

# INDUSTRY WAGE SURVEY

## Candy and Other Confectionery Products

SEPTEMBER 1965

**Bulletin No. 1520**

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 candy and other confectionery products manufacturing industry in September 1965.

Separate releases were issued earlier, usually within a few months of the payroll period studied, as follows: Boston, Mass.; Chicago, Ill.; Los Angeles—Long Beach, Calif.; New York, N. Y.; Philadelphia, Pa.—N. J.; and San Francisco—Oakland, Calif. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D. C., 20212, or any of its regional offices.

This study was conducted in the Bureau's Division of Occupational Pay, Toivo P. Kanninen, Chief, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Charles E. Scott, Jr., 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—

### Candy and Other Confectionery Products, September 1965

#### Summary

Straight-time hourly earnings of production and related workers in the Nation's candy and other confectionery products manufacturing industry averaged \$1.87 in September 1965. All but 4 percent of the 49,736 production workers covered by the Bureau of Labor Statistics survey<sup>1</sup> had hourly earnings within a range of \$1.25 to \$3; the middle half earned between \$1.51 and \$2.14 an hour. Women, comprising nearly three-fifths of the workers, averaged \$1.69 an hour, compared with \$2.11 for men.

Regionally, averages ranged from \$1.50 an hour in the Southeast to \$2.22 in the Pacific States.<sup>2</sup> In the Middle Atlantic and Great Lakes regions, which together accounted for 60 percent of total employment, hourly earnings averaged \$1.88 and \$1.95, respectively. Among the six areas studied separately,<sup>3</sup> the lowest average was recorded in Boston (\$1.79) and the highest in San Francisco-Oakland (\$2.28)

Among the occupations studied separately, the lowest nationwide hourly average earnings were \$1.58 for bulk packers, hand, and \$1.61 for dippers, hand (virtually all women). The highest were \$3.05 for maintenance machinists and \$2.81 for maintenance mechanics (all men).

Earnings also varied by size of establishment, by labor-management contract status, and by method of wage payment. Over nine-tenths of the workers were in establishments providing paid holidays and paid vacations. Various types of health, insurance, and pension benefits were also available to a majority of the production workers.

#### Industry Characteristics

Employment. Peak employment in the candy and other confectionery products manufacturing industry usually occurs during October and November; employment is lowest in July. The Bureau's monthly employment series<sup>4</sup> shows that production worker employment in the peak month exceeded that in the lowest month by approximately 30 percent in 4 of the last 6 years. Since 1960, the date of the Bureau's previous survey,<sup>5</sup> annual average employment has remained relatively stable.

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

<sup>2</sup> For definitions of regions used in this study, see footnote 1 in appendix A table.

<sup>3</sup> Boston, Chicago, Los Angeles-Long Beach, New York, Philadelphia, and San Francisco-Oakland. For definitions of these areas, see footnote 1, tables 7-12.

<sup>4</sup> See Employment and Earnings Statistics for the United States, 1909-65, BLS Bulletin 1312-3 and Employment and Earnings, Vol. 12, Nos. 6 through 9.

<sup>5</sup> For an account of the earlier study, see Wage Structure: Candy and Other Confectionery Products, November-December 1960, BLS Report 195 (1961).

Establishments covered by the current survey employed 49,736 production workers in September 1965. The Great Lakes and Middle Atlantic regions each accounted for approximately three-tenths of these workers. Slightly more than one-tenth of the workers were in New England, with somewhat smaller proportions in the Southeast and Pacific regions. No other region accounted for more than 5 percent of the workers.

Nearly nine-tenths of the workers were in metropolitan areas; the proportions were more than 95 percent in each of three regions and about 84 percent each in the Southeast and Great Lakes regions (table 1). The six metropolitan areas studied separately accounted for nearly one-half of the industry's work force. Chicago, the largest candy manufacturing center, employed nearly 10,000 production workers.

Nearly three-fifths of the workers were women. Regionally, the proportions ranged from one-half in the Great Lakes and Southeast to about three-fifths in the other three regions. Employment of men and women was nearly equal in Chicago; in each of the other areas studied separately, women substantially outnumbered men.

Production. While employment remained about the same, production in the industry increased 12 percent between 1960 and 1964 (the latest year for which data are available). This increase in production was accompanied by a 13 percent increase in the output per man-hour of work and a 1 percent decrease in total man-hours worked.

Boxed chocolates and other packaged goods were the principal products in establishments employing about half of the production workers in September 1965. Approximately one-fourth of the workers were employed in plants primarily making bar goods. Bulk goods were most important in plants with 8 percent of the workers, salted peanuts in plants with 6 percent, and 5- and 10-cent specialties in plants employing 4 percent. The proportion of workers in plants primarily making boxed chocolates and packaged goods was highest in New England (73 percent) and the Pacific region (62 percent). Bar goods were the principal product in plants employing 35 percent of the workers in the Great Lakes, 14 percent in the Pacific, and 16 percent in New England. The proportion for bulk goods in each region was one-eighth or less. In the Southeast, none of the plants visited produced bulk goods as a principal product. One-fifth of the work force in this region was employed in plants producing salted nuts, reflecting the importance of the peanut growing industry there.

Establishment Size. Two-thirds of the 408 establishments covered by the survey had fewer than 100 workers. The median employment size was 65. Although only 55 establishments employed 250 workers or more, they accounted for nearly three-fifths of the industry's work force. Regionally, such establishments employed over three-fourths of the workers in New England, almost two-thirds in the Great Lakes, three-fifths in the Middle Atlantic, nearly two-fifths in the Southeast, and about one-sixth in the Pacific region.

Union Contract Coverage. Establishments with collective bargaining agreements covering a majority of their production workers employed half the industry's work force. Plants with such contract coverage employed slightly more than eight-tenths of the workers in the Pacific region, seven-tenths in the Middle Atlantic, four-tenths in the Great Lakes, less than two-tenths in New England, and slightly more than one-tenth in the Southeast. As the following tabulation illustrates, contract coverage was greater in the two larger establishment-size groups than in plants with 20-99 workers:

Region	Percent of workers in establishments with labor-management contract coverage by establishment size		
	20-99 workers	100-249 workers	250 workers or more
United States <sup>1</sup> -----	30-34	55-59	50-54
New England-----	( <sup>2</sup> )	( <sup>2</sup> )	20-24
Middle Atlantic-----	50-54	70-74	80-84
Southeast-----	( <sup>2</sup> )	25-29	( <sup>2</sup> )
Great Lakes-----	25-29	45-49	40-44
Pacific-----	70-74	85-89	( <sup>3</sup> )

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

<sup>2</sup> None of the establishments visited and classified in this size group had union contracts covering a majority of their production workers.

<sup>3</sup> Insufficient data to warrant publication.

The major union in the industry was the American Bakery and Confectionery Workers' International Union.

Method of Wage Payment. Three-fourths of the production workers were paid on the basis of time rates (table 13). Such rates were usually determined by formalized wage systems in the Middle Atlantic, Great Lakes, and Pacific regions, whereas time rates in the New England and Southeast regions were usually determined on an individual basis.

Incentive wage systems applied to slightly more than one-third of the workers in the Great Lakes region, nearly three-tenths of the workers in the New England and Southeast regions, and to one-fourth of the workers in the Middle Atlantic region. Few workers in the Pacific region were paid under incentive wage systems. Among the areas studied separately, the proportion of workers paid under incentive systems were: One-half in Chicago, about three-eighths in New York and Philadelphia, nearly one-fourth in Boston, and virtually none in Los Angeles-Long Beach and San Francisco-Oakland. Regionally, the proportion of workers paid under incentive wage systems was typically larger in establishments with 250 workers or more than in smaller establishments. Occupations studied separately in which substantial numbers of workers were paid incentive rates included wrapping-machine operators, and bulk and fancy packers.

#### Average Hourly Earnings

Straight-time earnings of production and related workers averaged \$1.87 an hour in September 1965.<sup>6</sup> This was 19 percent above the average in November-December 1960, when the Bureau conducted a similar survey.<sup>7</sup> Earnings in the

<sup>6</sup> The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.06 in September 1965). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. They differ from the number published in the monthly series (55.4 thousand in September 1965) by the exclusion of establishments employing fewer than 20 workers and because the advance planning necessary to make the survey requires the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the candy and other confectionery products industry but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing candy and other confectionery products, but classified incorrectly in other industries at the time the lists were compiled.

<sup>7</sup> Op. cit. BLS Report No. 195.

Great Lakes and Middle Atlantic regions, where the industry is most heavily concentrated, averaged \$ 1.95 and \$ 1.88 an hour, respectively. Earnings averaged \$ 2.22 in the Pacific region, \$ 1.79 in New England, and \$ 1.50 in the Southeast.

Earnings for men averaged \$ 2.11 an hour, compared with \$ 1.69 for women. The average wage advantage for men was 51 cents an hour in the Great Lakes region, about 45 cents in three regions, and 12 cents in the Southeast. Differences in average pay levels for men and women may be the result of several factors, including variation in the distribution of the sexes among establishments and among jobs with disparate pay levels. Differences in averages in the same job and area may reflect minor differences in duties. Job descriptions used in classifying workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed. Also, earnings in some jobs in the industry are largely determined by production under incentive payment plans. Variations in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, effort, workflow, or other factors which the worker may or may not control.

Earnings of all but 4 percent of the workers were within a range of \$ 1.25 to \$ 3 an hour (table 2). The middle half of the workers had earnings ranging from \$ 1.51 to \$ 2.14. Nearly 8 percent of the workers earned less than \$ 1.30 an hour, 16 percent earned less than \$ 1.40, and 23 percent earned less than \$ 1.50. As shown in the following tabulation, the proportions of workers in these categories varied substantially among the regions:

	Percent of production workers receiving less than—		
	\$ 1.30	\$ 1.40	\$ 1.50
New England-----	6	14	25
Middle Atlantic-----	4	7	14
Southeast-----	29	48	64
Great Lakes-----	4	15	22
Pacific-----	1	3	4

Earnings of production workers averaged \$ 1.95 an hour in establishments employing 250 workers or more, \$ 1.85 in establishments with 100 to 249 workers, and \$ 1.66 in plants with 20 to 99 workers. In the Great Lakes region, average hourly earnings of workers in these three establishment-size groups were \$ 2.09, \$ 1.86, and \$ 1.56; and in the Middle Atlantic region, \$ 2, \$ 1.77, and \$ 1.64, respectively.

Nationwide, workers in metropolitan areas averaged 21 cents an hour more than those in nonmetropolitan areas (\$ 1.89 compared with \$ 1.68). In the Great Lakes, the only region where this comparison was possible, the relationship was similar (\$ 1.99 and \$ 1.78).

Production workers in establishments with union contracts averaged \$ 1.93 an hour, compared with \$ 1.80 in those without such contracts. In the Pacific region, workers in union establishments averaged 25 cents an hour more than those in nonunion establishments; however, in the Middle Atlantic and Great Lakes regions, averages were about the same for the two groups of establishments.

## Occupational Earnings

The occupational classifications for which data are presented in table 3 accounted for about three-fifths of the production and related workers within scope of the survey. Maintenance machinists had the highest average earnings, \$3.05 an hour. They were followed by maintenance mechanics at \$2.81, class A candymakers at \$2.55, general utility maintenance men at \$2.48, enrobing-machine operators at \$2.28, and mogul machine operators at \$2.27.

Fancy hand packers, numerically the most important job surveyed separately, averaged \$1.67 an hour. Other numerically important jobs included bulk packers (hand), and wrapping-machine operators, who averaged \$1.58 and \$1.85, respectively. Candymakers' helpers averaged \$1.89 an hour. The large majority of candymakers' helpers were men, while the other three jobs were held principally by women.

Average hourly earnings of women enrobing-machine operators' helpers exceeded those of women operators by 13 cents nationally, and by 8 cents in the Great Lakes region. In the Southeast, the only other region where comparison was possible, the more likely relationship existed—operators averaged more than helpers. The unexpected relationships in the national and Great Lakes averages resulted from varying proportions of women in these job classifications in establishments of different pay levels. Thus, some high-wage establishments may report large numbers of women employed as helpers and none as operators, the latter job being filled by men. In the Great Lakes, for example, in every establishment reporting both women operators and helpers, the operators averaged more than the helpers.

In the 15 jobs where comparison for all regions was possible, average hourly earnings were highest in the Pacific and lowest in the Southeast; differences ranged from 40 to nearly 80 percent above the averages in the latter region.

Data on occupational earnings were also developed by establishment size and by labor-management contract coverage (tables 4 and 5). In both major regions, averages were generally higher in the largest establishment-size group than in the smaller size groups. Occupational averages were generally higher in union establishments than in nonunion establishments in the Middle Atlantic region; but in the Great Lakes, this relationship was reversed.

Incentive-paid workers typically averaged higher hourly earnings than their time-rated counterparts (table 6). For example, in the Middle Atlantic region, women fancy packers, hand, who were paid on an incentive basis, averaged \$1.81, compared with \$1.54 for time-rated workers. In the Great Lakes region, the corresponding hourly averages were \$1.90 and \$1.45. In Chicago, men candymakers' helpers, who were paid on incentive, averaged \$2.65—87 cents an hour more than those paid time rates (table 8). For women wrapping-machine operators in New York, the average wage advantage for incentive workers over those paid time rates amounted to 25 cents—\$1.89 compared with \$1.64 (table 10).

Earnings of individual workers varied considerably within the same job and general geographic location. In some instances, hourly earnings of the highest paid workers exceeded those of the lowest paid in the same job and area by \$1 or more (tables 7-12). Thus, when two jobs with disparate pay levels are compared, some workers in the lower paid jobs may earn as much as some workers in the higher paid jobs. For example, the following tabulation indicates a considerable overlapping of individual rates for incentive-paid men candymakers' helpers and women wrapping-machine operators in Chicago, despite a 43-cent difference in the hourly average between the two jobs.

	Number of workers	
	Men candymakers' helpers	Women wrapping-machine operators
\$1.40 and under \$1.60-----	1	18
\$1.60 and under \$1.80-----	4	46
\$1.80 and under \$2.00-----	6	103
\$2.00 and under \$2.20-----	14	62
\$2.20 and under \$2.40-----	205	387
\$2.40 and under \$2.60-----	37	51
\$2.60 and under \$2.80-----	47	6
\$2.80 and under \$3.00-----	4	-
\$3.00 or more -----	123	-
Total -----	441	673
Average hourly earnings -----	\$2.65	\$2.22

The range of earnings for workers within the same job varied widely by establishment. To illustrate, differences between the highest and lowest paid candymakers' helpers in individual establishments in Chicago ranged from less than 10 cents an hour to about \$1.20 an hour; the highest paid exceeded the lowest paid by 20 percent or less in a majority of the plants employing two workers or more in this classification.

#### Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules, shift differentials, and supplementary benefits, including paid holidays and vacations, pension plans, life insurance, sickness and accident insurance, hospitalization, surgical, and medical benefits for production workers.

Scheduled Weekly Hours and Shift Practices. A work schedule of 40 hours a week was in effect in establishments employing four-fifths of all production workers and more than nine-tenths of the workers in all but the Great Lakes region, where schedules of 48 hours or more (principally Chicago) applied to two-fifths of the workers (table 14). Nearly a fifth of the production workers were employed on second shifts at the time of the study (table 16). Most of the workers were paid shift differentials, the single most common amount was 5 cents an hour above first-shift rates. Third-shift operations accounted for almost 3 percent of the workers.

Paid Holidays. Nearly all workers were provided paid holidays. The most common provisions were 6 or 7 days annually, with additional half days in some instances (table 17). Holiday provisions varied considerably among the regions. For example, a third of the workers in the Middle Atlantic received 11 paid holidays; whereas, the maximum number provided in the Southeast was 6. Boston and New York were the only areas studied separately in which provisions for as many as 11 days were recorded.

Paid Vacations. Virtually all production workers were eligible for paid vacations after qualifying periods of service. Most of the production workers were employed in establishments providing 1 week of vacation pay after 1 year of service, 2 weeks after 3 years, and 3 weeks after 15 years; slightly more than a third were eligible for 4 weeks after 25 years (table 18). Regional differences in provisions were less pronounced after 1 year than after longer periods of service. The proportions of production workers employed in establishments providing 1 week after 1 year ranged from 75 percent in the Southeast to 97 percent in the Pacific region. After 15 years of service, 22 percent of the workers in the Southeast were eligible for 3 weeks, compared with 89 percent in the Pacific region.

Health, Insurance, and Pension Plans. Life, hospitalization and surgical insurance were available to approximately seven-eighths of the workers (table 19). Sickness and accident insurance applied to three-fifths; medical insurance, to seven-tenths; and accidental death and dismemberment insurance, to slightly more than half of the workers. These benefits relate to plans financed at least in part by the employer. Typically, employers paid the total costs, with this practice varying by region. For example, in New England 95 percent of the workers were in establishments providing life insurance but only 26 percent were covered under plans wholly financed by the employer. In the Middle Atlantic region, however, 83 percent were covered by employer financed plans and only 3 percent by jointly financed plans.

Retirement pension plans (other than Federal social security benefits) were provided by establishments employing three-fifths of the workers. Regionally, the proportions ranged from 45 percent in the Great Lakes to 87 percent in the Pacific. In each region, most of these workers were covered by employer financed plans.

Nonproduction Bonuses. Formal provisions for nonproduction bonuses, usually Christmas or yearend, were in effect in plants accounting for one-fourth of the workers nationally, two-fifths in the Great Lakes region, a third in New England, and a fifth or less in the remaining regions (table 20).

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in candy and other confectionery products manufacturing establishments by selected characteristics, United States and selected regions, September 1965)

Item	United States <sup>2</sup>		New England		Middle Atlantic		Southeast		Great Lakes		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
All workers.....	49,736	\$1.87	5,339	\$1.79	13,863	\$1.88	3,628	\$1.50	15,997	\$1.95	4,329	\$2.22
Men.....	20,872	2.11	1,960	2.07	5,542	2.15	1,782	1.56	7,367	2.23	1,660	2.49
Women.....	28,864	1.69	3,379	1.62	8,321	1.71	1,846	1.44	8,630	1.72	2,669	2.05
Size of community:												
Metropolitan areas <sup>3</sup> .....	44,001	1.89	5,104	1.79	13,514	1.88	3,074	1.53	13,380	1.99	4,180	2.21
Nonmetropolitan areas.....	5,735	1.68	-	-	-	-	-	-	2,617	1.78	-	-
Size of establishment:												
20-99 workers.....	10,473	1.66	-	-	2,853	1.64	-	-	2,963	1.56	1,610	2.12
100-249 workers.....	11,500	1.85	489	1.85	2,724	1.77	1,419	1.43	2,702	1.86	2,103	2.30
250 workers or more.....	27,763	1.95	4,120	1.77	8,286	2.00	1,404	1.64	10,332	2.09	-	-
Labor-management contracts:												
Establishments with—												
Majority of workers covered.....	24,844	1.93	-	-	10,037	1.89	-	-	6,574	1.94	3,590	2.26
None or minority of workers covered.....	24,892	1.80	4,384	1.78	3,826	1.88	3,216	1.49	9,423	1.96	739	2.01

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget through March 1965.

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

Table 2. Earnings Distribution: All Production Workers

(Percent distribution of production workers in candy and other confectionery products manufacturing establishments by average straight-time hourly earnings,<sup>1</sup> United States and selected regions, September 1965)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>			New England	Middle Atlantic	Southeast	Great Lakes	Pacific
	Total	Men	Women					
Under \$1.25	0.6	( <sup>3</sup> )	1.0	-	0.2	0.5	1.5	-
\$1.25 and under \$1.30	7.1	3.6	9.7	5.9	3.5	28.0	2.3	0.8
\$1.30 and under \$1.35	2.9	1.1	4.2	4.3	.6	10.7	2.8	1.8
\$1.35 and under \$1.40	5.4	2.0	8.0	4.2	2.8	8.7	7.9	.7
\$1.40 and under \$1.45	3.6	2.1	4.7	3.5	2.9	7.4	4.4	.4
\$1.45 and under \$1.50	3.8	2.1	5.0	7.5	3.5	8.7	2.7	.5
\$1.50 and under \$1.60	10.8	8.2	12.7	10.1	16.2	8.7	6.1	.4
\$1.60 and under \$1.70	7.9	5.0	10.0	16.2	9.1	7.5	6.2	1.2
\$1.70 and under \$1.80	8.9	7.9	9.6	13.1	10.2	3.9	9.1	2.4
\$1.80 and under \$1.90	7.0	6.3	7.5	8.5	10.4	4.3	6.1	.7
\$1.90 and under \$2.00	7.3	7.6	7.1	3.3	10.9	3.5	7.7	9.3
\$2.00 and under \$2.10	6.6	7.9	5.6	3.4	7.3	3.5	5.6	17.6
\$2.10 and under \$2.20	7.3	7.8	7.0	3.3	4.6	1.7	9.4	25.6
\$2.20 and under \$2.30	4.3	6.7	2.5	2.9	2.7	1.1	6.2	11.2
\$2.30 and under \$2.40	4.1	6.2	2.6	2.3	3.0	.4	7.1	6.0
\$2.40 and under \$2.50	2.2	3.5	1.4	3.4	2.0	.3	2.2	2.2
\$2.50 and under \$2.60	2.2	3.8	1.0	2.3	1.9	.3	2.6	3.6
\$2.60 and under \$2.70	1.7	3.7	.2	1.8	1.7	.2	1.8	4.0
\$2.70 and under \$2.80	1.4	3.1	.1	1.3	1.3	.1	1.7	3.3
\$2.80 and under \$2.90	.8	1.9	( <sup>3</sup> )	.8	.9	.2	1.0	1.5
\$2.90 and under \$3.00	.6	1.3	( <sup>3</sup> )	.3	.6	( <sup>3</sup> )	.6	1.6
\$3.00 and over	3.5	8.2	( <sup>3</sup> )	1.4	3.6	.2	5.2	5.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	49,736	20,872	28,864	5,339	13,863	3,628	15,997	4,329
Average hourly earnings <sup>1</sup>	\$1.87	\$2.11	\$1.69	\$1.79	\$1.88	\$1.50	\$1.95	\$2.22

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

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

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

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

Table 3. Occupational Averages: All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, United States and selected regions, September 1965)

Occupation and sex	United States <sup>2</sup>				New England				Middle Atlantic			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean <sup>3</sup>	Median <sup>4</sup>	Middle range <sup>5</sup>		Mean <sup>3</sup>	Median <sup>4</sup>	Middle range <sup>5</sup>		Mean <sup>3</sup>	Median <sup>4</sup>	Middle range <sup>5</sup>
Candymakers, class A (all men).....	773	\$2.55	\$2.60	\$2.31-\$2.77	131	\$2.45	\$2.45	\$2.10-\$2.65	132	\$2.53	\$2.50	\$2.36-\$2.65
Candymakers, class B (1,684 men and 96 women).....	1,780	2.14	2.20	1.85- 2.50	105	2.25	2.30	2.10- 2.39	607	2.18	2.12	1.85- 2.42
Candymakers' helpers.....	2,571	1.89	1.80	1.50- 2.17	170	1.81	1.80	1.65- 1.90	486	1.79	1.79	1.60- 1.93
Men.....	2,397	1.91	1.84	1.50- 2.19	169	1.81	1.80	1.65- 1.90	393	1.83	1.85	1.62- 1.97
Women.....	174	1.60	1.64	1.35- 1.75	-	-	-	-	93	1.62	1.71	1.35- 1.75
Dippers, hand (15 men and 699 women).....	714	1.61	1.50	1.30- 1.77	21	1.76	1.69	1.67- 1.95	238	1.46	1.40	1.25- 1.57
Enrobing-machine operators.....	463	2.28	2.36	1.90- 2.65	54	2.12	2.00	1.72- 2.35	103	2.24	2.28	1.98- 2.46
Men.....	378	2.45	2.46	2.10- 2.66	37	2.30	2.18	1.97- 2.63	96	2.30	2.28	2.05- 2.46
Women.....	85	1.54	1.40	1.25- 1.72	-	-	-	-	-	-	-	-
Enrobing-machine operators' helpers.....	1,930	1.69	1.68	1.36- 1.97	89	1.62	1.57	1.57- 1.62	484	1.69	1.71	1.40- 1.96
Men.....	141	2.02	1.90	1.83- 2.29	13	1.94	-	-	31	2.15	2.39	1.90- 2.39
Women.....	1,789	1.67	1.60	1.35- 1.97	76	1.56	1.57	1.57- 1.58	453	1.66	1.71	1.35- 1.95
Filling-machine operators.....	853	1.84	1.83	1.45- 2.22	53	1.65	1.68	1.59- 1.68	232	1.72	1.55	1.45- 1.96
Men.....	358	2.10	2.25	1.83- 2.29	-	-	-	-	42	1.78	1.53	1.53- 1.98
Women.....	495	1.65	1.55	1.40- 1.93	52	1.65	1.68	1.59- 1.68	190	1.71	1.55	1.45- 1.96
Inspectors, candy (13 men and 419 women).....	432	1.78	1.83	1.45- 2.08	20	1.85	1.75	1.60- 2.11	128	1.80	1.80	1.55- 1.98
Janitors.....	1,564	1.83	1.82	1.57- 2.05	146	1.67	1.63	1.50- 1.80	338	1.92	1.84	1.72- 2.09
Men.....	1,448	1.84	1.84	1.57- 2.05	130	1.69	1.70	1.51- 1.80	315	1.94	1.84	1.72- 2.10
Women.....	116	1.66	1.67	1.40- 1.89	-	-	-	-	23	1.69	1.61	1.40- 2.00
Laborers, material handling (1,936 men and 18 women).....	1,954	1.91	1.90	1.64- 2.14	237	1.75	1.75	1.53- 1.79	356	1.91	1.94	1.79- 2.02
Machinists, maintenance (all men).....	262	3.05	3.07	2.72- 3.39	29	2.89	2.80	2.77- 2.97	60	2.92	3.05	2.30- 3.13
Maintenance men, general utility (all men).....	371	2.48	2.49	2.10- 2.80	41	2.49	2.35	2.00- 2.60	85	2.52	2.61	2.22- 2.97
Mechanics, maintenance (all men).....	642	2.81	2.80	2.49- 3.03	55	2.61	2.60	2.55- 2.75	204	2.99	2.93	2.72- 3.14
Mogul operators (all men).....	227	2.27	2.30	2.00- 2.52	47	2.29	2.31	2.04- 2.42	60	2.19	2.20	1.87- 2.37
Mogul operators' helpers (468 men and 9 women).....	477	1.96	2.00	1.75- 2.15	47	1.92	1.93	1.75- 2.10	123	2.00	1.91	1.80- 2.02
Packers, hand, bulk (57 men and 3,318 women).....	3,375	1.58	1.53	1.35- 1.79	521	1.39	1.34	1.27- 1.45	1,195	1.61	1.55	1.53- 1.67
Packers, hand, candy bars (30 men and 1,362 women).....	1,392	1.74	1.71	1.36- 1.96	-	-	-	-	414	2.10	1.96	1.96- 2.55
Packers, hand, fancy (2 men and 5,636 women).....	5,638	1.67	1.63	1.44- 1.86	636	1.72	1.75	1.65- 1.83	2,213	1.63	1.57	1.53- 1.79
Watchmen (all men).....	144	1.83	1.82	1.43- 2.12	-	-	-	-	60	1.82	1.90	1.42- 2.07
Wrapping-machine operators.....	3,564	1.85	1.86	1.53- 2.14	302	2.03	1.88	1.66- 2.48	673	1.88	1.88	1.60- 2.03
Men.....	157	1.79	1.78	1.59- 1.91	16	1.65	1.65	1.60- 1.70	42	1.84	1.80	1.80- 1.88
Women.....	3,407	1.86	1.85	1.53- 2.14	286	2.05	1.88	1.66- 2.48	631	1.89	1.90	1.56- 2.03

See footnotes at end of table.

Table 3. Occupational Averages: All Establishments—Continued

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, United States and selected regions, September 1965)

Occupation and sex	Southeast				Great Lakes				Pacific			
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>		
		Mean <sup>3</sup>	Median <sup>4</sup>	Middle range <sup>5</sup>		Mean <sup>3</sup>	Median <sup>4</sup>	Middle range <sup>5</sup>		Mean <sup>3</sup>	Median <sup>4</sup>	Middle range <sup>5</sup>
Candymakers, class A (all men).....	52	\$1.91	\$1.85	\$1.55-\$2.25	246	\$2.66	\$2.70	\$2.57-\$2.77	107	\$2.83	\$2.72	\$2.72-\$2.92
Candymakers, class B (1,684 men and 96 women).....	253	1.51	1.45	1.25- 1.70	456	2.31	2.30	2.02- 2.50	194	2.55	2.59	2.54- 2.65
Candymakers' helpers.....	341	1.45	1.35	1.25- 1.57	1,071	2.13	2.11	1.70- 2.34	147	2.30	2.30	2.17- 2.39
Men.....	314	1.47	1.35	1.25- 1.57	1,031	2.15	2.11	1.74- 2.34	147	2.30	2.30	2.17- 2.39
Women.....	27	1.28	1.25	1.25- 1.25	40	1.68	1.60	1.50- 1.82	-	-	-	-
Dippers, hand (15 men and 699 women).....	-	-	-	-	118	1.60	1.70	1.35- 1.75	130	2.13	2.21	2.10- 2.24
Enrobing-machine operators.....	28	1.62	1.50	1.30- 1.85	161	2.47	2.52	2.03- 2.71	55	2.62	2.61	2.52- 2.77
Men.....	13	1.92	-	-	145	2.58	2.56	2.17- 2.71	48	2.69	2.65	2.54- 2.85
Women.....	15	1.36	1.30	1.25- 1.50	16	1.47	1.40	1.08- 1.87	-	-	-	-
Enrobing-machine operators' helpers.....	126	1.35	1.32	1.30- 1.32	593	1.60	1.50	1.36- 1.83	347	2.06	2.04	1.97- 2.14
Men.....	-	-	-	-	63	2.05	1.90	1.83- 2.28	-	-	-	-
Women.....	119	1.34	1.32	1.30- 1.32	530	1.55	1.45	1.36- 1.79	339	2.06	2.04	1.97- 2.14
Filling-machine operators.....	89	1.43	1.40	1.30- 1.45	348	1.96	1.98	1.55- 2.25	64	2.30	2.29	2.04- 2.38
Men.....	37	1.51	1.45	1.30- 1.78	-	-	-	-	44	2.42	2.29	2.29- 2.65
Women.....	52	1.36	1.32	1.27- 1.45	153	1.64	1.55	1.36- 1.95	20	2.02	2.04	1.97- 2.04
Inspectors, candy (13 men and 419 women).....	94	1.38	1.40	1.25- 1.45	157	1.99	2.00	1.83- 2.18	-	-	-	-
Janitors.....	116	1.40	1.40	1.25- 1.45	628	1.91	1.94	1.74- 2.05	97	2.24	2.23	2.12- 2.36
Men.....	96	1.41	1.40	1.25- 1.50	584	1.91	1.94	1.75- 2.05	96	2.24	2.23	2.12- 2.35
Women.....	20	1.37	1.40	1.25- 1.45	44	1.82	1.82	1.68- 2.17	-	-	-	-
Laborers, material handling (1,936 men and 18 women).....	136	1.45	1.45	1.25- 1.60	867	2.02	2.00	1.75- 2.32	96	2.57	2.52	2.20- 2.97
Machinists, maintenance (all men).....	12	2.15	-	-	135	3.19	3.17	2.94- 3.60	-	-	-	-
Maintenance men, general utility (all men).....	40	1.96	1.87	1.55- 2.25	98	2.61	2.57	2.25- 2.85	15	3.14	3.01	2.73- 3.79
Mechanics, maintenance (all men).....	35	2.17	2.25	1.92- 2.50	231	2.72	2.67	2.43- 3.01	47	3.37	3.30	3.07- 3.75
Mogul operators (all men).....	15	1.77	1.75	1.45- 2.12	76	2.38	2.40	2.05- 2.71	14	2.54	-	-
Mogul operators' helpers (468 men and 9 women).....	39	1.52	1.50	1.35- 1.66	205	2.00	2.04	1.80- 2.19	21	2.38	2.23	2.15- 2.60
Packers, hand, bulk (57 men and 3,318 women).....	176	1.34	1.27	1.25- 1.33	795	1.74	1.79	1.46- 1.92	218	1.88	1.99	1.35- 2.15
Packers, hand, candy bars (30 men and 1,362 women).....	105	1.30	1.32	1.25- 1.32	553	1.55	1.36	1.36- 1.79	104	2.05	2.05	1.95- 2.14
Packers, hand, fancy (2 men and 5,636 women).....	245	1.37	1.32	1.25- 1.44	1,258	1.71	1.67	1.40- 2.13	543	2.05	2.04	2.04- 2.11
Watchmen (all men).....	13	1.34	-	-	59	1.93	1.96	1.60- 2.12	-	-	-	-
Wrapping-machine operators.....	401	1.52	1.42	1.25- 1.78	1,457	1.95	1.97	1.64- 2.36	223	2.13	2.14	2.04- 2.20
Men.....	38	1.55	1.65	1.40- 1.69	34	2.12	2.22	1.91- 2.22	-	-	-	-
Women.....	363	1.52	1.40	1.25- 1.79	1,423	1.94	1.97	1.62- 2.36	214	2.13	2.14	2.04- 2.14

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

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

<sup>3</sup> The mean for each job is computed by multiplying each rate by the number of employees receiving the rate; the total of these products is divided by the number of employees.

<sup>4</sup> The median designates position, that is, half of the employees surveyed received more than the rate shown and half received less than the rate shown. Medians are omitted for occupations that had fewer than 15 employees in a region.

<sup>5</sup> The middle range is defined by 2 rates of pay; a fourth of the employees earned less than the lower of these rates and a fourth earned more than the higher rate. Middle ranges are omitted for occupations that had fewer than 15 employees in a region.

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

Table 4. Occupational Averages: By Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, United States and selected regions, September 1965)

Sex and occupation	United States <sup>2</sup>						Middle Atlantic						Great Lakes					
	Establishments with—																	
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Men</b>																		
Candymakers, class A .....	216	\$2.51	170	\$2.51	387	\$2.58	57	\$2.49	15	\$2.54	60	\$2.56	24	\$2.55	32	\$2.53	190	\$2.70
Candymakers, class B .....	569	2.00	471	2.09	644	2.35	173	2.09	105	2.14	247	2.38	79	2.12	104	2.26	262	2.40
Candymakers' helpers .....	654	1.66	670	1.71	1,073	2.18	141	1.80	165	1.77	87	1.98	142	1.62	122	1.70	767	2.31
Enrobing-machine operators .....	85	2.36	77	2.38	216	2.51	14	2.09	16	2.33	66	2.34	27	2.30	16	2.34	102	2.70
Janitors .....	151	1.61	291	1.85	1,006	1.87	19	1.56	58	1.80	238	2.01	54	1.64	57	1.90	473	1.95
Laborers, material handling .....	320	1.77	476	1.94	1,140	1.95	76	1.79	132	1.92	147	1.96	139	1.78	140	1.97	579	2.10
Maintenance men, general utility .....	128	2.59	170	2.47	73	2.29	36	2.66	45	2.37	-	-	27	2.66	46	2.80	25	2.23
Mechanics, maintenance .....	24	2.37	160	2.77	458	2.85	8	2.89	36	2.68	160	3.07	-	-	50	2.52	177	2.79
Mogul operators .....	42	2.11	50	2.20	135	2.34	-	-	14	2.16	34	2.38	-	-	18	2.42	51	2.43
Mogul operators' helpers .....	40	1.83	116	1.83	312	2.03	-	-	-	-	100	2.08	-	-	63	1.90	129	2.09
<b>Women</b>																		
Dippers, hand .....	492	1.44	109	2.13	98	1.80	204	1.37	-	-	21	2.29	95	1.51	-	-	-	-
Enrobing-machine operators' helpers .....	586	1.51	487	1.82	716	1.70	132	1.28	46	1.58	275	1.86	225	1.42	60	1.80	245	1.61
Filling-machine operators .....	112	1.40	126	1.63	257	1.76	-	-	-	-	134	1.82	-	-	-	-	81	1.73
Inspectors, candy .....	34	1.52	156	1.60	229	1.91	-	-	27	1.72	79	1.87	-	-	32	1.82	109	2.03
Packers, hand, bulk .....	958	1.49	872	1.59	1,488	1.63	214	1.50	342	1.56	629	1.67	172	1.63	262	1.66	351	1.86
Packers, hand, candy bars .....	268	1.61	205	1.54	889	1.79	-	-	-	-	-	-	-	-	-	-	523	1.56
Packers, hand, fancy .....	1,832	1.58	1,255	1.63	2,549	1.75	656	1.50	443	1.62	1,114	1.70	477	1.46	182	1.67	599	1.93
Wrapping-machine operators .....	528	1.55	914	1.75	1,965	1.99	70	1.73	137	1.79	424	1.94	88	1.60	269	1.84	1,066	2.00

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

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

Table 5. Occupational Averages: By Labor-Management Contract Coverage and Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, United States and selected regions, September 1965)

Sex, occupation, and size of establishment	United States <sup>2</sup>				Middle Atlantic				Great Lakes			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Men</b>												
Candymakers, class B.....	843	\$ 2.34	841	\$ 1.98	426	\$ 2.25	99	\$ 2.17	188	\$ 2.30	257	\$ 2.33
20-99 workers.....	-	-	402	1.84	-	-	-	-	-	-	72	2.10
100-249 workers.....	279	2.28	192	1.81	95	2.16	10	1.98	62	2.20	42	2.34
250 workers or more.....	397	2.37	247	2.32	226	2.37	-	-	119	2.35	143	2.44
Candymakers' helpers.....	893	1.95	1,504	1.88	304	1.88	89	1.64	268	1.93	763	2.22
20-99 workers.....	-	-	484	1.53	-	-	-	-	-	-	120	1.63
100-249 workers.....	396	1.81	274	1.55	151	1.79	14	1.60	-	-	56	1.90
250 workers or more.....	327	2.06	746	2.21	82	1.97	-	-	180	2.12	587	2.37
Enrobing-machine operators.....	179	2.47	199	2.44	65	2.34	31	2.22	52	2.53	93	2.61
20-99 workers.....	-	-	57	2.17	-	-	-	-	-	-	21	2.13
100-249 workers.....	51	2.48	26	2.20	15	2.35	-	-	9	2.42	7	2.24
250 workers or more.....	100	2.38	116	2.62	45	2.31	21	2.40	37	2.50	65	2.81
Janitors.....	769	1.83	679	1.85	229	1.83	86	2.24	263	1.84	321	1.97
20-99 workers.....	-	-	115	1.55	-	-	-	-	-	-	42	1.59
100-249 workers.....	177	2.00	114	1.60	52	1.84	-	-	28	1.99	29	1.81
250 workers or more.....	556	1.78	450	1.99	166	1.84	-	-	223	1.82	250	2.05
Laborers, material handling.....	988	1.94	948	1.89	244	1.90	111	1.93	407	1.97	451	2.08
20-99 workers.....	-	-	140	1.64	-	-	-	-	-	-	34	1.67
100-249 workers.....	257	2.09	219	1.77	71	1.97	-	-	80	2.05	60	1.85
250 workers or more.....	551	1.89	589	2.00	128	1.88	-	-	-	-	357	2.16
Mechanics, maintenance.....	394	2.81	248	2.81	148	2.85	-	-	150	2.68	81	2.79
20-99 workers.....	-	-	14	1.87	-	-	-	-	-	-	-	-
100-249 workers.....	95	2.91	65	2.58	30	2.74	-	-	27	2.51	23	2.53
250 workers or more.....	289	2.77	169	2.98	110	2.87	-	-	123	2.72	54	2.93
Mogul operators.....	110	2.37	117	2.17	43	2.35	17	1.77	33	2.30	43	2.45
100-249 workers.....	27	2.44	23	1.92	11	2.32	-	-	10	2.46	8	2.37
250 workers or more.....	75	2.33	60	2.35	32	2.37	-	-	23	2.23	-	-
<b>Women</b>												
Enrobing-machine operators' helpers.....	916	1.88	873	1.45	245	1.82	208	1.48	182	1.73	348	1.46
20-99 workers.....	-	-	433	1.35	-	-	-	-	-	-	201	1.42
100-249 workers.....	404	1.91	83	1.34	46	1.58	-	-	48	1.88	-	-
250 workers or more.....	359	1.80	357	1.59	184	1.88	-	-	110	1.72	135	1.52
Inspectors, candy.....	185	1.86	234	1.69	87	1.82	-	-	75	1.89	74	2.07
100-249 workers.....	62	1.83	94	1.45	19	1.67	-	-	-	-	12	1.78
250 workers or more.....	117	1.87	112	1.96	68	1.86	-	-	49	1.89	60	2.15
Packers, hand, fancy.....	2,862	1.75	2,774	1.59	1,645	1.68	-	-	323	1.64	935	1.74
20-99 workers.....	-	-	1,185	1.44	-	-	-	-	-	-	423	1.45
100-249 workers.....	773	1.75	482	1.43	351	1.57	-	-	181	1.67	-	-
250 workers or more.....	1,442	1.70	1,107	1.80	1,042	1.72	-	-	-	-	-	-
Wrapping-machine operators.....	1,325	1.89	2,082	1.83	445	1.85	186	1.97	457	1.89	966	1.97
20-99 workers.....	-	-	406	1.45	-	-	-	-	-	-	78	1.59
100-249 workers.....	347	1.90	567	1.65	44	1.75	93	1.81	83	1.94	186	1.79
250 workers or more.....	856	1.89	1,109	2.07	336	1.88	-	-	364	1.88	702	2.06

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

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

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

Table 6. Occupational Averages: By Method of Wage Payment

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, United States and selected regions, September 1965)

Sex and occupation	United States <sup>2</sup>				New England		Middle Atlantic				Southeast				Great Lakes				Pacific	
	Timeworkers		Incentive workers		Timeworkers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers	
	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings	Num-ber of work-ers	Aver-age hourly earn-ings
<u>Men</u>																				
Candymakers, class B.....	1,260	\$2.11	424	\$2.31	73	\$2.18	381	\$2.15	144	\$2.45	161	\$1.47	92	\$1.59	300	\$2.17	145	\$2.61	191	\$2.55
Candymakers' helpers.....	1,872	1.73	525	2.54	151	1.77	382	1.81	-	-	269	1.41	-	-	583	1.77	448	2.64	147	2.30
Enrobing-machine operators.....	286	2.34	92	2.80	29	2.39	73	2.26	23	2.44	12	1.96	-	-	94	2.32	51	3.07	48	2.69
Enrobing-machine operators' helpers.....	121	1.96	20	2.38	13	1.94	31	2.15	-	-	-	-	-	-	46	1.89	17	2.47	-	-
Mogul operators.....	163	2.19	64	2.46	38	2.22	47	2.05	13	2.69	-	-	9	1.66	44	2.24	32	2.58	14	2.54
Mogul operators' helpers.....	311	1.89	157	2.11	40	1.85	94	1.84	-	-	18	1.44	16	1.59	99	1.94	102	2.08	21	2.38
<u>Women</u>																				
Enrobing-machine operators' helpers.....	1,362	1.61	427	1.84	-	-	260	1.52	193	1.86	100	1.30	19	1.51	430	1.50	100	1.76	325	2.05
Filling-machine operators.....	327	1.53	168	1.88	38	1.66	96	1.45	-	-	37	1.32	-	-	108	1.53	45	1.90	20	2.02
Inspectors, candy.....	333	1.71	86	1.99	20	1.85	94	1.69	-	-	79	1.36	15	1.52	107	1.93	-	-	-	-
Packers, hand, bulk.....	2,291	1.53	1,027	1.68	178	1.43	801	1.51	384	1.83	78	1.27	78	1.43	563	1.65	-	-	202	1.86
Packers, hand, fancy.....	3,633	1.59	2,003	1.81	434	1.66	1,502	1.54	711	1.81	166	1.29	79	1.55	529	1.45	729	1.90	541	2.04
Wrapping-machine operators.....	1,853	1.69	1,554	2.06	79	1.69	358	1.78	273	2.02	149	1.30	214	1.68	578	1.65	845	2.14	214	2.13

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

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

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

Table 7. Occupational Earnings: Boston<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, September 1965)

Sex and occupation	Number of workers	Average hourly earnings <sup>2</sup>	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	\$3.30	\$3.40	
			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	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	and over	
All production workers.....	4,160	\$ 1.79	156	130	144	100	308	446	782	603	442	157	171	143	112	105	68	74	52	62	29	13	21	27	5	-	10	
Men.....	1,598	2.07	2	12	15	17	44	141	94	173	162	104	153	116	105	103	67	74	52	62	29	13	20	25	5	-	10	
Women.....	2,562	1.62	154	118	129	183	264	305	688	430	280	53	18	27	7	2	1	-	-	-	-	-	1	2	-	-	-	
<u>Selected production occupations—men</u>																												
Candymakers, class A.....	104	2.43	-	-	-	-	-	-	-	-	-	3	29	1	1	10	16	18	8	7	2	1	6	2	-	-	-	
Time.....	90	2.41	-	-	-	-	-	-	-	-	-	3	29	1	1	10	15	5	8	7	2	1	6	2	-	-	-	
Candymakers, class B.....	86	2.28	-	-	-	-	-	-	-	1	5	3	7	8	12	28	6	7	9	-	-	-	-	-	-	-	-	
Time.....	56	2.21	-	-	-	-	-	-	-	-	1	5	3	6	6	11	14	3	6	1	-	-	-	-	-	-	-	
Candymakers' helpers.....	111	1.89	-	2	-	-	-	6	10	12	46	-	16	4	14	1	-	-	-	-	-	-	-	-	-	-	-	
Time.....	94	1.83	-	2	-	-	-	6	10	11	46	-	15	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Enrobing-machine operators.....	29	2.25	-	-	-	-	-	-	-	-	1	9	2	8	2	-	1	1	-	-	3	-	-	-	2	-	-	
Time.....	21	2.34	-	-	-	-	-	-	-	-	1	2	2	8	1	-	1	1	-	-	3	-	-	2	-	-	-	
Enrobing-machine operators' helpers (all timeworkers).....	8	2.00	-	-	-	-	-	1	-	-	-	2	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors (all timeworkers).....	119	1.68	-	4	7	2	2	29	15	29	12	9	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling (all timeworkers).....	172	1.76	-	2	1	-	9	27	23	67	11	4	4	21	2	1	-	-	-	-	-	-	-	-	-	-	-	
Machinists, maintenance (all timeworkers).....	23	2.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	11	3	4	2	1	-	-	-	
Maintenance men, general utility (all timeworkers).....	37	2.50	-	-	-	-	-	-	-	-	1	3	8	-	3	6	1	2	4	-	-	-	2	-	3	-	3 <sup>4</sup>	
Mechanics, maintenance (all timeworkers).....	38	2.62	-	-	-	-	-	-	-	-	-	1	-	-	1	2	2	14	2	12	-	2	-	1	1	-	-	
Mogul operators.....	41	2.28	-	-	-	-	-	-	-	-	-	5	8	5	-	10	5	-	5	2	1	-	-	-	-	-	-	
Time.....	32	2.21	-	-	-	-	-	-	-	-	-	5	7	5	-	8	5	-	1	1	-	-	-	-	-	-	-	
Mogul operators' helpers.....	39	1.95	-	-	-	1	1	2	1	1	10	5	7	5	2	2	2	-	-	-	-	-	-	-	-	-	-	
Time.....	32	1.87	-	-	-	1	1	2	1	1	10	5	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected production occupations—women</u>																												
Enrobing-machine operators' helpers <sup>4</sup> .....	76	1.56	-	3	-	1	4	50	14	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Filling-machine operators <sup>4</sup> .....	34	1.68	-	1	-	-	-	7	21	-	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Packers, hand, bulk.....	147	1.50	13	14	20	8	20	28	22	15	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	113	1.46	13	14	19	6	19	18	10	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Packers, hand, fancy.....	542	1.74	-	7	17	-	12	15	135	164	176	6	2	7	1	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	343	1.68	-	7	16	-	12	15	131	151	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wrapping-machine operators.....	100	1.73	-	-	-	-	1	1	52	24	21	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	58	1.78	-	-	-	-	1	1	10	24	21	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Boston Standard Metropolitan Statistical Area consists of Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County.  
<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 77 percent of the production workers covered by the study were paid on a time basis.  
<sup>3</sup> Workers were distributed as follows: 3 at \$3.60 to \$3.70; and 1 at \$3.70 to \$3.80.  
<sup>4</sup> Insufficient data to warrant presentation of separate averages by method of wage payment; predominantly timeworkers.

Table 8. Occupational Earnings: Chicago<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, September 1965)

Sex and occupation	Number of workers	Average hourly earnings <sup>2</sup>	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	\$3.40	\$3.60	\$3.80	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	\$3.40	\$3.60	\$3.80		
All production workers-----	9,976	\$2.09	132	255	459	439	135	503	603	597	527	759	632	1241	790	990	229	291	197	234	127	63	172	71	215	146	161	8	
Men-----	5,159	2.30	14	70	118	134	35	173	214	242	206	297	361	558	462	528	180	198	187	224	127	60	170	71	215	146	161	8	
Women-----	4,817	1.86	118	185	341	305	100	330	389	355	321	462	271	683	328	462	49	93	10	10	-	3	2	-	-	-	-	-	
<u>Selected production occupations—men</u>																													
Candymakers, class B-----	305	2.38	-	-	-	-	-	5	7	10	6	23	10	24	51	21	23	68	29	4	3	4	-	-	-	-	17	-	
Time-----	177	2.19	-	-	-	-	-	5	7	10	5	21	5	20	36	18	18	31	1	-	-	-	-	-	-	-	-	-	
Incentive-----	128	2.65	-	-	-	-	-	-	-	-	1	2	5	4	15	3	5	37	28	4	3	4	-	-	-	-	17	-	
Candymakers' helpers-----	744	2.29	3	10	22	20	4	15	69	38	17	21	17	79	43	175	32	5	43	4	4	-	3	2	58	60	-	-	
Time-----	303	1.78	3	10	22	20	4	14	67	36	16	16	11	71	11	2	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive-----	441	2.65	-	-	-	-	-	1	2	2	1	5	6	8	32	173	32	5	43	4	4	-	3	2	58	60	-	-	
Enrobing-machine operators-----	90	2.82	-	-	-	-	-	-	-	-	3	6	-	2	1	2	4	8	20	16	-	-	6	-	3	-	19	-	
Time-----	44	2.47	-	-	-	-	-	-	-	-	3	6	-	2	-	2	4	3	20	1	-	-	-	-	3	-	-	-	
Incentive-----	46	3.15	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	5	-	15	-	-	6	-	-	-	-	-	
Enrobing-machine operators' helpers-----	33	2.18	-	-	-	-	-	5	-	1	-	10	2	2	1	7	1	-	-	-	-	-	-	-	-	4	-	-	
Time-----	16	1.87	-	-	-	-	-	5	-	-	-	8	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive-----	17	2.47	-	-	-	-	-	-	-	1	-	2	2	2	-	5	1	-	-	-	-	-	-	-	-	4	-	-	
Janitors-----	453	1.92	-	-	11	37	3	21	22	42	28	71	133	24	1	60	-	-	-	-	-	-	-	-	-	-	-	-	
Time-----	332	1.87	-	-	11	37	3	21	22	42	27	71	13	24	1	60	-	-	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling-----	493	2.13	9	1	6	4	4	13	14	48	32	50	39	27	13	185	3	1	-	12	13	19	-	-	-	-	-	-	
Time-----	270	1.88	9	1	6	4	4	13	14	48	31	50	38	27	13	9	2	1	-	-	-	-	-	-	-	-	-	-	
Machinists, maintenance-----	104	3.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	5	3	4	19	12	4	19	36	-	
Time-----	53	3.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	1	1	6	2	2	5	31	-	-	
Maintenance men, general utility (all timeworkers)-----	30	2.95	-	-	-	-	-	-	-	-	-	-	-	-	3	2	2	2	1	2	1	-	2	4	6	4	1	-	
Mechanics, maintenance (all timeworkers)-----	140	2.89	-	-	-	-	-	-	-	-	-	-	-	4	15	4	6	7	8	4	5	10	46	5	10	-	16	-	
Mogul operators-----	43	2.36	-	-	-	-	-	-	-	-	11	1	1	-	6	2	1	-	1	20	-	-	-	-	-	-	-	-	
Time-----	16	1.99	-	-	-	-	-	-	-	-	11	1	-	-	2	1	-	1	-	-	-	-	-	-	-	-	-	-	
Mogul operators' helpers-----	104	2.03	-	-	-	3	3	3	11	6	-	7	11	24	36	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time-----	33	1.73	-	-	-	3	3	3	11	6	-	1	3	3	-	-	-	-	3	11	6	-	-	-	-	-	-	-	
Watchmen (all timeworkers)-----	44	1.97	-	-	-	10	-	3	1	3	-	-	-	18	-	-	-	9	-	-	-	-	-	-	-	-	-	-	
Wrapping-machine operators 'a'-----	21	2.19	-	-	-	-	-	-	-	1	1	2	-	1	12	2	1	-	1	-	-	-	-	-	-	-	-	-	
<u>Selected production occupations—women</u>																													
Candymakers' helpers 'b'-----	13	1.65	-	-	-	4	1	1	2	1	2	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Dippers, hand 'a'-----	46	1.78	-	3	-	-	2	2	-	27	2	2	2	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	
Enrobing-machine operators' helpers-----	213	1.51	30	20	10	63	15	5	11	11	40	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time-----	158	1.43	30	20	10	63	15	-	-	-	12	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 8. Occupational Earnings: Chicago<sup>1</sup>—Continued

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, September 1965)

Sex and occupation	Number of workers	Average hourly earnings <sup>2</sup> 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	\$3.40	\$3.60	\$3.80		
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	and over		
<b>Selected production occupations—women—</b>																														
<b>Continued</b>																														
Filling-machine operators.....	99	\$1.77	-	-	6	8	1	21	10	4	8	27	7	1	3	1	2	-	-	-	-	-	-	-	-	-	-	-		
Time.....	54	1.66	-	-	6	8	1	16	3	1	1	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive.....	45	1.90	-	-	-	-	-	5	7	3	7	9	7	1	3	1	2	-	-	-	-	-	-	-	-	-	-			
Inspectors, candy.....	116	2.04	-	-	-	8	-	1	4	1	5	27	8	46	1	15	-	-	-	-	-	-	-	-	-	-	-			
Time.....	75	1.99	-	-	-	8	-	1	3	1	-	27	8	11	1	15	-	-	-	-	-	-	-	-	-	-				
Incentive.....	29	1.92	-	-	2	-	-	1	5	-	6	4	-	11	-	-	-	-	-	-	-	-	-	-	-	-				
Janitors.....	23	1.93	-	-	2	-	-	1	5	-	-	4	-	11	-	-	-	-	-	-	-	-	-	-	-	-				
Time.....	284	1.83	45	13	6	2	12	1	21	16	11	5	2	150	-	-	-	-	-	-	-	-	-	-	-	-				
Incentive.....	96	1.39	45	13	6	2	12	-	-	12	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Packers, hand, bulk.....	836	1.81	5	41	90	87	9	39	48	82	47	29	9	350	-	-	-	-	-	-	-	-	-	-	-	-				
Time.....	240	1.47	3	36	40	62	9	39	33	3	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Incentive.....	596	1.94	2	5	50	25	-	-	15	79	32	29	9	350	-	-	-	-	-	-	-	-	-	-	-	-				
Wrapping-machine operators.....	868	2.11	12	-	7	7	11	66	38	32	43	112	54	42	23	364	-	51	-	6	-	-	-	-	-	-				
Time.....	195	1.72	12	-	7	6	10	50	9	15	13	39	34	-	-	-	-	-	-	-	-	-	-	-	-	-				
Incentive.....	673	2.22	-	-	-	1	1	16	29	17	30	73	20	42	23	364	-	51	-	6	-	-	-	-	-	-				

<sup>1</sup> The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties. In the Bureau's 1960 survey of this industry, the area was limited to Cook County; the additional counties in the current study accounted for less than 1 percent of the establishments and employment.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 51 percent of the production workers covered by the study were paid on an incentive basis.

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

Table 9. Occupational Earnings: Los Angeles--Long Beach<sup>1</sup>(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, September 1965)

Sex and occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																							
			\$1.25 and under	\$1.30	\$1.35	\$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 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	and over
All production workers.....	1,422	\$2.11	33	77	29	18	21	16	43	33	32	383	82	110	200	46	30	76	30	26	8	22	31	30	28	18
Men.....	627	2.40	33	-	-	4	-	4	11	12	8	12	16	68	150	34	21	63	28	26	8	22	31	30	28	18
Women.....	795	1.88	-	77	29	14	21	12	32	21	24	371	66	42	50	12	9	13	2	-	-	-	-	-	-	-
<u>Selected production occupations—men</u>																										
Candymakers, class A.....	20	3.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	6	4	5	2	
Candymakers, class B.....	61	2.42	-	-	-	-	-	-	-	-	-	6	10	-	8	5	22	4	4	-	2	-	-	-	-	
Candymakers' helpers.....	24	2.09	-	-	3	-	-	-	-	-	2	-	7	10	2	-	-	-	-	-	-	-	-	-	-	
Enrobing-machine operators.....	19	2.74	-	-	-	-	-	-	-	-	-	-	1	-	-	-	8	-	1	2	-	7	-	-	-	
Filling-machine operators.....	19	2.45	-	-	-	-	-	-	-	-	-	-	2	2	6	-	2	5	-	1	-	1	-	-	-	
Janitors.....	53	2.10	3	-	-	-	-	2	1	-	-	-	30	11	5	1	-	-	-	-	-	-	-	-	-	
Laborers, material handling.....	46	2.62	-	-	1	-	1	-	-	-	-	2	2	7	2	3	6	3	1	-	-	-	18	-	-	
Maintenance men, general utility.....	13	3.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	3	-	2	2	-	1	3	
Mogul operators.....	6	2.71	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	2	-	-	
<u>Selected production occupations—women</u>																										
Dippers, hand.....	73	2.07	-	-	4	1	2	-	1	-	2	14	6	14	19	2	6	-	2	-	-	-	-	-	-	
Packers, hand, bulk.....	137	1.72	-	48	9	1	-	-	3	-	1	61	2	-	4	8	-	-	-	-	-	-	-	-	-	
Packers, hand, fancy.....	65	1.84	-	-	6	1	1	-	9	2	9	33	-	2	-	-	-	2	-	-	-	-	-	-	-	
Wrapping-machine operators.....	44	1.95	-	-	-	-	-	1	-	6	1	28	6	2	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Los Angeles--Long Beach Standard Metropolitan Statistical Area consists of Los Angeles County. In the Bureau's 1960 survey, the area also included Orange County which had no establishments within scope of the current survey.<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.<sup>3</sup> Workers were at \$3.70 to \$3.80.

Table 10. Occupational Earnings: New York<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, September 1965)

Sex and occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.35	\$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.....	3,845	\$1.86	109	30	87	70	128	438	541	518	692	316	233	153	101	87	83	40	24	28	35	30	27	16	13	14	3	29
Men.....	1,399	2.09	33	6	3	23	53	66	85	218	128	136	98	86	82	73	75	29	19	22	35	30	27	16	13	14	3	26
Women.....	2,446	1.74	76	24	84	47	75	372	456	300	564	180	135	67	19	14	8	11	5	6	-	-	-	-	-	-	-	3
<u>Selected production occupations—men</u>																												
Candymakers, class A.....	40	2.52	-	-	-	-	-	-	-	-	-	-	-	-	2	5	7	9	3	5	3	3	-	-	-	-	-	-
Time.....	20	2.52	-	-	-	-	-	-	-	-	-	-	-	-	2	3	4	2	-	3	2	2	-	-	-	-	-	-
Candymakers, class B.....	140	2.30	-	-	-	-	-	-	2	8	3	9	16	11	14	35	25	2	1	3	5	2	-	-	-	2	2	-
Time.....	121	2.26	-	-	-	-	-	-	2	8	3	8	13	9	11	32	25	2	1	3	5	2	-	-	-	-	-	-
Incentive.....	19	2.50	-	-	-	-	-	-	-	-	1	3	2	3	3	-	-	-	-	3	-	-	-	-	-	2	2	-
Candymakers' helpers.....	163	1.93	-	-	-	2	5	3	17	33	16	23	16	24	17	2	3	2	-	-	-	-	-	-	-	-	-	-
Time.....	153	1.91	-	-	-	2	5	3	17	33	16	23	13	23	14	1	3	-	-	-	-	-	-	-	-	-	-	-
Enrobing-machine operators.....	24	2.27	-	-	-	-	-	-	-	1	1	1	5	4	9	1	2	-	-	-	-	-	-	-	-	-	-	-
Time.....	9	2.30	-	-	-	-	-	-	-	1	-	-	2	-	4	-	2	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers).....	96	1.78	1	1	-	4	2	3	7	44	17	11	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling (all timeworkers).....	101	1.80	-	-	-	1	18	5	6	21	9	19	14	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility (all timeworkers).....	32	2.74	-	-	-	-	-	-	1	1	-	-	1	1	3	-	-	-	2	4	1	5	13	-	-	-	-	-
Mechanics, maintenance (all timeworkers).....	39	2.87	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	4	2	2	10	10	4	-	-	-	-	4
Mogul operators <sup>3</sup> .....	15	2.42	-	1	-	1	-	-	-	1	-	-	2	2	2	2	-	2	-	-	-	-	-	-	-	4	-	-
Watchmen (all timeworkers).....	14	1.86	1	-	-	2	-	-	-	-	8	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Wrapping-machine operators (all timeworkers).....	29	1.79	-	-	-	-	-	6	-	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected production occupations—women</u>																												
Enrobing-machine operators' helpers <sup>3</sup> .....	125	1.81	-	-	2	-	3	18	16	18	34	11	11	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, bulk.....	383	1.70	23	19	19	9	5	75	41	28	76	17	35	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	193	1.51	23	18	17	6	4	68	32	11	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	190	1.89	-	1	2	3	1	7	9	17	62	17	35	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, fancy.....	918	1.73	25	5	6	14	1	155	193	140	325	36	8	-	-	2	2	4	-	2	-	-	-	-	-	-	-	-
Time.....	376	1.61	25	5	-	10	-	105	162	30	25	10	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-
Wrapping-machine operators.....	169	1.83	-	-	1	6	1	13	15	29	46	16	31	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	40	1.64	-	-	1	5	1	7	14	4	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	129	1.89	-	-	-	1	-	6	1	25	44	10	31	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> 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. In the Bureau's 1960 survey of this industry, the area was limited to New York City; the additional counties in the current study accounted for about one-sixth of the establishments and one-sixth of the employment.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 63 percent of the production workers were paid on a time basis.

<sup>3</sup> Insufficient data to warrant presentation of separate averages by method of wage payment; predominantly incentive workers.

Table II. Occupational Earnings: Philadelphia<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, September 1965)

Sex and occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																							
			\$1.25 and under	\$1.30	\$1.35	\$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		
All production workers.....	2,586	\$1.93	36	46	68	127	162	102	237	334	212	168	251	304	121	120	69	45	38	56	30	18	18	17	9	
Men.....	959	2.14	20	18	6	25	47	28	19	38	93	106	48	115	59	87	38	36	33	53	30	18	16	17	9	
Women.....	1,629	1.81	16	28	62	102	115	74	218	296	119	62	203	189	62	33	31	9	5	3	-	-	2	-	-	
<u>Selected production occupations—men</u>																										
Candy makers, class A (all timeworkers).....	24	2.25	-	-	-	-	-	-	-	-	-	-	6	-	10	-	7	1	-	-	-	-	-	-	-	-
Candy makers, class B.....	66	2.28	-	-	-	-	-	-	-	-	6	14	-	18	1	2	4	9	3	2	2	-	5	-	-	-
Time.....	51	2.16	-	-	-	-	-	-	-	-	6	14	-	18	1	2	2	5	-	-	-	-	3	-	-	-
Candy makers' helpers.....	99	1.74	-	-	-	20	10	-	12	-	26	26	-	1	3	-	1	-	-	-	-	-	-	-	-	-
Time.....	98	1.74	-	-	-	20	10	-	12	-	26	26	-	3	-	1	-	-	-	-	-	-	-	-	-	-
Enrobing-machine operators.....	26	2.28	-	-	-	-	-	-	-	-	1	12	-	2	-	-	-	3	1	3	4	-	-	-	-	-
Time.....	18	2.05	-	-	-	-	-	-	-	-	1	12	-	2	-	-	-	3	-	-	-	-	-	-	-	-
Janitors (all timeworkers).....	57	1.84	6	-	-	2	-	3	3	9	8	5	-	21	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling (all timeworkers).....	33	1.94	2	-	-	-	-	3	-	-	-	17	-	4	7	-	-	-	-	-	-	-	-	-	-	-
Mogul operators <sup>3</sup> .....	9	2.41	-	-	-	-	-	-	-	-	-	-	2	1	2	-	-	-	3	-	-	-	-	1	-	-
<u>Selected production occupations—women</u>																										
Dippers, hand.....	63	1.76	-	-	-	-	34	12	3	-	-	2	3	2	3	-	-	1	1	-	-	2	-	-	-	-
Time.....	46	1.57	-	-	-	-	34	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Enrobing-machine operators' helpers.....	132	1.64	6	6	18	12	-	27	20	29	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	62	1.48	6	6	18	2	-	15	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers).....	10	1.96	-	-	-	-	-	-	-	3	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, fancy.....	230	1.65	10	10	34	-	56	-	25	60	-	-	4	19	11	1	-	-	-	-	-	-	-	-	-	-
Time.....	195	1.54	10	10	34	-	56	-	25	60	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wrapping-machine operators <sup>3</sup> .....	37	1.74	-	-	-	-	10	-	-	17	1	1	6	2	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J. In the Bureau's 1960 survey of this industry, the area was limited to Delaware and Philadelphia Counties, Pa., and Camden County, N.J.; the additional counties in the current study accounted for about 3 percent of the establishments and 12 percent of the employment.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 62 percent of the production workers covered by the study were paid on a time basis.

<sup>3</sup> Insufficient data to warrant presentation of separate averages by method of wage payment; predominantly timeworkers.

Table 12. Occupational Earnings: San Francisco—Oakland<sup>1</sup>

(Number and average straight-time hourly earnings<sup>2</sup> of workers in selected occupations in candy and other confectionery products manufacturing establishments, September 1965)

Sex and occupation	Number of workers	Average hourly earnings <sup>2</sup>	Number of workers receiving straight-time hourly earnings of—																
			Under \$2.10	\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over
All production workers.....	1,572	\$2.28	58	908	253	64	28	53	64	30	22	23	19	6	6	2	13	13	10
Men.....	547	2.53	21	79	116	56	24	51	64	30	17	22	18	6	5	2	13	13	10
Women.....	1,025	2.15	37	829	137	8	4	2	-	-	5	1	1	-	1	-	-	-	-
<u>Selected production occupations—men</u>																			
Candymakers, class A.....	16	2.91	-	-	-	-	-	-	-	-	6	9	-	-	1	-	-	-	-
Candymakers, class B.....	102	2.62	-	-	-	-	-	34	45	18	4	-	-	-	-	-	-	-	-
Candymakers' helpers.....	68	2.36	-	14	-	44	10	-	-	-	-	-	-	-	-	-	-	-	-
Enrobing-machine operators.....	25	2.64	-	-	-	-	2	8	7	6	-	2	-	-	-	-	-	-	-
Janitors.....	24	2.30	-	7	6	4	7	-	-	-	-	-	-	-	-	-	-	-	-
Laborers, material handling.....	26	2.47	-	2	12	2	2	-	-	-	1	3	4	-	-	-	-	-	-
Mechanics, maintenance.....	9	3.45	-	-	-	-	-	-	-	-	-	-	1	-	1	1	2	2	2
<u>Selected production occupations—women</u>																			
Dippers, hand.....	49	2.19	-	16	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Enrobing-machine operators' helpers.....	143	2.15	-	109	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, bulk.....	72	2.16	-	62	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, candy bars.....	43	2.13	-	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Packers, hand, fancy.....	195	2.12	-	185	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wrapping-machine operators.....	95	2.14	-	87	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The San Francisco—Oakland Standard Metropolitan Statistical Area consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.

Table 13. Method of Wage Payment

(Percent of production workers in candy and other confectionery products manufacturing establishments by method of wage payment, United States, selected regions, and areas, September 1965)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers.....	75	73	75	71	64	99	77	49	98	63	62	100
Formal plans.....	44	19	46	25	41	88	24	31	63	13	42	100
Single rate.....	28	12	31	21	17	87	16	9	63	10	42	100
Range of rates.....	16	7	15	3	24	( <sup>3</sup> )	9	21	-	3	-	-
Individual rates.....	31	54	30	46	23	11	53	19	35	50	20	-
Incentive workers.....	25	27	25	29	36	1	23	51	2	37	38	-
Individual piecework.....	6	22	5	13	4	1	17	7	2	3	8	-
Group piecework.....	2	-	3	9	2	-	-	( <sup>3</sup> )	-	5	-	-
Individual bonus.....	4	2	5	-	7	-	3	10	-	14	8	-
Group bonus.....	12	2	11	7	23	-	3	34	-	15	22	-

<sup>1</sup> For definition of method of wage payment, see appendix A.

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

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

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

Table 14. Scheduled Weekly Hours

(Percent of production workers in candy and other confectionery products manufacturing establishments by scheduled weekly hours, United States, selected regions, and areas, September 1965)

Weekly hours <sup>1</sup>	United States <sup>2</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
35 hours.....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
40 hours.....	83	100	97	100	54	100	100	33	100	100	94	100
Over 40 and under 48 hours.....	3	-	2	-	7	-	-	4	-	-	-	-
48 hours.....	10	-	1	-	28	-	-	45	-	-	6	-
50 hours.....	( <sup>3</sup> )	-	-	-	1	-	-	2	-	-	-	-
54 hours.....	3	-	-	-	8	-	-	13	-	-	-	-
55 hours.....	1	-	-	-	2	-	-	2	-	-	-	-

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

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

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

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

Table 15. Shift Differential Provisions

(Percent of production workers by shift differential provisions<sup>1</sup> in candy and other confectionery products manufacturing establishments, United States, selected regions, and areas, September 1965)

Shift differential	United States <sup>2</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
<u>Second shift</u>												
Workers in establishments having second-shift provisions .....	76.9	80.2	81.8	69.5	77.7	86.4	79.7	85.7	69.0	87.9	79.9	100.0
With shift differential .....	66.9	71.4	75.5	24.1	70.0	86.4	79.7	85.7	69.0	84.1	76.5	100.0
Uniform cents per hour .....	49.5	43.7	70.5	13.7	38.0	86.4	50.3	39.9	69.0	77.5	76.5	100.0
3 cents .....	2.6	-	-	-	-	-	-	-	-	-	-	-
5 cents .....	24.2	3.4	54.0	13.7	11.1	36.3	4.3	13.3	-	74.8	58.4	100.0
6 cents .....	.7	-	2.7	-	-	-	-	-	-	-	-	-
7 cents .....	4.5	9.7	4.0	-	6.0	-	6.9	9.6	-	-	-	-
7½ cents .....	1.5	12.2	.8	-	-	-	15.7	-	-	2.7	-	-
8½ cents .....	2.8	-	-	-	8.8	-	-	14.1	-	-	-	-
9 cents .....	.3	-	-	-	.9	-	-	-	-	-	-	-
10 cents .....	9.8	18.3	9.1	-	7.9	27.0	23.5	2.8	69.0	-	18.1	-
12 cents .....	3.1	-	-	-	3.3	23.2	-	-	-	-	-	-
Uniform percentage .....	17.1	27.6	5.0	10.4	32.0	-	29.4	45.9	-	6.6	-	-
4 percent .....	.3	-	-	-	-	-	-	-	-	-	-	-
5 percent .....	8.0	4.7	-	10.4	16.6	-	-	21.3	-	-	-	-
7 percent .....	2.7	23.0	.7	-	-	-	29.4	-	-	2.6	-	-
10 percent .....	6.1	-	4.2	-	15.3	-	-	24.6	-	4.0	-	-
8 hours' pay for 7½ hours' work .....	.3	-	-	-	-	-	-	-	-	-	-	-
With no shift differential .....	10.0	8.8	6.3	45.4	7.7	-	-	-	-	3.7	3.4	-
<u>Third or other late shift</u>												
Workers in establishments having third or other late-shift provisions .....	48.1	32.7	57.4	10.4	56.2	72.1	30.2	74.0	25.3	30.6	71.6	100.0
With shift differential .....	47.3	32.7	57.4	10.4	54.5	72.1	30.2	74.0	25.3	30.6	71.6	100.0
Uniform cents per hour .....	33.0	28.0	50.2	-	21.2	72.1	30.2	20.6	25.3	26.7	71.6	100.0
5 cents .....	6.7	-	14.8	-	-	-	-	-	-	-	10.4	-
7½ cents .....	.4	-	1.3	-	-	-	-	-	-	-	7.0	-
9 cents .....	.2	-	-	-	.7	-	-	1.1	-	-	-	-
10 cents .....	17.6	28.0	27.4	-	8.3	44.6	30.2	5.4	25.3	26.7	54.3	100.0
12 cents .....	2.7	-	2.5	-	-	23.2	-	-	-	-	-	-
14½ cents .....	2.8	-	-	-	8.8	-	-	14.1	-	-	-	-
15 cents .....	2.6	-	4.2	-	3.3	4.3	-	-	-	-	-	-
Uniform percentage .....	12.2	4.7	3.1	10.4	30.3	-	-	48.5	-	-	-	-
5 percent .....	3.4	-	-	10.4	8.1	-	-	13.0	-	-	-	-
8 percent .....	.3	-	-	-	-	-	-	-	-	-	-	-
10 percent .....	7.6	4.7	-	-	22.1	-	-	35.5	-	-	-	-
15 percent .....	.9	-	3.1	-	-	-	-	-	-	-	-	-
Full day's pay for reduced hours .....	1.8	-	2.9	-	3.1	-	-	4.9	-	-	-	-
Other formal pay differential .....	.3	-	1.1	-	-	-	-	-	-	4.0	-	-
With no shift differential .....	.7	-	-	-	1.7	-	-	-	-	-	-	-

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

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

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

Table 16. Shift Differential Practices

(Percent of production workers employed on late shifts in candy and other confectionery products manufacturing establishments by amount of shift differential, United States, selected regions, and areas, September 1965)

Shift differential	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
<u>Second shift</u>												
Workers employed on second shift.....	18.5	17.3	16.0	16.3	25.4	9.4	14.9	30.2	8.4	9.2	10.8	8.2
Receiving shift differential.....	15.5	12.7	14.4	5.3	22.5	9.4	14.9	30.2	8.4	8.2	9.3	8.2
Uniform cents per hour.....	9.3	7.0	13.6	2.3	8.9	9.4	8.5	11.0	8.4	7.1	9.3	8.2
3 cents.....	.4	-	-	-	-	-	-	-	-	-	-	-
5 cents.....	4.8	-	11.3	2.3	2.8	3.0	-	4.4	-	6.0	8.4	8.2
7 cents.....	.7	1.8	.6	-	.9	-	1.8	1.4	-	-	-	-
7½ cents.....	.2	.9	.3	-	-	-	1.2	-	-	1.1	-	-
8½ cents.....	1.0	-	-	-	3.0	-	-	4.8	-	-	-	-
9 cents.....	.1	-	-	-	.3	-	-	-	-	-	-	-
10 cents.....	1.8	4.3	1.3	-	1.4	3.6	5.6	.4	8.4	-	1.0	-
12 cents.....	.5	-	-	-	.6	2.9	-	-	-	-	-	-
Uniform percentage.....	6.1	5.6	.8	3.0	13.6	-	6.4	19.2	-	1.1	-	-
4 percent.....	.1	-	-	-	-	-	-	-	-	-	-	-
5 percent.....	3.1	.6	-	3.0	7.2	-	-	9.0	-	-	-	-
7 percent.....	.6	5.0	( <sup>2</sup> )	-	-	-	6.4	-	-	.1	-	-
10 percent.....	2.3	-	.8	-	6.4	-	-	10.2	-	.9	-	-
8 hours' pay for 7½ hours' work.....	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential.....	3.0	4.6	1.6	10.9	2.9	-	-	-	-	1.0	1.5	-
<u>Third or other late shift</u>												
Workers employed on third or other late shift.....	2.7	.5	3.2	.2	4.5	.4	.6	6.7	1.1	.3	-	-
Receiving shift differential.....	2.6	.5	3.2	.2	4.3	.4	.6	6.7	1.1	.3	-	-
Uniform cents per hour.....	2.0	.5	3.0	-	2.7	.4	.6	4.2	1.1	-	-	-
5 cents.....	.6	-	1.3	-	-	-	-	-	-	-	-	-
10 cents.....	.3	.5	.3	-	.5	.4	.6	.7	1.1	-	-	-
12 cents.....	.1	-	.2	-	-	-	-	-	-	-	-	-
14½ cents.....	.7	-	-	-	2.2	-	-	3.6	-	-	-	-
15 cents.....	.3	-	1.2	-	-	-	-	-	-	-	-	-
Uniform percentage.....	.3	.1	-	.2	.8	-	-	1.3	-	-	-	-
5 percent.....	( <sup>2</sup> )	-	-	.2	-	-	-	-	-	-	-	-
8 percent.....	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-
10 percent.....	.3	.1	-	-	.8	-	-	1.3	-	-	-	-
Full day's pay for reduced hours.....	.2	-	.1	-	.7	-	-	1.1	-	-	-	-
Other formal pay differential.....	( <sup>2</sup> )	-	.1	-	-	-	-	-	-	.3	-	-
Receiving no shift differential.....	.1	-	-	-	.3	-	-	-	-	-	-	-

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

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

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

Table 17. Paid Holidays

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid holidays, United States, selected regions, and areas, September 1965)

Number of paid holidays	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	94	98	94	71	96	100	100	98	100	100	94	100
Less than 5 days.....	3	-	( <sup>2</sup> )	12	( <sup>2</sup> )	-	-	-	-	2	-	-
5 days.....	5	-	1	42	3	-	-	1	-	-	-	-
6 days.....	25	-	7	16	52	8	-	54	25	-	22	-
6 days plus 2 half days.....	1	-	-	-	1	-	-	-	-	-	-	-
7 days.....	25	3	25	-	33	30	4	42	22	4	17	-
7 days plus 1 half day.....	( <sup>2</sup> )	-	-	-	1	-	-	-	-	-	-	-
7 days plus 2 half days.....	1	-	-	-	1	10	-	1	-	-	-	28
8 days.....	7	-	9	-	3	25	-	-	54	-	12	21
8 days plus 1 or 2 half days.....	3	5	4	-	1	4	-	-	-	-	-	-
9 days.....	5	20	1	-	-	22	8	-	-	5	-	51
9 days plus 1 half day.....	2	2	8	-	-	-	-	-	-	-	42	-
9 days plus 2 half days.....	( <sup>2</sup> )	-	1	-	-	-	-	-	-	-	-	-
10 days.....	4	32	2	-	-	-	41	-	-	7	-	-
10 days plus 1 or 2 half days.....	1	3	3	-	-	1	4	-	-	-	-	-
11 days.....	11	23	32	-	-	-	29	-	-	82	-	-
12 days plus 1 half day.....	1	10	-	-	-	1	13	-	-	-	-	-
Workers in establishments providing no paid holidays.....	6	2	6	29	4	-	-	2	-	-	6	-

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

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

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

Table 18. Paid Vacations

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, and areas, September 1965)

Vacation policy	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>												
Workers in establishments providing paid vacations.....	95	98	97	88	94	100	100	97	100	98	94	100
Length-of-time payment.....	84	90	81	78	80	100	100	78	100	98	36	100
Percentage payment.....	11	9	15	10	14	-	-	19	-	-	58	-
Workers in establishments providing no paid vacations.....	5	2	3	12	6	-	-	3	-	2	6	-
<u>Amount of vacation pay<sup>2</sup></u>												
After 1 year of service:												
Under 1 week.....	1	-	-	14	-	-	-	-	-	-	-	-
1 week.....	86	85	89	75	88	97	89	91	100	98	91	100
Over 1 and under 2 weeks.....	3	5	-	-	-	-	7	-	-	-	-	-
2 weeks.....	5	8	7	-	4	3	4	4	-	-	3	-

See footnotes at end of table.

Table 18. Paid Vacations—Continued

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, and areas, September 1965)

Vacation policy	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles—Long Beach	New York	Philadelphia	San Francisco—Oakland
<u>Amount of vacation pay<sup>2</sup>—Continued</u>												
After 2 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	50	36	35	73	63	51	30	60	83	7	37	-
Over 1 and under 2 weeks.....	9	5	8	-	5	2	7	6	5	-	12	-
2 weeks.....	36	57	53	9	25	48	63	30	12	92	45	100
After 3 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	19	9	11	63	22	-	-	19	-	4	-	-
Over 1 and under 2 weeks.....	7	5	7	-	4	2	7	6	5	-	12	-
2 weeks.....	68	84	78	19	68	98	93	70	95	94	82	100
After 5 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	4	-	7	13	2	-	-	2	-	-	-	-
Over 1 and under 2 weeks.....	1	-	-	8	-	-	-	-	-	-	-	-
2 weeks.....	85	98	79	62	92	80	100	95	92	98	52	51
Over 2 and under 3 weeks.....	1	-	3	-	-	-	-	-	-	-	-	-
3 weeks.....	4	-	8	-	-	20	-	-	8	-	42	49
After 10 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	4	-	6	13	1	-	-	2	-	-	-	-
2 weeks.....	45	18	24	63	70	9	8	82	16	7	23	-
Over 2 and under 3 weeks.....	3	10	5	-	2	-	7	-	-	-	12	-
3 weeks.....	43	71	62	6	21	91	85	13	84	92	59	100
After 15 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	4	-	6	13	1	-	-	2	-	-	-	-
2 weeks.....	18	18	8	48	10	5	8	4	16	5	7	-
3 weeks.....	73	78	83	22	83	89	88	91	67	93	87	100
4 weeks.....	1	3	-	-	-	6	4	-	17	-	-	-
After 20 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	4	-	6	13	1	-	-	2	-	-	-	-
2 weeks.....	15	18	7	21	9	5	8	4	16	3	7	-
3 weeks.....	51	54	28	48	71	82	69	73	57	32	45	100
Over 3 and under 4 weeks.....	1	-	3	-	-	-	-	-	-	-	-	-
4 weeks.....	24	27	53	-	13	12	23	18	27	64	42	-
After 25 years of service:												
Under 1 week.....	( <sup>3</sup> )	-	-	6	-	-	-	-	-	-	-	-
1 week.....	4	-	6	13	1	-	-	2	-	-	-	-
2 weeks.....	14	14	6	21	8	5	4	4	16	3	7	-
3 weeks.....	41	17	24	48	53	82	21	49	57	24	39	100
4 weeks.....	36	67	58	-	32	12	75	42	27	72	48	-
Over 4 weeks.....	1	-	3	-	-	-	-	-	-	-	-	-

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

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

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

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

Table 19. Health, Insurance, and Pension Plans

(Percent of production workers in candy and other confectionery products manufacturing establishments with specified health, insurance, and pension plans, United States, selected regions, and areas, September 1965)

Type of plan <sup>1</sup>	United States <sup>2</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:												
Life insurance.....	86	95	86	89	84	81	96	86	83	97	87	100
Employer financed.....	52	26	83	43	33	64	13	23	62	94	87	100
Jointly financed.....	34	70	3	46	51	17	83	62	21	3	-	-
Accidental death and dismemberment insurance.....	55	53	38	56	66	81	45	77	83	18	28	100
Employer financed.....	31	20	37	36	23	64	9	19	62	18	28	100
Jointly financed.....	24	33	1	20	43	17	37	58	21	-	-	-
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	71	67	80	57	69	80	75	71	39	92	87	100
Sickness and accident insurance.....	61	67	80	57	54	23	75	50	-	92	87	-
Employer financed.....	42	11	76	42	29	23	9	26	-	92	87	-
Jointly financed.....	19	56	4	15	25	-	66	24	-	-	-	-
Sick leave (full pay, no waiting period).....	4	7	4	-	4	3	9	-	10	-	-	-
Sick leave (partial pay or waiting period).....	11	-	8	-	13	53	-	21	28	22	-	100
Hospitalization insurance.....	87	72	88	93	88	98	67	91	95	96	87	100
Employer financed.....	57	23	82	48	42	85	13	31	55	96	87	100
Jointly financed.....	29	49	6	45	46	13	54	60	40	-	-	-
Surgical insurance.....	87	72	88	93	88	98	67	91	95	96	87	100
Employer financed.....	57	23	82	48	42	85	13	31	55	96	87	100
Jointly financed.....	30	49	6	45	46	13	54	60	40	-	-	-
Medical insurance.....	69	64	59	69	79	98	67	80	95	67	13	100
Employer financed.....	42	15	55	32	37	85	13	25	55	67	13	100
Jointly financed.....	27	49	4	37	42	13	54	56	40	-	-	-
Catastrophe insurance.....	25	39	7	57	33	20	38	33	36	-	-	-
Employer financed.....	13	8	7	37	16	11	4	11	8	-	-	-
Jointly financed.....	12	31	-	20	17	9	34	22	28	-	-	-
Retirement pension.....	61	66	78	50	45	87	70	50	61	97	69	100
Employer financed.....	55	60	72	50	38	79	62	45	50	97	63	100
Jointly financed.....	6	6	6	-	7	8	8	5	10	-	6	-
No plans.....	8	5	9	2	10	2	4	9	5	2	13	-

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

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

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

Table 20. Nonproduction Bonuses

(Percent of production workers in candy and other confectionery products manufacturing establishments with specified types of nonproduction bonuses, United States, selected regions, and areas, September 1965)

Type of bonus	United States <sup>1</sup>	Regions					Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Boston	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	26	33	12	21	42	18	36	54	54	12	16	-
Christmas or yearend.....	19	33	9	17	31	5	36	38	16	12	5	-
Profit sharing.....	2	-	1	5	1	9	-	-	28	-	-	-
Other.....	4	-	2	-	10	3	-	16	10	-	12	-
Workers in establishments with no nonproduction bonuses.....	74	67	88	79	58	82	64	46	46	88	84	100

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

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

## Appendix A. Scope and Method of Survey

### Scope of Survey

The survey included establishments primarily engaged in manufacturing candy and other confectionery products (industry 2071 as defined in the 1957 edition and 1963 Supplement of the Standard Industrial Classification Manual). Establishments primarily manufacturing solid chocolate bars (SIC 2072), those primarily manufacturing chewing gum (SIC 2073), those making confectionery primarily for direct sale on the premises and those primarily engaged in shelling and roasting nuts (which are classified in trade industries) were excluded. Also excluded from the study were separate auxiliary units such as central offices.

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

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

Estimated Number of Establishments and Workers Within Scope of Survey and Number Studied,  
Candy and Other Confectionery Products Manufacturing Industry, September 1965

Region <sup>1</sup> and area <sup>2</sup>	Number of establishments <sup>3</sup>		Workers in establishments		
	Within scope of study	Studied	Within scope of study		Studied
			Total <sup>4</sup>	Production workers	Total
United States <sup>5</sup> -----	408	190	59,075	49,736	46,550
New England-----	30	16	6,326	5,339	5,658
Boston-----	22	11	4,973	4,160	4,441
Middle Atlantic-----	129	52	16,430	13,863	12,918
New York-----	40	17	4,657	3,845	3,697
Philadelphia-----	29	11	2,976	2,588	2,254
Southeast-----	32	16	4,307	3,628	3,497
Great Lakes-----	105	54	19,024	15,997	15,570
Chicago-----	45	23	11,929	9,976	10,221
Pacific-----	50	25	5,218	4,329	3,378
Los Angeles—Long Beach-----	18	10	1,788	1,422	1,167
San Francisco—Oakland-----	20	10	1,871	1,572	1,323

<sup>1</sup> 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; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and Pacific—California, Nevada, Oregon, and Washington. Regional data include areas in addition to those shown separately.

<sup>2</sup> For definition of the respective areas, see footnote 1, tables 7—12.

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

<sup>4</sup> Includes executive, professional, office, and other workers excluded from the production worker category shown separately.

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

### Method of Study

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

### Establishment Definition

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

### 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 (mean) 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 their straight-time salary by normal rather than actual hours. The median designates position, that is, half of the employees surveyed received more than this rate, and half received less. The middle range is defined by two rates of pay; a fourth of the employees earned less than the lower of these rates and a fourth earned more than the higher rate.

### 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 through March 1965.

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

## Labor-Management Agreements

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

### 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.

### Shift Provisions and Practices

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

### Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production workers 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. Because of rounding, the sums of individual items may not equal totals.

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

Paid Vacations. The 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 10 years of service may include changes which occurred between 5 and 10 years.

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

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

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

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

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

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

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

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

## Appendix B. Occupational Descriptions

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

### CANDYMAKER

(Batch maker; boiler; confectioner; cook, candy; cooker, batch; fondant maker; hard-candy-maker; jelly- or gum-candymaker; taffy-candymaker)

Measures, weighs, mixes and/or cooks ingredients in making candies or in preparing bases for making candies. May, in addition, operate heating, pulling, molding, and other types of candymaking machines, or may specialize in making one type of candy such as hard, cream, caramel, or nougat.

Class A. Makes one or more types of candy. Work involves most of the following: Knowledge of various ingredients, formulas, methods, and equipment used in producing candy; the exercise of judgment, initiative, and ingenuity in creating new candy items or in meeting production difficulties; working with a minimum of supervision; and directing the activities of candymakers of lesser skill and/or helpers.

Class B. Makes candy according to formulas or under the direction of others, usually preparing one type of candy or performing only some of the operations required in candymaking. May be assisted by, and assign work to, one helper or more.

### CANDYMAKER'S HELPER

Assists the candymaker by performing such tasks as: Obtaining, measuring, or weighing sugar, glucose, and other ingredients according to formulas or instructions; lifting or conveying ingredients to cooking kettles; cutting or chopping fruits or nuts; mixing cream-candy batches; washing cooking equipment and utensils; and cleaning working areas. May, in addition, perform various candy forming and cutting operations.

### DIPPER, HAND

(Bonbon dipper; candy dipper, hand; caramel dipper; chocolate dipper, hand; coater, hand; cream dipper; dipper, fork; icing dipper; stripper)

Dips candy centers, fruits, or nuts into fondant, chocolate, or other icing material and finishes the surface by hand. Work involves: Regulating temperature of small dipping vat with valve or switch; dropping candy center, fruit, or nut into vat of icing and removing it with fingers or fork; and smoothing the surface and making an identifying mark on the top. May, in addition, prepare icing in small quantities in dipping vat or place nut or other garnishing on top of candy.

ENROBING-MACHINE OPERATOR

(Coating-maching operator; coater, machine; dipper, machine; dipping-machine operator; enrober man)

Controls the operation of one machine or more that automatically coat (dip) candy centers with chocolate or other icing material. Work involves: Regulating supply and temperature of chocolate or other icing material, and making minor mechanical adjustments to keep machines operating efficiently. May be assisted by several helpers.

ENROBING-MACHINE OPERATOR'S HELPER

(Candy liner; coating-machine feeder; corder; decorator; dipping-machine feeder, off-bearer; dipping-machine operator's helper; enrober's helper; separator; slider; straight-ener; streaker; stringer; stroker; take-off girl; tray filler)

Assists the enrobing-machine operator by performing one hand operation or more involved in the candymaking process. Typical of such operations are: Placing and arranging candy centers on the feed conveyor of the coating machine; dumping centers into a mechanical feed hopper which discharges them on the feed conveyor; finishing the top of coated candies by applying coating material with fingers; separating coated candies with a wire tool to prevent them from sticking together; lifting wax paper plaques of candies from discharge conveyor and sliding them onto candy trays; and stacking trays of candy on handtrucks.

This classification does not include off-bearers who also pack candy into boxes or other containers.

FILLING-MACHINE OPERATOR

Controls the operation of a filling machine which automatically fills containers such as cartons, boxes, bottles, cans, or jars with a specified weight or amount of the commodity being packaged. May, in some plants, feed containers to the machine and remove filled containers from the machine where these operations are not assigned to other workers.

This classification includes workers who tend machines that perform other operations such as closing, sealing, capping, or wrapping, in addition to filling containers.

INSPECTOR, CANDY

Examines boxes or other containers of candy to see that candy is properly formed, polished, wrapped, and packed; and stamps or indicates date of inspection on box or container, or returns candy to packer with explanation for rejection. May, in addition, weigh candy, or pack boxes or containers of candy in cartons.

JANITOR

(Sweeper; charwoman; janitress; cleaner)

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.

LABORER, MATERIAL HANDLING

(Loader and unloader; handler and stacker; shelver; trucker; stockman or stock helper; warehouseman or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various

LABORER, MATERIAL HANDLING—Continued

materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshoremen, who load and unload ships are excluded.

MACHINIST, MAINTENANCE

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

MAINTENANCE MAN, GENERAL UTILITY

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

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 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; 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.

MOGUL OPERATOR

Molds soft candy centers, such as gums and jellies, by operating a mogul machine. Work involves the following: Inserting mold die in machine and fastening it in place with wedges or by tightening thumb screws; starting machine and turning valve to supply steam to jacket of candy hopper; adjusting setscrews to regulate flow of candy from depositors; oiling machine and observing its proper operation; and directing one helper or more.

MOGUL OPERATOR'S HELPER

Assists the mogul-machine operator by feeding, catching, stacking, and trucking candy. Typical of the specific duties performed by the helper are: Lifting trays of freshly molded candy from conveyor or machine and stacking them on handtrucks to be pushed to hardening room; placing trays of hardened candy in starch molds on automatic feed rack of mogul machine; placing empty trays under conveyor of machine to catch candy after it has been separated from starch; spreading candy on trays; and pushing loaded handtrucks to and from hardening room.

PACKER, HAND

Packs candy or other confectionery products by hand in various size of shaped boxes, cartons, jars, or other containers.

Packer, hand, bulk. Pours, scoops, or funnels loose candy into boxes, cartons, jars, pails, bags, or other containers.

Packer, hand, candy bars. Fills cartons with a specified number of wrapped candy bars of the same kind, shape, and size.

Packer, hand, fancy. Places pieces of wrapped or unwrapped candy in boxes by hand, following a prescribed packing arrangement; packs a complete box or places a few pieces of more than one type of candy in each box; may also wrap individual pieces of candy in paper, or place candy in paper cups, and count or weigh candy.

WATCHMAN

Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

WRAPPING-MACHINE OPERATOR

Packages rolls, bars, slabs, or individual pieces of candy in advertising or designing wrapper by feeding to a candy wrapping machine. Work involves most of the following: Feeding candy items onto a conveyor belt and guiding to slots of machine which automatically wraps them; starts and stops machine and may thread paper through the rolls of the machine as necessary; catching and removing wrapped items as they come from the machine and may also pack by putting specified number of items in boxes or other containers. (Both feeders and catchers are to be included regardless of whether they alternate between the two types of work.)

## 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, 1965. BLS Bulletin 1506 (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, 1965. BLS Bulletin 1503 (50 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, 1965. BLS Bulletin 1509 (40 cents).  
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).  
\*Tobacco Stemming and Redrying, 1957. BLS Report 136.

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

## I. Occupational Wage Studies—Continued

### Manufacturing—Continued

- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).  
Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (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, 1965. BLS Bulletin 1507 (30 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. Earnings Distributions 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 and Hours, June 1965—  
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1501-1 (25 cents).  
General Merchandise Stores. BLS Bulletin 1501-2 (40 cents).  
Food Stores. BLS Bulletin 1501-3 (30 cents).  
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1501-4 (40 cents).  
Apparel and Accessory Stores. BLS Bulletin 1501-5 (45 cents).  
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1501-6 (40 cents).  
Miscellaneous Stores. BLS Bulletin 1501-7 (30 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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