

INDUSTRY WAGE SURVEY

Paints and Varnishes

NOVEMBER 1965

Bulletin No. 1524

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the paints and varnishes manufacturing industry in November 1965.

Separate releases for 18 areas were issued earlier, usually within a few months of the payroll period to which the data relate. 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 M. O'Connor, 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—

Paints and Varnishes, November 1965

Summary

Straight-time hourly earnings of production and related workers in establishments manufacturing paints and varnishes averaged \$2.56 in November 1965.¹ Earnings of nearly all of the 31,147 workers covered by the survey were within a range of \$1.50 to \$3.50 an hour, with the middle half between \$2.24 and \$2.92. Men accounted for 95 percent of the work force and averaged \$2.58 an hour; women averaged \$2.09.

Average hourly earnings ranged from \$2.97 in the Pacific region to \$1.97 in the Southeast.² In the Great Lakes and Middle Atlantic regions, where three-fifths of the workers were employed, averages were \$2.65 and \$2.60, respectively. Among the 18 metropolitan areas studied separately, averages were lowest in Baltimore (\$2.02) and highest in San Francisco—Oakland (\$3.16). Average hourly earnings also varied by size of establishment, labor-management contract status, and occupation.

Among the occupations selected for separate study, average (mean) hourly earnings ranged from \$2.26 for labelers and packers to \$2.98 for varnish makers. Fillers, numerically the most important job studied, averaged \$2.43.

Paid holidays, paid vacations, and at least part of the cost of life, hospitalization, and surgical insurance were provided by establishments employing more than nine-tenths of the workers. Other selected benefits, such as medical insurance and retirement pensions, were provided to smaller proportions of the work force.

Industry Characteristics

Products and Processes. Ninety-seven percent of the 31,147 production workers covered by the survey were in establishments primarily engaged in manufacturing paints and other surface coatings such as varnish, lacquer, and enamel. Three percent were in establishments manufacturing such allied products as putties and calking compounds, wood fillers and sealers, and paint and varnish removers.

Paint is a mechanical mixture of pigments suspended in a liquid. The liquid, called a vehicle, binds together the pigment particles which give the paint its color. This liquid may either be oil or water. Varnish, which contains no pigment, is used in making paint as well as for a finish. Enamels are paints with varnish or synthetic resin vehicles and when dry form hard glossy surfaces. Lacquers which are generally used for mass produced items rather than for buildings are characterized by their quick drying speed.

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

² For definitions of regions, see footnote 1, appendix A table; for definitions of areas, see footnote 1, tables 6 through 23.

Paint manufacturing is a batch process rather than a continuous production process (used in many other chemicals industries). Mixing is usually the first step and its purpose is to blend the pigments with a part of the vehicle to form a mixed paste. This mixed paste is then ground to break down the agglomerates of pigment that remain after mixing. The product of the grinding operation is too thick for use and must be mixed with additional liquids as specified by formula. When this mixture is accomplished and approved by the laboratory it is ready for filling and packaging.

Employment. The paints, varnishes, and allied products manufacturing industry has maintained a relatively stable employment level in recent years. Since 1960, for instance, the greatest variation among annual average employments amounted to about 3 percent. Employment has been highest in the summer and lowest in the winter months during these years, with maximum variations (usually involving about 3,000 workers) not exceeding 9 percent.³

Location. About a third of the workers were employed in the Great Lakes region, a fourth in the Middle Atlantic, a tenth in the Pacific, and 6 percent or less in each of the other regions.

Metropolitan areas⁴ accounted for more than nine-tenths of the work force. Seven-tenths of the workers were employed in the 18 metropolitan areas studied separately, with the largest numbers in Chicago (4,453), Newark and Jersey City (2,092), Philadelphia (1,943), and Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove (1,747).

Establishment Size. Establishments with fewer than eight workers were omitted from the survey and are estimated to account for about 5 percent of the industry's work force. Seven-eighths of the 1,035 establishments covered by the study employed fewer than 100 workers; employees of these establishments accounted for nearly half of the total work force. The proportions of workers employed in such establishments ranged from seven-eighths in New England to one-third in the Great Lakes. Only a few establishments had 500 workers or more; however, they accounted for one-fifth of the industry's employment.

Union Contract Coverage. About two-thirds of the work force were employed in establishments having collective bargaining agreements covering a majority of their production workers. Such establishments employed four-fifths of the workers in the Middle Atlantic, Middle West, and Pacific regions, two-thirds in the Great Lakes, two-fifths in New England, about one-fourth in the Border States and Southeast, and one-fifth in the Southwest. The Brotherhood of Painters, Decorators and Paperhangers of America, and the Oil, Chemical and Atomic Workers International Union (both AFL—CIO) were important unions in the industry; however, a substantial number of workers were employed in establishments having contracts with other unions, including the United Mine Workers of America (Ind.) and other independent unions.

Method of Wage Payment. All but 1 percent of the production workers were paid on a time-rate basis (table 24). Formal rate structure plans providing single rates for specific job categories applied to slightly more than two-fifths of the workers in the study; ranges of rates applied to a fourth; and informal plans with wages primarily determined on individual worker's qualifications, to a third. Regionally, the most common rate structures were single rates under formal plans in four regions, ranges of rates in the Pacific, and individually determined rates in the Border States, Southeast, and Southwest.

³ See Employment and Earnings Statistics for the United States, 1909-65, (BLS Bulletin 1312-3, 1965) and Employment and Earnings, Vol. 12, Nos. 6 through 9.

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

Average Hourly Earnings

Straight-time hourly earnings of the 31,147 production workers covered by the study averaged \$2.56 an hour in November 1965 (table 1).⁵ This was 15 percent above the average recorded in May 1961 when a similar survey was conducted.⁶ Men, accounting for 95 percent of the industry's work force, averaged \$2.58 an hour; the 1,463 women, commonly employed as labelers and packers, averaged \$2.09.

Averages were highest in the Pacific (\$2.97) and lowest in the Southeast (\$1.97). In the two major regions, the Great Lakes and Middle Atlantic, the workers averaged \$2.65 and \$2.60, respectively.

Among the 18 metropolitan areas for which data are shown separately (tables 6-23), average hourly earnings ranged from \$2.02 in Baltimore to \$3.16 in San Francisco-Oakland. Other area averages that varied from the national level (\$2.56) by more than 10 percent were \$2.22 in Atlanta, \$2.21 in Houston, \$2.88 in Detroit, and \$2.90 in Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove.

Nationwide and in each region, average hourly earnings were higher in establishments employing 100 workers or more than in smaller establishments. In 5 of the 6 regions where comparisons were possible, averages were higher in establishments having labor-management contracts covering a majority of their production workers than in those without such contract coverage. In the Southeast, averages in union and nonunion establishments were identical. Because of the interrelationship of these and other factors, however, the exact influence on earnings of any one characteristic could not be determined in this study. To illustrate, establishments with labor-management contracts accounted for less than half the workers in establishments employing fewer than 100 persons, but four-fifths of the workers in larger establishments.

Earnings for 94 percent of the workers were within a range of \$1.50 to \$3.50 an hour; about 3 percent earned less than \$1.50 and 3 percent earned \$3.50 or more (table 2). Earnings of the middle half of the workers fell between \$2.24 and \$2.92 an hour, nationally, compared with ranges of \$1.59-\$2.34 in the Southeast and \$2.82-\$3.22 in the Pacific, the lowest and highest paying regions, respectively. The tabulation on the following page further illustrates the wide variations in earnings distributions among the regions.

⁵ 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 (\$2.75 in November 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. It differs from the number published in the monthly series (36,200 in November 1965) by the exclusion of establishments employing fewer than eight workers and by the fact that the advance planning necessary to make the survey required 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 paints and varnishes industry but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing paints, varnishes, and allied products but classified incorrectly in other industries at the time the lists were compiled.

⁶ For an account of the earlier survey, see Industry Wage Survey: Paints and Varnishes, May 1961 (BLS Bulletin 1318, 1962). Earnings data for workers in the allied products branch of the industry (excluded from the 1961 survey) tend to lower the average for all production workers in the current survey by about 1 cent an hour. Thus, the percent of increase since the 1961 study is 14.8 percent if these data are included, and 15.2 percent if they are excluded.

	Percent of production workers earning less than—			
	\$1.50	\$2.00	\$2.50	\$3.00
New England-----	2.6	19.7	72.1	93.9
Middle Atlantic-----	1.1	13.9	36.1	78.1
Border States-----	8.1	41.3	73.4	97.8
Southeast-----	16.7	54.2	83.4	97.8
Southwest-----	8.9	35.3	67.4	97.7
Great Lakes-----	.9	9.0	29.7	80.1
Middle West-----	1.7	6.7	22.3	85.1
Pacific-----	.2	2.1	10.1	48.7

Occupational Earnings

Occupational classifications for which earnings data are presented in table 3 accounted for nearly three-fifths of the production and related workers covered by the study. Average hourly earnings for these occupations ranged from \$2.26 for labelers and packers to \$2.98 for varnish makers. Fillers, hand or machine, numerically the most important job studied, averaged \$2.43.

In the Middle Atlantic and Great Lakes regions, average hourly earnings were lowest for labelers and packers (\$2.33 in each) and highest for varnish makers (\$3.05 and \$3.01, respectively). In the other regions, occupations with the highest average—general utility maintenance men, tinters, technicians, or varnish makers—usually exceeded the lowest paid jobs—janitors, labelers and packers, material handling laborers, or truckdrivers—by 30 to 50 percent.

Occupational average hourly earnings were highest in the Pacific and usually lowest in the Southeast; these differences generally amounted to 90 cents or more. Averages for most of the jobs in the Middle Atlantic, Great Lakes, and Middle West regions exceeded the national averages; in the New England, Border States, and Southwest regions, they were generally below the national levels.

Generally, occupational averages were higher in establishments employing 100 workers or more than in smaller establishments (table 4), and higher in establishments having a majority of their workers covered by collective bargaining agreements than in those without such contract coverage (table 5).

Among the 18 areas studied separately, occupational average earnings were usually highest in San Francisco—Oakland and most commonly were lowest in Baltimore (tables 6–23). In San Francisco—Oakland, average hourly earnings for men in the jobs studied separately ranged from \$2.74 for janitors to \$3.63 for general utility maintenance men; in contrast, occupational averages in Baltimore ranged from \$1.76 an hour for material handling laborers to \$3.09 for technicians (the only average exceeding \$2.50 an hour). The differences between the highest and lowest area averages for men in most of these jobs ranged from 90 cents to \$1.05 an hour.

Janitors or labelers and packers had the lowest averages in a majority of the areas; there was no consistency among jobs having the highest averages. In all except 2 of the 18 areas (Baltimore and Cleveland), the differences between the highest and lowest occupational average earnings shown for men amounted to less than \$1 an hour; the smallest differences were 47 cents in Detroit and 52 cents in Pittsburgh.

Average hourly earnings of women labelers and packers in the 11 areas for which data could be presented, ranged from \$1.93 in Pittsburgh to \$2.82 in San Francisco-Oakland. Men classified as labelers and packers usually averaged more than women in this job. These wage advantages may reflect minor differences in duties for men and women, since job descriptions used in classifying workers in wage surveys are usually more generalized than those used in individual establishments.

Earnings of individual workers were widely distributed within the same job and geographic area (tables 6-23). In many jobs, the highest hourly earnings exceeded the lowest in the same occupation and area by \$1 or more. Consequently, a number of workers in comparatively low-paid jobs (as measured by the average for all workers) earned more than some workers in jobs for which significantly higher averages were recorded. The following tabulation illustrates the overlap in earnings which occurred between men labelers and packers and men tinters in the Chicago area, despite a 61-cent difference in the hourly averages for the two jobs.

Hourly earnings	Number of workers	
	Labelers and packers	Tinters
Under \$2.00 -----	43	-
\$2.00 and under \$2.20 -----	16	-
\$2.20 and under \$2.40 -----	39	1
\$2.40 and under \$2.60 -----	50	15
\$2.60 and under \$2.80 -----	73	11
\$2.80 and under \$3.00 -----	2	74
\$3.00 and under \$3.20 -----	6	55
\$3.20 and over-----	1	27
Total -----	230	183
Average hourly earnings-----	\$2.39	\$3.00

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules, shift differentials, and selected supplementary benefits, including paid holidays, paid vacations, retirement plans, life insurance, sickness and accident insurance, hospitalization and surgical benefits.

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week were predominant in establishments employing 94 percent of the production workers in November 1965 (table 25). Such schedules applied to nine-tenths or more of the workers in 6 of the 8 regions and in all 18 selected areas.

Nearly 8 percent of the workers were employed on second shifts at the time of the study (table 27). Shift differentials paid these workers varied widely, but most commonly amounted to 10 cents an hour above day-shift rates. Third-shift operations accounted for approximately 2 percent of the work force.

Paid Holidays. Virtually all of the establishments provided paid holidays. Provisions for 6, 7, 8, or 9 days annually, with additional half days in several instances, applied to slightly more than four-fifths of the workers (table 28). Provisions for 10 days or more applied to significant proportions of workers only in the New England and Middle Atlantic regions.

Paid Vacations. All establishments provided paid vacations to production workers with qualifying periods of service (table 29). Typical vacation provisions were 1 week's pay after 1 year of service, 2 weeks' after 2 years, and 3 weeks' after 15 years. Half of the workers were in establishments providing 4 weeks' vacation pay or more after 25 years of service. The proportions of workers in establishments providing at least 2 weeks' pay after 2 years of service ranged from 95 percent in the Pacific region to 34 percent in the Southwest; 3 weeks or more of vacation pay after 15 years of service were provided to two-fifths of the workers in the Southeast, compared with more than three-fifths in each of the remaining regions. Approximately two-fifths of the workers in the New England, Southwest, and Pacific regions, three-fifths in the Middle Atlantic, and Great Lakes, and seven-tenths in the Middle West would qualify for 4 weeks or more after 25 years of service; in the other two regions the proportions were considerably less.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance were available to more than nine-tenths of the production workers in the industry (table 30). Medical insurance applied to nearly four-fifths of the workers; accidental death and dismemberment insurance and sickness and accident insurance, to approximately three-fifths; sick leave plans (mostly full pay, no waiting period) to slightly more than half; and catastrophe insurance, to about two-fifths. Employers paid all or at least part of the cost of these plans. With the exception of catastrophe insurance, plans wholly financed by the employer applied to a large majority of the workers provided each benefit; jointly financed and employer financed catastrophe insurance plans applied to similar proportions of the workers. The incidence of some of these plans varied considerably by region. Medical insurance, for example, was available to slightly more than half the workers in the Border States, compared with more than nine-tenths in the New England and Pacific regions.

Pension plans, providing regular payments for the remainder of the retiree's life (in addition to Federal social security benefits), were provided by establishments employing seven-tenths of the production workers. The proportions of workers covered by such plans, the majority of which were wholly financed by the employer, ranged from two-fifths in the Southeast to slightly more than four-fifths in the Middle West. Plans providing lump-sum payments at retirement were provided to 5 percent of the work force.

Nonproduction Bonuses. Nonproduction bonuses, usually paid at Christmas or yearend, were provided by establishments employing three-tenths of the workers (table 31). Only in the Border States were a majority of workers employed in establishments providing nonproduction bonuses.

Table 1. Average Hourly Earnings: By Selected Characteristics

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

Item	United States ²		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific		
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
All workers -----	31,147	\$ 2.56	1,098	\$ 2.32	8,275	\$ 2.60	1,951	\$ 2.13	1,697	\$ 1.97	1,728	\$ 2.18	11,363	\$ 2.65	1,636	\$ 2.63	3,213	\$ 2.97	
Men -----	29,684	2.58	1,074	2.33	7,929	2.62	1,847	2.15	1,661	1.98	1,678	2.19	10,713	2.68	1,535	2.65	3,077	3.00	
Women -----	1,463	2.09	24	1.93	346	2.07	104	1.90	36	1.71	50	1.85	650	2.09	101	2.39	136	2.30	
Size of establishment:																			
8-99 workers -----	14,915	2.35	956	2.30	4,162	2.37	1,059	1.97	1,105	1.94	1,249	2.03	3,867	2.45	791	2.48	1,540	2.87	
100 workers or more -----	16,232	2.75	-	-	4,113	2.83	892	2.32	592	2.03	479	2.58	7,496	2.75	845	2.78	1,673	3.07	
Labor-management contracts:																			
Establishments with—																			
Majority of workers covered -----	19,883	2.69	455	2.49	6,654	2.65	-	-	388	1.97	-	-	7,700	2.68	1,297	2.66	2,527	3.07	
None or minority of workers covered -----	11,264	2.33	643	2.20	1,621	2.39	1,442	2.01	1,309	1.97	1,375	2.11	3,663	2.58	339	2.54	686	2.63	

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

² Includes data for the Mountain region in addition to those shown separately.

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

Table 2. Earnings Distribution: All Establishments

(Percent distribution of production workers in paints and varnishes manufacturing establishments by average straight-time hourly earnings,¹ United States and selected regions, November 1965)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Total	Men	Women								
\$ 1.25 and under \$ 1.30-----	0.8	0.8	1.5	1.4	0.4	1.8	2.7	3.8	0.4	1.0	0.2
\$ 1.30 and under \$ 1.35-----	.5	.5	.8	-	.1	1.2	4.9	2.3	-	-	-
\$ 1.35 and under \$ 1.40-----	.6	.6	1.4	1.2	.2	2.1	3.7	1.1	.1	.2	-
\$ 1.40 and under \$ 1.45-----	.5	.5	.8	-	.1	1.8	4.5	1.2	.1	.5	-
\$ 1.45 and under \$ 1.50-----	.3	.2	1.8	-	.3	1.2	.9	.5	.3	-	-
\$ 1.50 and under \$ 1.60-----	2.0	2.0	3.4	3.3	1.7	6.5	9.0	5.2	.5	.5	.2
\$ 1.60 and under \$ 1.70-----	2.3	2.0	7.2	2.5	1.4	5.0	7.5	5.1	1.9	.6	.3
\$ 1.70 and under \$ 1.80-----	2.9	2.6	9.3	2.4	2.4	7.2	9.2	5.2	2.2	1.2	.4
\$ 1.80 and under \$ 1.90-----	2.7	2.7	4.1	5.5	2.5	9.1	6.7	5.2	1.5	.7	.6
\$ 1.90 and under \$ 2.00-----	3.2	2.5	17.9	3.4	4.8	5.4	5.1	5.7	2.0	2.0	.4
\$ 2.00 and under \$ 2.10-----	4.0	4.0	4.8	11.6	3.6	4.9	6.0	7.3	3.8	1.7	1.2
\$ 2.10 and under \$ 2.20-----	3.6	3.5	5.5	5.1	3.8	5.9	4.9	6.2	3.0	3.0	1.3
\$ 2.20 and under \$ 2.30-----	3.9	3.8	5.7	6.6	4.2	7.0	7.0	3.9	3.1	3.6	1.9
\$ 2.30 and under \$ 2.40-----	4.8	4.6	7.9	12.8	5.5	7.8	6.5	5.8	3.6	4.2	1.2
\$ 2.40 and under \$ 2.50-----	6.2	6.1	7.0	16.3	5.1	6.5	4.8	8.9	7.2	3.1	2.4
\$ 2.50 and under \$ 2.60-----	9.0	8.9	11.0	7.3	9.4	6.8	4.4	7.2	9.7	23.3	3.2
\$ 2.60 and under \$ 2.70-----	9.4	9.6	5.6	4.6	8.0	7.0	3.9	10.4	11.7	19.2	4.8
\$ 2.70 and under \$ 2.80-----	9.7	10.1	1.5	4.2	10.5	6.6	3.7	5.9	13.1	10.6	4.2
\$ 2.80 and under \$ 2.90-----	7.8	8.1	1.2	2.1	8.7	3.2	.8	4.9	9.4	5.0	11.5
\$ 2.90 and under \$ 3.00-----	6.0	6.2	.4	3.6	5.4	.8	1.6	1.9	6.5	4.7	14.9
\$ 3.00 and under \$ 3.10-----	6.8	7.1	.8	.8	8.5	.6	.6	1.4	6.4	3.5	17.2
\$ 3.10 and under \$ 3.20-----	4.3	4.5	.1	2.4	4.7	.8	.5	.6	4.9	3.2	8.3
\$ 3.20 and under \$ 3.30-----	2.6	2.7	.2	1.4	2.6	.2	.1	.3	2.5	4.3	6.6
\$ 3.30 and under \$ 3.40-----	2.0	2.1	-	.9	2.2	-	.2	.2	2.1	.7	5.6
\$ 3.40 and under \$ 3.50-----	1.4	1.4	-	.5	1.1	-	.1	-	.9	.2	6.6
\$ 3.50 and over-----	2.9	3.0	-	.5	2.9	.5	.5	-	3.1	3.1	7.2
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	31,147	29,684	1,463	1,098	8,275	1,951	1,697	1,728	11,363	1,636	3,213
Average hourly earnings ¹ -----	\$ 2.56	\$ 2.58	\$ 2.09	\$ 2.32	\$ 2.60	\$ 2.13	\$ 1.97	\$ 2.18	\$ 2.65	\$ 2.63	\$ 2.97

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

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

Table 3. Occupational Averages: All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in paints and varnishes manufacturing establishments, United States and selected regions, November 1965)

Occupation and sex	Great Lakes				Middle West				Pacific			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ²	Median ³	Middle range ³		Mean ²	Median ³	Middle range ³		Mean ²	Median ³	Middle range ³
Fillers, hand or machine.....	1,166	\$2.50	\$2.55	\$2.30-\$2.75	170	\$2.48	\$2.58	\$2.39-\$2.64	390	\$2.86	\$2.86	\$2.81-\$2.92
Men.....	1,111	2.52	2.56	2.32- 2.75	152	2.48	2.58	2.48- 2.65	386	2.86	2.86	2.81- 2.92
Women.....	55	2.13	1.90	1.80- 2.52	18	2.50	2.59	2.39- 2.59	-	-	-	-
Janitors (705 men and 32 women).....	367	2.43	2.58	2.34- 2.62	47	2.47	2.40	2.20- 2.53	29	2.68	2.80	2.66- 2.91
Labelers and packers.....	736	2.33	2.38	2.00- 2.65	93	2.47	2.54	2.31- 2.62	234	2.64	2.81	2.24- 2.91
Men.....	470	2.47	2.55	2.22- 2.73	47	2.53	2.59	2.54- 2.65	154	2.87	2.91	2.81- 3.00
Women.....	266	2.08	2.02	1.75- 2.41	46	2.40	2.36	2.31- 2.59	80	2.18	2.16	1.80- 2.53
Laborers, material handling (all men).....	485	2.46	2.48	2.25- 2.69	96	2.52	2.56	2.53- 2.60	142	2.92	2.91	2.86- 3.03
Maintenance men, general utility (all men).....	339	2.95	2.99	2.74- 3.10	56	3.01	3.08	2.76- 3.25	65	3.47	3.51	3.30- 3.67
Millers-grinders (all men).....	806	2.70	2.73	2.50- 2.89	116	2.66	2.68	2.59- 2.77	135	3.06	3.01	2.93- 3.16
Mixers (all men).....	767	2.67	2.69	2.48- 2.88	117	2.68	2.68	2.54- 2.76	276	2.96	3.00	2.94- 3.02
Receiving clerks (all men).....	49	2.62	2.68	2.30- 2.89	12	2.80	-	-	20	3.14	3.11	3.04- 3.27
Shipping clerks (all men).....	80	2.81	2.88	2.40- 3.11	9	2.70	-	-	64	3.23	3.27	3.08- 3.42
Shipping and receiving clerks (all men).....	86	2.74	2.65	2.50- 3.00	16	2.55	2.54	2.54- 2.80	19	3.37	3.35	3.30- 3.42
Technicians (865 men and 30 women).....	324	2.89	2.95	2.59- 3.26	50	2.78	2.75	2.60- 2.99	90	2.98	2.88	2.47- 3.31
Testers, product (795 men and 50 women).....	308	2.61	2.63	2.30- 2.88	48	2.49	2.50	1.97- 3.00	94	3.04	3.03	2.88- 3.31
Tinters (1,418 men and 1 woman).....	536	2.99	2.99	2.80- 3.12	63	2.96	2.91	2.78- 3.18	166	3.33	3.30	3.29- 3.42
Truckdrivers (all men).....	147	2.81	2.89	2.60- 3.15	36	2.93	3.18	2.50- 3.18	140	3.12	3.20	3.11- 3.27
Varnish makers (all men).....	281	3.01	2.97	2.83- 3.24	49	2.89	2.87	2.84- 2.95	80	3.29	3.30	3.23- 3.37

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for the Mountain region in addition to those shown separately.³ 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. The median designated 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. 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 earnings¹ of workers in selected occupations in paints and varnishes manufacturing establishments by size of establishment, United States and selected regions, November 1965)

Sex and occupation	United States ²				New England		Middle Atlantic				Border States				Southeast			
	Establishments with—																	
	8-99 workers		100 workers or more		8-99 workers		8-99 workers		100 workers or more		8-99 workers		100 workers or more		8-99 workers		100 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
Men																		
Fillers, hand or machine.....	1,404	\$2.20	1,662	\$2.66	76	\$2.18	389	\$2.25	330	\$2.82	68	\$2.00	79	\$2.26	138	\$1.76	82	\$1.90
Janitors.....	187	1.97	518	2.48	11	1.94	49	2.25	115	2.53	20	1.64	19	2.17	11	1.75	17	1.89
Labelers and packers.....	840	2.13	714	2.57	64	2.22	284	2.18	148	2.72	66	1.90	39	2.16	78	1.69	54	1.79
Laborers, material handling.....	590	2.08	760	2.53	26	2.23	135	2.22	119	2.59	53	1.60	69	2.21	83	1.55	51	1.79
Maintenance men, general utility.....	405	2.70	506	2.99	46	2.63	107	2.77	114	3.01	20	2.40	37	2.64	28	2.26	24	2.46
Millers-grinders.....	930	2.45	899	2.77	56	2.36	241	2.44	138	2.88	69	2.07	82	2.49	48	2.03	45	2.10
Mixers.....	1,355	2.38	1,169	2.78	73	2.40	410	2.44	325	2.82	76	2.03	81	2.43	120	2.05	58	2.11
Shipping clerks.....	196	2.67	93	2.99	-	-	57	2.78	10	3.06	9	1.94	-	-	-	-	-	-
Shipping and receiving clerks.....	256	2.61	36	2.86	20	2.16	58	2.60	23	2.84	15	2.34	-	-	29	2.55	-	-
Technicians.....	405	2.84	460	2.89	50	2.43	87	2.91	130	2.96	42	2.83	23	2.65	30	3.10	-	-
Testers, product.....	318	2.47	477	2.70	14	2.66	83	2.57	115	2.78	17	2.35	48	2.42	31	2.24	20	2.08
Tinters.....	732	2.79	686	3.05	51	2.79	215	2.86	135	3.10	41	2.21	24	2.65	76	2.37	26	2.56
Truckdrivers.....	561	2.48	198	2.92	32	2.33	149	2.72	39	2.97	50	2.04	20	2.05	55	1.78	-	-
Varnish makers.....	177	2.81	513	3.03	11	2.43	50	2.89	134	3.11	11	2.48	22	2.46	-	-	13	2.27
Women																		
Labelers and packers.....	325	1.95	253	2.24	-	-	28	1.99	50	2.27	12	1.53	36	1.97	19	1.56	-	-
Southwest																		
Great Lakes																		
Middle West																		
Pacific																		
Men																		
Fillers, hand or machine.....			177	\$1.95	57	\$2.47	337	\$2.23	774	\$2.65	81	\$2.31	71	\$2.67	136	\$2.80	250	\$2.90
Janitors.....			19	1.53	16	2.16	56	2.03	292	2.52	15	1.96	32	2.44	6	2.16	23	2.81
Labelers and packers.....			111	1.92	21	2.63	145	2.25	325	2.57	26	2.45	21	2.63	58	2.78	96	2.93
Laborers, material handling.....			54	1.91	14	2.42	135	2.17	350	2.58	45	2.44	51	2.59	45	2.91	97	2.93
Maintenance men, general utility.....			42	2.31	23	2.73	125	2.86	214	3.00	19	2.76	-	-	16	3.37	49	3.50
Millers-grinders.....			56	2.14	14	2.58	324	2.52	482	2.82	59	2.58	57	2.75	69	3.00	66	3.13
Mixers.....			155	2.06	42	2.66	314	2.41	453	2.84	67	2.64	50	2.72	124	2.84	152	3.06
Shipping clerks.....			20	2.39	9	2.60	35	2.52	45	3.04	-	-	-	-	47	3.22	17	3.25
Shipping and receiving clerks.....			23	2.43	-	-	78	2.71	8	2.96	16	2.55	-	-	17	3.38	-	-
Technicians.....			21	2.43	13	2.84	104	2.93	214	2.88	21	2.74	29	2.82	46	2.99	38	3.06
Testers, product.....			26	1.79	17	2.54	97	2.50	191	2.70	22	2.33	24	2.65	28	3.04	62	3.08
Tinters.....			46	2.34	24	2.82	182	2.88	354	3.05	34	2.93	28	2.99	77	3.34	89	3.33
Truckdrivers.....			61	1.78	-	-	96	2.77	51	2.87	21	2.78	-	-	83	3.00	57	3.29
Varnish makers.....			14	2.50	19	2.84	64	2.80	217	3.07	-	-	46	2.88	20	3.28	60	3.30
Women																		
Labelers and packers.....			23	1.77	-	-	144	1.96	122	2.22	34	2.36	12	2.52	55	2.03	25	2.51

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

² Includes data for the Mountain region 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 earnings¹ of workers in selected occupations in paints and varnishes manufacturing establishments by labor-management contract coverage and size of establishment, United States and selected regions, November 1965)

Sex, occupation, and size of establishment	United States ²				Middle Atlantic				Great Lakes				Pacific			
	Establishments with—															
	Majority covered		None or minority covered		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	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Men																
Fillers, hand or machine.....	2,056	\$2.58	1,010	\$2.17	610	\$2.57	109	\$2.20	791	\$2.54	320	\$2.47	346	\$2.89	40	\$2.62
8-99 workers.....	754	2.37	650	2.00	291	2.30	98	2.09	214	2.22	123	2.24	106	2.87	30	2.54
100 workers or more.....	1,302	2.70	360	2.48	319	2.81	-	-	577	2.66	197	2.62	240	2.90	-	-
Janitors.....	545	2.44	160	2.02	156	2.47	8	2.01	276	2.47	72	2.32	27	2.71	-	-
8-99 workers.....	100	2.17	87	1.74	45	2.29	-	-	31	2.11	25	1.94	-	-	-	-
100 workers or more.....	445	2.51	73	2.35	111	2.55	-	-	245	2.52	47	2.52	23	2.81	-	-
Labelers and packers.....	902	2.48	652	2.13	347	2.41	85	2.17	295	2.46	175	2.50	136	2.91	18	2.56
8-99 workers.....	425	2.35	415	1.91	219	2.27	65	1.88	98	2.29	47	2.16	43	2.88	15	2.49
100 workers or more.....	477	2.60	237	2.51	128	2.66	-	-	197	2.54	128	2.63	93	2.93	-	-
Laborers, material handling.....	896	2.55	454	1.93	213	2.51	41	1.79	366	2.51	119	2.33	134	2.94	-	-
8-99 workers.....	281	2.40	309	1.80	98	2.40	37	1.74	79	2.16	56	2.17	39	2.95	-	-
100 workers or more.....	615	2.61	145	2.21	115	2.60	-	-	287	2.60	63	2.47	95	2.94	-	-
Maintenance men, general utility.....	605	2.94	306	2.70	170	2.91	51	2.87	253	2.92	86	3.03	58	3.47	7	3.46
8-99 workers.....	214	2.75	191	2.65	78	2.78	29	2.76	75	2.73	50	3.04	10	3.27	6	3.54
100 workers or more.....	391	3.04	115	2.80	92	3.01	-	-	178	2.99	36	3.03	48	3.51	-	-
Millers-grinders.....	1,159	2.72	670	2.41	283	2.70	96	2.32	527	2.73	279	2.63	121	3.07	14	2.99
8-99 workers.....	444	2.61	486	2.30	153	2.56	88	2.24	158	2.56	166	2.49	55	3.00	14	2.99
100 workers or more.....	715	2.79	184	2.70	130	2.86	-	-	369	2.81	113	2.84	66	3.13	-	-
Mixers.....	1,533	2.71	991	2.34	598	2.66	137	2.37	480	2.70	287	2.61	228	3.04	48	2.58
8-99 workers.....	625	2.58	730	2.21	297	2.52	113	2.23	144	2.51	170	2.33	76	3.00	48	2.58
100 workers or more.....	908	2.80	261	2.72	301	2.80	-	-	336	2.78	117	3.02	152	3.06	-	-
Shipping clerks.....	189	2.86	100	2.60	53	2.89	14	2.55	53	2.76	27	2.91	50	3.30	14	3.01
8-99 workers.....	125	2.81	71	2.42	44	2.87	13	2.46	22	2.53	13	2.49	34	3.31	13	2.99
100 workers or more.....	64	2.96	29	3.05	9	2.99	-	-	31	2.92	14	3.31	16	3.26	-	-
Receiving clerks.....	112	2.71	50	2.47	24	2.65	8	2.45	40	2.63	9	2.58	18	3.13	-	-
8-99 workers.....	66	2.65	32	2.31	20	2.59	7	2.28	18	2.47	-	-	11	3.17	-	-
100 workers or more.....	46	2.80	18	2.77	-	-	-	-	22	2.76	-	-	7	3.08	-	-
Shipping and receiving clerks.....	98	2.84	194	2.55	39	2.81	42	2.54	29	2.74	57	2.73	15	3.34	-	-
8-99 workers.....	71	2.85	185	2.52	19	2.82	39	2.49	26	2.76	52	2.69	13	3.35	-	-
100 workers or more.....	27	2.78	9	3.08	20	2.79	-	-	-	-	-	-	-	-	-	-
Technicians.....	545	2.88	320	2.83	162	2.92	55	3.01	240	2.87	78	2.97	62	3.09	22	2.82
8-99 workers.....	201	2.89	204	2.78	63	2.89	24	2.94	72	2.92	32	2.96	24	3.13	22	2.82
100 workers or more.....	344	2.88	116	2.92	99	2.94	-	-	168	2.85	46	2.98	38	3.06	-	-
Testers, product.....	542	2.72	253	2.38	167	2.70	31	2.62	195	2.70	93	2.49	85	3.06	-	-
8-99 workers.....	142	2.61	176	2.36	52	2.54	31	2.62	29	2.66	68	2.44	24	3.02	-	-
100 workers or more.....	400	2.76	77	2.44	115	2.78	-	-	166	2.71	25	2.61	61	3.08	-	-
Tinters.....	838	3.01	580	2.79	252	2.93	98	2.99	346	3.00	190	2.98	140	3.34	26	3.28
8-99 workers.....	316	2.91	416	2.70	128	2.78	87	2.97	88	2.94	94	2.81	54	3.36	23	3.29
100 workers or more.....	522	3.06	164	3.01	124	3.09	-	-	258	3.02	96	3.14	86	3.33	-	-
Truckdrivers.....	402	2.94	357	2.20	123	2.84	65	2.63	108	2.87	39	2.64	108	3.26	32	2.66
8-99 workers.....	234	2.87	327	2.20	85	2.79	64	2.61	58	2.87	38	2.63	54	3.22	29	2.61
100 workers or more.....	168	3.02	30	2.30	38	2.97	-	-	50	2.87	-	-	54	3.29	-	-
Varnish makers.....	527	3.05	163	2.75	166	3.10	18	2.65	227	3.03	54	2.92	71	3.31	9	3.15
8-99 workers.....	119	2.93	58	2.58	35	3.04	15	2.54	48	2.85	16	2.65	15	3.26	-	-
100 workers or more.....	408	3.08	105	2.85	131	3.11	-	-	179	3.08	38	3.03	56	3.32	-	-
Women																
Labelers and packers.....	326	2.24	252	1.86	66	2.17	-	-	154	2.14	112	1.99	33	2.58	47	1.90
8-99 workers.....	150	2.15	175	1.78	19	2.00	-	-	79	2.00	65	1.91	11	2.72	-	-
100 workers or more.....	176	2.32	77	2.05	47	2.23	-	-	75	2.29	47	2.11	22	2.51	-	-

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

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

Table 6. Occupational Earnings: Atlanta¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																							
			\$1.25	\$1.30	\$1.40	\$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	\$1.40	\$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 ³	407	\$2.22	2	10	5	24	7	29	28	21	39	24	52	30	23	24	22	19	5	20	10	6	2	4	1	
Selected production occupations ³																										
Fillers, hand or machine	60	2.13	-	3	2	1	-	8	2	9	4	-	8	7	7	-	-	4	-	5	-	-	-	-	-	
Janitors	8	1.97	-	-	-	1	-	-	-	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Labelers and packers	38	1.98	-	2	2	1	-	14	1	2	1	3	8	-	-	-	-	2	-	2	-	-	-	-	-	
Laborers, material handling	23	1.92	-	2	-	3	5	-	-	-	2	5	-	6	-	-	-	-	-	-	-	-	-	-	-	
Maintenance men, general utility	15	2.69	-	-	-	-	-	-	-	-	3	-	-	-	-	3	1	-	5	-	-	-	-	-	3	
Millers-grinders	22	2.33	-	-	-	-	-	-	2	-	1	-	5	1	4	9	-	-	-	-	-	-	-	-	-	
Mixers	36	2.35	-	1	1	-	1	1	1	-	4	3	-	2	7	6	-	4	-	5	-	-	-	-	-	
Shipping and receiving clerks	9	2.61	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	6	-	-	-	-	-	-	-	
Technicians	11	2.74	-	-	-	-	-	-	-	-	-	1	3	-	1	1	1	-	-	-	-	4	-	1	-	
Testers, product	27	2.22	-	-	-	5	-	1	4	1	3	2	1	-	2	-	2	-	4	-	-	1	1	-	-	
Tinters	13	2.43	-	-	-	-	-	-	1	-	2	-	-	-	3	-	6	1	-	-	-	-	-	-	-	
Truckdrivers	10	1.90	-	-	-	-	-	2	5	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	

¹ The Atlanta Standard Metropolitan Statistical Area consists of Clayton, Cobb, DeKalb, Fulton, and Gwinnett Counties.

² 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.

³ Virtually all production workers were men; data for selected occupations were limited to men.

Table 7. Occupational Earnings: Baltimore¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																							
			\$1.25	\$1.30	\$1.40	\$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 under \$1.30	\$1.40	\$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	920	\$2.02	23	30	20	78	51	90	72	62	75	87	85	88	53	47	6	26	5	-	4	4	4	10		
Men	879	2.04	19	26	19	78	40	71	70	62	75	87	85	88	53	47	6	26	5	-	4	4	4	10		
Women	41	1.62	4	4	1	-	11	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Selected production occupations ³																										
Fillers, hand or machine	64	2.02	-	2	-	6	1	4	3	5	9	7	14	9	1	3	-	-	-	-	-	-	-	-		
Janitors	13	1.85	-	-	-	2	1	1	6	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-		
Labelers and packers	45	2.08	-	-	-	4	-	4	4	1	4	3	10	12	3	-	-	-	-	-	-	-	-	-		
Laborers, material handling	62	1.76	3	1	4	8	6	14	8	6	1	7	2	2	-	-	-	-	-	-	-	-	-	-		
Maintenance men, general utility	26	2.38	-	-	-	-	-	-	-	1	2	1	3	8	2	4	1	4	-	-	-	-	-	-		
Millers-grinders	32	2.20	-	-	-	-	-	-	1	3	4	8	5	5	-	6	-	-	-	-	-	-	-	-		
Mixers	63	2.21	-	-	-	3	1	2	1	5	6	4	5	11	13	12	-	-	-	-	-	-	-	-		
Technicians	32	3.09	-	-	-	-	-	-	1	-	2	-	2	-	2	-	3	2	2	-	1	3	4	10		
Testers, product	28	2.22	-	-	-	-	2	1	2	-	3	5	6	2	-	3	-	1	3	-	-	-	-	-		
Tinters	28	2.49	-	-	-	-	-	-	-	-	-	4	5	5	-	3	-	9	-	-	1	1	-	-		
Truckdrivers	41	2.07	-	-	1	2	3	1	5	3	4	8	-	4	4	6	-	-	-	-	-	-	-	-		
Varnish makers	21	2.37	-	-	-	1	-	1	1	-	-	1	1	8	2	-	1	6	-	-	-	-	-	-		

¹ The Baltimore Standard Metropolitan Statistical Area consists of the city of Baltimore; and the counties of Anne Arundel, Baltimore, Carroll, and Howard.

² 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.

³ Data relate to men workers.

⁴ Workers were distributed as follows: 1 at \$3.60 to \$3.70; 3 at \$3.80 to \$3.90; and 6 at \$4 to \$4.10.

Table 8. Occupational Earnings: Boston¹(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																						
			\$1.30 and under	\$1.40	\$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
			\$1.40	\$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.....	632	\$2.43	10	-	4	14	16	8	16	41	18	38	89	144	66	47	42	23	7	4	18	12	7	3	5
Men.....	608	2.45	1	-	4	14	16	8	16	39	17	34	81	144	66	47	42	23	7	4	18	12	7	3	5
Women.....	24	1.93	9	-	-	-	-	-	-	2	1	4	8	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected production occupations—men</u>																									
Fillers, hand or machine.....	57	2.40	-	-	-	2	-	1	-	-	-	4	17	24	4	1	2	2	-	-	-	-	-	-	-
Janitors.....	11	2.17	-	-	2	-	-	-	2	-	1	3	3	-	-	-	-	-	-	-	-	-	-	-	-
Labelers and packers.....	43	2.38	-	-	-	2	-	-	-	2	2	9	24	-	4	-	-	-	-	-	-	-	-	-	-
Laborers, material handling.....	31	2.29	-	-	1	-	4	2	-	1	2	5	12	2	-	2	-	-	-	-	-	-	-	-	-
Maintenance men, general utility.....	33	2.69	-	-	-	1	-	-	1	-	-	1	2	8	3	9	1	1	-	4	-	-	2	-	-
Millers-grinders.....	35	2.50	-	-	-	-	-	-	2	-	-	2	15	5	9	-	2	-	-	-	-	-	-	-	-
Mixers.....	46	2.48	-	-	-	-	1	2	-	2	1	3	14	7	9	2	5	-	-	-	-	-	-	-	-
Receiving clerks.....	10	2.47	-	-	-	-	-	-	2	-	-	3	-	2	1	-	1	-	1	-	-	-	-	-	-
Shipping clerks.....	6	2.53	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	1	-	-	1	-	-	-	-
Technicians.....	29	2.54	-	-	-	-	-	-	-	-	7	6	3	4	3	-	2	-	2	-	1	-	1	-	-
Testers, product.....	11	2.73	-	-	-	-	-	-	-	-	1	3	-	1	-	-	2	-	-	4	-	-	-	-	-
Tinters.....	31	2.79	-	-	-	-	-	-	-	-	-	-	5	5	5	5	2	3	-	2	-	4	-	-	-
Truckdrivers.....	22	2.41	-	-	-	2	-	-	4	-	-	2	4	5	-	2	1	-	-	2	-	-	-	-	-
Varnish makers.....	10	2.63	-	-	-	-	-	-	-	-	-	-	-	6	2	2	-	-	-	-	-	-	-	-	-
<u>Selected production occupations—women</u>																									
Labelers and packers.....	9	2.27	-	-	-	-	-	-	2	-	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ 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.² 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 9. Occupational Earnings: Chicago¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.60	\$1.60 and under \$1.70	\$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	\$3.60	\$3.70	\$3.80		
			and over																									
All production workers.....	4,453	\$2.60	46	70	150	86	89	265	170	183	181	358	373	474	686	419	241	170	157	89	48	41	44	15	3	95		
Men.....	4,116	2.64	22	48	100	65	71	234	160	144	161	347	321	444	680	418	239	170	157	89	48	41	44	15	3	95		
Women.....	337	2.12	24	22	50	21	18	31	10	39	20	11	52	30	6	1	2	-	-	-	-	-	-	-	-	-		
<u>Selected production occupations—men</u>																												
Fillers, hand or machine.....	339	2.46	-	-	6	14	16	46	17	23	14	15	25	29	91	22	11	4	3	1	2	-	-	-	-	-		
Labelers and packers.....	230	2.39	-	-	34	5	4	9	7	14	25	16	34	43	30	1	1	4	2	1	-	-	-	-	-	-		
Laborers, material handling.....	188	2.31	-	12	11	10	6	22	26	5	8	15	27	21	3	8	12	2	-	-	-	-	-	-	-	-		
Maintenance men, general utility.....	130	3.02	-	-	-	-	-	-	3	-	-	3	4	16	5	10	15	25	11	9	3	23	-	-	-	3		
Millers-grinders.....	283	2.65	-	-	6	6	-	2	11	7	2	56	7	23	43	64	39	4	4	8	1	-	-	-	-	-		
Mixers.....	148	2.61	-	-	6	-	3	5	-	15	5	19	8	14	10	37	9	9	5	2	1	-	-	-	-	-		
Receiving clerks.....	10	2.75	-	-	-	-	-	-	-	-	3	-	-	-	1	2	2	2	-	-	-	-	-	-	-	-		
Shipping clerks.....	16	2.71	-	-	-	-	-	3	-	-	-	-	2	-	2	-	7	-	2	-	-	-	-	-	-	-		
Shipping and receiving clerks.....	25	3.03	-	-	-	-	-	-	-	-	-	-	-	-	1	7	11	1	3	2	-	-	-	-	-	-		
Technicians.....	110	2.84	-	-	-	-	-	3	1	1	10	18	6	9	8	7	4	5	6	3	16	11	1	-	-	1		
Testers, product.....	67	2.67	-	-	-	-	-	3	-	6	-	16	5	3	18	4	-	5	1	-	3	1	2	-	-	-		
Tinters.....	183	3.00	-	-	-	-	-	-	-	-	1	9	6	5	6	33	41	11	44	13	-	-	5	-	3	6		
Varnish makers.....	97	2.99	-	-	-	-	-	-	-	-	-	-	9	2	3	10	31	9	20	4	4	-	5	-	-	-		
<u>Selected production occupations—women</u>																												
Labelers and packers.....	133	2.10	-	1	37	9	11	18	-	20	4	-	23	9	1	-	-	-	-	-	-	-	-	-	-	-		

¹ The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.

² 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 10. Occupational Earnings: Cleveland¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																						
			\$1.40 and under	\$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	\$3.60	\$3.80
			\$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	\$3.60	\$3.80	\$4.00
All production workers-----	1,581	\$2.60	4	25	83	32	21	66	28	74	41	45	86	132	157	217	192	69	97	96	45	40	22	6	3
Men-----	1,443	2.65	4	23	68	8	11	13	28	71	41	39	80	125	154	216	192	69	89	96	45	40	22	6	3
Women-----	138	2.01	-	2	15	24	10	53	-	3	-	6	6	7	3	1	-	-	8	-	-	-	-	-	-
<u>Selected production occupations—men</u>																									
Fillers, hand or machine-----	189	2.44	-	-	25	5	-	-	19	-	5	9	16	18	13	51	16	-	12	-	-	-	-	-	-
Janitors-----	40	2.49	2	1	-	-	-	-	-	2	-	5	9	1	20	14	-	-	-	-	-	-	-	-	-
Labelers and packers-----	63	2.44	-	-	-	-	1	-	-	10	5	12	2	18	11	3	1	-	-	-	-	-	-	-	-
Laborers, material handling-----	30	2.49	-	-	3	-	-	2	-	-	4	-	5	-	6	5	1	-	4	-	-	-	-	-	-
Maintenance men, general utility-----	56	2.83	-	-	-	-	-	-	-	10	-	-	3	-	2	8	1	8	9	1	7	7	-	-	-
Millers-grinders-----	126	2.70	-	-	-	-	-	-	3	3	10	-	23	-	18	23	17	11	1	17	-	-	-	-	-
Mixers-----	121	2.76	-	-	-	-	-	2	-	10	-	10	-	4	21	4	45	-	1	24	-	-	-	-	-
Receiving clerks-----	8	2.23	-	-	-	-	-	1	5	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Shipping clerks-----	17	2.68	-	-	-	-	-	-	4	2	-	-	-	-	1	2	3	1	1	2	-	-	-	-	1
Shipping and receiving clerks-----	9	3.25	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	2	-	1
Technicians-----	44	2.83	-	-	-	-	2	1	-	1	-	3	6	8	3	3	3	3	2	3	1	2	3	2	1
Testers, product-----	60	2.57	-	-	2	-	2	-	2	2	11	2	8	11	3	8	1	6	1	-	1	-	-	-	-
Tinters-----	59	3.07	-	-	-	-	-	-	-	-	-	2	-	1	4	2	3	11	23	6	7	-	-	-	-
Truckdrivers-----	20	2.73	-	-	-	-	2	-	-	-	-	5	2	-	2	-	5	-	-	2	2	-	-	-	-
Varnish makers-----	20	2.94	-	-	-	-	-	-	2	-	-	-	-	-	2	2	2	-	1	6	5	-	-	-	-
<u>Selected production occupations—women</u>																									
Fillers, hand or machine-----	19	1.83	-	-	8	-	-	10	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Labelers and packers-----	58	2.19	-	2	-	16	10	-	-	3	-	5	5	6	2	1	-	-	8	-	-	-	-	-	-

¹ The Cleveland Standard Metropolitan Statistical Area consists of Cuyahoga, Geauga, Lake, and Medina Counties.

² 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 II. Occupational Earnings: Dallas¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																				
			\$1.50 and under \$1.60	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	
All production workers ³	641	\$2.41	15	30	15	22	42	43	26	23	33	41	47	130	58	59	22	20	9	3	3		
<u>Selected production occupations³</u>																							
Fillers, hand or machine	81	2.22	-	8	6	-	12	10	4	5	2	2	5	20	7	-	-	-	-	-	-	-	-
Labelers and packers	48	2.25	-	5	3	8	2	3	-	3	-	1	1	17	2	3	-	-	-	-	-	-	-
Laborers, material handling	27	2.14	-	-	-	-	14	5	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-
Maintenance men, general utility	25	2.51	-	-	-	5	-	-	-	-	2	3	-	4	3	6	2	-	-	-	-	-	-
Millers-grinders	15	2.68	-	-	-	-	-	-	-	-	-	3	-	1	7	4	-	-	-	-	-	-	-
Mixers	74	2.42	5	5	-	-	3	6	-	3	8	4	9	4	13	5	-	3	3	-	-	3	
Shipping clerks	11	2.79	-	-	-	-	-	-	-	-	-	-	-	3	-	6	1	1	-	-	-	-	-
Technicians	15	2.79	-	-	-	-	-	-	-	-	-	-	-	-	8	7	-	-	-	-	-	-	-
Testers, product	13	2.48	-	-	-	-	1	2	1	2	-	-	-	-	-	7	-	-	-	-	-	-	-
Tinters	27	2.81	-	-	-	-	-	-	-	-	-	3	1	2	3	6	6	6	-	-	-	-	-
Truckdrivers	28	1.93	-	3	3	3	9	8	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-
Varnish makers	16	2.88	-	-	-	-	-	-	-	-	-	-	1	-	2	5	3	5	-	-	-	-	-

¹ The Dallas Standard Metropolitan Statistical Area consists of Collin, Dallas, Denton, and Ellis Counties.

² 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.

³ Virtually all production workers were men; data for selected occupations were limited to men.

Table 12. Occupational Earnings: Detroit¹(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																					
			\$1.70 and under \$1.80	\$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	\$3.60	\$3.70	\$3.80 and over
			\$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	\$3.60	\$3.70	\$3.80	and over
All production workers.....	1,481	\$2.88	3	3	4	3	23	2	2	58	72	286	139	189	180	265	90	47	26	38	2	20	20	9
Men.....	1,421	2.90	3	3	-	3	5	-	2	56	38	286	139	189	180	265	90	47	26	38	2	20	20	9
Women.....	60	2.37	-	-	4	-	18	2	-	2	34	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected production occupations³</u>																								
Fillers, hand or machine.....	124	2.80	-	-	-	-	-	-	-	9	3	37	20	-	38	15	2	-	-	-	-	-	-	-
Janitors.....	39	2.75	-	-	-	-	-	-	-	2	11	5	1	2	18	-	-	-	-	-	-	-	-	-
Labelers and packers.....	22	2.89	-	-	-	-	-	-	-	-	-	4	4	3	6	1	4	-	-	-	-	-	-	-
Laborers, material handling.....	71	2.84	-	-	-	-	-	-	-	10	-	10	3	2	35	11	-	-	-	-	-	-	-	-
Maintenance men, general utility.....	19	3.01	-	-	-	-	-	-	-	-	-	-	-	1	8	4	-	5	1	-	-	-	-	-
Millers-grinders.....	116	2.89	-	-	-	-	-	-	-	3	3	15	21	16	-	52	6	-	-	-	-	-	-	-
Mixers.....	126	2.83	-	-	-	-	-	-	-	6	12	25	24	1	28	25	3	2	-	-	-	-	-	-
Receiving clerks.....	6	2.98	-	-	-	-	-	-	-	-	-	-	-	3	-	1	2	-	-	-	-	-	-	-
Shipping clerks.....	12	3.09	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	-	-	-	-	-	-	-
Shipping and receiving clerks.....	7	2.89	-	-	-	-	-	-	-	-	1	-	-	-	2	3	-	-	-	-	-	-	-	-
Technicians.....	28	2.84	-	-	-	2	1	-	1	2	4	1	1	1	-	8	1	1	4	-	1	-	-	-
Testers, product.....	54	2.87	3	3	-	-	3	-	-	2	1	2	1	9	2	-	19	1	4	1	1	-	1	1
Tinters.....	69	3.13	-	-	-	-	-	-	-	-	-	-	-	2	18	3	1	16	5	7	17	-	-	-
Truckdrivers.....	49	2.84	-	-	-	-	-	-	-	2	-	16	2	10	9	2	4	4	-	-	-	-	-	-
Varnish makers.....	53	3.22	-	-	-	-	-	-	-	-	-	-	-	4	5	1	3	28	-	12	-	-	-	-

¹ The Detroit Standard Metropolitan Statistical Area consists of Macomb, Oakland, and Wayne Counties.² 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.³ Data relate to men workers.

Table 13. Occupational Earnings: Houston¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																					
			\$1.25	\$1.30	\$1.40	\$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
All production workers ³	432	\$2.21	4	-	12	10	12	39	33	25	27	42	28	35	59	34	20	25	19	3	2	1	2	
<u>Selected production occupations³</u>																								
Fillers, hand or machine.....	65	2.10	-	-	2	3	-	12	11	-	-	8	1	1	18	8	-	1	-	-	-	-	-	-
Janitors.....	17	1.99	2	-	-	-	-	-	2	-	4	9	-	-	-	-	-	-	-	-	-	-	-	-
Labelers and packers.....	28	1.98	-	-	4	-	4	6	-	-	5	-	2	6	1	-	-	-	-	-	-	-	-	-
Laborers, material handling.....	25	2.06	-	-	2	-	-	5	1	1	1	7	-	5	3	-	-	-	-	-	-	-	-	-
Maintenance men, general utility.....	28	2.43	-	-	-	-	2	2	1	2	1	2	-	1	2	6	2	7	-	1	-	-	-	-
Millers-grinders.....	30	2.26	-	-	-	-	-	-	2	1	6	-	10	1	3	7	-	-	-	-	-	-	-	-
Mixers.....	47	2.24	-	-	-	-	-	-	6	9	8	1	3	2	4	2	2	10	-	-	-	-	-	-
Receiving clerks.....	6	2.37	-	-	-	-	-	-	-	-	-	3	-	1	-	-	1	1	-	-	-	-	-	-
Shipping clerks.....	6	2.37	-	-	-	-	-	-	-	-	-	-	3	1	1	-	-	1	-	-	-	-	-	-
Technicians.....	11	2.54	-	-	-	-	-	-	-	2	-	1	-	1	-	3	-	-	1	2	-	-	1	-
Testers, product.....	9	2.39	-	-	-	-	-	1	-	-	-	2	-	3	-	-	1	1	-	-	-	-	-	-
Tinters.....	18	2.56	-	-	-	-	-	-	-	-	1	3	1	-	1	4	-	3	3	-	1	-	-	1
Truckdrivers.....	9	2.20	-	-	-	-	1	-	-	-	2	-	2	3	1	-	-	-	-	-	-	-	-	-
Varnish makers.....	12	2.54	-	-	-	-	-	-	1	-	-	-	2	1	-	-	2	4	-	-	-	-	-	-

¹ The Houston Standard Metropolitan Statistical Area consists of Brazoria, Fort Bend, Harris, Liberty, and Montgomery Counties.

² 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.

³ Virtually all production workers were men; data for selected occupations were limited to men.

Table 14. Occupational Earnings: Kansas City¹(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																
			Under \$1.70	\$1.70 and under \$1.80	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20 and over
All production workers-----	628	\$2.71	8	6	3	2	2	30	13	7	8	161	170	37	63	25	17	27	49
Men-----	591	2.73	5	6	3	2	2	27	13	6	8	146	157	37	63	23	17	27	49
Women-----	37	2.48	3	-	-	-	-	3	-	1	-	15	13	-	2	-	-	-	-
<u>Selected production occupations—men</u>																			
Fillers, hand or machine-----	48	2.60	-	-	-	-	-	-	-	-	-	35	11	2	-	-	-	-	-
Labelers and packers-----	21	2.60	-	-	-	-	-	-	-	-	-	12	9	-	-	-	-	-	-
Laborers, material handling-----	44	2.59	-	-	-	-	1	-	-	-	-	21	20	2	-	-	-	-	-
Maintenance men, general utility-----	7	2.81	-	-	-	-	-	-	-	-	-	1	3	3	-	-	-	-	-
Millers-grinders-----	39	2.73	-	-	-	-	-	-	-	-	-	2	25	4	5	1	2	-	-
Mixers-----	27	2.70	-	-	-	-	-	-	-	-	-	1	19	5	2	-	-	-	-
Technicians-----	20	2.69	-	-	-	-	1	2	1	1	2	4	1	4	3	1	1	-	-
Testers, product-----	15	2.20	-	5	1	2	-	-	1	1	-	-	3	1	1	-	-	-	-
Tinters-----	18	2.88	-	-	-	-	-	-	-	-	-	-	-	2	10	4	2	-	-
Truckdrivers-----	21	3.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	1
Varnish makers-----	26	2.84	-	-	-	-	-	-	-	-	-	-	5	1	14	5	1	-	-
<u>Selected production occupations—women</u>																			
Labelers and packers-----	13	2.60	-	-	-	-	-	-	-	-	-	7	6	-	-	-	-	-	-

¹ The Kansas City Standard Metropolitan Statistical Area consists of Cass, Clay, Jackson and Platte Counties, Mo.; and Johnson and Wyandotte Counties, Kans.² 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 15. Occupational Earnings: Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																						
			Under \$1.90	\$1.90 and under \$2.00	\$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	\$3.60	\$3.70	\$3.80	and over	
All production workers	1,747	\$2.90	15	9	21	23	50	30	75	90	121	102	143	282	299	122	108	111	89	27	5	14	11		
Men	1,675	2.93	6	9	21	20	30	25	68	75	113	100	141	281	299	122	108	111	89	27	5	14	11		
Women	72	2.33	9	-	-	3	20	5	7	15	8	2	2	1	-	-	-	-	-	-	-	-	-		
<u>Selected production occupations—men</u>																									
Fillers, hand or machine	186	2.75	-	6	-	-	-	6	-	20	6	37	68	41	-	-	2	-	-	-	-	-	-	-	
Janitors	9	2.53	-	-	1	-	-	-	2	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Labelers and packers	85	2.77	-	-	3	3	3	-	-	-	10	-	29	33	2	2	-	-	-	-	-	-	-	-	
Laborers, material handling	54	2.81	-	-	-	-	-	-	2	4	12	2	6	22	6	-	-	-	-	-	-	-	-	-	
Maintenance men, general utility	31	3.30	-	-	-	-	-	-	-	-	-	-	-	3	2	1	15	-	3	1	2	1	1	1	
Millers-grinders	51	3.01	-	-	-	-	-	-	-	-	-	3	-	13	26	6	3	-	-	-	-	-	-	-	
Mixers	135	2.96	-	-	-	-	3	-	6	3	4	4	32	71	9	2	-	-	-	-	-	-	-	1	
Receiving clerks	8	3.27	-	-	-	-	-	-	-	-	-	-	-	-	1	5	1	1	-	-	-	-	-	-	
Shipping clerks	43	3.28	-	-	-	-	-	-	-	-	3	-	-	-	8	10	-	21	1	-	-	-	-	-	
Shipping and receiving clerks	10	3.40	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	4	-	-	2	-	-	-	
Technicians	49	2.86	-	-	-	-	4	14	3	5	-	2	-	3	3	1	10	1	-	-	-	3	-	-	
Testers, product	43	2.91	-	-	1	2	-	-	4	1	2	5	1	6	10	4	-	2	2	1	2	-	-	-	
Tinters	101	3.30	-	-	-	-	-	-	-	-	3	-	-	8	16	17	31	10	10	-	-	6	-	-	
Truckdrivers	107	3.04	-	-	-	-	6	9	6	-	-	-	-	-	4	27	48	6	1	-	-	-	-	-	
Varnish makers	35	3.22	-	-	-	-	-	-	-	-	-	-	3	-	3	5	4	18	-	2	-	-	-	-	
<u>Selected production occupations—women</u>																									
Labelers and packers	36	2.22	3	9	-	3	10	-	-	11	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-

¹ The Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove Standard Metropolitan Statistical Areas consist of Los Angeles and Orange Counties.
² 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.
³ Workers were at \$1.60 to \$1.70.

Table 16. Occupational Earnings: Louisville¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																		
			\$1.30 and under	\$1.40	\$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
			\$1.40	\$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.....	686	\$ 2.48	4	10	4	15	12	26	15	11	17	48	57	64	81	130	98	58	16	8	12
Men.....	639	2.50	-	10	4	10	11	25	14	11	17	48	46	46	78	128	97	58	16	8	12
Women.....	47	2.22	4	-	-	5	1	1	1	-	-	-	11	18	3	2	1	-	-	-	-
<u>Selected production occupations—men</u>																					
Fillers, hand or machine.....	56	2.51	-	-	-	-	1	-	-	1	9	9	5	2	16	13	-	-	-	-	-
Janitors.....	14	2.36	-	-	-	-	-	2	-	2	-	6	4	-	-	-	-	-	-	-	-
Labelers and packers.....	18	2.48	-	-	-	-	2	-	-	1	-	1	-	7	-	-	-	-	-	-	-
Laborers, material handling.....	40	2.46	-	3	-	-	1	2	-	-	-	3	-	3	28	-	-	-	-	-	-
Maintenance men, general utility.....	27	2.80	-	-	-	-	-	-	-	-	-	1	2	1	1	4	12	6	-	-	-
Millers-grinders.....	99	2.46	-	-	-	4	-	-	8	1	8	-	6	13	31	8	14	-	-	-	-
Mixers.....	53	2.64	-	-	-	-	-	-	-	1	1	9	6	3	7	17	2	-	7	-	-
Receiving clerks.....	8	2.51	-	-	-	-	-	1	-	-	-	2	-	1	2	2	-	-	-	-	-
Shipping clerks.....	6	2.13	-	-	-	3	-	-	-	-	-	-	-	2	-	1	-	-	-	-	-
Technicians.....	21	2.56	-	-	-	-	5	-	-	1	-	-	1	-	-	9	1	2	-	2	-
Testers, product.....	33	2.63	-	-	-	-	-	-	-	1	3	2	2	5	7	5	3	5	-	-	-
Tinters.....	17	2.77	-	-	-	-	-	-	-	-	-	-	-	-	5	6	4	-	1	1	-
Truckdrivers.....	17	2.11	-	-	4	-	4	-	-	-	-	-	4	1	1	2	-	-	-	-	-
<u>Selected production occupations—women</u>																					
Labelers and packers.....	24	2.04	3	-	-	5	1	-	1	-	-	-	7	7	-	-	-	-	-	-	-

¹ The Louisville Standard Metropolitan Statistical Area consists of Jefferson County, Ky.; and Clark and Floyd Counties, Ind.

² 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 17. Occupational Earnings: Newark and Jersey City¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$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	\$3.60	\$3.70	\$3.80	\$3.90
			and under \$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	\$3.60	\$3.70	\$3.80	\$3.90	over
All production workers-----	2,092	\$2.71	3	13	25	30	24	46	58	35	53	49	114	134	239	310	329	158	182	165	63	22	7	12	13	5	2	1
Men-----	2,059	2.72	3	13	25	30	20	46	56	33	53	49	114	120	236	306	327	157	182	164	63	22	7	12	13	5	2	1
Women-----	33	2.48	-	-	-	-	4	-	2	2	-	-	-	14	3	4	2	1	-	1	-	-	-	-	-	-	-	-
<u>Selected production occupations—men</u>																												
Fillers, hand or machine-----	200	2.62	-	-	-	2	2	8	9	4	9	5	23	5	20	65	37	-	3	8	-	-	-	-	-	-	-	-
Janitors-----	73	2.48	-	-	-	-	4	-	-	4	-	-	32	12	19	2	-	-	-	-	-	-	-	-	-	-	-	-
Labelers and packers-----	121	2.54	-	-	-	2	13	21	2	2	-	-	-	1	16	42	-	-	9	10	1	-	-	-	-	-	-	-
Laborers, material handling-----	85	2.30	-	-	20	12	-	-	2	2	-	-	3	6	4	28	7	1	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility-----	85	3.00	-	-	-	-	-	-	-	-	3	-	-	2	7	1	1	22	13	15	19	2	-	-	-	-	-	-
Millers-grinders-----	121	2.75	-	-	-	-	-	4	2	4	3	7	9	13	7	23	29	13	4	1	2	-	-	-	-	-	-	-
Mixers-----	224	2.68	-	-	-	-	5	12	4	9	2	6	26	27	28	69	23	6	5	2	-	-	-	-	-	-	-	-
Receiving clerks-----	15	2.74	-	-	-	-	-	-	-	-	2	-	2	-	3	5	1	-	-	-	-	1	-	1	1	-	-	-
Shipping clerks-----	24	2.90	-	-	-	-	-	-	-	-	-	-	-	2	9	-	3	3	1	-	-	4	1	-	1	-	-	-
Shipping and receiving clerks-----	35	2.62	-	-	-	-	4	-	-	-	-	4	8	-	14	3	-	-	1	1	-	-	-	-	-	-	-	-
Technicians-----	92	3.08	-	-	-	-	-	-	-	-	-	-	-	2	3	20	3	14	35	9	-	1	2	2	-	-	1	-
Testers, product-----	70	2.57	-	-	-	9	3	-	1	-	3	4	-	4	16	1	11	12	3	1	1	-	1	-	1	-	-	-
Tinters-----	104	3.06	-	-	-	-	-	-	-	-	-	-	-	-	-	8	5	18	29	35	3	-	1	5	-	-	-	-
Truckdrivers-----	28	2.79	-	-	-	-	-	-	7	-	-	-	-	-	3	-	1	15	1	-	1	-	-	-	-	-	-	-
Varnish makers-----	45	3.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	28	7	3	4	-	-	-	-	-	-
<u>Selected production occupations—women</u>																												
Labelers and packers-----	24	2.38	-	-	-	-	4	-	2	2	-	-	-	12	1	2	1	-	-	-	-	-	-	-	-	-	-	-

¹ The Newark and Jersey City Standard Metropolitan Statistical Areas consist of Essex, Hudson, Morris, and Union Counties.

² 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 18. Occupational Earnings: New York¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																					
			\$1.40	\$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 under \$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	and over
All production workers.....	1,474	\$2.34	12	97	25	67	87	101	119	127	64	141	74	82	113	79	79	36	78	25	25	14	18	11
Men.....	1,449	2.34	11	97	25	67	87	98	114	125	62	140	69	77	112	79	79	36	78	25	25	14	18	11
Women.....	25	2.26	1	-	-	-	-	-	3	5	2	1	5	5	1	-	-	-	-	-	-	-	-	-
Selected production occupations³																								
Fillers, hand or machine.....	136	2.23	-	-	-	-	4	16	19	44	7	9	11	7	12	2	3	1	-	1	-	-	-	-
Janitors.....	7	1.97	-	-	-	2	1	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Labelers and packers.....	116	2.08	-	28	5	1	11	6	16	2	13	6	5	4	7	3	2	-	4	2	1	-	-	-
Laborers, material handling.....	36	2.22	-	-	-	3	4	2	5	4	3	3	1	4	5	2	-	-	-	-	-	-	-	-
Maintenance men, general utility.....	35	2.86	-	-	-	-	-	1	-	-	-	-	3	1	11	2	6	5	-	2	-	-	-	4
Millers-grinders.....	76	2.36	-	12	-	-	-	10	-	-	2	12	3	3	11	11	6	3	3	-	-	-	-	-
Mixers.....	123	2.38	-	10	-	2	2	1	6	17	2	20	12	13	7	8	13	1	9	-	-	-	-	-
Receiving clerks.....	7	2.39	-	-	-	2	-	-	-	-	2	-	-	-	-	-	2	-	1	-	-	-	-	-
Shipping clerks.....	19	2.83	-	-	-	-	-	-	2	-	-	-	-	-	5	2	1	2	3	-	2	1	1	-
Technicians.....	28	2.76	-	-	-	-	4	-	2	2	1	2	-	-	1	1	5	-	1	1	2	3	3	
Tinters.....	74	2.94	-	-	-	-	-	-	-	-	1	19	-	1	1	1	8	6	6	10	5	1	13	2
Truckdrivers.....	66	2.87	-	-	-	-	-	-	-	-	-	11	-	-	-	10	-	3	36	4	2	-	-	-
Varnish makers.....	20	2.91	-	-	-	-	-	2	-	-	-	-	2	-	1	-	5	1	2	1	-	3	3	-

¹ The New York Standard Metropolitan Statistical Area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Nassau, Rockland, Suffolk, and Westchester Counties. The area was limited to New York City (5 boroughs) in the Bureau's May 1961 survey of the industry. The additional counties in the current study accounted for about 2 percent of the current area employment.

² 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.

³ Data relate to men workers.

⁴ Workers were distributed as follows: 2 at \$3.70 to \$3.80; and 2 at \$4.20 to \$4.30.

Table 19. Occupational Earnings: Paterson-Clifton-Passaic¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																					
			Under \$1.60	\$1.60 and under \$1.70	\$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		
			\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	and over	
All production workers ³	379	\$2.42	2	4	14	7	8	31	34	63	36	31	56	17	16	16	14	5	6	8	11	-	-	
Selected production occupations³																								
Fillers, hand or machine.....	26	2.27	-	-	-	-	-	3	2	12	2	4	-	3	-	-	-	-	-	-	-	-	-	-
Labelers and packers.....	19	2.18	-	-	-	-	2	8	2	2	2	-	-	3	-	-	-	-	-	-	-	-	-	-
Maintenance men, general utility.....	9	2.74	-	-	-	-	-	-	-	-	3	-	2	-	-	-	-	-	3	-	-	1	-	-
Millers-grinders.....	19	2.47	-	-	-	-	-	-	2	2	6	-	2	1	4	1	1	-	-	-	-	-	-	-
Mixers.....	39	2.42	-	-	-	2	2	-	-	13	3	1	7	3	3	5	-	-	-	-	-	-	-	-
Shipping clerks.....	8	2.97	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	2	-	-	3	-	-
Shipping and receiving clerks.....	11	2.59	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	2	-	-	-	1	-	-
Tinters.....	15	2.81	-	-	-	-	-	-	-	-	-	-	2	-	2	7	4	-	-	-	-	-	-	-
Truckdrivers.....	22	2.34	-	-	-	-	-	6	4	-	-	-	10	-	-	-	2	-	-	-	-	-	-	-

¹ The Paterson-Clifton-Passaic Standard Metropolitan Statistical Area consists of Bergen and Passaic Counties.

² 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.

³ Virtually all production workers were men; data for selected occupations were limited to men.

Table 20. Occupational Earnings: Philadelphia¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			\$1.25 and under	\$1.30	\$1.40	\$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	\$3.60	\$3.70
			\$1.30	\$1.40	\$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	\$3.60	\$3.70	and over
All production workers.....	1,943	\$2.60	12	7	12	20	28	45	82	218	65	70	67	60	62	150	96	219	122	64	126	103	46	117	43	30	64	15
Men.....	1,775	2.66	8	7	10	20	28	45	82	61	65	70	67	58	60	150	95	219	122	64	126	103	46	117	43	30	64	15
Women.....	168	1.90	4	-	2	-	-	-	-	157	-	-	-	2	2	-	1	-	-	-	-	-	-	-	-	-	-	
<u>Selected production occupations—men</u>																												
Fillers, hand or machine.....	170	2.40	-	4	4	-	6	-	28	15	3	16	-	1	7	8	5	21	24	8	3	16	1	-	-	-	-	-
Janitors.....	41	2.46	-	-	-	2	-	-	-	2	-	-	-	4	-	3	11	19	-	-	-	-	-	-	-	-	-	-
Labelers and packers.....	49	2.32	-	-	-	-	2	5	8	-	-	6	4	-	5	3	5	-	5	-	1	-	-	-	-	-	-	
Laborers, material handling.....	57	2.53	-	-	-	-	-	-	-	3	-	-	-	9	6	17	14	7	1	-	-	-	-	-	-	-	-	-
Millers-grinders.....	74	2.47	-	-	-	-	-	-	-	-	20	6	-	10	1	13	-	2	9	6	2	-	2	3	-	-	-	-
Mixers.....	122	2.68	-	-	-	-	-	-	-	6	14	5	14	-	2	1	-	29	14	2	11	19	2	3	2	-	-	-
Technicians.....	23	2.86	-	-	-	-	-	-	1	-	2	-	-	1	2	2	1	1	-	1	5	-	1	5	1	2	2	
Testers, product.....	45	2.71	-	-	-	2	2	-	1	2	-	2	2	-	1	5	1	5	2	-	-	6	8	6	-	-	-	-
Tinters.....	59	2.86	-	-	-	-	-	-	-	-	2	-	4	-	10	6	3	3	-	11	-	6	-	2	2	10	-	
Truckdrivers.....	18	2.69	-	-	-	-	-	-	-	2	-	-	-	4	-	-	-	3	1	6	-	2	-	-	-	-	-	
Varnish makers.....	12	3.07	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	-	-	3	-	-	-	-	-	3	
<u>Selected production occupations—women</u>																												
Labelers and packers.....	22	1.96	-	-	-	-	-	-	-	21	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J. The area was limited to Delaware and Philadelphia Counties, Pa., and Camden County, N.J., in the Bureau's May 1961 survey of the industry; the added counties accounted for approximately 12 percent of the current area employment.

² 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 21. Occupational Earnings: Pittsburgh¹(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																						
			\$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	\$3.60	
			\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	
All production workers-----	469	\$ 2.66	6	-	9	1	2	4	19	33	36	17	48	40	82	53	46	34	14	18	3	1	-	3	
Men-----	451	2.69	6	-	3	1	-	4	14	33	35	17	44	40	82	53	46	34	14	18	3	1	-	3	
Women-----	18	2.10	-	-	6	-	2	-	5	-	1	-	4	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected production occupations—men</u>																									
Fillers, hand or machine-----	33	2.53	-	-	-	-	-	-	3	10	-	1	-	-	15	-	4	-	-	-	-	-	-	-	
Labelers and packers-----	13	2.49	-	-	-	-	-	-	-	6	-	-	-	-	7	-	-	-	-	-	-	-	-	-	
Laborers, material handling-----	27	2.51	-	-	-	-	-	-	4	1	-	-	17	4	1	-	-	-	-	-	-	-	-	-	
Maintenance men, general utility-----	34	2.91	2	-	-	-	-	-	-	-	1	1	2	5	3	5	2	2	8	1	-	-	2	-	
Millers-grinders-----	9	2.67	-	-	-	-	-	-	-	-	3	-	-	-	1	4	1	-	-	-	-	-	-	-	
Mixers-----	16	2.59	-	-	-	-	-	-	-	-	7	-	-	2	-	6	1	-	-	-	-	-	-	-	
Shipping clerks-----	10	2.79	-	-	-	-	-	-	-	-	3	-	-	-	4	1	-	-	-	2	-	-	-	-	
Shipping and receiving clerks-----	7	2.70	-	-	-	-	-	-	-	-	-	2	-	1	2	-	2	-	-	-	-	-	-	-	
Technicians-----	30	2.70	-	-	-	1	-	-	4	-	5	-	1	2	1	4	2	6	2	2	-	-	-	-	
Testers, product-----	35	2.60	-	-	3	-	-	2	-	6	2	2	2	3	3	2	3	1	-	3	2	-	1	-	
Tinters-----	20	2.83	-	-	-	-	-	-	-	-	-	-	3	-	10	-	3	-	3	1	-	3	1	-	
Truckdrivers-----	7	3.01	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	2	-	2	-	1	-	
Varnish makers-----	26	2.93	-	-	-	-	-	-	-	-	1	-	4	-	-	-	5	14	2	-	-	-	-	-	
<u>Selected production occupations—women</u>																									
Labelers and packers-----	9	1.93	-	-	5	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Pittsburgh Standard Metropolitan Statistical Area consists of Allegheny, Beaver, Washington, and Westmoreland Counties.² 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 22. Occupational Earnings: St. Louis¹

(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																		
			Under \$1.80	\$1.80 and under \$1.90	\$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
All production workers.....	637	\$2.64	7	3	3	13	7	35	57	24	184	102	72	17	25	26	21	20	4	3	14
Men.....	577	2.66	4	3	3	13	7	35	11	20	182	98	71	17	25	26	21	20	4	3	14
Women.....	60	2.35	3	-	-	-	-	-	46	4	2	4	1	-	-	-	-	-	-	-	-
<u>Selected production occupations—men</u>																					
Fillers, hand or machine.....	51	2.57	-	-	-	1	4	-	2	1	27	5	6	-	1	3	1	-	-	-	-
Janitors.....	14	2.21	1	3	-	-	-	3	4	-	2	1	-	-	-	-	-	-	-	-	-
Labelers and packers.....	20	2.64	-	-	-	-	-	-	-	1	9	3	6	-	-	1	-	-	-	-	-
Laborers, material handling.....	23	2.60	-	-	-	-	2	-	-	1	11	6	-	1	-	1	1	-	-	-	-
Maintenance men, general utility.....	24	2.85	-	-	-	-	-	-	-	-	2	5	7	-	4	3	2	-	-	-	1
Millers-grinders.....	36	2.58	-	-	-	2	-	-	-	1	21	7	1	2	-	-	1	1	-	-	-
Mixers.....	63	2.66	-	-	-	-	-	1	1	4	22	14	9	3	4	2	2	1	-	-	-
Shipping and receiving clerks.....	10	2.60	-	-	-	-	-	-	-	-	7	1	-	2	-	-	-	-	-	-	-
Technicians.....	30	2.85	-	-	-	-	-	1	-	5	-	8	2	1	3	1	4	4	-	-	1
Testers, product.....	19	2.36	1	-	3	-	-	2	2	-	7	1	3	-	-	-	-	-	-	-	2
Tinters.....	33	2.98	-	-	-	-	-	-	-	-	2	4	7	3	2	2	6	2	1	2	2
Truckdrivers.....	11	2.68	-	-	-	-	-	-	-	-	5	2	1	1	1	1	-	1	-	-	-
<u>Selected production occupations—women</u>																					
Labelers and packers.....	29	2.36	-	-	-	-	-	-	26	-	2	-	1	-	-	-	-	-	-	-	-

¹ The St. Louis Standard Metropolitan Statistical Area consists of the city of St. Louis; the counties of Franklin, Jefferson, St. Charles, and St. Louis, Mo.; and the counties of Madison and St. Clair, Ill.

² 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 23. Occupational Earnings: San Francisco—Oakland¹(Number and average straight-time hourly earnings² of workers in selected occupations in paints and varnishes manufacturing establishments, November 1965)

Sex and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																		
			Under \$2.30	\$2.30 and under \$2.40	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00 and over
All production workers.....	1,093	\$ 3.16	4	3	1	8	9	30	164	137	216	108	79	60	108	72	15	44	10	17	8
Men.....	1,064	3.17	2	2	1	5	5	24	154	137	216	108	76	60	108	72	15	44	10	17	8
Women.....	29	2.73	2	1	-	3	4	6	10	-	-	-	3	-	-	-	-	-	-	-	-
<u>Selected production occupations—men</u>																					
Fillers, hand or machine.....	178	2.99	-	-	-	-	6	81	6	46	27	10	-	-	2	-	-	-	-	-	-
Janitors.....	20	2.74	2	-	-	-	1	2	5	10	-	-	-	-	-	-	-	-	-	-	-
Labelers and packers.....	62	2.99	-	-	-	-	-	-	17	11	31	-	3	-	-	-	-	-	-	-	-
Laborers, material handling.....	81	3.00	-	-	-	-	-	1	33	8	9	22	-	6	2	-	-	-	-	-	-
Maintenance men, general utility.....	33	3.63	-	-	-	-	-	-	-	-	-	-	-	-	2	8	11	10	2	-	-
Millers-grinders.....	46	3.23	-	-	-	-	-	-	-	10	5	18	1	-	10	-	-	-	-	-	2
Mixers.....	96	3.12	-	-	-	-	-	-	-	43	11	17	5	2	18	-	-	-	-	-	-
Receiving clerks.....	6	3.06	-	-	1	-	-	-	-	1	2	-	-	-	2	-	-	-	-	-	-
Shipping clerks.....	8	3.31	-	1	-	-	-	-	-	-	-	-	-	-	5	2	-	-	-	-	-
Technicians.....	27	3.34	-	1	-	2	1	-	1	-	1	2	4	3	-	5	-	5	-	-	2
Testers, product.....	37	3.25	-	-	-	3	-	-	1	1	12	-	1	1	8	7	-	2	1	-	-
Tinters.....	42	3.42	-	-	-	-	-	-	-	-	-	-	6	13	4	-	6	-	-	-	-
Truckdrivers.....	24	3.42	-	-	-	-	-	-	-	-	4	-	-	-	9	8	3	-	-	-	-
Varnish makers.....	39	3.36	-	-	-	-	-	-	-	-	3	1	1	20	9	5	-	-	-	-	-
<u>Selected production occupations—women</u>																					
Labelers and packers.....	14	2.82	-	-	-	2	4	-	6	-	-	-	2	-	-	-	-	-	-	-	-

¹ The San Francisco—Oakland Standard Metropolitan Statistical Area consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.² 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 24. Method of Wage Payment

(Percent of production workers in paints and varnishes manufacturing establishments by method of wage payment, United States, selected regions, and areas, November 1965)

Method of wage payment ¹	United States ²	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers.....	99	100	100	100	100	100	98	100	100	100	100	100	100	100
Formal plans.....	66	61	66	42	35	50	72	77	76	61	27	65	63	68
Single rate.....	42	47	60	14	22	32	43	40	26	61	-	65	17	51
Range of rates.....	24	14	6	28	14	18	30	37	49	-	27	-	47	17
Individual rates.....	33	39	34	58	65	50	26	23	24	39	73	35	37	32
		Areas—Continued												
		Dallas	Detroit	Houston	Kansas City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Louisville	Newark and Jersey City	New York	Paterson—Clifton—Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco—Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	
Time-rated workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	
Formal plans.....	73	95	35	88	76	82	70	26	38	75	69	68	80	
Single rate.....	36	92	35	6	2	39	67	24	38	66	69	55	64	
Range of rates.....	37	3	-	82	75	43	3	3	-	9	-	14	16	
Individual rates.....	27	5	65	12	24	18	30	74	62	25	31	32	20	

¹ For definition of method of wage payment, see appendix A. 1 percent of the workers were paid under incentive pay systems.

² Includes data for the Mountain region in addition to those shown separately.

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

Table 25. Scheduled Weekly Hours

(Percent of production workers in paints and varnishes manufacturing establishments by scheduled weekly hours,¹ United States, selected regions, and areas, November 1965)

Weekly hours	United States ²	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
37½ hours-----	(³)	-	(³)	-	-	-	-	-	-	-	-	-	-	-
40 hours-----	94	84	97	92	78	98	92	98	100	100	91	100	91	92
Over 40 and under 45 hours-----	2	-	1	-	12	-	3	2	-	-	-	-	4	-
45 hours-----	2	12	1	8	-	-	3	-	-	-	9	-	5	-
Over 45 hours-----	1	4	1	-	9	2	1	-	-	-	-	-	-	8
Areas—Continued														
	Dallas	Detroit	Houston	Kansas City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Louisville	Newark and Jersey City	New York	Paterson—Clifton—Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco—Oakland	
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
37½ hours-----	-	-	-	-	-	-	-	1	-	-	-	-	-	-
40 hours-----	100	100	100	99	100	100	100	90	100	96	100	100	100	100
Over 40 and under 45 hours-----	-	-	-	(³)	-	-	-	8	-	-	-	-	-	-
45 hours-----	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Over 45 hours-----	-	-	-	-	-	-	-	-	-	2	-	-	-	-

¹ Data relate to the predominant work schedule of full-time day-shift workers in each establishment.

² Includes data for the Mountain region in addition to those shown separately.

³ Less than 0.5 percent.

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

Table 26. Shift Differential Provisions

(Percent of production workers by shift differential provisions¹ in paints and varnishes manufacturing establishments, United States, selected regions, and areas, November 1965)

Shift differential	United States ²	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
<u>Second shift</u>														
Workers in establishments having														
second-shift provisions	68.1	36.6	68.4	50.1	27.7	43.2	76.5	87.2	88.1	57.2	61.6	47.5	86.8	68.5
With shift differential	67.9	36.6	68.4	50.1	27.7	43.2	76.5	87.2	86.5	57.2	61.6	47.5	86.8	68.5
Uniform cents per hour	66.2	36.6	64.1	50.1	27.7	43.2	74.9	87.2	86.5	57.2	61.6	47.5	86.0	68.5
5 cents	3.8	14.7	2.5	-	6.0	2.7	3.6	11.3	2.5	-	-	25.5	3.0	-
6 cents .....	.4	-	-	-	-	7.7	-	-	-	-	-	-	-	-
7 cents	4.5	-	4.2	8.0	-	10.1	3.5	19.9	-	-	-	-	6.4	-
7½ cents .....	.3	-	-	-	-	-	-	-	3.1	-	-	-	-	-
8 cents	2.6	-	3.7	-	13.3	-	2.4	-	-	32.9	-	-	-	-
9 cents .....	.3	-	-	-	-	-	.7	-	-	-	-	-	-	5.0
9½ cents .....	.6	-	2.4	-	-	-	-	-	-	-	-	-	-	-
10 cents	40.6	17.0	23.6	42.0	2.6	22.8	55.6	55.9	63.1	-	61.6	13.4	66.5	63.5
11 cents	2.1	-	3.0	-	-	-	3.6	-	-	-	-	-	-	-
12 cents	4.4	4.9	11.1	-	5.8	-	1.6	-	3.6	24.3	-	8.5	4.0	-
12½ cents .....	.3	-	1.2	-	-	-	-	-	-	-	-	-	-	-
13 cents	2.2	-	8.1	-	-	-	-	-	-	-	-	-	-	-
15 cents	4.0	-	4.4	-	-	-	3.9	-	14.2	-	-	-	6.0	-
Uniform percentage	1.7	-	4.0	-	-	-	1.7	-	-	-	-	-	.8	-
5 percent .....	.5	-	-	-	-	-	1.3	-	-	-	-	-	-	-
10 percent	1.2	-	4.0	-	-	-	.3	-	-	-	-	-	.8	-
Other .....	.1	-	.3	-	-	-	-	-	-	-	-	-	-	-
With no shift differential .....	.2	-	-	-	-	-	-	-	1.6	-	-	-	-	-
<u>Third or other late shift</u>														
Workers in establishments having third- or														
other late-shift provisions	57.0	30.8	58.4	26.7	19.4	40.6	61.3	84.5	83.4	47.7	12.1	37.3	58.8	59.5
With shift differential	57.0	30.8	58.4	26.7	19.4	40.6	61.3	84.5	83.4	47.7	12.1	37.3	58.8	59.5
Uniform cents per hour	55.9	30.8	56.4	26.7	19.4	40.6	59.6	84.5	83.4	47.7	12.1	37.3	58.0	59.5
5 cents .....	.7	3.0	-	-	-	4.5	1.0	-	-	-	-	5.2	-	-
7 cents .....	.2	-	.7	-	-	-	-	-	-	-	-	-	-	-
9 cents .....	.2	-	-	-	-	3.0	-	-	-	-	-	-	-	-
10 cents	11.0	19.9	12.0	-	2.6	4.8	9.3	48.3	7.7	-	-	18.5	15.7	6.8
11 cents .....	.5	-	1.8	-	-	-	-	-	-	-	-	-	-	-
12 cents	3.9	-	-	8.0	13.3	-	4.3	19.9	-	32.9	-	-	-	5.0
12½ cents .....	.3	-	-	-	-	-	-	-	3.1	-	-	-	-	-
13 cents .....	.9	-	2.5	-	-	3.8	-	-	-	-	-	-	-	-
14 cents .....	.7	-	.8	-	-	8.0	-	-	-	-	-	-	-	-
15 cents	27.1	2.9	16.2	8.8	3.5	16.6	38.7	3.2	64.9	14.7	-	5.1	35.3	47.8
16 cents	1.5	4.9	4.9	-	-	-	-	-	-	-	-	8.5	-	-
18 cents	2.7	-	8.1	-	-	-	1.6	-	-	-	-	-	4.0	-
20 cents	3.8	-	9.4	9.9	-	-	-	13.0	-	-	12.1	-	-	-
21 cents	1.3	-	-	-	-	-	3.6	-	-	-	-	-	-	-
22 cents .....	.8	-	-	-	-	-	-	-	7.7	-	-	-	-	-
23 cents .....	.4	-	-	-	-	-	1.1	-	-	-	-	-	2.9	-
Uniform percentage	1.0	-	1.6	-	-	-	1.7	-	-	-	-	-	.8	-
10 percent	1.0	-	1.6	-	-	-	1.7	-	-	-	-	-	.8	-
Other .....	.1	-	.3	-	-	-	-	-	-	-	-	-	-	-
With no shift differential	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 26. Shift Differential Provisions—Continued

(Percent of production workers by shift differential provisions¹ in paints and varnishes manufacturing establishments, United States, selected regions, and areas, November 1965)

Shift differential	Areas—Continued												
	Dallas	Detroit	Houston	Kansas City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Louisville	Newark and Jersey City	New York	Paterson—Clifton—Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco—Oakland
<u>Second shift</u>													
Workers in establishments having second-shift provisions	52.6	90.9	50.9	96.5	84.3	59.7	76.8	47.9	20.8	74.6	81.7	95.3	100.0
With shift differential	52.6	90.9	50.9	96.5	81.4	59.7	76.8	47.9	20.8	74.6	81.7	95.3	100.0
Uniform cents per hour	52.6	80.7	50.9	96.5	81.4	59.7	69.4	39.8	-	74.6	81.7	95.3	100.0
5 cents	-	5.3	10.6	-	4.5	-	10.0	-	-	-	-	29.0	-
6 cents	8.0	-	-	-	-	-	-	-	-	-	-	-	-
7 cents	-	7.5	40.3	-	-	22.9	3.4	-	-	-	59.7	51.2	-
7½ cents	-	-	-	-	-	-	-	-	-	-	-	-	-
8 cents	-	-	-	-	-	-	11.2	-	-	-	-	-	-
9 cents	-	-	-	-	-	-	-	-	-	-	-	-	-
9½ cents	-	-	-	-	-	-	-	-	-	-	-	-	-
10 cents	44.6	67.9	-	96.5	70.2	36.8	35.9	29.4	-	24.3	2.6	15.1	62.8
11 cents	-	-	-	-	-	-	4.0	-	-	-	-	-	-
12 cents	-	-	-	-	6.7	-	4.9	-	-	15.8	-	-	-
12½ cents	-	-	-	-	-	-	-	6.7	-	-	-	-	-
13 cents	-	-	-	-	-	-	-	-	-	34.5	-	-	-
15 cents	-	-	-	-	-	-	-	3.6	-	-	19.4	-	37.2
Uniform percentage	-	10.2	-	-	-	-	7.5	6.2	20.8	-	-	-	-
5 percent	-	10.2	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	-	-	-	-	7.5	6.2	20.8	-	-	-	-
Other	-	-	-	-	-	-	-	1.9	-	-	-	-	-
With no shift differential	-	-	-	-	2.9	-	-	-	-	-	-	-	-
<u>Third or other late shift</u>													
Workers in establishments having third- or other late-shift provisions	64.6	86.2	50.9	96.5	75.7	59.7	62.7	38.7	20.8	65.1	79.1	88.4	100.0
With shift differential	64.6	86.2	50.9	96.5	75.7	59.7	62.7	38.7	20.8	65.1	79.1	88.4	100.0
Uniform cents per hour	64.6	76.0	59.9	96.5	75.7	59.7	62.7	33.0	-	65.1	79.1	88.4	100.0
5 cents	12.0	-	-	-	-	-	-	-	-	-	-	-	-
7 cents	-	-	-	-	-	-	-	-	-	-	11.7	-	-
9 cents	8.0	-	-	-	-	-	-	-	-	-	-	-	-
10 cents	-	11.1	19.0	96.5	14.3	-	18.9	26.2	-	6.9	16.2	29.0	-
11 cents	-	-	-	-	-	-	-	-	-	-	31.8	-	-
12 cents	-	-	-	-	-	22.9	-	-	-	-	-	51.2	-
12½ cents	-	-	-	-	-	-	-	-	-	-	-	-	-
13 cents	-	-	-	-	-	-	2.2	-	-	-	-	-	-
14 cents	-	-	31.9	-	-	-	3.4	-	-	-	-	-	-
15 cents	44.6	64.8	-	-	61.5	24.9	22.1	3.3	-	23.6	19.4	8.2	77.2
16 cents	-	-	-	-	-	-	16.1	-	-	-	-	-	-
18 cents	-	-	-	-	-	-	-	-	-	34.5	-	-	-
20 cents	-	-	-	-	-	11.9	-	3.6	-	-	-	-	-
21 cents	-	-	-	-	-	-	-	-	-	-	-	-	-
22 cents	-	-	-	-	-	-	-	-	-	-	-	-	22.8
23 cents	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform percentage	-	10.2	-	-	-	-	-	3.7	20.8	-	-	-	-
10 percent	-	10.2	-	-	-	-	-	3.7	20.8	-	-	-	-
Other	-	-	-	-	-	-	-	1.9	-	-	-	-	-
With no shift differential	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Refers to policies of establishments either currently operating late shifts or having provisions covering late shifts.² Includes data for the Mountain region in addition to those shown separately.

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

Table 27. Shift Differential Practices

(Percent of production workers employed on late shifts in paints and varnishes manufacturing establishments, United States, selected regions, and areas, November 1965)

Shift differential	United States ¹	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
<u>Second shift</u>														
Workers employed on second shift.....	7.8	2.1	8.8	4.4	3.4	3.6	10.0	5.9	8.0	11.5	5.3	1.9	10.1	5.8
Receiving shift differential.....	7.8	2.1	8.8	4.4	3.4	3.6	10.0	5.9	7.5	11.5	5.3	1.9	10.1	5.8
Uniform cents per hour.....	7.7	2.1	8.8	4.4	3.4	3.6	9.7	5.9	7.5	11.5	5.3	1.9	10.1	5.8
5 cents.....	(²)	-	-	-	-	-	-	-	.2	-	-	-	-	-
6 cents.....	(²)	-	-	-	-	.6	-	-	-	-	-	-	-	-
7 cents.....	.3	-	.3	-	-	.9	.3	.4	-	-	-	-	-	-
8 cents.....	.3	-	.4	-	2.0	-	.3	-	-	6.6	-	-	-	-
9½ cents.....	(²)	-	.2	-	-	-	-	-	-	-	-	-	-	-
10 cents.....	4.5	1.0	2.9	4.4	.2	2.1	7.2	5.4	3.5	-	5.3	-	8.1	5.8
11 cents.....	.5	-	.5	-	-	-	1.0	-	-	-	-	-	-	-
12 cents.....	1.1	1.1	2.8	-	1.2	-	.4	-	.9	4.9	-	1.9	.9	-
13 cents.....	.4	-	1.5	-	-	-	-	-	-	-	-	-	-	-
15 cents.....	.6	-	.2	-	-	-	.6	-	2.9	-	-	-	1.0	-
Uniform percentage.....	.1	-	-	-	-	-	.3	-	-	-	-	-	-	-
5 percent.....	.1	-	-	-	-	-	.3	-	-	-	-	-	-	-
With no shift differential.....	(²)	-	-	-	-	-	-	-	.5	-	-	-	-	-
<u>Third or other late shift</u>														
Workers employed on third or other late shifts.....	2.4	1.0	2.9	.6	.1	1.2	3.2	3.7	1.2	.2	.2	-	3.4	1.8
Receiving shift differential.....	2.4	1.0	2.9	.6	.1	1.2	3.2	3.7	1.2	.2	.2	-	3.4	1.8
Uniform cents per hour.....	2.3	1.0	2.9	.6	.1	1.2	3.0	3.7	1.2	.2	.2	-	3.4	1.8
5 cents.....	(²)	-	-	-	-	.3	-	-	-	-	-	-	-	-
7 cents.....	(²)	-	(²)	-	-	-	-	-	-	-	-	-	-	-
9 cents.....	(²)	-	-	-	-	.2	-	-	-	-	-	-	-	-
10 cents.....	.3	1.0	(²)	-	-	-	.5	.4	.1	-	-	-	.8	-
11 cents.....	(²)	-	.1	-	-	-	-	-	-	-	-	-	-	-
12 cents.....	.1	-	-	-	.1	-	.1	-	-	.2	-	-	-	-
14 cents.....	(²)	-	-	-	-	.2	-	-	-	-	-	-	-	-
15 cents.....	1.0	-	.4	.3	-	.5	1.9	-	1.1	-	-	-	2.0	1.8
16 cents.....	.1	-	.2	-	-	-	-	-	-	-	-	-	-	-
18 cents.....	.3	-	1.0	-	-	-	.2	-	-	-	-	-	.5	-
20 cents.....	.5	-	1.1	.3	-	-	-	3.4	-	-	.2	-	-	-
21 cents.....	.1	-	-	-	-	-	.3	-	-	-	-	-	-	-
22 cents.....	(²)	-	-	-	-	-	-	-	.1	-	-	-	-	-
Uniform percentage.....	.1	-	-	-	-	-	.2	-	-	-	-	-	-	-
10 percent.....	.1	-	-	-	-	-	.2	-	-	-	-	-	-	-
With no shift differential.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 27. Shift Differential Practices—Continued

(Percent of production workers employed on late shifts in paints and varnishes manufacturing establishments
United States, selected regions, and areas, November 1965)

Shift differential	Area—Continued												
	Dallas	Detroit	Houston	Kansas City	Los Angeles— Long Beach and Anaheim— Santa Ana— Garden Grove	Louisville	Newark and Jersey City	New York	Paterson— Clifton— Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco— Oakland
<u>Second shift</u>													
Workers employed on second shift.....	7.2	18.8	3.7	4.8	6.9	5.4	8.2	0.3	-	16.3	7.5	1.7	12.4
Receiving shift differential.....	7.2	18.8	3.7	4.8	6.1	5.4	8.2	.3	-	16.3	7.5	1.7	12.4
Uniform cents per hour.....	7.2	16.5	3.7	4.8	6.1	5.4	8.2	.3	-	16.3	7.5	1.7	12.4
5 cents.....	-	-	-	-	.3	-	-	-	-	-	-	-	-
6 cents.....	1.6	-	-	-	-	-	-	-	-	-	-	-	-
7 cents.....	-	2.0	3.7	-	-	-	-	-	-	-	5.3	1.1	-
8 cents.....	-	-	-	-	-	-	1.2	-	-	-	-	-	-
9½ cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-
10 cents.....	5.6	14.5	-	4.8	4.1	5.4	4.9	-	-	4.6	-	.6	3.9
11 cents.....	-	-	-	-	-	-	1.1	-	-	-	-	-	-
12 cents.....	-	-	-	-	1.7	-	.9	-	-	5.0	-	-	-
13 cents.....	-	-	-	-	-	-	-	-	-	6.6	-	-	-
15 cents.....	-	-	-	-	-	-	-	.3	-	-	2.1	-	8.4
Uniform percentage.....	-	2.2	-	-	-	-	-	-	-	-	-	-	-
5 percent.....	-	2.2	-	-	-	-	-	-	-	-	-	-	-
With no shift differential.....	-	-	-	-	.9	-	-	-	-	-	-	-	-
<u>Third or other late shift</u>													
Workers employed on third or other late shifts.....	2.7	6.0	.9	1.0	1.0	1.3	1.1	-	-	4.5	3.4	-	2.0
Receiving shift differential.....	2.7	6.0	.9	1.0	1.0	1.3	1.1	-	-	4.5	3.4	-	2.0
Uniform cents per hour.....	2.7	4.7	.9	1.0	1.0	1.3	1.1	-	-	4.5	3.4	-	2.0
5 cents.....	.8	-	-	-	-	-	-	-	-	-	-	-	-
7 cents.....	-	-	-	-	-	-	-	-	-	-	.4	-	-
9 cents.....	.5	-	-	-	-	-	-	-	-	-	-	-	-
10 cents.....	-	1.2	-	1.0	.2	-	.2	-	-	-	-	-	-
11 cents.....	-	-	-	-	-	-	-	-	-	-	2.1	-	-
12 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-
14 cents.....	-	-	.9	-	-	-	-	-	-	-	-	-	-
15 cents.....	1.4	3.4	-	-	.8	.9	.4	-	-	.2	.9	-	1.8
16 cents.....	-	-	-	-	-	-	.5	-	-	-	-	-	-
18 cents.....	-	-	-	-	-	-	-	-	-	4.4	-	-	-
20 cents.....	-	-	-	-	-	.4	-	-	-	-	-	-	-
21 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	-
22 cents.....	-	-	-	-	-	-	-	-	-	-	-	-	.2
Uniform percentage.....	-	1.4	-	-	-	-	-	-	-	-	-	-	-
10 percent.....	-	1.4	-	-	-	-	-	-	-	-	-	-	-
With no shift differential.....	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes data for the Mountain region in addition to those shown separately.² Less than 0.05 percent.

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

Table 28. Paid Holidays

(Percent of production workers in paints and varnishes manufacturing establishments with formal provisions for paid holidays, United States, selected regions, and areas, November 1965)

Number of paid holidays	United States ¹	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	100	100	100	100	100	99	100	100	100	100	100	99	100
Less than 5 days.....	1	-	-	-	7	3	-	-	-	-	-	-	-	-
5 days.....	3	-	-	9	31	13	(²)	-	-	22	3	-	-	-
5 days plus 1 half day.....	(²)	-	-	-	-	8	-	-	-	-	-	-	-	-
6 days.....	11	5	2	15	19	27	16	11	5	11	27	-	19	27
6 days plus 1 half day.....	4	4	1	18	6	2	5	-	-	-	22	-	5	-
6 days plus 2 half days.....	2	-	(²)	3	9	2	4	-	-	-	-	-	2	-
6 days plus 3 half days.....	(²)	-	-	-	-	3	-	-	-	-	-	-	-	-
7 days.....	14	7	8	26	15	10	16	20	11	52	36	-	13	18
7 days plus 1 half day.....	4	-	1	17	-	-	1	37	2	-	12	-	-	-
7 days plus 2 half days.....	2	-	-	-	-	-	4	10	-	-	-	-	6	4
8 days.....	18	9	12	12	9	18	19	5	46	-	-	7	20	12
8 days plus 1 half day.....	2	7	2	-	-	-	1	-	4	-	-	-	-	-
8 days plus 2 half days.....	1	-	2	-	-	-	-	-	-	-	-	-	-	-
9 days.....	24	20	25	-	4	15	31	13	32	15	-	28	32	33
9 days plus 1 half day.....	(²)	-	1	-	-	-	-	-	-	-	-	-	-	-
9 days plus 2 half days.....	1	-	4	-	-	-	-	-	-	-	-	-	-	-
10 days.....	7	28	18	-	-	-	2	3	-	-	-	37	2	7
10 days plus 1 half day.....	1	7	1	-	-	-	-	-	-	-	-	12	-	-
11 days.....	4	13	13	-	-	-	-	-	-	-	-	16	-	-
More than 11 days.....	2	-	9	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	(²)	-	-	-	-	-	1	-	-	-	-	-	1	-

See footnotes at end of table.

Table 28. Paid Holidays—Continued

(Percent of production workers in paints and varnishes manufacturing establishments with formal provisions for paid holidays, United States, selected regions, and areas, November 1965)

Number of paid holidays	Areas—Continued												
	Dallas	Detroit	Houston	Kansas City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Louisville	Newark and Jersey City	New York	Paterson—Clifton—Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco—Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100
Less than 5 days	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	23	-	-	-	-	-	-	-	-	-	-	-	-
5 days plus 1 half day.....	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days	24	8	38	1	9	6	-	-	-	1	8	8	-
6 days plus 1 half day.....	-	5	10	-	-	11	-	-	-	4	5	-	-
6 days plus 2 half days	-	3	-	-	-	9	-	-	-	2	-	-	-
6 days plus 3 half days	-	-	10	-	-	-	-	-	-	-	-	-	-
7 days	8	-	13	2	9	18	3	3	6	22	12	44	-
7 days plus 1 half day.....	-	6	-	96	-	23	3	-	2	-	-	-	-
7 days plus 2 half days	-	-	-	-	-	33	-	-	-	-	-	26	-
8 days	15	8	29	-	73	-	4	-	31	14	75	14	14
8 days plus 1 half day.....	-	9	-	-	7	-	5	-	-	-	-	-	-
8 days plus 2 half days	-	-	-	-	-	-	8	2	-	-	-	-	-
9 days	29	60	-	-	2	-	11	8	17	45	-	-	86
9 days plus 1 half day.....	-	-	-	-	-	-	-	-	15	-	-	-	-
9 days plus 2 half days	-	-	-	-	-	-	-	3	-	-	-	-	-
10 days.....	-	-	-	-	-	-	40	9	-	13	-	8	-
10 days plus 1 half day.....	-	-	-	-	-	-	-	7	-	-	-	-	-
11 days.....	-	-	-	-	-	-	13	43	-	-	-	-	-
More than 11 days	-	-	-	-	-	-	12	25	29	-	-	-	-
Workers in establishments providing no paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes data for the Mountain region in addition to those shown separately.

² Less than 0.5 percent.

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

Table 29. Paid Vacations

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

Vacation policy	United States ¹	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>														
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	96	100	97	100	88	100	95	100	95	100	100	100	100	100
Percentage payment.....	3	-	3	-	12	-	4	-	5	-	-	-	-	-
Other.....	(²)	-	-	-	-	-	1	-	-	-	-	-	-	-
<u>Amount of vacation pay³</u>														
After 1 year of service:														
1 week.....	73	77	60	65	85	94	77	74	84	85	92	75	72	79
Over 1 and under 2 weeks.....	1	-	1	-	-	-	2	3	-	-	-	-	-	-
2 weeks.....	25	23	39	35	15	6	21	23	16	15	8	25	28	21
Over 2 weeks.....	(²)	-	-	-	-	-	1	-	-	-	-	-	-	-
After 2 years of service:														
1 week.....	39	30	27	48	58	66	52	29	4	72	71	5	56	68
Over 1 and under 2 weeks.....	2	-	2	4	2	-	3	3	1	-	-	-	4	-
2 weeks.....	58	70	71	47	40	34	43	68	95	28	29	95	40	32
Over 2 weeks.....	(²)	-	(²)	-	-	-	1	-	-	-	-	-	-	-
After 3 years of service:														
1 week.....	11	14	8	39	28	23	7	2	3	27	71	5	11	-
Over 1 and under 2 weeks.....	3	12	2	4	4	-	3	-	1	-	-	-	4	-
2 weeks.....	85	74	89	56	68	77	86	98	96	73	29	95	82	100
Over 2 and under 3 weeks.....	1	-	1	-	-	-	3	-	-	-	-	-	3	-
3 weeks and over.....	(²)	-	(²)	-	-	-	1	-	-	-	-	-	-	-
After 5 years of service:														
Under 2 weeks.....	2	-	2	2	10	12	1	-	-	10	-	-	-	-
2 weeks.....	88	95	81	98	87	88	90	87	90	75	100	91	93	100
Over 2 and under 3 weeks.....	1	-	1	-	-	-	3	-	-	-	-	-	3	-
3 weeks.....	8	5	16	-	4	-	5	13	10	15	-	9	4	-
Over 3 and under 4 weeks.....	(²)	-	-	-	-	-	1	-	-	-	-	-	-	-
After 10 years of service:														
Under 2 weeks.....	1	-	(²)	2	10	12	(²)	-	-	10	-	-	-	-
2 weeks.....	40	50	31	75	68	44	40	54	11	36	100	45	33	31
Over 2 and under 3 weeks.....	2	7	-	-	-	-	4	-	-	-	-	-	3	-
3 weeks.....	49	38	53	23	18	44	50	33	84	40	-	47	60	69
Over 3 and under 4 weeks.....	(²)	-	-	-	-	-	1	-	-	-	-	-	-	-
4 weeks.....	7	5	15	-	4	-	5	13	5	15	-	9	4	-

See footnotes at end of table.

Table 29. Paid Vacations—Continued

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

Vacation policy	Areas—Continued												
	Dallas	Detroit	Houston	Kansas City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Louisville	Newark and Jersey City	New York	Paterson—Clifton—Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco—Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	92	100	100	100	100	100	68	100	100
Percentage payment.....	-	-	-	-	8	-	-	-	-	-	32	-	-
Other.....	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Amount of vacation pay</u> ³													
After 1 year of service:													
1 week.....	100	100	77	98	89	31	67	34	77	66	52	78	78
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	3	-	-	-	8	-
2 weeks.....	-	-	23	2	11	69	33	63	23	34	48	14	22
Over 2 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service:													
1 week.....	69	52	29	(²)	8	31	34	5	41	38	52	65	-
Over 1 and under 2 weeks.....	-	-	-	-	-	-	-	-	8	5	-	8	-
2 weeks.....	31	48	71	99	92	69	66	93	52	58	48	27	100
Over 2 weeks.....	-	-	-	-	-	-	-	2	-	-	-	-	-
After 3 years of service:													
1 week.....	20	-	-	-	6	6	-	2	24	19	32	-	-
Over 1 and under 2 weeks.....	-	10	-	-	-	-	-	-	8	4	-	-	-
2 weeks.....	80	90	100	100	94	94	100	96	69	78	68	100	100
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-
3 weeks and over.....	-	-	-	-	-	-	-	2	-	-	-	-	-
After 5 years of service:													
Under 2 weeks.....	15	-	-	-	-	6	-	-	-	5	-	-	-
2 weeks.....	85	100	100	100	90	94	100	97	79	61	100	100	86
Over 2 and under 3 weeks.....	-	-	-	-	-	-	-	1	-	-	-	-	-
3 weeks.....	-	-	-	-	10	-	-	2	21	34	-	-	14
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:													
Under 2 weeks.....	15	-	-	-	-	6	-	-	-	1	-	-	-
2 weeks.....	41	13	38	100	14	29	28	16	53	36	52	15	-
Over 2 and under 3 weeks.....	-	11	-	-	-	-	-	-	-	-	-	-	-
3 weeks.....	45	76	62	-	86	65	72	84	47	29	48	85	86
Over 3 and under 4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-	34	-	-	14

See footnotes at end of table.

Table 29. Paid Vacations—Continued

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

Vacation policy	United States ¹	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
<u>Amount of vacation pay³—Continued</u>														
After 15 years of service:														
Under 2 weeks	1	-	(²)	2	10	12	(²)	-	-	10	-	-	-	-
2 weeks	16	29	13	34	50	24	11	6	11	23	39	17	9	14
Over 2 and under 3 weeks	(²)	-	-	-	-	-	(²)	-	-	-	-	-	-	-
3 weeks	73	66	70	63	37	64	81	81	84	52	61	75	87	86
Over 3 and under 4 weeks	1	-	-	-	-	-	2	-	-	-	-	-	-	-
4 weeks	8	5	17	-	4	-	6	13	5	15	-	9	4	-
After 20 years of service:														
Under 2 weeks	1	-	(²)	2	10	12	(²)	-	-	10	-	-	-	-
2 weeks	15	29	11	34	50	24	10	6	11	23	39	17	6	14
Over 2 and under 3 weeks	(²)	-	-	-	-	-	(²)	-	-	-	-	-	-	-
3 weeks	51	59	42	55	34	44	47	75	83	52	61	70	58	34
Over 3 and under 4 weeks	1	-	-	-	-	-	2	-	-	-	-	-	-	-
4 weeks	24	7	31	9	3	19	36	5	1	-	-	5	31	52
Over 4 weeks	8	5	17	-	4	-	5	13	5	15	-	9	4	-
After 25 years of service:														
Under 2 weeks	1	-	(²)	2	10	12	(²)	-	-	10	-	-	-	-
2 weeks	15	28	10	34	50	24	10	6	11	23	39	15	6	14
Over 2 and under 3 weeks	(²)	-	-	-	-	-	(²)	-	-	-	-	-	-	-
3 weeks	34	28	31	44	30	27	33	24	52	52	61	16	32	22
4 weeks	41	39	42	20	7	36	50	57	31	-	-	60	57	64
Over 4 weeks	9	5	17	-	4	-	7	13	6	15	-	9	4	-

See footnotes at end of table.

Table 29. Paid Vacations—Continued

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

Vacation policy	Areas—Continued												
	Dallas	Detroit	Houston	Kansas City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Louisville	Newark and Jersey City	New York	Paterson—Clifton—Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco—Oakland
<u>Amount of vacation pay</u> ³ —Continued													
After 15 years of service:													
Under 2 weeks	15	-	-	-	-	6	-	-	-	1	-	-	-
2 weeks	21	2	6	1	14	8	9	13	16	14	-	-	-
Over 2 and under 3 weeks	-	1	-	-	-	-	-	-	-	-	-	-	-
3 weeks	65	97	94	99	86	86	91	87	84	51	100	100	86
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	-	-	-	-	-	-	-	-	-	34	-	-	14
After 20 years of service:													
Under 2 weeks	15	-	-	-	-	6	-	-	-	1	-	-	-
2 weeks	21	2	6	1	14	8	6	13	16	6	-	-	-
Over 2 and under 3 weeks	-	1	-	-	-	-	-	-	-	-	-	-	-
3 weeks	35	51	76	99	84	61	39	63	50	30	100	86	86
Over 3 and under 4 weeks	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks	29	45	19	-	2	25	55	24	34	29	-	14	-
Over 4 weeks	-	-	-	-	-	-	-	-	-	34	-	-	14
After 25 years of service:													
Under 2 weeks	15	-	-	-	-	6	-	-	-	1	-	-	-
2 weeks	21	2	6	1	14	8	4	13	16	6	-	-	-
Over 2 and under 3 weeks	-	1	-	-	-	-	-	-	-	-	-	-	-
3 weeks	20	51	50	2	79	30	24	51	50	21	95	49	3
4 weeks	45	45	45	96	5	56	72	36	34	37	5	51	83
Over 4 weeks	-	-	-	-	2	-	-	-	-	34	-	-	14

¹ Includes data for the Mountain region in addition to those shown separately.

² Less than 0.5 percent.

³ Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progressions. For example, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

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

Table 30. Health, Insurance, and Retirement Plans

(Percent of production workers in paints and varnishes manufacturing establishments with specified health, insurance, and retirement plans, United States, selected regions, and areas, November 1965)

Type of plan ¹	United States ²	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:														
Life insurance.....	94	94	94	96	86	86	95	94	94	92	92	95	97	93
Employer financed.....	67	58	81	54	47	40	64	60	78	83	59	67	64	68
Jointly financed.....	27	35	13	42	39	46	31	34	17	10	33	28	33	25
Accidental death and dismemberment insurance.....	63	66	54	60	51	77	62	75	87	48	59	53	75	73
Employer financed.....	43	38	46	27	24	35	39	40	74	39	25	38	50	60
Jointly financed.....	20	28	8	33	27	42	22	34	13	10	33	16	25	13
Sickness and accident insurance or sick leave or both ³	85	80	88	69	77	75	87	88	86	77	69	90	79	86
Sickness and accident insurance.....	56	70	64	58	52	40	63	73	14	47	65	79	43	80
Employer financed.....	31	30	32	24	24	13	41	32	9	22	38	43	21	73
Jointly financed.....	26	39	33	34	29	27	22	41	6	24	27	35	22	6
Sick leave (full pay, no waiting period).....	34	53	45	39	19	28	22	23	50	15	39	62	9	7
Sick leave (partial pay or waiting period).....	20	-	12	-	13	29	22	46	36	30	-	-	34	-
Hospitalization insurance.....	96	98	98	95	87	86	97	95	100	94	95	97	99	91
Employer financed.....	63	41	78	43	41	33	58	56	92	65	55	48	52	65
Jointly financed.....	34	57	20	52	46	53	39	39	8	29	40	48	48	26
Surgical insurance.....	94	98	94	95	82	86	95	89	100	94	95	97	99	81
Employer financed.....	60	41	74	43	36	33	56	51	92	65	55	48	52	56
Jointly financed.....	33	57	20	52	46	53	39	39	8	29	40	48	48	26
Medical insurance.....	77	91	65	55	65	66	85	79	100	72	74	84	97	81
Employer financed.....	50	41	54	23	31	24	48	40	92	62	35	48	49	56
Jointly financed.....	27	50	11	32	33	42	37	39	8	10	40	36	48	26
Catastrophe insurance.....	37	79	19	44	49	71	36	23	49	53	74	70	39	25
Employer financed.....	19	32	15	20	12	24	15	9	42	24	43	40	8	7
Jointly financed.....	18	47	4	23	36	47	20	14	7	29	31	30	31	18
Retirement plans:														
Pensions.....	70	50	70	63	42	53	75	84	77	51	46	58	76	75
Employer financed.....	57	39	59	50	37	33	61	47	73	51	33	58	55	57
Jointly financed.....	13	11	11	13	5	20	15	36	4	-	12	-	21	18
Lump-sum payments.....	5	7	9	-	-	-	5	-	3	-	-	-	3	-
No plans.....	2	-	-	-	5	13	2	2	-	-	-	-	1	7

See footnotes at end of table.

Table 30. Health, Insurance, and Retirement Plans—Continued

(Percent of production workers in paints and varnishes manufacturing establishments with specified health, insurance, and retirement plans, United States, selected regions, and areas, November 1965)

Type of plan ¹	Areas—Continued												
	Dallas	Detroit	Houston	Kansas City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Louisville	Newark and Jersey City	New York	Paterson—Clifton—Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco—Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:													
Life insurance.....	100	100	94	99	99	100	87	87	94	100	100	92	100
Employer financed.....	59	85	22	9	83	56	71	83	83	89	78	92	88
Jointly financed.....	41	15	72	89	16	44	16	4	11	11	22	-	12
Accidental death and dismemberment insurance.....	100	43	68	96	99	74	57	74	35	43	47	77	78
Employer financed.....	59	37	10	7	83	42	41	71	35	40	30	77	78
Jointly financed.....	41	6	58	89	16	32	16	4	-	2	17	-	-
Sickness and accident insurance or sick leave or both ³	80	100	87	99	74	92	91	98	79	93	92	85	100
Sickness and accident insurance.....	16	67	53	81	-	65	41	79	45	88	56	64	14
Employer financed.....	-	59	19	9	-	17	20	73	45	30	25	64	-
Jointly financed.....	16	9	34	72	-	48	22	7	-	58	32	-	14
Sick leave (full pay, no waiting period).....	15	45	45	2	55	58	63	36	56	34	32	14	43
Sick leave (partial pay or waiting period).....	57	29	24	96	19	-	15	4	17	25	9	23	57
Hospitalization insurance.....	100	100	94	98	100	94	97	96	98	99	97	100	100
Employer financed.....	59	71	-	9	87	34	59	90	92	89	55	93	100
Jointly financed.....	41	29	94	89	13	60	38	7	6	10	42	7	-
Surgical insurance.....	100	100	94	98	100	94	94	96	92	92	87	85	100
Employer financed.....	59	71	-	9	87	34	56	90	92	82	45	78	100
Jointly financed.....	41	29	94	89	13	60	38	7	-	10	42	7	-
Medical insurance.....	100	91	62	98	100	34	48	73	64	73	70	68	100
Employer financed.....	59	68	-	9	87	9	26	69	64	70	33	61	100
Jointly financed.....	41	23	62	89	13	25	22	4	-	3	37	7	-
Catastrophe insurance.....	100	27	70	46	35	12	22	6	34	18	29	14	78
Employer financed.....	59	25	-	9	21	-	19	2	34	13	24	14	78
Jointly financed.....	41	2	70	37	13	12	2	4	-	5	5	-	-
Retirement plans:													
Pensions.....	54	77	73	99	70	86	80	68	61	58	97	84	96
Employer financed.....	29	77	51	27	68	77	71	64	53	58	59	62	88
Jointly financed.....	25	-	22	72	2	9	4	8	-	3	38	23	8
Lump-sum payments.....	-	6	-	-	3	-	26	-	8	-	24	-	-
No plans.....	-	-	-	(⁴)	-	-	-	-	-	-	-	-	-

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

² Includes data for the Mountain region in addition to those shown separately.

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

⁴ Less than 0.5 percent.

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

Table 31. Nonproduction Bonuses

(Percent of production workers in paints and varnishes manufacturing establishments with specified types of nonproduction bonuses, United States, selected regions, and areas, November 1965)

Type of bonus	United States ¹	Regions								Areas				
		New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific	Atlanta	Baltimore	Boston	Chicago	Cleveland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	29	43	34	57	37	28	23	29	11	20	66	24	24	34
Christmas or yearend.....	23	32	27	45	33	22	19	28	8	20	58	18	21	27
Profit sharing.....	4	11	2	12	3	4	4	1	1	-	8	6	3	6
Other.....	2	-	5	-	2	1	-	-	2	-	-	-	-	-
Workers in establishments with no nonproduction bonuses.....	71	57	66	43	63	72	77	71	89	80	34	76	76	66
		Areas—Continued												
		Dallas	Detroit	Houston	Kansas City	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove	Louisville	Newark and Jersey City	New York	Paterson—Clifton—Passaic	Philadelphia	Pittsburgh	St. Louis	San Francisco—Oakland
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	23	2	16	19	14	51	44	57	60	20	8	44	11	
Christmas or yearend.....	23	2	10	17	13	39	43	47	43	20	-	44	4	
Profit sharing.....	-	-	-	3	1	12	2	6	-	-	8	-	3	
Other.....	-	-	6	-	-	-	-	4	17	-	-	-	4	
Workers in establishments with no nonproduction bonuses.....	77	98	84	81	86	49	56	43	40	80	92	56	89	

¹ Includes data for the Mountain region 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 paints, varnishes, lacquers, enamels, shellac, putties, and calking compounds, wood fillers and sealers, paint and varnish removers, paintbrush cleaners, and allied paint products (industry 2851 as defined in the 1957 edition of the Standard Industrial Classification Manual and 1963 Supplement, prepared by the U.S. Bureau of the Budget). Separate auxiliary units such as central offices and warehouses are excluded.

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

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

Method of Study

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

Establishment Definition

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

Employment

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

Production Workers

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

Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these 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.

Estimated Number of Establishments and Workers Within Scope of Survey, and
Number Studied, Paints and Varnishes Manufacturing, November 1965

Region ¹ and area ²	Number of establishments		Workers in establishments		
	Within scope of study ³	Studied	Within scope of study		Studied
			Total ⁴	Production workers	Total
United States ⁵ -----	1,035	371	56,183	31,147	37,414
New England ⁶ -----	52	22	1,904	1,098	1,166
Boston-----	22	14	987	632	816
Middle Atlantic ⁶ -----	271	96	13,870	8,275	9,504
New York-----	95	30	2,480	1,474	1,351
Newark and Jersey City-----	59	21	3,469	2,092	2,329
Paterson-Clifton-Passaic-----	21	10	675	379	417
Philadelphia-----	40	15	3,211	1,943	2,562
Pittsburgh-----	14	9	860	469	702
Border States ⁶ -----	59	24	3,414	1,951	2,339
Baltimore-----	20	10	1,514	920	1,118
Louisville-----	16	9	1,286	686	1,045
Southeast ⁶ -----	82	29	3,111	1,697	1,913
Atlanta-----	16	10	732	407	608
Southwest ⁶ -----	71	29	3,088	1,728	1,964
Dallas-----	21	9	1,057	641	775
Houston-----	17	9	897	432	655
Great Lakes ⁶ -----	282	88	20,945	11,363	13,669
Chicago-----	95	30	7,836	4,453	5,290
Cleveland-----	37	15	3,095	1,581	2,240
Detroit-----	31	14	2,836	1,481	2,397
Middle West ⁶ -----	54	31	2,942	1,636	2,560
Kansas City-----	11	11	1,241	628	1,241
St. Louis-----	26	14	1,138	637	914
Pacific ⁶ -----	148	49	6,435	3,213	4,180
Los Angeles-Long Beach and Anaheim-Santa Ana-- Garden Grove-----	81	28	3,320	1,747	2,088
San Francisco-Oakland-----	28	14	2,082	1,093	1,841

¹ The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and Pacific—California, Nevada, Oregon, and Washington. Alaska and Hawaii were not included in the study.

² For definition of areas, see footnote 1 of tables 6 through 23.

³ Includes only establishments with 8 workers or more at the time of reference of the universe data.

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

⁵ Includes data for the Mountain region in addition to those shown separately.

⁶ Includes data for areas in addition to those shown separately.

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 a 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 designated 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.

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 Retirement Plans. Data are presented for health, insurance, pension, and lump-sum retirement payment 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,⁷ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employees with benefits which exceed the requirements of the law.

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

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

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

Tabulations of retirement pensions are limited to plans which provide, upon retirement, regular payments for the remainder of the worker's life. Data are presented separately for lump-sum retirement pay (one payment or a specified number over a period of time) made to employees upon retirement. Establishments providing both lump-sum payments and pensions to employees upon retirement were considered as having both retirement pension and lump-sum retirement pay. Establishments having optional plans providing employees a choice of either lump-sum retirement payments or pensions were considered as having only retirement pension benefits.

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.

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

Appendix B. Occupational Descriptions

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

FILLER, HAND OR MACHINE

Fills tubes, drums, or other containers with finished products. Work involves any of the following: Filling containers by hand, using a dipper or spatula; filling containers to weight or volume by setting them on scales adjusted to proper weight and controlling flow of product from a filling spout; or adjusting filling machine to fill container to correct volume and feeding containers into machine. In addition, may cap filled containers or may clean equipment at end of batch or day.

JANITOR

(Cleaner, porter; sweeper; charwoman; janitress)

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

LABELER AND PACKER

Pastes identifying labels on cans or other containers by hand or by means of a labeling machine and/or packs labeled containers into boxes or cartons. Excludes packers in shipping departments.

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 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 to proper location. Longshoremen, who load and unload ships are excluded.

MAINTENANCE MAN, GENERAL UTILITY

Keeps the machine, 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, stairs, as well as making and repairing bins, cribs, and partitions.

MILLER-GRINDER

Tends equipment which grinds paste received from the mixing machines to insure the proper dispersion of the mixed pastes in the vehicle. (See Mixer.) Work involves most of the following: Sets control of mills; starts flow of paste; and reruns batch when necessary. May operate screening equipment. Classification does not include workers who operate equipment to crush, grind, or pulverize dry materials received directly from the milling operation.

MIXER

(Batchmaker; compounder; paste mixer; paste-mill operator)

Operates equipment which mixes pigments with a portion of the vehicle (which may consist of oils, varnishes, and alkyd resins) to form a smooth uniform paste ready for the grinding operation. (See Miller-grinder.) Work involves most of the following: Selects, weighs, and measures out pigments and selects quantities of vehicles required by formula specifications on batch ticket; dumps ingredients into mixer; and operates equipment. May also clean mixer.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TECHNICIAN

(Laboratory assistant)

Performs routine, predetermined chemical tests under the supervision of a chemist or foremen to determine whether purchased raw materials meet specifications and/or whether processing is being performed according to plant standards or specifications. Does not include workers conducting physical tests to determine viscosity, color, and weight. (See Tester, product.)

TESTER, PRODUCT

(Inspector)

Conducts standard and routine simple tests to determine quality, viscosity, color, and weight. Tests consist of comparisons between finished products and standard samples or specifications.

TINTER

(Color matcher, enamel maker)

Colors or tints paints. Work involves a combination of the following: Blending basic color pigments in correct proportions to match standard color sample or according to specifications; using hand paddle or power mixer to mix ingredients thoroughly; and checking weight and/or viscosity of batch against sample or specifications, and making necessary additions to mixture to meet requirements. In addition, may add thinner to ground paint.

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

VARNISH MAKER

(Kettleman; oil cooker; varnish cooker)

Cooks necessary ingredients such as resins and gums in kettle to make various types of varnishes and oils according to specifications. Work involves: Regulating controls for temperature; adding ingredients according to formula or other specifications; and checking viscosity of batch and determining when it meets the standard sample. In addition, may also add thinner to the mixture. (See Mixer.)

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 (35 cents).
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
Women's and Misses' Coats and Suits, 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;

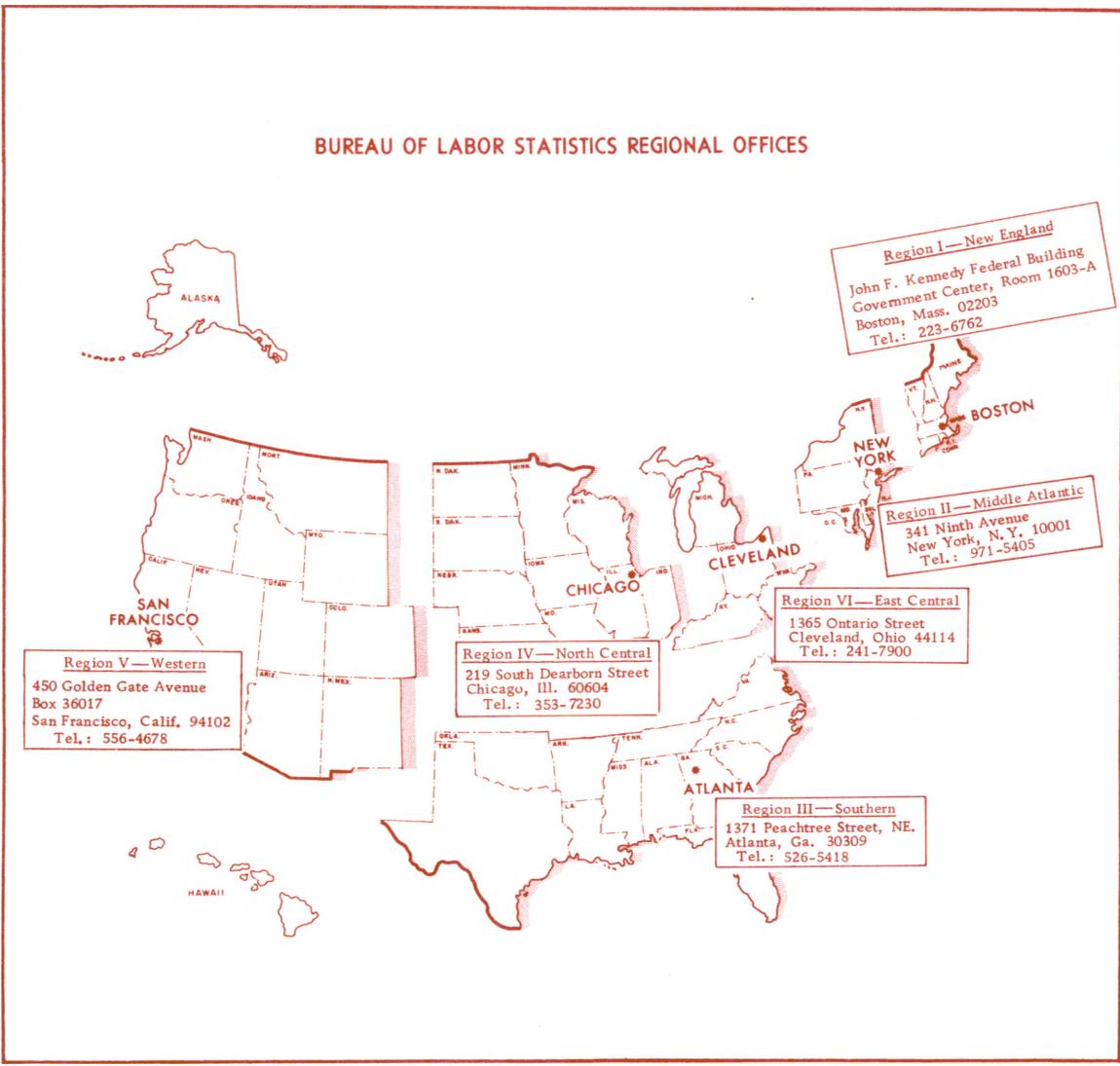
Employee Earnings and Hours, June 1965—

- 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.

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



Region I—New England
John F. Kennedy Federal Building
Government Center, Room 1603-A
Boston, Mass. 02203
Tel.: 223-6762

Region II—Middle Atlantic
341 Ninth Avenue
New York, N.Y. 10001
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Region VI—East Central
1365 Ontario Street
Cleveland, Ohio 44114
Tel.: 241-7900

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219 South Dearborn Street
Chicago, Ill. 60604
Tel.: 353-7230

Region III—Southern
1371 Peachtree Street, NE.
Atlanta, Ga. 30309
Tel.: 526-5418

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450 Golden Gate Avenue
Box 36017
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