell, Mass.¹—Continued

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	over
Men—Continued																												
Bottoming and making																												
Edge trimmers ³ b/-----	23	\$2.87	-	-	-	-	-	-	-	-	-	-	-	3	-	-	2	2	2	1	3	2	2	2	3	1	-	-
Heel attachers, machine ³ b/-----	16	2.44	-	-	-	-	-	-	-	4	-	1	1	2	-	1	1	2	2	-	-	1	-	-	-	-	-	1
Sole attachers, cement process ³ b/-----	44	2.74	-	-	1	-	-	-	1	2	-	1	-	4	2	5	4	2	1	1	-	1	4	9	4	-	-	2
Finishing																												
Edge setters ³ b/-----	11	2.60	-	-	-	-	-	1	-	-	1	-	-	1	-	2	1	1	-	1	-	1	-	2	-	-	-	-
Treers ³ b/-----	26	2.16	-	-	-	-	-	-	1	1	3	6	8	1	1	1	3	1	-	-	-	-	-	-	-	-	-	-
Miscellaneous																												
Floor boys ³ a/-----	21	1.43	8	-	1	4	2	2	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors ³ a/-----	19	1.29	16	-	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Lawrence—Lowell area for this study includes Methuen, Mass.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

⁴ Includes data for workers in classification in addition to those shown separately.

Table 29. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Worcester, Mass.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	over
All production workers.....	2,192	\$2.02	281	135	95	107	77	202	104	108	91	39	110	86	91	35	72	82	131	87	51	71	54	21	18	11	9	24
Women.....	1,424	1.75	232	113	91	89	66	171	76	92	52	38	65	60	72	3	54	37	57	25	8	13	10	-	-	-	-	-
Men.....	768	2.52	49	22	4	18	11	31	28	16	39	1	45	26	19	32	18	45	74	62	43	58	44	21	18	11	9	24
<u>Women</u>																												
<u>Fitting</u>																												
Fancy stitchers ³ b/.....	117	2.13	-	1	-	2	6	3	3	11	10	13	18	9	8	3	10	4	6	3	2	-	5	-	-	-	-	-
Pasters, backers, or fitters, upper, hand ³ b/.....	104	1.69	22	7	3	2	8	6	11	15	6	4	6	3	4	-	1	1	-	5	-	-	-	-	-	-	-	-
Top stitchers ³ b/.....	69	2.23	1	-	-	1	-	2	5	1	3	2	7	7	4	4	13	6	10	-	-	-	-	-	-	-	-	-
Vampers ³ b/.....	13	1.95	-	-	-	-	-	2	-	2	2	2	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Finishing</u>																												
Repairers ³ a/.....	93	1.40	-	31	19	9	8	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Treers ³ b/.....	25	2.23	-	-	-	-	1	-	6	1	1	2	1	1	1	1	3	2	1	2	-	-	2	-	-	-	-	-
<u>Miscellaneous</u>																												
Floor girls ³ a/.....	22	1.51	2	2	1	4	1	5	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) ³ a/.....	39	1.38	10	6	7	9	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine ³ b/.....	24	3.10	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3	7	1	5	1	1	3	-	-	-
Fabric lining ³ b/.....	24	3.10	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3	7	1	5	1	1	3	-	-	-
Cutters, vamp and whole shoe, machine.....	62	3.15	-	-	-	-	-	-	-	3	-	1	3	3	-	3	1	6	9	5	4	6	5	5	5	2	4	2
Incentive.....	50	3.33	-	-	-	-	-	-	-	1	-	1	-	1	-	1	1	6	9	2	4	6	5	5	5	2	4	2
<u>Lasting</u>																												
Assemblers for pullover, machine ³ b/.....	22	2.84	-	-	-	-	-	-	-	-	-	-	3	1	-	1	2	4	4	3	-	2	1	-	1	-	-	-
Bed-machine operators ³ b/.....	20	3.95	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2	-	2	5	3	-	-	6	
Heel-seat lasters ³ b/.....	11	2.62	-	-	-	-	-	-	-	-	4	-	1	-	2	-	-	-	1	1	-	-	-	1	-	1	-	
Pullover-machine operators ³ b/.....	21	3.44	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	3	2	4	2	2	2	2	1	1
Side lasters, machine ³ b/.....	44	2.98	-	-	-	-	-	-	-	2	-	3	-	2	-	2	-	9	3	5	7	5	5	-	1	-	-	
<u>Bottoming and making</u>																												
Sole attachers, cement process ³ b/.....	32	2.88	-	-	-	-	-	-	-	-	-	-	2	3	1	5	-	2	1	5	-	6	2	2	3	-	-	-
<u>Miscellaneous</u>																												
Floor boys ³ a/.....	9	1.51	4	-	-	-	-	1	2	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Worcester area consists of Hudson, Marlboro, Spencer, Ware, Webster, and Worcester, Mass.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

Table 30. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Southeastern New Hampshire¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over		
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	over		
All production workers.....	8,985	\$1.95	1465	542	405	451	355	668	459	474	370	339	394	350	294	314	221	236	245	233	193	149	294	157	101	99	51	126		
Women.....	5,411	1.71	1159	377	318	375	289	461	311	325	242	249	235	205	182	154	84	83	83	60	69	39	35	33	21	12	1	9		
Men.....	3,574	2.31	306	165	87	76	66	207	148	149	128	90	159	145	112	160	137	153	162	173	124	110	259	124	80	87	50	117		
Women																														
Cutting																														
Cutters, vamp and whole shoe, machine ^{3b/}	6	2.71	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2	-	-	-	1	-	-	-	-	1		
Fitting																														
Fancy stitchers.....	356	1.90	15	6	5	8	21	41	28	33	42	35	17	24	22	16	14	9	6	6	3	1	3	1	-	-	-	-		
Time.....	16	1.98	-	-	-	-	1	3	3	-	3	2	-	-	-	1	-	-	1	6	-	-	1	1	-	-	-	-		
Incentive.....	340	1.90	15	6	5	8	20	38	25	33	39	33	17	24	22	15	14	9	5	6	3	1	2	-	-	-	-	-		
Pasters, backers, or fitters, upper, hand ^{3b/}	182	1.56	51	22	8	6	11	15	17	14	6	10	8	3	1	5	4	1	-	-	-	-	-	-	-	-	-	-		
Skivers, machine, uppers or linings ^{3b/}	70	1.84	8	1	1	6	2	3	6	12	6	7	3	2	1	3	1	1	-	4	1	2	-	-	-	-	-	-		
Top stitchers ^{3b/}	291	2.10	6	4	3	10	8	16	32	23	13	23	22	22	12	26	18	10	6	10	7	3	7	4	3	2	-	1		
Vampers ^{3b/}	71	1.78	6	4	4	7	2	2	7	6	8	7	4	4	1	1	3	2	2	-	1	-	-	-	-	-	-	-		
Lasting																														
Assemblers for pullover, machine ^{3b/}	23	2.45	-	-	-	-	-	-	1	-	-	1	3	4	4	2	1	2	-	-	1	-	1	-	3	-	-	-		
Bottoming and making																														
Shankers ^{3b/}	12	1.92	-	-	2	-	1	1	-	-	-	3	-	2	1	-	2	-	-	-	-	-	-	-	-	-	-	-		
Finishing																														
Repairers.....	239	1.57	6	11	19	83	42	40	3	-	2	3	4	5	3	3	6	3	3	-	1	-	-	-	1	-	1	-		
Time.....	201	1.45	6	10	15	82	40	39	2	-	2	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	38	2.19	-	1	4	1	2	1	1	-	-	2	-	5	3	3	6	3	3	-	1	-	-	-	1	-	1	-		
Miscellaneous																														
Floor girls ^{3a/}	89	1.49	10	16	12	13	3	13	10	5	2	1	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
Inspectors (crowners).....	53	1.53	15	4	7	2	3	8	2	2	2	1	1	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-		
Time.....	29	1.40	13	3	6	1	1	3	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	24	1.70	2	1	1	1	2	5	2	2	2	1	1	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
Men																														
Cutting																														
Cutters, lining, machine ^{3b/}	86	2.60	1	-	-	3	1	5	1	6	3	3	2	7	4	3	6	4	1	4	3	8	6	2	1	-	4	8		
Fabric lining ^{3b/}	41	2.80	1	-	-	2	-	-	-	2	2	-	2	5	2	1	2	1	2	2	2	4	1	-	-	-	3	7		
Leather lining ^{3b/}	45	2.42	-	-	-	1	1	5	1	4	1	3	-	2	2	2	6	2	-	2	1	6	2	1	1	1	1	1		
Cutters, vamp and whole shoe, hand ^{3a/}	14	2.26	-	-	-	-	-	-	-	1	1	-	-	2	3	4	1	2	-	-	-	-	-	-	-	-	-	-		
Cutters, vamp and whole shoe, machine ^{3b/}	274	2.96	-	-	-	-	1	2	1	4	5	4	10	13	9	12	8	11	21	14	14	18	49	24	12	12	5	25		

See footnotes at end of table.

Table 30. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Southeastern New Hampshire¹—Continued(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over		
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	over		
Men—Continued																														
 Lasting																														
Assemblers for pullover, machine ^{b/} -----	99	\$2.77	1	-	-	-	-	-	1	1	1	1	3	5	9	7	4	15	6	10	6	5	9	1	2	4	-	8		
Bed-machine operators ^{b/} -----	156	3.05	-	-	1	-	3	2	2	1	2	1	-	2	4	3	4	11	9	4	6	15	27	21	12	5	10	11		
Heel-seat lasters ^{b/} -----	41	2.29	1	-	1	-	-	2	1	-	2	6	5	1	7	5	2	-	-	-	1	3	1	1	-	-	1	1		
Pullover-machine operators ^{b/} -----	89	3.17	-	-	-	-	-	-	1	1	1	1	-	-	3	1	2	3	7	8	14	20	2	8	5	3	9			
Side lasters, machine ^{b/} -----	173	2.95	-	1	2	-	-	-	3	6	-	2	5	3	6	11	4	9	17	12	6	29	17	15	9	11	5			
Toe lasters, automatic or semiautomatic ^{b/} -----	61	3.26	-	-	-	-	1	-	-	1	-	-	1	3	2	1	2	1	3	1	5	10	7	7	2	5	9			
 Bottoming and making																														
Edge trimmers ^{b/} -----	61	2.77	-	-	-	1	-	-	-	-	-	-	4	2	6	4	3	2	3	3	9	3	10	4	5	2	-			
Heel attachers, machine ^{b/} -----	50	2.34	2	-	-	-	-	3	6	5	1	2	2	4	3	3	5	2	3	-	1	2	2	4	-	-	-			
Shankers ^{b/} -----	43	1.78	7	4	2	-	3	6	3	4	3	1	-	1	3	-	-	4	-	-	-	-	-	-	2	-	-			
Sole attachers, cement process ^{b/} -----	119	2.77	1	-	-	1	-	1	-	3	-	-	3	3	6	2	3	13	12	15	10	12	19	3	6	3	2	1		
 Finishing																														
Edge setters ^{b/} -----	23	2.88	-	-	-	-	-	-	-	-	-	-	-	4	1	4	-	-	-	-	4	6	3	-	-	-	1			
Treers ^{b/} -----	146	2.56	-	-	-	-	-	1	1	3	-	6	9	25	17	14	13	12	7	12	8	8	2	4	2	1	1			
 Miscellaneous																														
Floor boys ^{a/} -----	69	1.45	13	6	9	12	9	11	1	2	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (Crowners) ^{a/} -----	54	1.70	7	1	2	5	4	11	2	2	5	1	6	1	2	1	2	1	1	-	-	-	-	-	-	-	-	-		
Janitors ^{a/} -----	24	1.30	12	7	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Mechanics, maintenance ^{a/} -----	8	2.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-	1	1	-	-	-			

¹ Southeastern New Hampshire consists of the area extending south from Farmington and Pittsfield and east from Manchester and Nashua, N. H.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

Table 31. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—New York, N.Y.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	and over
All production workers.....	2,293	\$2.45	55	71	55	34	50	148	94	86	83	108	117	108	59	84	76	114	120	83	75	65	130	162	116	62	63	75
Women.....	680	1.88	31	47	31	10	35	80	71	48	29	63	31	54	18	27	20	20	23	8	9	4	5	14	1	1	-	-
Men.....	1,613	2.69	24	24	24	24	15	68	23	38	54	45	86	54	41	57	56	94	97	75	66	61	125	148	115	61	63	75
<u>Women</u>																												
<u>Fitting</u>																												
Pasters, backers, or fitters, upper, hand.....	67	1.93	2	-	2	1	2	4	8	9	5	6	4	12	1	-	4	4	2	1	-	-	-	-	-	-	-	-
Time.....	30	1.79	-	-	2	1	2	4	4	3	4	4	1	4	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Incentive.....	37	2.05	2	-	-	-	-	-	4	6	1	2	3	8	1	-	4	4	2	-	-	-	-	-	-	-	-	-
Top stitchers ³ b/.....	9	2.52	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	1	2	1	2	1	-	-	-	-	-	-
Vampers ³ b/.....	7	2.11	-	-	1	-	-	2	-	-	-	-	-	-	-	1	-	2	-	-	-	1	-	-	-	-	-	-
<u>Finishing</u>																												
Treers ³ b/.....	11	1.99	-	-	-	-	1	-	2	-	2	3	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
<u>Miscellaneous</u>																												
Floor girls ³ a/.....	7	1.44	-	1	1	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine ³ b/ ⁴	29	3.01	-	-	-	-	-	-	-	-	-	1	-	2	-	2	3	3	-	1	-	1	6	4	2	2	1	-
Leather lining ³ b/.....	28	3.03	-	-	-	-	-	-	-	-	-	1	-	2	-	2	3	2	-	1	-	1	6	4	2	2	1	-
Cutters, vamp and whole shoe, hand ³ b/.....	89	3.29	-	-	-	-	-	-	-	-	-	-	1	1	2	1	1	7	5	5	5	8	18	10	12	6	7	-
Cutters, vamp and whole shoe, machine ³ a/.....	15	2.59	-	-	-	-	1	-	1	-	-	-	-	-	-	1	2	4	3	-	-	2	1	-	-	-	-	-
<u>Fitting</u>																												
Fancy stitchers.....	70	2.83	-	-	-	-	-	2	-	-	-	6	6	4	5	-	2	8	1	4	5	5	8	3	7	4	-	-
Incentive.....	61	2.90	-	-	-	-	-	2	-	-	-	1	5	4	5	-	2	6	1	4	5	5	7	3	7	4	-	-
Skivers, machine, uppers or linings.....	27	3.06	-	-	-	-	-	2	-	-	2	1	1	-	-	-	-	-	5	-	-	-	2	9	3	-	2	-
Time.....	9	2.16	-	-	-	-	-	2	-	-	2	1	1	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Incentive.....	18	3.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	9	3	-	2	-
Top stitchers ³ b/.....	31	3.35	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	-	2	3	8	1	2	-	10	2	-
Vampers ³ b/.....	14	2.73	-	-	-	-	-	-	-	-	-	-	-	1	1	3	-	-	3	1	3	2	-	-	-	-	-	-
<u>Lasting</u>																												
Assemblers for pullover, machine ³ b/.....	29	2.63	-	-	-	-	-	-	1	-	-	2	2	1	4	1	1	2	4	4	1	5	-	1	-	-	-	-
Bed-machine operators ³ b/.....	13	3.67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	4	-	-	-	5	-
Heel-seat lasters ³ b/.....	12	2.27	-	-	-	-	-	-	-	4	2	1	1	-	-	-	-	-	2	-	1	-	1	-	-	-	-	-
Pullover-machine operators ³ b/.....	23	3.18	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	1	-	2	2	7	1	2	3	1	1	-
Side lasters, machine ³ b/.....	23	3.08	-	-	-	-	-	-	-	-	-	2	-	2	1	-	-	1	-	1	1	1	6	7	-	-	1	-
Toe lasters, automatic or semiautomatic ³ b/.....	13	3.23	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	3	-	2	3	-	1	3	-	-

See footnotes at end of table.

Table 31. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—New York, N.Y.¹—Continued(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00 and over		
<u>Men—Continued</u>																														
<u>Bottoming and making</u>																														
Bottom fillers ^{3b/} -----	8	\$2.58	-	-	-	-	-	-	-	1	2	1	1	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	
Edge trimmers ^{3b/} -----	16	3.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	2	2	6			
Heel attachers, machine ^{3b/} -----	20	2.79	-	-	-	-	-	-	-	-	-	-	1	2	2	2	2	3	-	1	-	-	-	5	-	2	-	-		
Shankers ^{3b/} -----	9	2.58	-	-	-	-	-	-	-	-	-	-	1	1	-	1	2	1	-	-	-	3	-	-	-	-	-	-		
Sole attachers, cement process ^{3b/} -----	23	3.49	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	1	-	-	2	4	1	3	5	4			
<u>Finishing</u>																														
Bottom scourers ^{3b/} -----	15	3.14	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	5	1	3	-	-	2			
Edge setters ^{3b/} -----	20	3.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	4	5	1	2	2	3			
Repairers ^{3b/} -----	52	3.30	-	-	-	-	-	-	-	-	-	-	-	1	-	1	4	-	2	1	3	12	5	14	2	2	5			
Treers ^{3b/} -----	45	2.65	-	-	-	-	-	-	-	-	-	2	-	2	-	5	9	7	6	1	3	2	4	1	1	-	-			
<u>Miscellaneous</u>																														
Floor boys ^{3a/} -----	19	1.42	7	1	4	-	1	3	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (crowners)-----	21	2.32	-	-	-	-	-	-	2	1	-	2	1	-	2	7	4	1	-	1	-	-	-	-	-	-	-	-		
Time-----	10	2.11	-	-	-	-	-	-	2	1	-	2	1	-	-	1	3	-	-	-	-	-	-	-	-	-	-	-		
Incentive-----	11	2.51	-	-	-	-	-	-	-	-	-	-	-	-	2	6	1	1	-	1	-	-	-	-	-	-	-	-		
Janitors ^{3a/} -----	23	1.57	3	1	1	-	1	4	6	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ The New York Standard Metropolitan Statistical Area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Nassau, Rockland, Suffolk, and Westchester Counties, N.Y.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Includes data for workers in classification in addition to those shown separately.

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

Table 32. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Arkansas

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																						
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	over
All production workers.....	2,480	\$1.53	1064	113	179	147	103	147	113	137	111	75	53	51	36	51	20	23	12	16	10	4	6	2	7
Women.....	1,718	1.45	855	88	97	110	85	103	81	101	52	43	23	32	19	9	5	4	3	3	2	3	-	-	-
Men.....	762	1.71	209	25	82	37	18	44	32	36	59	32	30	19	17	42	15	19	9	13	8	1	6	2	7
<u>Women</u>																									
<u>Cutting</u>																									
Cutters, fabric lining, machine ² b/.....	8	1.48	5	-	-	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutters, leather lining, machine ² b/.....	11	1.50	7	-	-	-	-	-	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, hand ² b/.....	15	1.37	7	1	3	-	2	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine ² b/.....	25	1.75	10	-	-	1	2	1	1	-	-	3	-	-	-	3	1	1	-	-	1	1	-	-	-
<u>Fitting</u>																									
Fancy stitchers ² b/.....	61	1.33	50	2	-	2	-	1	2	1	1	-	-	-	1	1	-	-	-	-	-	-	-	-	-
Pasters, backers, or fitters, upper, hand ² b/.....	86	1.36	57	5	3	4	3	2	1	7	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Skivers, machine, uppers or linings ² b/.....	14	1.44	8	-	-	1	2	1	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-
Top stitchers ² b/.....	60	1.42	37	5	2	-	3	4	1	1	1	1	1	1	-	2	-	-	-	-	1	-	-	-	-
<u>Bottoming and making</u>																									
Sole attachers, cement process ² b/.....	7	1.57	2	-	2	-	-	-	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
<u>Finishing</u>																									
Repairers.....	74	1.41	22	6	3	6	27	2	4	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	34	1.30	21	6	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	40	1.51	1	-	-	2	27	2	4	-	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Triers.....	76	1.61	23	2	3	8	2	8	8	3	6	2	2	2	2	1	1	3	1	-	1	-	-	-	-
Time.....	21	1.29	16	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	55	1.73	7	1	2	5	2	8	8	3	6	2	2	2	2	1	1	3	1	-	1	-	-	-	-
<u>Miscellaneous</u>																									
Floor girls ² a/.....	38	1.35	17	-	10	3	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) ² a/.....	32	1.41	8	6	2	7	5	-	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Men</u>																									
<u>Cutting</u>																									
Cutters, fabric lining, machine ² b/.....	11	2.19	1	-	-	-	-	-	1	2	-	-	-	1	3	-	-	-	-	1	-	-	2	-	-
Cutters, vamp and whole shoe, machine ² b/.....	39	2.33	2	-	3	-	-	-	3	-	6	2	2	-	3	1	-	2	2	3	1	-	4	3	2
<u>Lasting</u>																									
Assemblers for pullover, machine ² b/.....	26	1.65	9	2	-	-	-	-	6	1	2	2	2	2	2	-	-	-	-	-	-	-	-	-	-
Bed-machine operators ² b/.....	25	2.01	7	-	-	-	1	2	-	1	-	1	2	-	-	4	3	-	2	1	-	-	1	-	-
Heel-seat lasters ² b/.....	11	1.98	2	1	-	-	-	-	-	-	1	1	1	2	1	1	1	-	-	-	-	-	-	-	-
Pullover-machine operators ² b/.....	24	2.15	3	-	-	-	-	1	1	2	1	2	1	-	4	3	2	-	-	-	1	-	1	1	-
Side lasters, machine ³ b/.....	37	2.14	4	-	1	-	-	1	-	1	7	1	1	1	-	6	4	6	1	1	1	1	-	-	-
Toe lasters, automatic or semiautomatic ² b/.....	32	2.01	2	-	2	2	1	3	1	1	1	1	4	1	2	2	-	5	3	-	1	-	-	-	-

See footnotes at end of table.

Table 32. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Arkansas—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹ and under	Number of workers receiving straight-time hourly earnings of—																								
			\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20		
			and under																							and over	
Men—Continued																											
Bottoming and making																											
Edge trimmers ² b/-----	26	\$2.00	5	-	-	1	-	2	1	2	1	1	3	1	1	1	1	1	2	-	1	-	2	-	-		
Heel attachers, machine ² b/-----	14	1.66	6	-	1	-	-	1	-	-	-	1	1	3	1	-	-	-	-	-	-	-	-	-	-		
Shankers ² b/-----	10	1.61	4	1	-	-	-	-	1	1	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-		
Sole attachers, cement process ² b/-----	25	1.81	6	-	-	-	-	1	1	-	9	1	1	-	2	4	-	-	-	-	-	-	-	-			
Finishing																											
Bottom scourers ² b/-----	6	1.95	-	-	-	-	-	1	1	1	1	-	-	-	-	-	2	-	-	-	-	-	-	-			
Edge setters ² b/-----	7	1.83	3	-	-	-	-	1	-	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-			
Miscellaneous																											
Floor boys ² a/-----	27	1.40	8	1	7	1	4	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Janitors ² a/-----	11	1.31	4	5	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Mechanics, maintenance ² a/-----	17	2.07	-	-	1	-	-	-	1	4	5	-	2	-	1	-	-	-	-	1	-	-	-	1			

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

Table 33. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Missouri

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																															
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50 and over						
All production workers-----	9,510	\$1.70	1693	788	674	560	489	871	730	642	586	466	397	332	279	332	279	165	197	141	93	81	59	46	39	51	27	17	18	69				
Women-----	6,273	1.58	1349	634	501	382	409	629	535	426	340	279	200	150	155	73	78	40	19	30	9	16	3	3	3	3	1	-	9					
Men-----	3,237	1.92	344	154	173	178	80	242	195	216	246	187	197	182	124	92	119	101	74	51	50	30	36	48	24	16	18	60						
Women																																		
Cutting																																		
Cutters, lining, machine ² b/-----	72	1.74	14	6	1	2	3	9	4	4	6	8	5	1	1	2	-	2	-	1	1	-	-	-	-	-	2	-	-	-				
Fabric lining ² b/-----	14	1.73	2	1	1	-	-	2	-	1	1	2	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Leather lining ² b/-----	58	1.74	12	5	-	2	3	7	4	3	5	6	2	1	-	2	-	2	-	1	1	-	-	-	-	2	-	-	-	-				
Cutters, vamp and whole shoe, hand ² b/-----	31	2.05	4	1	-	-	1	1	3	3	2	-	1	1	1	3	3	1	2	2	-	2	-	-	-	-	-	-	-	-				
Cutters, vamp and whole shoe, machine ² b/-----	74	1.92	1	3	2	-	4	8	4	4	8	11	12	3	4	1	2	5	1	1	-	-	-	-	-	-	-	-	-	-				
Fitting																																		
Fancy stitchers ² b/-----	426	1.56	113	26	27	29	15	54	34	34	29	24	14	8	8	4	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Pastors, backers, or fitters, upper, hand ² b/-----	259	1.55	62	19	21	16	18	29	31	18	11	10	5	6	4	4	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-			
Skivers, machine, uppers or linings ² b/-----	137	1.62	44	5	10	9	6	10	8	5	4	8	6	3	7	3	3	1	1	4	-	-	-	-	-	-	-	-	-	-	-			
Top stitchers ² b/-----	296	1.67	71	18	15	6	15	30	21	30	16	16	10	12	9	7	8	2	1	3	1	2	1	1	1	-	1	-	-	-	-			
Vampers ² b/-----	50	1.53	14	5	3	4	5	3	4	2	3	1	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Lasting																																		
Assemblers for pullover, machine ² b/-----	18	1.82	1	-	-	1	1	2	2	1	3	2	3	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Bottoming and making																																		
Bottom fillers ² b/-----	20	1.74	-	-	-	-	4	5	3	2	2	1	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
Rough rounders ² b/-----	8	1.64	1	-	1	1	1	1	1	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Shankers ² b/-----	18	1.66	2	2	-	2	-	3	1	1	4	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sole attachers, cement process ² b/-----	7	2.14	-	-	-	-	-	-	-	-	3	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Finishing																																		
Repairers-----	202	1.60	32	15	20	12	13	25	23	14	11	13	8	6	5	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time-----	51	1.42	4	13	16	4	3	3	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive-----	151	1.66	28	2	4	8	10	22	18	14	8	13	8	6	5	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trees ² b/-----	227	1.71	26	19	9	10	15	24	21	23	16	21	12	8	7	3	7	2	1	2	-	-	-	-	-	1	-	-	-	-	-	-	-	
Miscellaneous																																		
Floor girls ² a/-----	112	1.43	16	6	30	24	3	24	4	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)-----	155	1.50	5	24	30	21	22	5	20	14	7	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time-----	103	1.41	4	21	29	21	13	2	12	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men																																		
Cutting																																		
Cutters, lining, machine ² b/-----	89	1.89	15	2	1	5	2	7	10	3	1	4	5	8	6	2	5	4	3	1	3	-	-	-	-	2	-	-	-	-	-	-	-	
Fabric lining ² b/-----	41	2.08	3	-	1	2	-	3	5	-	-	3	4	4	3	2	2	1	2	1	3	-	-	-	2	-	-	-	-	-	-	-	-	
Leather lining ² b/-----	48	1.74	12	2	-	3	2	4	5	3	1	1	1	4	3	-	3	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 33. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Missouri—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	
Men—Continued																												
Cutting—Continued																												
Cutters, vamp and whole shoe, hand ² b/-----	90	\$ 2.70	-	1	1	2	1	4	1	3	4	1	3	2	3	6	3	4	5	4	4	5	4	4	4	4	2	15
Cutters, vamp and whole shoe, machine ² b/-----	149	2.16	-	1	2	7	6	6	10	9	16	10	10	7	14	10	5	8	9	3	4	3	3	2	-	-	1	3
Lasting																												
Assemblers for pullover, machine ² b/-----	115	2.11	3	4	9	1	-	4	11	9	9	6	4	11	3	2	7	4	8	4	10	2	1	-	-	1	-	2
Heel-seat lasters ² b/-----	53	1.88	5	2	-	1	3	3	7	3	3	6	4	2	4	4	2	4	-	-	-	-	-	-	-	-	-	-
Pullover-machine operators ² b/-----	99	2.52	5	-	2	1	2	-	1	4	4	1	8	5	1	8	5	10	7	7	4	1	3	6	3	1	-	10
Side lasters, machine ² b/-----	156	2.14	12	1	-	3	3	11	6	12	4	14	13	9	7	7	12	12	3	4	2	2	3	-	1	-	3	
Toe lasters, automatic or semiautomatic ² b/-----	126	2.47	6	1	-	-	-	1	1	-	11	4	7	16	7	8	15	9	4	3	7	4	-	2	4	3	4	9
Bottoming and making																												
Edge trimmers ² b/-----	122	2.29	3	1	-	1	-	4	6	8	10	6	7	6	10	11	12	10	4	2	1	2	5	7	2	1	-	3
Heel attachers, machine ² b/-----	34	1.98	-	-	2	1	-	1	3	2	6	4	5	2	2	3	-	-	1	2	-	-	-	-	-	-	-	-
Heel-seat fitters, hand ² b/-----	8	1.64	2	-	1	1	-	1	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rough rounders ² b/-----	35	1.88	1	1	-	-	3	1	9	5	3	1	3	3	2	1	-	-	-	-	1	-	-	-	-	-	-	1
Shankers ² b/-----	25	1.59	5	1	1	3	1	5	1	1	2	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Sole attachers, cement process ² b/-----	95	2.14	2	-	1	-	1	4	6	10	7	9	1	14	11	7	3	2	6	4	1	1	3	2	-	-	-	-
Finishing																												
Bottom scourers ² b/-----	37	2.23	3	2	-	-	-	2	2	1	3	3	1	3	2	1	1	2	-	2	2	2	1	-	1	3	-	-
Edge setters ² b/-----	55	2.38	3	-	-	1	-	4	-	2	4	2	2	3	5	3	4	3	1	6	2	2	-	-	-	2	4	2
Treers ² b/-----	39	2.01	-	-	-	-	3	1	5	2	3	5	4	7	4	2	-	-	-	2	-	-	1	-	-	-	-	-
Miscellaneous																												
Floor boys-----	45	1.45	10	4	11	4	2	8	1	-	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time-----	36	1.43	10	4	11	2	2	1	1	-	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive-----	9	1.51	-	-	-	2	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)-----	36	1.59	2	2	4	4	1	14	1	-	4	1	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Time-----	31	1.51	2	2	3	4	1	14	1	-	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors ² a/-----	59	1.34	13	11	21	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance ² a/-----	47	2.11	-	-	-	-	-	-	-	2	13	5	4	6	4	8	3	-	-	-	1	-	-	-	1	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

Table 34. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Los Angeles—Long Beach, Calif.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.25	\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	and over	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
All production workers.....	1,133	\$1.92	1	32	95	95	62	56	74	88	110	69	52	52	35	55	42	17	37	27	18	25	17	13	18	12	5	26		
Women.....	608	1.68	1	20	80	77	46	33	49	57	68	40	26	18	24	18	17	7	5	9	2	5	1	1	3	-	-	1		
Men.....	525	2.20	-	12	15	18	16	23	25	31	42	29	26	34	11	37	25	10	32	18	16	20	16	12	15	12	5	25		
Women																														
Fitting																														
Fancy stitchers.....	29	1.84	-	-	2	2	-	-	-	5	5	4	3	2	3	1	2	-	-	-	-	-	-	-	-	-	-	-		
Time.....	10	1.70	-	-	2	-	-	-	-	3	2	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	19	1.90	-	-	-	2	-	-	-	2	3	3	3	1	2	1	2	-	-	-	-	-	-	-	-	-	-	-		
Pasters, backers, or fitters, upper, hand.....	32	1.71	-	-	2	4	7	-	2	3	2	2	3	1	2	1	3	-	-	-	-	-	-	-	-	-	-	-		
Time.....	17	1.44	-	-	2	4	7	-	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	15	2.03	-	-	-	-	-	-	-	2	2	1	3	1	2	1	3	-	-	-	-	-	-	-	-	-	-	-		
Skivers, machine, uppers or linings ^{3a/}	11	1.67	-	-	-	1	3	-	1	1	2	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Top stitchers ^{3b/}	19	1.85	-	1	-	-	-	-	1	6	2	2	2	-	2	-	3	-	-	-	-	-	-	-	-	-	-	-		
Vampers ^{3b/}	9	1.97	-	-	-	-	-	-	-	4	-	-	2	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-		
Finishing																														
Repairers ^{3a/}	39	1.66	-	-	2	2	1	2	4	5	18	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Miscellaneous																														
Floor girls ^{3a/}	22	1.53	-	-	1	2	3	8	2	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men																														
Cutting																														
Cutters, lining, machine ^{3b/4/}	12	2.16	-	-	-	-	-	3	-	1	-	-	1	-	2	-	2	-	1	-	-	1	-	-	-	1	-	-		
Fabric lining.....	6	1.86	-	-	-	-	-	3	-	-	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	1	-		
Cutters, vamp and whole shoe, hand ^{3b/}	13	2.67	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	2	-	3	1	2	2	-	-	-	-		
Cutters, vamp and whole shoe, machine.....	34	2.59	-	-	-	-	-	1	-	1	-	3	-	-	5	2	1	5	1	1	3	3	2	5	-	-	1	-		
Time.....	6	2.42	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	1	-	1	3	1	1	2	5	-	-	-		
Incentive.....	28	2.63	-	-	-	-	-	1	-	1	-	3	-	-	2	1	1	5	-	1	3	2	2	5	-	-	-	1		
Fitting																														
Fancy stitchers.....	41	2.01	-	2	-	-	1	-	1	4	6	3	4	6	2	6	2	-	-	-	2	-	-	1	-	-	-	1		
Time.....	12	1.82	-	-	-	-	-	-	2	5	1	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	29	2.09	-	2	-	-	1	-	1	2	1	2	3	4	2	6	1	-	-	2	-	-	1	-	-	-	1	-		
Vampers ^{3a/}	7	2.33	-	-	-	-	-	1	-	1	1	-	-	1	-	-	-	-	1	1	-	-	-	-	-	-	-	1		
Lasting																														
Assemblers for pullover, machine ^{3b/}	19	2.47	-	-	-	-	-	-	-	3	3	-	-	-	-	3	-	-	3	-	-	2	-	1	1	1	1	1		
Heel-seat lasters ^{3b/}	11	1.93	-	-	-	-	3	-	-	-	3	1	-	1	-	-	-	2	-	-	1	-	-	-	-	-	-	-		
Pullover-machine operators ^{3b/}	8	3.00	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	3	1	1	1		
Side lasters, machine ^{3b/}	12	2.46	-	-	-	-	-	-	-	-	-	3	-	-	-	2	1	-	1	2	-	1	1	-	-	-	1	-		
Toe lasters, automatic or semiautomatic ^{3b/}	7	3.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	-	1	-	1	2		

See footnotes at end of table.

Table 34. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Los Angeles—Long Beach, Calif.¹—Continued

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.25	\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40		
			and over																											over
<u>Men—Continued</u>																														
<u>Bottoming and making</u>																														
Edge trimmers ^{3b/} -----	8	\$2.49	-	-	-	-	-	-	-	-	1	-	-	1	-	1	1	-	-	-	1	2	1	-	-	-	-	-	-	-
Heel attachers, machine ^{3b/} -----	9	2.34	-	-	-	-	-	-	1	2	1	-	-	-	1	1	1	-	1	-	-	-	-	1	-	-	-	-	1	-
Rough rounders ^{3b/} -----	6	2.61	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	-	-	-	1	1	-	-	-	1	-	-	
Shankers ^{3b/} -----	8	1.95	-	-	-	1	-	-	1	1	2	-	-	1	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	
Sole attachers, cement process ^{3b/} -----	12	2.66	-	-	-	-	-	-	-	-	3	-	1	-	1	-	-	-	1	1	-	1	1	-	-	1	-	1	2	
<u>Miscellaneous</u>																														
Floor boys ^{3a/} -----	11	1.52	-	-	2	-	2	3	2	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors ^{3a/} -----	9	1.64	-	-	-	4	1	-	-	-	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	

¹ The Los Angeles-Long Beach Standard Metropolitan Statistical Area consists of Los Angeles and Orange Counties.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.
⁴ Includes data for workers in classification in addition to those shown separately.

Table 35. Occupational Earnings: Women's Cement-Process (Slip-Lasted) Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations,
United States and Middle Atlantic, April 1965)

Department, occupation, and sex	United States ²		Middle Atlantic	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Cutting</u>				
Cutters, fabric lining, machine.....	38	\$1.78	15	\$1.97
Men.....	27	1.92	14	1.99
Cutters, vamp and whole shoe, machine.....	187	2.30	62	2.08
Men.....	148	2.36	58	2.09
<u>Fitting</u>				
Fancy stitchers (214 women and 4 men).....	218	1.63	93	1.68
Pasters, backers, or fitters, upper, hand (85 women and 12 men).....	97	1.50	33	1.52
Platform-cover stitchers.....	118	1.96	79	1.78
Women.....	71	2.01	41	1.94
Skivers, machine, uppers or linings (43 women and 2 men).....	45	1.61	6	1.77
Sock-lining stitchers (87 women and 21 men).....	108	1.99	65	1.93
Vampers (all women).....	66	1.79	26	1.58
<u>Lasting</u>				
Platform-cover lasters (38 men and 3 women).....		2.13		2.14
<u>Bottoming and making</u>				
Sole attachers, cement process (42 men and 1 woman).....	43	2.15	29	2.20
<u>Finishing</u>				
Repairers (51 women and 4 men).....	55	1.48	21	1.54
<u>Miscellaneous</u>				
Floor boys (or girls).....	105	1.47	53	1.43
Women.....	59	1.47	27	1.43
Men.....	46	1.48	26	1.43
Inspectors (crowners) (54 women and 3 men)...	57	1.41	25	1.37
Janitors (all men).....	33	1.46	16	1.61
Mechanics, maintenance (all men).....	24	2.46	9	2.40

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

² Includes data for regions in addition to the Middle Atlantic.

Table 36. Occupational Earnings: Women's McKay (Including Littleway) Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations,
United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		New England		Middle Atlantic	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Cutting</u>						
Cutters, fabric lining, machine	42	\$2.14	17	\$2.17	-	-
Men	28	2.24	13	2.11	-	-
Cutters, vamp and whole shoe, machine.....	370	2.11	191	2.52	37	\$1.87
Men	264	2.30	177	2.54	29	1.93
<u>Fitting</u>						
Fancy stitchers (193 women and 21 men)	214	1.54	87	1.64	-	-
Pasters, backers, or fitters, upper, hand (all women)	169	1.47	49	1.56	-	-
Skivers, machine, uppers or linings (125 women and 6 men).....	131	1.68	63	1.78	15	1.74
Top stitchers (260 women and 1 man).....	261	1.44	25	1.88	-	-
Vampers (all women)	76	1.57	34	1.59	-	-
<u>Lasting</u>						
Assemblers for pullover, machine	37	2.09	18	2.23	-	-
Women	19	2.21	7	2.30	-	-
Men	18	1.97	11	2.18	-	-
Heel-seat lasters (28 men and 3 women).....	31	1.96	20	2.12	-	-
Pullover-machine operators (38 men and 3 women).....	41	2.25	17	2.55	-	-
Side lasters, machine (41 men and 2 women)....	43	2.01	23	2.28	-	-
Toe lasters, automatic or semiautomatic (all men).....	41	2.40	26	2.68	-	-
<u>Bottoming and making</u>						
Edge trimmers (39 men and 10 women)	49	2.21	25	2.39	-	-
Heel attachers, machine	54	1.96	32	2.08	6	1.88
Men	37	2.02	26	2.07	6	1.88
Littleway stitchers	114	2.25	66	2.28	14	2.02
Men	101	2.19	58	2.32	12	2.08
<u>Finishing</u>						
Repairers (179 women and 1 man)	180	1.41	81	1.41	-	-
Treers (46 women and 8 men).....	54	1.66	14	1.79	-	-
<u>Miscellaneous</u>						
Floor boys (or girls).....	191	1.48	91	1.44	40	1.31
Women	101	1.55	59	1.44	21	1.33
Men	90	1.40	32	1.46	-	-
Inspectors (crowners) (80 women and 8 men)....	88	1.54	56	1.46	-	-
Janitors (all men).....	25	1.32	15	1.32	-	-
Mechanics, maintenance (all men).....	18	2.01	6	2.92	-	-

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

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

Table 37. Occupational Earnings: Misses' and Children's Cement-Process (Conventional-Lasted) Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		New England		Middle Atlantic		Southwest		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Cutting												
Cutters, fabric lining, machine.....	73	\$1.96	13	\$2.12	20	\$1.77	9	\$2.14	-	-	14	\$1.97
Men.....	51	2.04	12	2.10	16	1.84	-	-	-	-	8	2.06
Cutters, leather lining, machine.....	62	2.07	-	-	-	-	-	-	7	\$1.86	23	1.97
Men.....	34	2.12	-	-	-	-	-	-	-	-	11	1.99
Cutters, vamp and whole shoe, machine.....	317	2.15	64	2.40	63	2.18	49	1.98	28	1.81	67	2.15
Women.....	103	1.92	-	-	-	-	-	-	21	1.82	26	1.96
Men.....	214	2.26	54	2.48	51	2.24	33	2.10	-	-	41	2.27
Fitting												
Fancy stitchers (all women).....	433	1.54	90	1.66	61	1.48	116	1.43	45	1.45	83	1.61
Pasters, backers, or fitters, upper, hand (all women).....	367	1.47	44	1.51	70	1.42	101	1.44	-	-	72	1.56
Skivers, machine, uppers or linings (all women).....	157	1.66	20	1.70	28	1.83	38	1.51	15	1.62	44	1.70
Top stitchers (all women).....	250	1.63	41	2.06	38	1.68	-	-	29	1.48	76	1.56
Vampers (231 women and 2 men).....	233	1.68	46	1.91	25	1.69	-	-	27	1.47	79	1.62
Lasting												
Assemblers for pullover, machine.....	162	1.94	27	2.49	22	1.99	41	1.66	18	1.77	36	2.03
Women.....	59	1.90	7	2.58	-	-	-	-	13	1.69	10	1.83
Men.....	103	1.97	20	2.46	-	-	-	-	-	-	26	2.10
Bed-machine operators (86 men and 9 women).....	95	2.07	-	-	19	2.41	-	-	-	-	67	1.90
Heel-seat lasters (all men).....	64	1.99	14	2.15	16	1.98	-	-	8	2.13	13	1.88
Pullover-machine operators (all men).....	79	2.33	-	-	-	-	-	-	-	-	26	1.97
Side lasters, machine (132 men and 3 women).....	135	2.28	25	2.62	16	2.32	30	2.03	-	-	38	1.97
Toe lasters, automatic or semiautomatic (all men).....	106	2.14	-	-	35	2.19	-	-	-	-	-	-
Bottoming and making												
Edge trimmers (all men).....	153	2.24	21	2.87	26	2.53	18	2.18	-	-	48	1.97
Heel attachers, machine (22 men and 2 women).....	24	2.03	8	2.14	6	2.09	-	-	-	-	-	-
Rough rounders (all men).....	57	2.18	6	2.87	-	-	-	-	-	-	-	-
Shankers.....	39	1.62	10	1.53	-	-	-	-	-	-	-	-
Women.....	23	1.57	6	1.45	-	-	-	-	-	-	-	-
Sole attachers, cement process.....	146	2.04	26	2.48	37	1.93	31	2.05	13	1.87	27	1.82
Men.....	96	2.15	22	2.54	20	2.01	-	-	7	1.90	16	1.94
Finishing												
Repairers (198 women and 4 men).....	202	1.57	38	1.46	40	1.44	52	1.51	18	1.63	36	1.77
Treers.....	183	1.57	20	2.32	-	-	60	1.43	-	-	57	1.53
Women.....	158	1.47	-	-	-	-	60	1.43	-	-	53	1.51
Men.....	25	2.23	20	2.32	-	-	-	-	-	-	-	-
Miscellaneous												
Floor boys (or girls).....	152	1.44	34	1.47	-	-	48	1.38	12	1.44	24	1.44
Women.....	116	1.44	26	1.48	-	-	35	1.38	12	1.44	17	1.42
Men.....	36	1.45	8	1.47	-	-	13	1.38	-	-	7	1.48
Inspectors (crowners).....	188	1.58	23	1.56	16	1.83	47	1.43	28	1.64	54	1.62
Women.....	136	1.52	20	1.55	-	-	32	1.43	-	-	39	1.52
Men.....	52	1.72	-	-	16	1.83	-	-	-	-	15	1.87
Janitors (70 men and 2 women).....	72	1.35	6	1.29	-	-	-	-	10	1.33	17	1.37
Mechanics, maintenance (all men).....	56	2.10	-	-	-	-	10	1.95	-	-	15	2.08

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

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

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

Table 38. Occupational Earnings: Misses' and Children's Goodyear-Welt Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, April 1965)

Department, occupation, and sex	United States ²		Middle Atlantic		Great Lakes		Middle West	
	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>Cutting</u>								
Cutters, fabric lining, machine (38 men and 5 women).....	43	\$1.82	15	\$1.70	-	-	12	\$1.81
Cutters, leather lining, machine.....	85	2.24	21	1.68	-	-	-	-
Men.....	53	2.58	16	1.71	-	-	-	-
Cutters, vamp and whole shoe, machine.....	278	2.73	63	2.17	37	\$2.57	43	2.39
Women.....	36	2.11	9	1.92	-	-	-	-
Men.....	242	2.82	54	2.21	31	2.62	37	2.45
<u>Fitting</u>								
Fancy stitchers (431 women and 9 men).....	440	1.82	93	1.59	35	1.91	62	1.71
Pasters, backers, or fitters, upper, hand (224 women and 1 man).....	225	1.60	66	1.40	18	1.55	37	1.45
Skivers, machine, uppers or linings (154 women and 4 men).....	158	1.76	49	1.46	17	1.67	28	1.66
Top stitchers (193 women and 9 men).....	202	1.75	53	1.51	29	1.67	42	1.47
Vampers (258 women and 26 men).....	284	1.86	69	1.62	29	1.77	38	1.64
<u>Lasting</u>								
Assemblers for pullover, machine (92 men and 10 women).....	102	2.00	30	1.96	9	2.30	19	1.89
Bed-machine operators (67 men and 1 woman).....	68	2.25	12	1.75	-	-	-	-
Heel-seat lasters (37 men and 4 women).....	41	1.96	13	1.88	6	1.89	7	1.74
Pullover-machine operators (all men).....	122	2.46	27	2.03	9	2.77	17	2.43
Side lasters, machine (all men).....	136	2.52	26	1.82	13	2.84	20	2.33
Toe lasters, automatic or semiautomatic (all men).....	118	2.43	27	1.92	17	2.79	19	2.05
<u>Bottoming and making</u>								
Bottom fillers.....	41	1.94	12	1.61	-	-	-	-
Men.....	22	2.27	9	1.69	-	-	-	-
Edge trimmers (161 men and 1 woman).....	162	2.68	36	2.15	18	2.71	27	2.36
Goodyear stitchers (168 men and 2 women).....	170	2.23	42	2.01	14	2.33	28	2.20
Heel attachers, machine (50 men and 3 women).....	53	2.28	18	1.85	-	-	7	2.00
Inseamers (all men).....	90	2.51	27	1.96	8	2.28	12	2.17
Rough rounders (64 men and 1 woman).....	65	2.21	17	2.01	6	2.62	10	2.00
Sole levelers, machine (20 men and 8 women).....	28	1.95	10	1.68	7	1.84	-	-
<u>Finishing</u>								
Edge setters (all men).....	84	2.55	28	2.22	8	2.64	-	-
Repairers.....	167	1.67	65	1.45	14	1.75	18	1.81
Women.....	155	1.65	57	1.43	13	1.72	16	1.72
Treers.....	121	2.51	24	1.46	22	1.75	13	2.01
Women.....	71	1.77	22	1.42	22	1.75	11	1.86
<u>Miscellaneous</u>								
Floor boys (or girls).....	141	1.51	23	1.53	6	1.71	16	1.38
Women.....	90	1.56	20	1.54	6	1.71	12	1.40
Inspectors (crowners).....	153	1.72	31	1.53	19	1.93	31	1.74
Women.....	95	1.68	14	1.60	11	1.61	19	1.59
Men.....	58	1.78	17	1.47	-	-	12	1.98
Janitors (all men).....	44	1.43	-	-	-	-	12	1.35
Mechanics, maintenance (all men).....	39	2.27	8	2.24	-	-	-	-

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

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

Table 39. Occupational Earnings: Misses' and Children's Goodyear-Welt Shoes—Southeastern Pennsylvania¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, April 1965)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	and over
All production workers.....	1,294	\$1.63	157	104	118	102	81	124	130	132	73	78	52	41	26	21	13	11	6	4	4	2	3	2	-	2	-	2
Women.....	683	1.50	98	79	97	78	58	76	71	60	17	14	9	7	6	4	3	-	1	1	-	2	-	-	2	-	2	
Men.....	611	1.78	59	25	21	24	23	48	59	72	56	64	43	34	20	17	10	11	5	5	4	2	2	3	2	-	2	
<u>Women</u>																												
<u>Fitting</u>																												
Fancy stitchers ^{3a/}	63	1.59	4	-	10	12	5	6	10	5	1	2	3	-	2	1	2	-	-	-	-	-	-	-	-	-	-	
Pasters, backers, or fitters, upper, hand.....	38	1.40	8	6	13	3	-	2	2	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	20	1.44	8	3	-	3	-	-	2	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Skivers, machine, uppers or linings.....	33	1.48	4	2	2	6	4	8	5	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	15	1.50	4	-	-	2	2	2	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Top stitchers.....	37	1.52	5	2	3	4	6	2	6	6	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time.....	23	1.46	2	2	3	4	6	2	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Vampers ^{3b/}	39	1.62	3	3	6	6	4	5	-	1	5	2	-	-	2	-	-	-	-	-	-	-	2	-	-	-		
<u>Finishing</u>																												
Repairers ^{3b/}	27	1.48	5	1	8	2	-	5	2	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Miscellaneous</u>																												
Floor girls ^{3a/}	10	1.66	-	-	2	-	-	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (crowners) ^{3b/}	12	1.66	2	2	1	2	-	-	-	1	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-		
<u>Men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine.....	23	1.73	-	-	1	2	2	2	-	9	3	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-		
Incentive.....	10	1.80	-	-	-	2	2	-	-	1	1	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-		
Fabric lining ^{3a/}	10	1.78	-	-	1	-	-	2	-	4	-	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-		
Leather lining ^{3b/}	13	1.69	-	-	-	2	2	-	-	5	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Cutters, vamp and whole shoe, machine ^{3b/}	33	2.12	-	-	1	-	-	2	1	-	5	7	6	1	-	2	-	2	2	2	-	2	-	-	-			
<u>Lasting</u>																												
Assemblers for pullover, machine ^{3b/}	16	2.02	-	-	-	-	-	-	-	4	1	3	2	3	-	2	1	-	-	-	-	-	-	-	-	-		
Heel-seat lasters ^{3b/}	10	1.88	1	-	-	-	-	1	-	-	3	4	-	-	-	-	-	-	-	1	-	-	-	-	-			
Pullover-machine operators ^{3b/}	18	2.08	-	-	1	-	-	-	-	3	1	-	4	5	-	-	1	3	-	-	-	-	-	-	-			
Side lasters, machine ^{3b/}	19	1.76	-	-	-	-	1	5	2	2	4	2	2	-	1	-	-	-	-	-	-	-	-	-	-			
Toe lasters, automatic or semiautomatic ^{3b/}	20	2.00	-	1	-	-	-	-	2	1	1	7	2	1	2	2	-	-	-	1	-	-	-	-	-			
<u>Bottoming and making</u>																												
Edge trimmers ^{3b/}	23	2.14	-	-	-	-	-	2	2	-	1	1	2	8	-	-	3	3	-	-	-	1	-	-	-			
Goodyear stitchers ^{3b/}	24	2.07	2	-	1	-	-	-	-	1	3	1	1	12	2	1	-	-	-	-	-	-	-	-	-			
Heel attachers, machine ^{3a/}	11	1.83	-	-	-	-	-	-	1	3	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-			
Inseamers ³	16	1.94	-	-	2	-	-	-	3	1	-	-	1	6	2	1	-	-	-	-	-	-	-	-	-			
Rough rounders ^{3b/}	10	2.05	-	-	-	-	-	-	-	1	-	6	-	-	-	2	-	1	-	-	-	-	-	-	-			
<u>Finishing</u>																												
Edge setters ^{3b/}	13	2.65	-	-	-	-	-	-	-	2	3	-	-	-	-	-	-	-	-	2	-	-	1	3	-	2		
<u>Miscellaneous</u>																												
Inspectors (crowners) ^{3a/}	13	1.50	-	1	2	1	1	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Mechanics, maintenance ^{3a/}	6	2.15	-	-	-	-	-	-	-	1	-	-	-	1	3	1	-	-	-	-	-	-	-	-	-			

¹ The Southeastern Pennsylvania area consists of Berks, Dauphin, Lancaster, Lebanon, and Schuylkill Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

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

Table 40. Occupational Earnings: Misses', Children's, and Infants' Stitchdown Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and Middle Atlantic, April 1965)

Department, occupation, and sex	United States ²		Middle Atlantic	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Cutting</u>				
Cutters, fabric lining, machine-----	36	\$1.47	13	\$1.74
Men-----	21	1.35	7	1.45
Cutters, vamp and whole shoe, machine-----	201	1.71	88	2.04
Men-----	88	2.17	70	2.15
<u>Fitting</u>				
Fancy stitchers (314 women and 6 men)-----	320	1.48	46	1.82
Pasters, backers, or fitters, upper, hand (all women)-----	76	1.34	20	1.37
Skivers, machine, uppers or linings (all women)-----	64	1.48	28	1.61
Top stitchers (197 women and 5 men)-----	202	1.45	47	1.90
Vampers (261 women and 7 men)-----	268	1.41	75	1.62
<u>Lasting</u>				
Assemblers for pullover, machine (22 men and 17 women)-----	39	1.65	-	-
Pullover-machine operators (50 men and 2 women)-----	52	1.74	-	-
Thread lasters (all men)-----	88	2.13	42	2.40
Toe formers (all men)-----	32	1.75	-	-
Toe lasters, automatic or semiautomatic (39 men and 2 women)-----	41	2.02	-	-
<u>Bottoming and making</u>				
Edge trimmers (all men)-----	81	2.27	31	2.54
Goodyear stitchers (115 men and 5 women)-----	120	2.04	48	2.37
Heel attachers, machine (all men)-----	46	1.67	11	1.73
Rough rounders (all men)-----	50	1.69	23	1.86
<u>Finishing</u>				
Bottom scourers (24 men and 1 woman)-----	25	1.69	-	-
Repairers (all women)-----	99	1.44	74	1.45
<u>Miscellaneous</u>				
Floor boys (or girls)-----	100	1.35	45	1.40
Women-----	53	1.34	27	1.40
Men-----	47	1.35	18	1.39
Inspectors (crowners) (30 women and 3 men)-----	33	1.35	-	-
Janitors (all men)-----	26	1.32	9	1.33
Mechanics, maintenance (all men)-----	28	2.01	11	2.32

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

² Includes data for regions in addition to Middle Atlantic.

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

Table 41. Occupational Earnings: Moccasin-Constructed Shoes With Hand-Sewn Plug—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and New England, April 1965)

Department, occupation, and sex	United States ²		New England	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Cutting</u>				
Cutters, vamp and whole shoe, machine.....	107	\$2.42	86	\$2.40
Men.....	83	2.55	67	2.52
<u>Fitting</u>				
Fancy stitchers (128 women and 1 man).....	129	1.59	93	1.55
Pasters, backers, or fitters, upper, hand (all women).....	28	1.67	11	1.82
Skivers, machine, uppers or linings (all women).....	51	1.83	36	1.87
Top stitchers (all women).....	27	1.68	21	1.66
<u>Lasting</u>				
Heel-seat lasters (all men).....		2.17		2.17
<u>Bottoming and making</u>				
Edge trimmers (all men).....	23	2.64	18	2.84
Goodyear stitchers (all men).....	21	2.25	12	2.51
Heel attachers, machine (all men).....	16	2.12	13	2.12
Littleway stitchers (all men).....	40	2.31	31	2.32
Sole attachers, cement process (14 men and 2 women).....	16	2.11	11	2.08
<u>Finishing</u>				
Edge setters (all men).....	20	2.14	14	2.33
Repairers (all women).....	37	1.52	30	1.44
<u>Miscellaneous</u>				
Floor boys (or girls).....	29	1.48	21	1.51
Women.....	19	1.41	11	1.40
Men.....	10	1.62	10	1.62
Inspectors (crowners) (27 women and 12 men).....	39	1.45	30	1.43
Janitors (all men).....	10	1.40	8	1.40

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

² Includes data for regions in addition to New England.

Table 42. Method of Wage Payment

(Percent of production workers in footwear manufacturing establishments by method of wage payment, United States and selected regions, April 1965)

Method of wage payment ¹	United States ²	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100
Incentive workers.....	71	69	61	83	74	78	81	47
Individual piecework.....	69	68	61	83	73	70	80	47
Group piecework.....	(³)	(³)	(³)	(³)	-	(³)	(³)	-
Individual bonus.....	1	(³)	(³)	-	1	3	-	-
Group bonus.....	1	(³)	-	-	1	6	-	-
Time-rated workers.....	29	31	39	17	26	22	19	53
Formal plan.....	7	5	3	8	3	13	5	1
Single rate.....	4	4	-	4	-	3	1	1
Range of rates.....	3	1	3	4	3	9	5	-
Individual rates.....	22	26	35	10	23	9	14	52

¹ For definitions of methods of wage payment, see appendix A.² Includes data for regions in addition to those shown separately.³ Less than 0.5 percent.

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

Table 43. Scheduled Weekly Hours

(Percent of production workers in footwear manufacturing establishments by scheduled weekly hours,¹ United States and selected regions, April 1965)

Weekly hours	United States ²	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100
Under 32 hours.....	1	-	-	-	-	-	(³)	-
32 hours.....	4	-	-	9	6	7	6	-
Over 32 and under 40 hours.....	1	1	-	-	2	1	1	-
40 hours.....	91	98	95	77	92	89	88	100
44 hours.....	2	1	2	13	-	1	1	-
Over 44 hours.....	2	-	3	-	-	2	4	-

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

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

Table 44. Paid Holidays

(Percent of production workers in footwear manufacturing establishments with formal provisions for paid holidays, United States and selected regions, April 1965)

Number of paid holidays	United States ¹	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	96	97	98	100	86	96	99	100
Less than 5 days.....	8	6	5	-	12	-	1	-
5 days.....	12	8	26	7	26	11	2	-
5 days plus 2 half days.....	(²)	-	-	-	-	(²)	-	-
6 days.....	15	14	23	54	4	14	5	10
6 days plus 1 or 2 half days.....	3	-	9	-	-	13	-	-
7 days.....	14	20	10	13	-	13	22	11
7 days plus 1 or 2 half days.....	3	5	5	-	-	4	-	-
8 days.....	36	36	12	27	44	41	68	79
More than 8 days.....	4	8	9	-	-	1	-	-
Workers in establishments providing no paid holidays.....	4	3	2	-	14	4	1	-

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

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

Table 45. Paid Vacations

(Percent of production workers in footwear manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, April 1965)

Vacation policy	United States ¹	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100
<u>Method of payment</u>								
Workers in establishments providing paid vacations.....	99	99	99	100	95	99	100	100
Length-of-time payment.....	63	50	53	95	71	76	99	90
Percentage payment.....	36	49	45	5	23	23	(²)	10
Other.....	(²)	(²)	1	-	-	-	-	-
Workers in establishments providing no paid vacations.....	1	1	1	-	5	(²)	-	-
<u>Amount of vacation pay³</u>								
After 1 year of service:								
Under 1 week.....	2	3	(²)	9	-	-	-	-
1 week.....	94	93	99	88	86	94	100	100
Over 1 and under 2 weeks.....	(²)	-	-	-	-	2	-	-
2 weeks.....	2	3	-	3	8	3	-	-
After 3 years of service:								
Under 1 week.....	1	3	(²)	9	-	-	-	-
1 week.....	90	92	93	88	86	83	94	90
Over 1 and under 2 weeks.....	3	(²)	6	-	-	9	1	-
2 weeks.....	5	4	1	3	8	7	5	10
After 5 years of service:								
Under 1 week.....	1	2	(²)	-	-	-	-	-
1 week.....	15	16	24	4	27	2	3	11
Over 1 and under 2 weeks.....	1	1	3	-	-	(²)	1	-
2 weeks.....	81	79	71	96	68	98	94	89
Over 2 and under 3 weeks.....	(²)	-	-	-	-	-	1	-
3 weeks.....	1	2	-	-	-	-	-	-
After 10 years of service:								
Under 1 week.....	1	2	(²)	-	-	-	-	-
1 week.....	13	13	20	4	27	(²)	3	11
Over 1 and under 2 weeks.....	(²)	1	-	-	-	-	-	-
2 weeks.....	79	81	74	96	68	78	93	89
Over 2 and under 3 weeks.....	4	(²)	1	-	-	21	3	-
3 weeks.....	2	2	4	-	-	1	1	-
After 15 years of service:								
Under 1 week.....	1	2	(²)	-	-	-	-	-
1 week.....	13	13	19	4	27	(²)	3	11
Over 1 and under 2 weeks.....	(²)	1	-	-	-	-	-	-
2 weeks.....	54	75	72	56	36	28	13	89
Over 2 and under 3 weeks.....	1	-	2	-	-	-	1	-
3 weeks.....	31	8	6	39	32	72	82	-
After 25 years of service:								
Under 1 week.....	1	2	(²)	-	-	-	-	-
1 week.....	13	13	19	4	27	(²)	3	11
Over 1 and under 2 weeks.....	(²)	1	-	-	-	-	-	-
2 weeks.....	52	75	72	19	36	28	13	89
Over 2 and under 3 weeks.....	(²)	-	1	-	-	-	-	-
3 weeks.....	32	8	6	77	32	69	82	-
Over 3 and under 4 weeks.....	(²)	-	1	-	-	1	-	-
4 weeks.....	(²)	-	-	-	-	2	1	-

¹ Includes data for regions in addition to those shown separately.² Less than 0.5 percent.³ Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes which occurred between 5 and 10 years.

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

Table 46. Health, Insurance, and Pension Plans

(Percent of production workers in footwear manufacturing establishments with specified health, insurance, and pension plans, United States and selected regions, April 1965)

Type of plan ¹	United States ²	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance.....	83	77	87	91	68	80	94	89
Employer financed.....	41	60	65	15	1	23	10	89
Jointly financed.....	41	17	22	76	66	58	84	-
Accidental death and dismemberment insurance.....	36	45	48	14	20	26	21	12
Employer financed.....	20	31	40	5	-	3	-	12
Jointly financed.....	15	14	8	9	20	24	21	-
Sickness and accident insurance or sick leave or both ³	62	63	46	82	52	78	88	-
Sickness and accident insurance.....	62	63	46	82	52	76	88	-
Employer financed.....	44	45	33	42	41	42	77	-
Jointly financed.....	18	18	13	40	10	34	11	-
Sick leave (full pay, no waiting period).....	-	-	-	-	-	-	-	-
Sick leave (partial pay or waiting period).....	1	-	-	3	-	2	(⁴)	-
Hospitalization.....	87	82	90	84	95	83	94	89
Employer financed.....	54	48	63	42	59	37	84	89
Jointly financed.....	33	34	27	42	36	47	10	-
Surgical insurance.....	85	81	87	82	95	83	94	89
Employer financed.....	52	47	59	42	59	37	84	89
Jointly financed.....	33	34	28	40	36	47	10	-
Medical insurance.....	62	66	40	77	68	53	93	77
Employer financed.....	39	38	17	37	41	28	84	77
Jointly financed.....	23	28	23	40	27	25	9	-
Catastrophe insurance.....	7	6	3	-	20	7	4	-
Employer financed.....	3	2	-	-	8	5	-	-
Jointly financed.....	4	4	3	-	12	2	4	-
Retirement pension.....	43	31	15	44	42	85	79	67
Employer financed.....	43	31	15	44	42	85	79	67
Jointly financed.....	-	-	-	-	-	-	-	-
No plans.....	5	10	3	2	5	2	2	11

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

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

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

⁴ Less than 0.5 percent.

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

Table 47. Nonproduction Bonuses

(Percent of production workers in footwear manufacturing establishments with specified types of nonproduction bonuses, United States and selected regions, April 1965)

Type of bonus	United States ¹	New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	26	10	50	14	25	39	4	-
Christmas or yearend.....	19	6	48	9	16	13	-	-
Profit sharing.....	5	3	-	5	8	21	4	-
Other.....	1	(²)	1	-	-	6	-	-
Workers in establishments with no nonproduction bonuses.....	74	90	50	86	75	61	96	100

¹ Includes data for regions in addition to those shown separately.

² Less than 0.5 percent.

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 the production of boots and shoes (except houseslippers and rubber footwear) designed primarily for street, work, play, or sportswear (industry 3141 as defined in the 1957 edition of the Standard Industrial Classification Manual and 1963 Supplement, prepared by the U.S. Bureau of the Budget). Separate auxiliary units such as central offices were excluded.

The establishments studied were selected from those employing 50 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 within scope of the survey during the payroll period studied, are shown in the table on the following page.

Industry Branches

The classification of establishments by industry branch was determined on the basis of the principal type of footwear manufactured. For example, if the value of an establishment's product was 60 percent women's McKay shoes and 40 percent women's cement-process (conventional-lasted) shoes, all workers in that establishment were included in the women's McKay shoe branch.

Method of Study

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

Establishment Definition

An establishment, for purposes of this study, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one establishment or more. The terms "establishment" and "plant" have been used interchangeably in this bulletin.

Employment

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

Production Workers

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

Estimated Number of Establishments and Workers Within Scope of the Survey and Number Studied,
Footwear Manufacturing Establishments, April 1965

Industry branch, region, ¹ and area ²	Number of establishments ³		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total ⁴	Production workers	Total
All establishments:					
United States ⁵	657	456	192,661	173,804	141,447
New England.....	220	168	66,687	60,400	53,410
Middle Atlantic.....	170	95	37,161	33,404	22,633
Border States.....	22	15	7,242	6,692	4,869
Southwest.....	26	17	8,959	8,077	5,958
Great Lakes.....	90	67	30,462	26,978	24,350
Middle West.....	62	54	20,998	19,213	18,309
Pacific.....	13	11	1,608	1,435	1,492
Men's Goodyear-welt dress shoes:					
United States ⁵	97	61	35,917	30,958	23,293
New England ⁶	35	25	11,340	9,831	8,645
Brockton, Mass.....	16	13	5,085	4,311	4,561
Great Lakes ⁶	25	19	9,455	7,828	7,936
Wisconsin.....	20	14	5,770	4,782	4,251
Middle West.....	7	5	2,683	2,472	1,845
Men's Goodyear-welt work shoes:					
United States ⁵	27	24	8,523	7,499	7,218
New England.....	8	8	1,886	1,679	1,886
Great Lakes.....	9	8	2,427	2,113	2,171
Men's cement-process shoes:					
United States ⁵	24	18	7,818	7,208	5,792
New England.....	14	11	3,884	3,526	3,014
Great Lakes.....	6	5	2,600	2,448	2,111
Women's cement-process (conventional-lasted) shoes:					
United States ⁵	254	196	81,899	74,922	65,892
New England ⁶	103	80	34,618	31,888	27,803
Maine.....	19	14	8,855	8,122	6,373
Boston-Lynn, Mass.....	16	14	4,299	3,881	3,703
Haverhill, Mass.....	14	10	3,193	2,955	2,549
Lawrence-Lowell, Mass.....	13	11	4,091	3,833	3,700
Worcester, Mass.....	6	5	2,332	2,192	1,754
Southeastern New Hampshire.....	26	20	9,738	8,985	8,191
Middle Atlantic ⁶	58	39	15,334	13,691	11,502
New York, N. Y.....	17	12	2,705	2,293	2,090
Border States.....	11	9	4,100	3,834	3,274
Southwest.....	7	7	2,673	2,480	2,673
Arkansas.....	7	7	2,673	2,480	2,673
Great Lakes.....	25	16	10,222	9,403	7,380
Middle West ⁶	31	27	10,452	9,566	9,102
Missouri.....	30	26	10,380	9,510	9,030
Pacific.....	9	9	1,263	1,133	1,263
Los Angeles-Long Beach, Calif.....	9	9	1,263	1,133	1,263
Women's cement-process (slip-lasted) shoes:					
United States ⁵	27	19	5,819	5,406	4,189
Middle Atlantic.....	14	10	2,704	2,514	1,943
Women's McKay (including Littleway) shoes:					
United States ⁵	35	22	9,120	8,335	6,367
New England.....	19	13	5,144	4,683	4,018
Middle Atlantic.....	5	3	1,053	987	733
Misses' and children's cement-process (conventional-lasted) shoes:					
United States ⁵	39	28	11,013	10,096	7,854
New England.....	13	11	2,294	2,076	1,897
Middle Atlantic.....	7	4	1,900	1,785	1,184
Southwest.....	5	3	2,007	1,826	1,247
Great Lakes.....	4	3	1,264	1,179	959
Middle West.....	6	5	2,328	2,085	1,957
Misses' and children's Goodyear-welt shoes:					
United States ⁵	31	25	9,106	8,207	7,281
Middle Atlantic ⁶	13	11	2,408	2,124	1,999
Southeastern Pennsylvania.....	8	6	1,482	1,294	1,073
Great Lakes.....	5	4	1,150	970	896
Middle West.....	4	4	1,237	1,155	1,237
Misses', children's, and infants' stitchdown shoes:					
United States ⁵	23	13	4,768	4,440	2,633
Middle Atlantic.....	13	7	1,868	1,692	901
Moccasin-constructed shoes with hand-sewn plug:					
United States ⁵	10	9	3,609	3,323	3,410
New England.....	8	7	2,718	2,478	2,519

¹ The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and Pacific—California, Nevada, Oregon, and Washington.

² See individual area tables, for definition of areas studied separately.

³ Includes only establishments with 50 workers or more at the time of reference of the universe data.

⁴ Includes executive, professional, office, and other workers excluded from the production-worker category.

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

⁶ Includes data for areas (or States) in addition to those shown separately.

Occupations Selected for Study

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

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses, were included as part of the workers' regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

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

Size of Community

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

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least 1 city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area, if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Method of Wage Payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily with reference to the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. Individual experienced workers may occasionally be paid above or below the single rate for special reasons, but such payments are regarded as exceptions. Range of rate plans are those in which the minimum and/or maximum rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of various concepts of merit and length of service. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production in excess of a quota or for completion of a job in less than standard time.

Scheduled Weekly Hours

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

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions for supplementary benefits were applicable to half or more of the production workers in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

Paid Vacations. The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 15 years of service may include changes which occurred between 10 and 15 years.

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,¹² plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

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

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

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

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

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

¹² The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

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

ASSEMBLER FOR PULLOVER, MACHINE

Prepares the upper for lasting by assembling the counter and upper, and operating a machine to tack the upper to the wooden last. Work involves: Placing counters on rack of pan containing cement, lowering rack into pan to apply cement to counters; inserting cemented counter between lining and upper at the heel; setting a piece of wax or tissue paper next to lining to facilitate removal of last after completion of operations; placing upper on last making certain that heel seam is in center of rear of last; and setting last on a jack and pushing jack into machine which automatically drives tacks through the upper into the heel seat and heel seam.

BED-MACHINE OPERATOR

(Bed laster; bed-lasting-machine operator; heel and forepart laster)

Completes the operations of drawing the toe, or toe and heel, of the upper of a shoe tightly over the last. Work involves: Setting shoe on machine with sole up, and manipulating hand levers controlling a series of wipers (friction pullers) which draw the upper over edge of insole at toe or toe and heel; holding upper in place with the wipers; securing upper at the toe in one of the following ways: (1) McKay system—tacking upper, using automatically-fed hand tacking device, the tacks remaining in the finished shoe. (2) Welt system—passing a wire from an anchor tack, which he drives on one side of the shoe, around the drawn-in upper at the toe, to the opposite side where he winds it around another anchor tack, to hold upper in place until it is stitched to insole by a later operation; or may staple upper instead of using above methods. (3) Cement system—wiping toe in place and holding it with wiper; trimming off surplus toe box, lining and upper, by hand, close to insole; applying cement to insole between lining and upper at toe and folding over lasting allowance of upper and sticking it in insole. If the heel also is lasted in the process, an automatically-fed hand tacking device is used to drive tacks through the upper at the heel.

BOTTOM FILLER

(Cushion cements; insole filler)

Fills depression in forepart of shoe with composition paste of ground cork and cement to form cushion for foot.

BOTTOM SCOURER

(Bottom buffer; bottom sander)

Smooths and cleans outsoles of completely constructed shoes by holding against revolving abrasive-covered wheel of buffing machine.

CUTTER, LINING, MACHINE

Cuts parts of shoe lining from leather or fabricated materials (including imitation leather) by means of a clicking machine. Work involves: Setting lining material, usually in multiple plies, on cutting table of machine; selecting proper die and setting it in place on material; and depressing lever to cause upper arm to drop automatically on the die with sufficient force to cut material to the shape and size of the die.

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

Fabric lining (including imitation leather)
Leather lining

CUTTER, VAMP AND WHOLE SHOE, HAND

(Carver; cutter, outside, hand; cutter, sampler; cutterout, upper; upper leather cutter)

Cuts vamps and uppers of shoes from skins or hides with a hand knife. Work involves most of the following: Selecting hides or skins of desired thickness and quality; noting location of defective spots in material, and direction of grain of leather, setting pattern on material in such a way as to obtain a maximum number of pieces, and in such relation to the grain of the leather that there will be a minimum of stretching of material in processing shoe; drawing knife along edge of pattern, cutting part to desired shape; and bundling cut pieces and marking size on top piece for identification.

CUTTER, VAMP AND WHOLE SHOE, MACHINE

Cuts parts of shoe uppers from hides, skins, or fabricated materials, by means of a clicking machine. Work involves: Setting leather or other shoe material on cutting table of machine; selecting proper die and setting it in place on material; and depressing lever to cause upper arm to drop automatically on the die with sufficient force to cut material to the size and shape of the die.

EDGE SETTER

(Edge burnisher, edge kitter)

Shapes and polishes the edge of the sole of the shoe by holding it against the hot iron of an edge-setting machine. Work involves: Brushing a filler solution over edge of sole as far back as the heel line, to fill any small holes and to soften the leather for the burnishing operation; selecting proper size iron burnishing block and setting stem of block into machine holder; heating iron to proper temperature; holding edge of sole against revolving surface of heated iron, manipulating shoe until entire edge has been burnished; and applying a coating of wax to edge of sole and repeating burnishing operation.

EDGE TRIMMER

(Edge-trimming-machine operator; trimmer, apex; trimmer, margin)

Trims, cuts to size, and smooths the edge of shoes by turning and manipulating the side surfaces of the soles against the revolving cutting tool of an edge-trimming machine.

FANCY STITCHER

(Applique stitcher; blind-row stitcher; etching stitcher; eyelet-row stitcher; stripper, stitching; trimming stitcher)

Operates a power-driven sewing machine to stitch decorative designs on shoe uppers, such as outlining eyelet row, stitching imitation foxings or fancy panel designs, running

FANCY STITCHER—Continued

extra rows of stitching, and stitching piping and ornamental leather strips (applique). Work involves: Inserting material under the presser foot and needle of machine; depressing lever to start machine; and guiding material by hand (usually along previously marked lines on material) as stitching is performed.

FLOOR BOY (OR GIRL)

(Assembly boy; floorman; router)

Keeps stock and distributes partially finished materials used in the manufacture of footwear to various departments to keep workers supplied with material, using truck or carrying material. May perform simple machine operations under direction of foreman, such as tempering soles and molding edges of soles.

GOODYEAR STITCHER

Operates a Goodyear stitching machine to attach the outsole to the welt of the shoe. Work involves: Setting the shoe, sole side up, on table rest of machine underneath needle, and guiding shoe with hand as needle sews around shank and forepart of shoe, the stitch extending from a channel that was cut for it in bottom of outsole, through outsole to upper surface of welt. The welt extends around the edge of the sole as far back as the breast of the heel.

HEEL ATTACHER, MACHINE

(Leather or rubber heel attacher; heeling-machine operator; leather heeler)

Nails heels to shoes by machine. Work involves: Placing shoe on a metal mold and putting heel in position on shoe; swinging nail plate into place over the heel where nails are dropped automatically into another plate over the heel; and manipulating foot lever to drive nails through heel and heel seat and clinch them to insole on inside of shoe.

HEEL FLANGER (STITCHDOWN SHOES)

(Heel former)

Operates a machine to draw the heel section of the upper of a shoe tightly over the last, with the edge of the upper and lining turned out, to secure a snug fit around the heel seat of the last. Work involves: Setting shoe on machine and depressing lever causing wiper plates to smooth and shape the heel section and press the projecting edge of the upper down onto the projecting edge of the outsole.

This operation is usually performed after thread lasting. On some infants' shoes, however, this operation eliminates thread lasting. Cement is applied to edges of upper, lining, and outsole, and machine simultaneously lasts and smooths out the heel seat.

HEEL-SEAT FITTER, HAND

Trims the heel seat of a shoe by hand in preparation for attaching the heel. Work involves: Using a hand knife to trim the heel seat of the outside of the shoe to give it a concave shape, and molding the heel seat by pounding with a hammer, then shaping it to conform with the base of the heel to be attached. This operation is usually performed on women's high quality shoes.

HEEL-SEAT FITTER, MACHINE

Operates a machine to cut out a piece around the outer margin of the heel seat, preparatory to heel attaching. Work involves: Setting gage on machine for size of heel to be fitted and adjusting pin stop for right or left shoe; pressing shoe against stationary horizontal knife in machine to cut through the heel seat between the upper and the sole until counter of shoe strikes a stop gage; and operating machine which automatically cuts out a U-shaped piece from the heel seat so that the heel fits properly when attached. This machine operation is usually performed on women's popular and medium-priced shoes.

HEEL-SEAT LASTER

Operates a heel-seat-lasting machine which draws the heel section of the shoe upper tightly over the last and automatically tacks the edges to the heel seat of the insole. Work involves: Setting shoe on machine and manipulating controls which cause the wiper plates to draw the upper and lining evenly over the heel seat and machine automatically drives tacks through upper and insole.

INSEAMER

(Goodyear-welt-sewing-machine operator; welt sewer; eppler welter)

Operates a Goodyear stitching machine that sews a narrow strip of leather (welt) automatically fed from a roll on the machine to the lip of the insole of the shoe. Work involves: Guiding shoe, sole upward, under needle of machine and stitching through welt, upper, and lining, and insole lip against which upper and lining have been lasted.

INSPECTOR (CROWNER)

(Examiner)

Examines shoe parts, partly finished shoes in various stages of manufacture, or finished shoes before packing. Work involves inspecting for the following imperfections: Irregularity of leather surfaces; misplaced or incompletely driven tacks; unevenness and incorrect amount of stitching; inside misalignment; and improper proportion of toe tip. May correct minor defects or imperfections and reject major defects for reprocessing in proper department.

JANITOR

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

JOINTER, MACHINE

(Joint cutter, machine; jointer; joint maker, machine)

Trims and shapes on a jointing machine the edge of the shank sole of shoes at the joint between shank and heel, starting where edge trimmer leaves off and continuing to the heel line. Holds shoe against knife of jointing machine; and moves shoe against knife to maintain even pressure for a neat trimming.

LITTLEWAY STITCHER

Operates a lockstitch sewing machine to attach the outsole by stitching through the upper, lining, and insole of shoe, except at heel seat. Work involves: Setting the shoe, sole side up, on shoe rest of machine beneath needle and guiding shoe with hand as needle sews around the shank and forepart of shoe.

McKAY STITCHER

Operates a McKay sewing machine to attach the outsole, midsole, or platform by chainstitching through the upper, lining, and insole of shoe, except at heel seat. Work involves: Setting the shoe, sole side up, on shoe rest of machine underneath needle, and guiding shoe with hand as needle sews around the shank and forepart of shoe.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine

MECHANIC, MAINTENANCE—Continued

shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; and reassembling machines, and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines, and workers who specialize in the adjustment and repair of a particular type of machine and whose period of training is substantially shorter than that required for a maintenance mechanic as described above.

FASTER, BACKER, OR FITTER, UPPER, HAND

(Backer; backing paster; backing cementer; canvas backer, upper; cementer, upper to lining; fitter, upper to lining; paster, line and brush, hand; paster; plain paster; reinforcer, paster; quarter and lining fitter; upper doubler)

Reinforces vamps, tops, straps, and other parts of shoes, by pasting to each a piece of cut-to-size canvas, thin leather, or other lining material (doubler). Work involves one or more of the following: Pressing doubler against cement-covered roll and sticking doubler to leather parts; using backing tape which is so prepared that it sticks when pressed on other material with a hot iron. May paste reinforcing over only a portion of upper that is exposed to extra wear or strain. May use simple machine to apply glue or other adhesives to various parts of shoe.

PLATFORM-COVER LASTER (SLIP-LASTED SHOES)

(Wrapper laster)

Operates a machine to smooth platform cover or wrapper around the platform or platform and heel. Work involves: Setting upper (into which last had been inserted and platform or platform and heel had been previously positioned) into machine; starting machine which wipes previously cemented cover or wrapper tightly around platform or platform and heel; and removing work from machine and examining for maintenance of quality standards.

PLATFORM-COVER STITCHER (SLIP-LASTED SHOES)

(Wrapper stitcher)

Operates a power-driven sewing machine to stitch platform covers and also heel covers on shoe uppers which are to be processed by the slip-lasted method. Work involves: Fitting the platform and heel cover (strip of leather or cloth) to the upper; placing work under needle, starting machine, steering work against guide for proper stitching; and removing completed work from machine.

PULLOVER-MACHINE OPERATOR

(Pullers-over, machine)

Operates a machine in which the upper at the toe and along the sides of the front of the shoe is pulled over and tacked temporarily to the last to give preliminary shaping to the front part of the upper and to attach it to the insole and the last. Work involves: Setting shoe in holding jig of machine; depressing lever to rotate mechanism that closes top and side jaws on edge of upper; positioning upper on last by manipulating tip levers to aline center of upper on center of last, depressing lever to rotate mechanism through second half of travel, and to drive tacks at toe and along the side of the shoe, which hold upper in position until stapled or tacked along entire edge.

REPAIRER

(Blemish remover)

Corrects imperfections in the finish of the completed shoe. Work involves most of the following: Removing stains, scratches, blemishes, and loose threads; and blending various shades of fluid, wax filler or crayon to affected part of shoe. May use hand spray gun with colored dope to cover blemished area.

ROUGH ROUNDER

(Forepart rounder; rough-rounding-machine operator; sole rounder)

Trims the edge of outsole and welt of the shoe, by use of a rounding and channeling machine so that the edge will extend the desired distance from shoe upper. Work involves: Setting shoe in machine so that bottom of shoe is toward the cutting knife, and bottom of guide rests against upper of shoe; and guiding shoe in vertical position along bottom of guide so that edge is trimmed at right angles to the bottom of the shoe entirely around the perimeter of the sole of the shoe. The machine may also cut a channel in bottom of outsole near edge, in which the thread is embedded when sole stitching is done.

SHANKER

(Shank tacker; shank-piece placer; shank-piece tacker)

Attaches shank piece to the shank section of shoe to support the arch of the shoe.

SIDE LASTER, MACHINE

Operates a machine to last the sides and shanks of the upper. Work involves: Drawing out lining and upper with handpincers, holding shoe so that pincers of machine grasp edges of upper and draw them evenly and closely about the last, and manipulating lever of machine to operate device which drives staples or tacks through the upper at the sides and shanks. Exclude side lasters using cement or other adhesives to secure uppers at shoe sides and shanks.

SKIVER, MACHINE, UPPER OR LININGS

(Skiver, outside)

Operates a machine that skives (pares) or bevels shoe uppers or linings to reduce them to an even thickness or to insure thinner seams or tapering edges when parts are joined together. Work involves: Feeding part between pressure rollers of machine to cutting knives which bevel edges or reduce part to uniform thickness, or setting part in guide bed of machine and depressing lever to bring cutting knives into operation.

SOCK-LINING STITCHER (SLIP-LASTED SHOES)

Operates a power-driven sewing machine to stitch sock linings to uppers which will be slip-lasted. Work involves: Fitting the upper to the sock lining according to markings; lowering presser foot to hold materials, starting machine, feeding sock lining and upper under needle, steering material against pin guides; and removing completed work from machine.

SOLE ATTACHER, CEMENT PROCESS

(Compo-conveyor operator; sole layer, machine; sole-laying machine operator; soler)

Operates a sole-laying machine to cement outsoles permanently to the uppers of shoes. Work involves: Setting toe part of shoe on which outsole has been positioned and heel part of last directly below corresponding jacks (lugs) of machine; and pressing air pedal (which opens valve on pipe leading to air compressor storage tank) to fill the air cushion and force the shoe against the jacks which hold the outsole firmly in place while the cement dries. May also, prior to permanent attachment of outsole, brush a coat of solvent over the inner surface of the outsole from the heel seat to the toe and press outer sole on shoe, being certain that edges of sole project evenly over edges of shoe.

SOLE LEVELER, MACHINE

(Beater out, leveling machine; inseam leveler; leveler)

Flattens the insoles or outsoles of shoes which have had a ridge raised around the sole by the stitching machines. Sets shoe on last of machine with sole uppermost; and depresses treadle to start machine and guides the shoe on the form under the roller back and forth and from side to side.

THREAD LASTER (STITCHDOWN SHOES)

(Stitchdown-thread laster; Puritan laster)

Operates a stitchdown thread-lasting machine to last shoes by sewing shoe uppers to insoles. Work involves: Pulling shoe upper over last to which an insole has been tacked, setting last and upper into machine, starting machine which sews the upper to the insole, and guiding the shoe in such a manner that the feeder guide pulls the upper tightly around last.

TOE FORMER (STITCHDOWN SHOES)

Operates machine to smooth and shape the upper leather at toe of shoe to conform to the shape of the last. Work involves: Closing switch to start electrical heating unit; setting shoe on machine with bottom of sole flat on bottom plate of unit and with projecting edge of outsole at toe of shoe under the wiper plate and the heel against the back rest; and depressing lever, causing wiper plates to move forward against toe of shoe and then slide down the toe, smoothing the leather. If machine is not equipped with heating element, shoe is heated in steam box before pressing.

This operation is usually performed after thread lasting. On some infants' shoes, however, this operation eliminates thread lasting. Cement is applied to edges of upper, lining, and outsole and machine simultaneously lasts and smooths out the toe.

TOE LASTER, AUTOMATIC OR SEMIAUTOMATIC

Operates an automatic or semiautomatic machine to draw the toe section of shoe upper tightly over the last. Work involves: Making adjustments on machine to govern action of wipers, placing shoe in steamer to soften toe section; inserting shoe in machine and operating foot treadle to bring wipers against shoe upper and draw edges against the last; and wrapping wire loop around temporary anchor tacks on side of shoe to hold toe section in place or by means of cement, tacks or staples, fastens upper to innersole.

TOP STITCHER

Operates a sewing machine to stitch the lining to the upper part of a shoe and to trim off excess edges of lining. Work involves: Fitting lining to upper to obtain proper allowance for insertion of counter or receiving upper and lining already fitted or cemented together, setting parts into machine at heel seam, lowering guide down to the edge of top of upper, and guiding parts through machine by hand to complete stitching and trimming operation.

TREER

(Polisher, uppers; shoe treer)

Cleans and finishes shoes by removing spots and discolorations, and rubbing uppers with a hot iron to smooth out wrinkles. Work involves most of the following: Setting shoe on a treeing form, the shape of the last, and depressing lever expanding form so that shoe will fit tightly over it; brushing, cleaning, dressing and finishing shoe according to the kind of leather or material; applying color stain or bleach to blemished spots; and smoothing out wrinkles in the uppers with a hot iron.

Do not include shoe dressers, who may be called treers in some plants but perform only a minor part of the work described above.

VAMPER

(Vamp closer; vamp stitcher; zigzag seamer)

By use of a power-driven sewing machine, sews together the forepart of the upper (tip and vamp) and the two quarters of a shoe. Work involves: Setting overlapped edges together under presser foot and needle of machine; depressing lever to start machine and guiding material through stitching process; and sewing top to entire lower part of upper when shoe has a cut separate from quarters, or has a whole vamp. Parts are sometimes first pasted together by another worker to insure more accurate stitching.

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, 1965. BLS Bulletin 1472 (20 cents).
Cotton Textiles, 1963. BLS Bulletin 1410 (40 cents).
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
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, 1965. BLS Bulletin 1476 (25 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, 1965. BLS Bulletin 1498 (40 cents).
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 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, 1964. BLS Bulletin 1455 (30 cents).
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, 1965. BLS Bulletin 1496 (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, 1964. BLS Bulletin 1466 (30 cents).
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1964. BLS Bulletin 1467 (20 cents).
Contract Cleaning Services, 1961. BLS Bulletin 1327 (25 cents).
Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
Eating and Drinking Places, 1963. BLS Bulletin 1400 (40 cents).
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
Hospitals, 1963. BLS Bulletin 1409 (50 cents).
Hotels and Motels, 1963. BLS Bulletin 1406 (40 cents).
Laundries and Cleaning Services, 1963. BLS Bulletin 1401 (50 cents).
Life Insurance, 1961. BLS Bulletin 1324 (30 cents).
Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 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, 1962. BLS Bulletin 1416 (40 cents).

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

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