

INDUSTRY WAGE SURVEY

Industrial Chemicals

NOVEMBER 1965

Bulletin No. 1529

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 industrial chemicals manufacturing industry in November 1965.

Separate releases were issued earlier, usually within a few months of the payroll period studied, for the following locations: Buffalo, N.Y.; Charleston, W.Va.—Ohio; Cleveland, Ohio; Detroit, Mich.; Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.; Louisiana; Newark and Jersey City, N.J.; Philadelphia, Pa.—N.J.; San Francisco—Oakland, Calif.; and the Texas Gulf Coast. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

The 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—

Industrial Chemicals, November 1965

Summary

Straight-time earnings of production workers in plants manufacturing industrial chemicals averaged \$3.04 an hour in November 1965.¹ Three-fourths of the 168,515 workers covered by the survey were in plants primarily engaged in producing basic chemicals; they averaged \$3.10 an hour. The remainder of the workers were in plants manufacturing plastics materials, synthetic resins, and nonvulcanizable elastomers; they averaged \$2.84 an hour. The middle range of earnings for the total work force (virtually all men) fell between \$2.75 and \$3.38 an hour.

Regionally, average hourly earnings ranged from \$2.66 in New England to \$3.28 in the Southwest;² averages in the other regions tabulated separately were closely grouped around \$3 an hour. In each of the three regions permitting comparisons, workers in plants producing basic industrial chemicals averaged more than workers in plants manufacturing plastics materials, synthetic resins, or nonvulcanizable elastomers.³ Earnings also varied by size of community, size of establishment, labor-management contract coverage, and occupation.

Practically all of the workers were in establishments providing paid holidays, paid vacations, and at least part of the cost of life, hospitalization, and surgical insurance.

Industry Characteristics

Products. Nine-tenths of the 695 establishments covered by the survey limited their production to basic industrial chemicals and/or plastics materials, synthetic resins, and nonvulcanizable elastomers. The remaining establishments which also manufactured other products accounted for approximately one-fifth of the total work force. Only about 4 percent of the workers in the survey, however, were estimated to be actually engaged in the manufacture of these secondary products. Although most of these secondary products were classifiable in the chemicals and allied products group, a few were in other industries.

Location. Nearly four-fifths of the workers covered by the survey were employed in four regions: The Middle Atlantic accounted for nearly three-tenths of the employment; the Southwest and Great Lakes, about a fifth each; and the Border States, an eighth. Two-thirds of the workers in the Middle Atlantic region were in plants manufacturing basic chemicals. The corresponding proportions in the other three major regions were nearly four-fifths each in the Border States and Great Lakes and nine-tenths in the Southwest. The remainder of the workers in these regions were employed in plants classified as manufacturing plastics materials.

¹ See appendix A for scope and method of survey.

² For definition of regions, see footnote 1, appendix A table.

³ For ease of reading, these two establishment groups will be referred to as "basic chemicals" and "plastics materials," respectively, in subsequent discussions.

Two-fifths of the work force were employed in the 10 locations⁴ of industry concentration selected for separate study. Of these locations, the Texas Gulf Coast area accounted for the largest number of workers (18,229). The other locations and the numbers of workers employed in them were Philadelphia, Pa.—N.J. (10,093); Charleston, W. Va.—Ohio (9,647); Buffalo, N.Y. (8,422); Louisiana (8,108); Cleveland, Ohio (5,848); Newark and Jersey City, N.J. (4,380); Detroit, Mich. (3,407); Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif. (2,390); and San Francisco—Oakland, Calif. (1,986).

Metropolitan areas⁵ accounted for two-thirds of the work force, nationally, and for a majority of the workers in each region studied separately.

Establishment Size. Establishments employing at least 500 workers accounted for slightly more than three-fifths of the work force. Plants of this size accounted for a majority of the workers in 6 of the 7 regions studied separately; in the Pacific region, nine-tenths of the workers were in establishments employing fewer than 500 workers. The proportions of workers employed in establishments with 500 workers or more were similar in both groups: Basic chemicals, 64 percent; and plastics materials, 59 percent.

Union Contract Coverage. Establishments with collective bargaining agreements covering a majority of their production workers employed four-fifths of the work force. Such establishments accounted for slightly more than nine-tenths of the workers in the Middle Atlantic and Southwest regions, nearly seven-eighths in New England and the Great Lakes, and about three-fourths in the Border States, Middle West, and Pacific regions. As indicated in the following tabulation, union establishments accounted for a slightly larger proportion of the workers in metropolitan areas than in nonmetropolitan areas. They also accounted for a slightly larger proportion of the workers in plants with 500 workers or more than in the smaller plants. These relationships, however, varied somewhat among the regions:

	Percent of production workers in union plants by size of community and size of establishment				
	All establishments	Areas		Establishment size	
		Metro-politan	Nonmetro-politan	50-499 workers	500 workers or more
United States -----	80-84	80-84	75-79	75-79	80-84
New England -----	85-89	75-79	-	65-69	-
Middle Atlantic -----	90-94	90-94	95+	85-89	90-94
Border States -----	70-74	75-79	65-69	90-94	60-64
Southwest -----	90-94	90-94	90-94	75-79	95+
Great Lakes -----	85-89	85-89	90-94	80-84	90-94
Middle West -----	70-74	70-74	-	70-74	70-74
Pacific -----	70-74	70-74	-	70-74	-

NOTE: Dashes indicate no data or insufficient data to warrant publication.

⁴ For definition of these locations, see footnote 1, tables 11-15 and 17-20.

⁵ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

The proportion of workers in union establishments was about 85 percent in basic chemicals, compared with 75 percent in plastics materials. Corresponding percentages in the three regions permitting comparisons were about 95 and 85 percent in the Middle Atlantic, 75 and 60 percent in the Border States, and 90 and 75 percent in the Great Lakes.

No single union was predominant in the industry. Those affiliated with the AFL-CIO (primarily the International Chemical Workers Union and the Oil, Chemical and Atomic Workers International Union) represented slightly more than three-fifths of the workers in union establishments and the United Mine Workers of America (District 50) accounted for another one-fifth of these workers. The remainder of the workers in such establishments were represented by numerous other unaffiliated unions.

Method of Wage Payment. Ninety-five percent of the production workers were paid on a time-rate basis (table 21). Formal rate structure plans providing single rates for specific job categories applied to seven-tenths of the time-rated workers; ranges of rates applied to nearly all of the remainder. Single-rate systems were predominant in each region, although rate ranges also applied to significant proportions of the workers. Incentive pay systems, mostly group bonuses, applied to 5 percent of the workers.

Average Hourly Earnings

Straight-time hourly earnings of the 168,515 production and related workers covered by the study averaged \$3.04 in November 1965 (table 1).⁶ This was 47 percent above the average recorded in August 1955.⁷ Regional averages, each having increased by approximately the same percentage, ranged from \$2.66 in New England to \$3.28 in the Southwest; averages in the other five regions tabulated separately were closely grouped around \$3 an hour.

Among the 10 locations for which data are shown in tables 11-20, average hourly earnings ranged from \$2.86 in Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove to \$3.45 in the Texas Gulf Coast. Identical averages (\$2.96) were recorded for workers in Buffalo, Newark and Jersey City, and Philadelphia. Averages in the other locations were: \$3.31 an hour in Detroit, \$3.29 in Charleston (W. Va.-Ohio), \$3.24 in San Francisco-Oakland, \$3.19 in Louisiana, and \$3.12 in Cleveland.

⁶ 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. 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. Thus, the average published in this bulletin for the plastics materials industry (SIC 2821) is not comparable with the average (\$3.05 in November 1965) provided in the monthly series.

The estimate of the number of production workers within scope of the study (see appendix A) is intended only as a general guide to the size and composition of the labor force included in the survey. The number published in this bulletin for the plastics materials industry differs from the number reported in the monthly series (55.9 thousand in November 1965) by the exclusion of establishments employing fewer than 50 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 industry, but found to be in others at the time of the survey. Also omitted are establishments manufacturing plastics materials, synthetic resins, or nonvulcanizable elastomers but classified incorrectly in other industries at the time the lists were compiled.

⁷ Wage Structure: Industrial Chemicals, August 1955 (BLS Report No. 103).

Earnings of workers in metropolitan areas averaged more than those of workers in smaller communities in 4 of the 5 regions for which comparisons could be made. Regional averages for workers in plants employing 500 workers or more were consistently higher than in smaller plants. Regional earnings relationships between union and nonunion plants, however, were mixed. In the Middle Atlantic, Great Lakes, and Middle West regions, earnings in plants having union contracts covering a majority of their production workers averaged more than those in plants not having such contracts; the reverse relationship was recorded in the Border States, Southwest, and Pacific regions. Because of the interrelationship of these and other factors, the exact influence on earnings of any one characteristic cannot be determined in a study such as this.

Workers in establishments primarily manufacturing basic chemicals averaged \$3.10 an hour—26 cents more than those in establishments primarily manufacturing plastics materials. This wage advantage amounted to 10 cents an hour in the Middle Atlantic region, 12 cents in the Border States, and 28 cents in the Great Lakes, the only regions where comparisons were possible.

Earnings of the middle half of the workers covered by the study fell between \$2.75 and \$3.38 an hour (table 2). Two percent of the workers earned less than \$2 an hour, 12 percent earned less than \$2.50, and 18 percent earned \$3.50 or more. In basic chemicals, the middle range of earnings was \$2.80 to \$3.46 an hour; in plastics materials, the middle range was \$2.61 to \$3.12 (tables 3 and 4). Proportions of workers earning less than specified amounts varied by region.

Occupational Earnings

Chemical operators⁸ and helpers as a group constituted nearly one-third of the industry's work force. Class A operators averaged \$3.27 an hour, 20 cents more than the average for class B operators who usually work at an assigned position and require some guidance in their work (table 5). Chemical operators' helpers averaged \$2.71 an hour.

Skilled maintenance men accounted for one-fifth of the work force and averaged \$3.41 an hour. Of the occupations studied separately within this group, instrument repairmen were the highest paid (\$3.51); general mechanics⁹ were numerically most important and averaged \$3.27. Lowest hourly averages were recorded for janitors (\$2.60) and material handling laborers (\$2.61).

Nationwide, occupational averages were consistently higher in basic chemicals than in plastics materials (tables 6 and 7). Regionally, however, this relationship was reversed in several instances.

Occupational data were also tabulated by size of community (table 8), size of establishment (table 9), and labor-management contract coverage (table 10). In each of the four major regions, occupational averages were generally higher in plants employing 500 workers or more than in those with fewer workers. General patterns of earnings relationships between metropolitan and nonmetropolitan areas and between union and nonunion plants, varied among these regions.

In 9 of the 10 locations studied separately, earnings for a majority of the workers in most of the jobs shown were within 10- or 20-cent wage intervals

⁸ The term "chemical operator," for purposes of this survey, includes workers who may be designated by individual establishments according to the type of employment or system controlled, substance processed, product manufactured, or reaction produced. See page 49 for a more complete definition.

⁹ This category includes workers who perform the work of two or more maintenance trades rather than specializing in only one trade or type of maintenance work.

(tables 11 to 20). Despite this clustering, hourly earnings of the highest paid workers in several instances exceeded those of the lowest paid worker in the same job and location by \$1 or more. Thus, some workers in relatively 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.

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 85 percent of the production workers in November 1965 (table 22). Such schedules were in effect for at least seven-eighths of the workers in 5 of the 7 regions studied separately. In the Border States and Middle Atlantic regions, longer weekly work schedules applied to nearly two-fifths and one-fourth of the workers, respectively.

Nearly one-half of the workers were assigned to rotating shifts, usually working on day, evening, and night schedules during successive weeks (table 23). Virtually all rotating-shift workers received differential pay over established day rates when employed on the evening or night shifts.¹⁰ The amount of the shift differentials varied considerably among establishments, but most commonly the range was 8 to 10 cents an hour for evening schedules and 15 to 18 cents an hour for night schedules. Only 6 percent of the workers were employed on fixed extra shifts; many of these were maintenance workers.

Paid Holidays. All establishments provided paid holidays annually. Slightly more than one-half and one-fourth of the workers received 8 and 9 days, respectively (table 24). At least 8 paid holidays were provided to more than nine-tenths of the workers in the New England, Middle Atlantic, Border States, and Pacific regions, compared with approximately four-fifths of the workers in the Southwest, Great Lakes, and Middle West. Only in the New England and Middle Atlantic regions were a majority of the workers provided 9 days or more.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided to virtually all of the production workers (table 25). Typical vacation provisions were 1 week's pay after 1 year of service, 2 weeks after 2 years, 3 weeks after 10 years, and 4 weeks after 20 years. The proportions of workers in establishments having these provisions varied by region; for example, plants providing at least 3 weeks' pay after 10 years of service employed nearly two-thirds of the workers in the Great Lakes region, compared with slightly more than four-fifths in the Southwest and nine-tenths in the Middle Atlantic and Border States.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance were available to almost all of the workers (table 26). Medical insurance and sickness and accident insurance applied to nearly nine-tenths; accidental death and dismemberment insurance, to slightly more than one-half; and catastrophe insurance, to slightly less than one-half. All or at least part

¹⁰ Approximately 10 percent of the establishments covered by the study provided "around the clock" differentials for rotating shift work. In most of these establishments, all workers on rotating shifts received the same differential regardless of the shift; in the remainder, the differential varied according to the shift, with the lowest amount for day schedules and the highest for night schedules.

of the cost of all these plans were paid by the employer. Typically, however, the employer paid the total costs. Except for life, hospitalization, and surgical insurance, the proportions of workers covered by health and insurance plans varied substantially among the 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 94 percent of the industry's work force. Such plans, in most cases financed wholly by the employer, applied to at least nine-tenths of the workers in all but the New England and Pacific regions. Provisions for lump-sum payments at retirement were rarely recorded.

Nonproduction Bonuses. Nonproduction bonuses, usually paid at Christmas or yearend, were provided by establishments employing 15 percent of the workers (table 27). The proportions of workers in such establishments ranged from less than 5 percent in the Border States and Middle West to 24 percent in the Middle Atlantic and 31 percent in the Pacific region.

Other Selected Benefits. Pay provisions for funeral leave and jury duty leave each applied to slightly more than nine-tenths of the workers (table 28). Severance pay, provided to employees permanently separated from the company through no fault of their own, was available in establishments having two-fifths of the work force; the proportions of workers covered in the four major regions ranged from one-fifth in the Great Lakes to three-fifths in the Middle Atlantic. Supplemental unemployment benefits, on the other hand, were available to less than one-tenth of the workers, about one-half of whom were in the Southwest.

Establishments formally providing protective garments and/or monetary allowances for such garments to a majority of their workers employed one-half the work force. Regionally, the proportions of workers in such establishments were slightly more than one-fourth in the Border States and Southwest, one-half in the Great Lakes and Pacific, almost two-thirds in the Middle Atlantic and Middle West, and nearly three-fourths in New England.

Provisions for periodic cost-of-living pay adjustments (based on the Bureau's Consumer Price Index) were found in establishments accounting for an eighth of the industry's employment. Two-fifths of the workers in the Great Lakes were in establishments with these provisions, compared with about one-tenth of the workers in the Middle Atlantic and Border States, the only other regions where cost-of-living adjustments were recorded.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by selected characteristics, United States and selected regions, November 1965)

Item	United States ²		New England		Middle Atlantic		Border States		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All establishments -----	168,515	\$3.04	6,931	\$2.66	47,326	\$2.97	22,314	\$3.05	31,800	\$3.28	30,150	\$3.04	7,529	\$3.03	6,383	\$3.08
Industry:																
Basic chemicals -----	128,220	3.10	2,510	2.81	31,293	3.00	17,207	3.07	29,286	3.30	23,707	3.10	6,125	3.05	4,915	3.15
Plastics materials and elastomers -----	40,295	2.84	-	-	16,033	2.90	5,107	2.95	-	-	6,443	2.82	-	-	-	-
Size of community:																
Metropolitan areas ³ -----	110,959	3.08	4,290	2.61	36,523	2.99	13,792	3.16	22,409	3.39	15,986	3.02	5,482	3.13	6,115	3.07
Nonmetropolitan areas -----	57,556	2.96	-	-	10,803	2.90	8,522	2.85	9,391	3.02	14,164	3.07	2,047	2.78	-	-
Size of establishment:																
50-499 workers -----	62,605	2.81	3,198	2.39	18,751	2.78	7,193	2.87	7,047	3.09	10,884	2.80	2,359	2.83	5,781	3.07
500 workers or more -----	105,910	3.17	-	-	28,575	3.09	15,121	3.13	24,753	3.34	19,266	3.18	5,170	3.12	-	-
Labor-management contracts:																
Establishments with-																
Majority of workers covered -----	136,625	3.04	5,866	2.72	43,142	2.97	16,261	2.98	29,431	3.28	25,779	3.07	5,498	3.12	4,742	3.04
None or minority of workers covered -----	31,890	3.02	-	-	4,184	2.92	6,053	3.23	2,369	3.33	4,371	2.86	2,031	2.79	1,641	3.18

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

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

³ Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget through March 1965.

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

Table 2. Earnings Distribution: All Establishments

(Percent distribution of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and elastomers 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	Southwest	Great Lakes	Middle West	Pacific
Under \$1.50 -----	0.1	0.3	(³)	-	(³)	0.1	-	-
\$1.50 and under \$1.60 -----	.3	.2	(³)	-	(³)	.2	0.1	-
\$1.60 and under \$1.70 -----	.2	.4	(³)	-	-	.5	-	0.1
\$1.70 and under \$1.80 -----	.2	.3	(³)	(³)	0.5	.1	.1	.2
\$1.80 and under \$1.90 -----	.5	.7	0.2	-	.1	.5	(³)	.8
\$1.90 and under \$2.00 -----	.7	2.0	.3	0.1	.6	.9	(³)	-
\$2.00 and under \$2.10 -----	.9	3.6	.9	1.6	.4	.4	.2	.4
\$2.10 and under \$2.20 -----	1.7	6.3	1.7	3.1	.6	.5	1.0	2.0
\$2.20 and under \$2.30 -----	1.7	4.0	1.6	3.7	1.1	1.0	2.3	.4
\$2.30 and under \$2.40 -----	2.8	5.2	2.6	4.6	1.6	2.6	2.2	3.8
\$2.40 and under \$2.50 -----	3.2	9.2	4.3	2.4	1.9	3.1	1.8	1.9
\$2.50 and under \$2.60 -----	4.1	11.8	4.9	2.8	3.4	3.7	2.1	2.2
\$2.60 and under \$2.70 -----	5.3	7.9	6.4	6.4	3.3	5.8	6.1	2.8
\$2.70 and under \$2.80 -----	6.8	8.2	10.1	5.3	3.1	5.8	10.8	8.1
\$2.80 and under \$2.90 -----	7.2	10.9	10.3	5.5	4.8	7.0	4.6	3.7
\$2.90 and under \$3.00 -----	7.8	9.2	11.7	5.7	4.2	5.8	6.2	9.7
\$3.00 and under \$3.10 -----	8.5	4.8	10.9	5.3	4.0	10.7	14.5	10.6
\$3.10 and under \$3.20 -----	9.1	7.0	9.8	8.3	4.9	11.3	11.7	11.0
\$3.20 and under \$3.30 -----	8.3	4.2	7.3	8.8	6.4	11.1	14.9	10.9
\$3.30 and under \$3.40 -----	6.9	1.0	3.8	7.9	7.1	11.1	4.9	9.4
\$3.40 and under \$3.50 -----	5.3	.8	2.2	5.7	8.4	6.7	9.5	9.6
\$3.50 and under \$3.60 -----	5.9	.6	3.3	14.2	7.8	5.1	5.9	3.3
\$3.60 and under \$3.70 -----	6.7	.4	.9	7.1	22.1	3.2	.5	7.7
\$3.70 and under \$3.80 -----	2.9	.4	.8	.5	9.6	2.0	.2	.8
\$3.80 and under \$3.90 -----	1.7	.2	4.5	.4	1.5	.2	.1	.4
\$3.90 and under \$4.00 -----	.9	.2	1.4	.1	2.3	.2	.2	(³)
\$4.00 and over -----	.2	.2	.1	.3	.2	.3	.1	.3
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	168,515	6,931	47,326	22,314	31,800	30,150	7,529	6,383
Average hourly earnings ¹ -----	\$3.04	\$2.66	\$2.97	\$3.05	\$3.28	\$3.04	\$3.03	\$3.08

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

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

³ Less than 0.05 percent.

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

Table 3. Earnings Distribution: Basic Chemicals

(Percent distribution of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) 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	Southwest	Great Lakes	Middle West	Pacific
Under \$1.50 -----	0.2	-	(³)	-	(³)	0.1	-	-
\$1.50 and under \$1.60 -----	(³)	-	(³)	-	(³)	.1	-	-
\$1.60 and under \$1.70 -----	(³)	(³)	(³)	-	-	.1	-	-
\$1.70 and under \$1.80 -----	.2	-	0.1	(³)	0.5	.1	-	-
\$1.80 and under \$1.90 -----	.4	0.6	.2	-	.1	.2	-	-
\$1.90 and under \$2.00 -----	.5	1.2	.2	0.1	.6	.3	-	-
\$2.00 and under \$2.10 -----	.7	4.0	.6	2.1	.6	.3	0.2	-
\$2.10 and under \$2.20 -----	1.5	4.9	1.5	3.8	.6	.4	1.3	(³)
\$2.20 and under \$2.30 -----	1.6	4.1	1.9	3.4	.8	.8	2.8	(³)
\$2.30 and under \$2.40 -----	2.9	5.3	2.8	4.6	1.4	2.8	2.7	3.6
\$2.40 and under \$2.50 -----	2.6	4.0	4.2	2.5	1.3	2.3	2.1	.9
\$2.50 and under \$2.60 -----	3.7	8.8	4.7	2.4	3.6	3.0	2.5	2.3
\$2.60 and under \$2.70 -----	4.5	4.9	6.0	7.4	3.2	3.2	5.1	1.8
\$2.70 and under \$2.80 -----	5.9	10.8	10.0	4.1	3.0	5.7	6.0	7.7
\$2.80 and under \$2.90 -----	6.1	8.8	9.3	3.5	5.0	6.5	5.6	3.6
\$2.90 and under \$3.00 -----	6.7	6.4	9.7	3.8	4.2	6.3	5.6	8.1
\$3.00 and under \$3.10 -----	8.0	7.5	10.4	4.6	3.7	10.7	11.9	10.8
\$3.10 and under \$3.20 -----	9.7	9.6	11.2	5.8	5.0	12.4	14.3	11.7
\$3.20 and under \$3.30 -----	9.1	9.3	6.8	11.2	6.3	12.1	17.4	11.3
\$3.30 and under \$3.40 -----	7.4	2.4	4.1	6.1	6.0	12.9	6.0	11.4
\$3.40 and under \$3.50 -----	5.8	2.1	1.9	6.0	8.8	7.4	8.0	11.7
\$3.50 and under \$3.60 -----	7.1	1.4	3.2	17.6	8.2	6.1	7.3	3.9
\$3.60 and under \$3.70 -----	8.3	1.1	1.3	9.1	23.0	3.4	.6	9.7
\$3.70 and under \$3.80 -----	3.4	1.2	1.0	.7	9.7	2.1	.2	.8
\$3.80 and under \$3.90 -----	2.3	.7	6.8	.5	1.7	.3	.1	.4
\$3.90 and under \$4.00 -----	1.2	.4	2.0	.1	2.5	.3	.2	(³)
\$4.00 and over -----	.2	.6	.1	.4	.2	.4	.1	-
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	128,220	2,510	31,293	17,207	29,286	23,707	6,125	4,915
Average hourly earnings ¹ -----	\$3.10	\$2.81	\$3.00	\$3.07	\$3.30	\$3.10	\$3.05	\$3.15

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

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

Table 4. Earnings Distribution: Plastics Materials and Elastomers

(Percent distribution of production workers in establishments manufacturing plastics materials, synthetic resins, and nonvulcanizable elastomers by average straight-time hourly earnings,¹ United States and selected regions, November 1965)

Average hourly earnings ¹	United States ²	Middle Atlantic	Border States	Great Lakes
Under \$1.50-----	0.1	-	-	0.1
\$1.50 and under \$1.60-----	1.0	-	-	.5
\$1.60 and under \$1.70-----	.8	0.1	-	1.9
\$1.70 and under \$1.80-----	.3	-	-	.2
\$1.80 and under \$1.90-----	1.1	.3	-	1.8
\$1.90 and under \$2.00-----	1.5	.3	-	3.4
\$2.00 and under \$2.10-----	1.4	1.5	0.2	.9
\$2.10 and under \$2.20-----	2.3	1.9	.6	.9
\$2.20 and under \$2.30-----	2.1	1.1	4.6	1.6
\$2.30 and under \$2.40-----	2.7	2.1	4.7	2.0
\$2.40 and under \$2.50-----	5.4	4.5	2.3	6.0
\$2.50 and under \$2.60-----	5.6	5.4	3.9	6.6
\$2.60 and under \$2.70-----	8.0	7.1	3.2	15.5
\$2.70 and under \$2.80-----	9.7	10.2	9.7	6.1
\$2.80 and under \$2.90-----	10.5	12.0	11.9	9.0
\$2.90 and under \$3.00-----	11.1	15.5	12.0	4.2
\$3.00 and under \$3.10-----	9.9	11.9	7.5	10.6
\$3.10 and under \$3.20-----	7.3	7.1	16.7	7.1
\$3.20 and under \$3.30-----	5.8	8.2	.6	7.2
\$3.30 and under \$3.40-----	5.3	3.2	13.9	4.5
\$3.40 and under \$3.50-----	3.4	2.8	4.9	4.3
\$3.50 and under \$3.60-----	2.2	3.5	2.9	1.4
\$3.60 and under \$3.70-----	1.4	.3	.3	2.5
\$3.70 and under \$3.80-----	1.0	.5	-	1.6
\$3.80 and under \$3.90-----	.1	.1	(³)	(³)
\$3.90 and under \$4.00-----	(³)	.1	.1	(³)
\$4.00 and over-----	.1	.1	(³)	-
Total-----	100.0	100.0	100.0	100.0
Number of workers-----	40,295	16,033	5,107	6,443
Average hourly earnings ¹ -----	\$2.84	\$2.90	\$2.95	\$2.82

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

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

³ Less than 0.05 percent.

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

Table 5. Occupational Averages: All Establishments

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, United States and selected regions, November 1965)

Department and occupation	United States ²				New England			Middle Atlantic			Border States						
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³	
Maintenance:																	
Maintenance men, skilled ⁴ -----	33,250	\$3.41	\$3.47	\$3.25-\$3.63	875	\$3.08	\$3.13	\$3.00-\$3.23	8,263	\$3.32	\$3.28	\$3.14-\$3.53	5,147	\$3.40	\$3.48	\$3.33-\$3.57	
Electricians, maintenance -----	3,405	3.43	3.50	3.23- 3.68	88	3.09	3.13	3.00- 3.26	786	3.33	3.28	3.15- 3.58	536	3.38	3.46	3.24- 3.57	
Instrument repairmen -----	2,416	3.51	3.57	3.34- 3.68	55	3.14	3.13	3.13- 3.24	493	3.45	3.42	3.25- 3.67	421	3.46	3.57	3.43- 3.57	
Machinists, maintenance -----	2,700	3.49	3.57	3.34- 3.68	69	3.02	3.12	2.85- 3.13	513	3.36	3.29	3.18- 3.57	419	3.35	3.34	3.14- 3.57	
Mechanics, general -----	7,678	3.27	3.29	3.08- 3.48	158	2.96	2.98	2.75- 3.23	1,807	3.14	3.19	3.07- 3.27	1,105	3.24	3.29	3.09- 3.46	
Pipefitters, maintenance -----	5,012	3.46	3.51	3.28- 3.66	154	3.11	3.13	3.12- 3.14	1,561	3.36	3.28	3.18- 3.57	746	3.52	3.57	3.46- 3.63	
Helpers, trades, maintenance -----	2,339	2.79	2.83	2.66- 3.07	70	2.37	2.40	2.11- 2.55	621	2.76	2.80	2.69- 2.86	156	2.55	2.51	2.22- 2.73	
Processing:																	
Chemical operators, class A (15 women) ----	22,670	3.27	3.26	3.05- 3.50	783	2.95	2.92	2.92- 3.02	6,169	3.19	3.09	2.97- 3.37	4,090	3.34	3.42	3.26- 3.50	
Chemical operators, class B -----	21,708	3.07	3.08	2.87- 3.32	938	2.63	2.66	2.51- 2.83	4,940	2.94	2.92	2.78- 3.11	1,923	3.02	3.08	2.91- 3.16	
Chemical operators' helpers (38 women) ----	10,228	2.71	2.76	2.50- 2.96	691	2.43	2.44	2.33- 2.50	2,842	2.71	2.75	2.51- 2.90	1,350	2.77	2.87	2.69- 2.90	
Compressor operators -----	567	3.24	3.20	3.10- 3.43	-	-	-	-	22	3.15	3.12	3.05- 3.28	134	3.20	3.10	3.10- 3.50	
Fillers (73 women) -----	2,639	2.76	2.82	2.50- 3.01	163	2.69	2.74	2.11- 2.74	805	2.78	2.79	2.73- 2.98	418	2.71	2.83	2.31- 3.07	
Millers -----	1,018	2.76	2.80	2.48- 3.04	119	2.53	2.25	2.11- 2.83	433	2.79	2.84	2.71- 3.04	100	2.53	2.38	2.13- 2.70	
Mixers -----	1,275	2.74	2.80	2.33- 3.06	163	2.52	2.68	2.25- 2.83	655	2.71	2.78	2.33- 3.03	60	2.46	2.28	2.23- 3.00	
Pumpmen -----	1,439	3.11	3.16	2.93- 3.33	-	-	-	-	244	2.88	2.88	2.79- 3.03	115	3.03	3.20	2.89- 3.20	
Material movement and handling:																	
Laborers, material handling (1 woman) ----	5,597	2.61	2.65	2.46- 2.80	236	2.50	2.58	2.11- 2.58	1,580	2.73	2.68	2.52- 2.80	681	2.50	2.63	2.18- 2.71	
Stock clerks (2 women) -----	1,275	3.01	3.06	2.83- 3.26	41	2.56	2.70	2.34- 2.83	318	2.97	2.91	2.75- 3.08	171	3.09	3.17	2.94- 3.28	
Truckdrivers ⁵ -----	1,972	2.97	3.04	2.81- 3.16	119	2.66	2.70	2.44- 2.79	547	3.03	2.97	2.83- 3.22	265	2.91	3.05	2.83- 3.05	
Semi- or trailer -----	440	3.02	2.96	2.75- 3.28	37	2.77	2.79	2.69- 2.79	232	3.23	3.14	2.92- 3.73	27	3.16	3.28	2.89- 3.53	
Other than semi- or trailer -----	1,066	2.93	3.04	2.83- 3.14	37	2.62	2.79	2.44- 2.83	206	2.85	2.90	2.70- 3.04	105	2.62	2.60	2.24- 3.00	
Truckers, power (forklift) -----	2,245	2.83	2.84	2.57- 3.07	144	2.72	2.66	2.57- 2.66	751	2.97	2.88	2.75- 3.11	294	2.63	2.46	2.38- 2.90	
Truckers, power (other than forklift) -----	368	2.64	2.65	2.34- 2.97	-	-	-	-	138	2.72	2.70	2.57- 2.93	54	2.74	3.11	2.23- 3.15	
Custodial:																	
Guards -----	1,455	3.00	3.02	2.76- 3.30	20	2.69	2.79	2.72- 2.79	279	2.79	2.77	2.57- 2.90	195	2.89	2.89	2.71- 3.11	
Janitors (151 women) -----	3,317	2.60	2.63	2.43- 2.83	139	2.36	2.44	2.29- 2.53	894	2.52	2.55	2.43- 2.66	367	2.43	2.58	2.19- 2.63	
Watchmen -----	354	2.64	2.63	2.35- 3.04	51	2.39	2.38	2.16- 2.71	92	2.44	2.50	2.11- 2.59	35	2.44	2.35	2.30- 2.66	

See footnotes at end of table.

Table 5. Occupational Averages: All Establishments—Continued

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, United States and selected regions, November 1965)

Department and occupation	Southwest				Great Lakes				Middle West				Pacific					
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings				
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		
Maintenance:																		
Maintenance men, skilled ⁴ -----	8,015	\$3.57	\$3.63	\$3.52-\$3.68	5,691	\$3.39	\$3.40	\$3.28-\$3.53	1,375	\$3.41	\$3.47	\$3.40-\$3.51	1,121	\$3.46	\$3.45	\$3.38-\$3.60		
Electricians, maintenance -----	863	3.61	3.67	3.59- 3.71	650	3.40	3.45	3.20- 3.62	100	3.40	3.47	3.27- 3.51	74	3.48	3.46	3.41- 3.55		
Instrument repairmen -----	758	3.67	3.68	3.62- 3.73	364	3.46	3.49	3.34- 3.66	147	3.42	3.45	3.45- 3.45	27	3.42	3.41	3.38- 3.41		
Machinists, maintenance -----	972	3.64	3.68	3.63- 3.69	436	3.51	3.53	3.39- 3.70	73	3.36	3.47	3.27- 3.51	-	-	-	-		
Mechanics, general -----	1,230	3.42	3.52	3.36- 3.59	1,318	3.26	3.32	3.08- 3.49	312	3.31	3.38	3.25- 3.45	753	3.45	3.41	3.38- 3.65		
Pipefitters, maintenance -----	1,228	3.62	3.67	3.62- 3.68	803	3.42	3.49	3.30- 3.66	195	3.40	3.47	3.27- 3.51	59	3.56	3.44	3.41- 3.54		
Helpers, trades, maintenance -----	388	2.75	2.78	2.52- 3.11	537	2.90	2.86	2.80- 3.09	-	-	-	-	111	2.92	2.83	2.78- 3.08		
Processing:																		
Chemical operators, class A -----	4,222	3.54	3.65	3.39- 3.71	3,888	3.19	3.22	3.08- 3.34	945	3.15	3.19	3.06- 3.31	1,000	3.27	3.23	3.16- 3.45		
Chemical operators, class B -----	5,906	3.43	3.48	3.22- 3.68	3,528	3.00	3.06	2.82- 3.20	1,343	3.09	3.15	3.01- 3.21	803	3.14	3.19	3.04- 3.25		
Chemical operators' helpers -----	1,712	2.89	2.96	2.70- 3.18	1,997	2.80	2.85	2.62- 3.07	459	2.55	2.69	2.28- 2.74	479	2.65	2.78	2.16- 3.04		
Compressor operators -----	182	3.29	3.39	3.20- 3.46	207	3.26	3.20	3.20- 3.43	-	-	-	-	-	-	-	-		
Fillers -----	366	2.60	2.56	2.23- 2.82	572	2.84	2.84	2.61- 3.06	85	2.85	3.03	2.61- 3.05	73	2.94	2.95	2.81- 3.13		
Millers -----	149	2.82	2.94	2.75- 2.99	141	2.86	3.06	2.48- 3.23	20	2.82	2.58	2.58- 3.32	-	-	-	-		
Mixers -----	-	-	-	-	251	3.00	3.12	2.64- 3.26	32	2.98	2.97	2.97- 2.97	-	-	-	-		
Pumpmen -----	678	3.26	3.33	3.13- 3.39	226	3.04	3.12	2.90- 3.20	-	-	-	-	53	3.10	3.11	2.94- 3.24		
Material movement and handling:																		
Laborers, material handling -----	1,077	2.49	2.57	2.33- 2.71	895	2.74	2.70	2.62- 2.88	264	2.82	2.75	2.61- 3.11	349	2.77	2.73	2.66- 2.90		
Stock clerks -----	351	3.16	3.26	3.01- 3.39	156	3.06	3.19	2.85- 3.30	67	2.96	2.90	2.90- 3.08	42	3.08	3.09	3.09- 3.13		
Truckdrivers ⁵ -----	421	3.02	3.12	2.93- 3.16	328	2.99	3.12	2.91- 3.14	22	2.95	3.04	2.72- 3.17	68	3.10	3.13	2.85- 3.46		
Semi- or trailer -----	42	2.64	2.81	2.27- 2.93	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other than semi- or trailer -----	297	3.04	3.16	2.94- 3.16	238	3.05	3.14	2.91- 3.14	22	2.95	3.04	2.72- 3.17	19	2.88	2.96	2.85- 3.10		
Truckers, power (forklift) -----	220	2.80	2.81	2.57- 3.08	374	2.87	2.84	2.64- 3.13	212	2.87	2.86	2.61- 3.08	100	2.90	2.96	2.91- 3.09		
Truckers, power (other than forklift) -----	39	2.42	2.47	2.23- 2.47	25	2.52	2.53	2.24- 2.76	-	-	-	-	7	3.03	-	-		
Custodial:																		
Guards -----	431	3.18	3.24	2.91- 3.47	263	3.07	3.12	2.80- 3.31	108	2.87	2.86	2.76- 2.99	24	3.05	3.22	2.87- 3.22		
Janitors -----	526	2.64	2.73	2.56- 2.81	832	2.74	2.84	2.62- 2.98	148	2.76	2.91	2.42- 3.04	69	2.64	2.74	2.32- 2.86		
Watchmen -----	18	2.71	2.63	2.35- 3.19	83	2.94	3.04	2.88- 3.30	-	-	-	-	-	-	-	-		

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

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

³ The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate. Medians and middle ranges are omitted for occupations that had fewer than 15 employees in a region.

⁴ Includes data for workers in the occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

⁵ Includes all drivers regardless of type of truck operated.

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

Table 6. Occupational Averages: Basic Chemicals

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases), United States and selected regions, November 1965)

Department and occupation	United States ²			New England			Middle Atlantic			Border States						
	Number of workers	Hourly earnings		Number of workers	Hourly earnings		Number of workers	Hourly earnings		Number of workers	Hourly earnings					
		Mean ³	Median ³		Middle range ³	Mean ³		Median ³	Middle range ³		Mean ³	Median ³	Middle range ³			
Maintenance:																
Maintenance men, skilled ⁴ -----	27,992	\$3.44	\$3.51	\$3.28-\$3.65	451	\$3.11	\$3.14	\$3.05-\$3.26	5,977	\$3.34	\$3.28	\$3.14-\$3.67	4,182	\$3.42	\$3.57	\$3.34-\$3.58
Electricians, maintenance-----	2,923	3.46	3.53	3.26- 3.68	45	3.12	3.14	3.00- 3.26	604	3.35	3.28	3.15- 3.67	412	3.41	3.57	3.34- 3.63
Instrument repairmen-----	1,891	3.55	3.59	3.43- 3.70	29	3.16	3.22	3.12- 3.26	326	3.50	3.57	3.25- 3.82	331	3.49	3.57	3.44- 3.58
Machinists, maintenance-----	2,325	3.53	3.63	3.39- 3.68	18	3.17	3.26	3.14- 3.26	358	3.38	3.30	3.18- 3.67	310	3.39	3.43	3.34- 3.57
Mechanics, general-----	5,978	3.28	3.31	3.11- 3.51	52	2.89	2.75	2.75- 3.12	1,328	3.12	3.15	3.07- 3.25	722	3.22	3.29	3.02- 3.44
Pipefitters, maintenance-----	4,316	3.48	3.57	3.34- 3.66	109	3.13	3.14	3.12- 3.26	1,132	3.39	3.30	3.18- 3.67	636	3.52	3.57	3.47- 3.63
Helpers, trades, maintenance-----	1,935	2.82	2.84	2.69- 3.09	37	2.37	2.39	2.05- 2.45	490	2.76	2.80	2.69- 2.83	106	2.60	2.62	2.33- 2.76
Processing:																
Chemical operators, class A (1 woman)----	17,384	3.30	3.29	3.08- 3.58	351	2.97	3.04	2.75- 3.10	4,260	3.22	3.11	2.97- 3.54	3,179	3.41	3.50	3.29- 3.50
Chemical operators, class B-----	17,638	3.11	3.12	2.90- 3.39	312	2.56	2.55	2.33- 2.88	3,727	2.92	2.92	2.73- 3.08	1,337	3.04	3.08	2.94- 3.23
Chemical operators' helpers (2 women)----	7,209	2.74	2.76	2.51- 3.04	173	2.43	2.35	2.25- 2.77	2,120	2.66	2.73	2.46- 2.87	632	2.77	2.72	2.47- 3.08
Compressor operators-----	527	3.26	3.20	3.12- 3.43	-	-	-	-	-	-	-	-	110	3.27	3.10	3.10- 3.50
Fillers (73 women)-----	1,918	2.79	2.83	2.55- 3.06	84	2.77	2.58	2.10- 2.95	532	2.74	2.79	2.67- 3.01	294	2.84	3.01	2.31- 3.20
Millers-----	700	2.81	2.94	2.46- 3.04	-	-	-	-	308	2.79	2.92	2.60- 3.04	92	2.52	2.38	2.13- 2.43
Mixers-----	875	2.77	2.80	2.33- 3.10	-	-	-	-	525	2.66	2.56	2.33- 3.00	60	2.46	2.28	2.23- 2.80
Pumpmen-----	1,274	3.14	3.20	2.97- 3.33	-	-	-	-	151	2.78	2.80	2.65- 2.99	115	3.03	3.20	2.89- 3.20
Material movement and handling:																
Laborers, material handling (1 woman)----	4,372	2.62	2.63	2.44- 2.80	94	2.72	2.77	2.11- 3.14	1,120	2.65	2.67	2.52- 2.80	610	2.49	2.63	2.18- 2.70
Stock clerks (2 women)-----	1,030	3.06	3.10	2.85- 3.30	20	2.49	2.70	1.91- 2.79	207	3.00	2.90	2.73- 3.08	146	3.16	3.17	3.12- 3.29
Truckdrivers ⁵ -----	1,694	2.99	3.05	2.83- 3.16	56	2.78	2.79	2.69- 2.79	434	3.06	2.97	2.88- 3.29	250	2.91	3.05	2.60- 3.05
Semi- or trailer-----	393	3.03	2.95	2.75- 3.28	-	-	-	-	196	3.27	3.20	2.92- 3.73	25	3.17	3.28	2.89- 3.53
Other than semi- or trailer-----	910	2.96	3.12	2.86- 3.15	-	-	-	-	152	2.86	2.90	2.51- 3.15	92	2.58	2.60	2.24- 3.00
Truckers, power (forklift)-----	1,533	2.92	2.91	2.72- 3.13	33	3.21	3.22	2.91- 3.75	517	3.01	2.87	2.73- 3.13	150	2.77	2.83	2.42- 3.11
Truckers, power (other than forklift)-----	278	2.70	2.70	2.41- 3.15	-	-	-	-	123	2.72	2.69	2.51- 2.81	-	-	-	-
Custodial:																
Guards-----	1,196	3.00	3.08	2.73- 3.34	-	-	-	-	161	2.66	2.71	2.28- 2.77	167	2.83	2.84	2.57- 3.11
Janitors (119 women)-----	2,782	2.63	2.66	2.43- 2.90	57	2.44	2.53	2.30- 2.72	648	2.52	2.52	2.42- 2.62	326	2.43	2.58	2.19- 2.63
Watchmen-----	285	2.70	2.79	2.41- 3.14	21	2.18	1.86	1.86- 2.79	75	2.49	2.59	2.11- 2.59	29	2.41	2.30	2.30- 2.66

See footnotes at end of table.

Table 7. Occupational Averages: Plastics Materials and Elastomers

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in establishments manufacturing plastics materials, synthetic resins, and nonvulcanizable elastomers, United States and selected regions, November 1965)

Department and occupation	United States ²				Middle Atlantic				Border States				Great Lakes					
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings				
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		
Maintenance:																		
Maintenance men, skilled ⁴	5,258	\$3.27	\$3.28	\$3.13-\$3.50	2,286	\$3.27	\$3.28	\$3.18-\$3.47	965	\$3.32	\$3.33	\$3.14-\$3.46	672	\$3.29	\$3.28	\$3.08-\$3.53		
Electricians, maintenance.....	482	3.28	3.27	3.11- 3.46	182	3.28	3.28	3.18- 3.50	124	3.29	3.33	3.14- 3.46	65	3.38	3.38	3.11- 3.66		
Instrument repairmen.....	525	3.38	3.45	3.28- 3.50	167	3.36	3.28	3.22- 3.50	90	3.35	3.46	3.27- 3.46	91	3.36	3.34	3.28- 3.34		
Mechanics, maintenance.....	375	3.24	3.18	3.14- 3.47	155	3.30	3.28	3.18- 3.50	109	3.23	3.14	3.14- 3.33	30	3.43	3.53	3.08- 3.71		
Mechanics, general.....	1,700	3.20	3.26	3.07- 3.34	479	3.17	3.22	3.08- 3.28	383	3.27	3.34	3.09- 3.46	291	3.18	3.25	3.05- 3.34		
Pipefitters.....	696	3.32	3.30	3.18- 3.50	429	3.27	3.28	3.18- 3.50	110	3.49	3.57	3.33- 3.57	58	3.47	3.66	3.20- 3.67		
Helpers, trades, maintenance.....	404	2.65	2.77	2.54- 2.86	131	2.75	2.78	2.66- 2.86	-	-	-	-	87	2.84	2.79	2.79- 2.86		
Processing:																		
Chemical operators, class A (14 women)...	5,286	3.15	3.09	2.95- 3.35	1,909	3.12	3.08	3.04- 3.21	911	3.10	3.12	2.91- 3.35	641	3.17	3.21	3.06- 3.42		
Chemical operators, class B.....	4,070	2.93	2.93	2.74- 3.12	1,213	2.98	2.92	2.90- 3.11	586	3.00	3.13	2.91- 3.16	730	2.87	2.96	2.65- 3.05		
Chemical operators ⁴ helpers (36 women)...	3,019	2.66	2.77	2.44- 2.87	722	2.83	2.82	2.72- 2.94	718	2.77	2.87	2.74- 2.87	483	2.78	2.85	2.63- 2.85		
Compressor operators.....	40	3.09	3.04	2.85- 3.28	-	-	-	-	-	-	-	-	-	-	-	-		
Fillers.....	721	2.67	2.74	2.39- 2.88	273	2.85	2.85	2.76- 2.98	-	-	-	-	99	2.81	2.84	2.84- 2.90		
Millers.....	318	2.65	2.77	2.48- 2.83	125	2.81	2.78	2.77- 2.86	-	-	-	-	80	2.76	2.49	2.48- 3.23		
Mixers.....	400	2.67	2.83	2.40- 3.03	130	2.95	3.03	2.88- 3.04	-	-	-	-	87	2.85	2.84	2.59- 3.16		
Pumpmen.....	165	2.94	2.94	2.82- 3.12	93	3.03	2.99	2.82- 3.28	-	-	-	-	45	2.76	2.84	2.39- 3.02		
Material movement and handling:																		
Laborers, material handling.....	1,225	2.57	2.67	2.48- 2.76	460	2.69	2.74	2.63- 2.76	71	2.58	2.74	2.20- 2.87	342	2.69	2.67	2.64- 2.67		
Stock clerks.....	245	2.83	2.88	2.74- 3.04	111	2.92	3.03	2.82- 3.08	25	2.71	2.75	2.60- 2.82	29	2.97	3.15	2.84- 3.23		
Truckdrivers ⁵	278	2.83	2.87	2.70- 3.04	113	2.91	2.94	2.83- 3.04	-	-	-	-	50	3.01	3.12	2.79- 3.16		
Semi- or trailer.....	47	2.95	2.96	2.80- 3.04	36	3.01	2.96	2.96- 3.22	-	-	-	-	-	-	-	-		
Other than semi- or trailer.....	156	2.79	2.86	2.71- 3.05	54	2.82	2.91	2.76- 2.95	-	-	-	-	-	-	-	-		
Truckers, power (forklift).....	712	2.63	2.66	2.44- 2.88	234	2.90	2.88	2.83- 3.04	144	2.48	2.38	2.38- 2.51	87	2.77	2.80	2.64- 3.08		
Truckers, power (other than forklift).....	90	2.42	2.34	2.23- 2.70	15	2.74	2.76	2.76- 3.04	-	-	-	-	-	-	-	-		
Custodial:																		
Guards.....	259	2.97	2.88	2.79- 3.08	118	2.97	2.88	2.87- 3.01	28	3.22	3.12	3.02- 3.35	64	3.07	3.17	2.78- 3.31		
Janitors (32 women).....	535	2.47	2.52	2.30- 2.66	246	2.53	2.61	2.52- 2.67	41	2.40	2.27	2.23- 2.65	111	2.62	2.75	2.30- 3.01		
Watchmen.....	69	2.40	2.49	2.23- 2.71	17	2.20	2.11	1.85- 2.58	-	-	-	-	10	2.07	-	-		

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

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

³ The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate. Medians and middle ranges are omitted for the occupations that had fewer than 15 employees in a region.

⁴ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

⁵ Includes all drivers regardless of type of truck operated.

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

Table 8. Occupational Averages: All Establishments—By Size of Community

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers in metropolitan and nonmetropolitan areas, United States and selected regions, November 1965)

Department and occupation	United States ²				Middle Atlantic				Border States				Southwest				Great Lakes			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Maintenance:																				
Maintenance men, skilled ³	22,029	\$3.44	11,221	\$3.36	6,249	\$3.34	2,014	\$3.27	3,492	\$3.48	1,655	\$3.23	5,867	\$3.62	2,148	\$3.45	2,716	\$3.35	2,975	\$3.42
Electricians, maintenance	2,221	3.46	1,184	3.37	585	3.35	201	3.28	361	3.48	175	3.17	631	3.67	232	3.44	346	3.37	304	3.43
Instrument repairmen	1,698	3.54	718	3.46	367	3.50	126	3.31	301	3.51	120	3.34	594	3.68	164	3.62	191	3.43	173	3.50
Machinists, maintenance	1,783	3.51	917	3.44	384	3.37	129	3.31	243	3.38	176	3.31	846	3.66	126	3.52	145	3.49	291	3.53
Mechanics, general	4,819	3.27	2,859	3.26	1,436	3.15	371	3.07	549	3.30	556	3.18	583	3.40	647	3.44	727	3.30	591	3.22
Pipefitters, maintenance	3,568	3.48	1,444	3.40	1,173	3.38	388	3.28	554	3.57	192	3.37	1,054	3.64	174	3.48	392	3.37	411	3.47
Helpers, trades, maintenance	1,481	2.84	858	2.70	473	2.76	148	2.76	42	2.95	114	2.40	169	2.99	219	2.56	373	2.84	164	3.03
Processing:																				
Chemical operators, class A	15,743	3.32	6,927	3.14	4,821	3.22	1,348	3.05	3,050	3.42	1,040	3.10	3,067	3.61	1,155	3.36	2,369	3.18	1,519	3.19
Chemical operators, class B	14,238	3.12	7,470	2.98	3,586	2.93	1,354	2.95	892	3.07	1,031	2.99	4,497	3.51	1,409	3.15	1,796	2.99	1,732	3.01
Chemical operators' helpers	6,179	2.74	4,049	2.68	2,136	2.75	706	2.59	513	2.77	837	2.76	989	3.03	723	2.69	1,302	2.73	695	2.93
Pumpmen	1,056	3.16	383	2.97	208	2.86	36	2.99	95	3.05	-	-	530	3.35	148	2.92	98	3.13	128	2.97
Material movement and handling:																				
Laborers, material handling	3,862	2.64	1,735	2.53	1,211	2.67	369	2.62	434	2.56	247	2.40	663	2.58	414	2.35	569	2.68	326	2.83
Stock clerks	940	3.05	335	2.91	243	2.99	75	2.92	110	3.19	61	2.93	288	3.23	63	2.83	101	3.08	55	3.04
Truckdrivers	1,267	3.02	705	2.88	460	3.05	87	2.90	169	3.06	96	2.64	307	3.11	114	2.76	118	2.98	210	3.00
Truckers, power (forklift)	1,548	2.89	697	2.69	614	3.00	137	2.88	181	2.71	113	2.50	120	2.92	100	2.66	239	2.90	135	2.82
Custodial:																				
Guards	981	2.99	474	3.01	219	2.81	60	2.73	145	2.87	50	2.94	323	3.23	108	3.01	138	2.95	125	3.21
Janitors	2,124	2.57	1,193	2.66	668	2.50	226	2.57	256	2.49	111	2.30	405	2.71	121	2.39	442	2.64	390	2.84

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

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

³ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

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

Table 9. Occupational Averages: All Establishments—By Size of Establishment

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by size of establishment, United States and selected regions, November 1965)

Department and occupation	United States ²				Middle Atlantic				Border States				Southwest				Great Lakes			
	Establishments with—																			
	50-499 workers		500 workers or more		50-499 workers		500 workers or more		50-499 workers		500 workers or more		50-499 workers		500 workers or more		50-499 workers		500 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	Number of workers	Average hourly earnings	
Maintenance:																				
Maintenance men, skilled ³	9,908	\$3.20	23,342	\$3.50	2,959	\$3.09	5,304	\$3.45	1,345	\$3.24	3,802	\$3.46	1,358	\$3.38	6,657	\$3.61	1,468	\$3.16	4,223	\$3.47
Electricians, maintenance.....	979	3.19	2,426	3.53	263	3.12	523	3.44	140	3.26	396	3.42	143	3.33	720	3.66	181	3.11	469	3.51
Instrument repairmen.....	568	3.34	1,848	3.57	132	3.24	361	3.53	73	3.30	348	3.49	164	3.57	594	3.69	96	3.23	268	3.54
Machinists, maintenance.....	457	3.23	2,243	3.54	167	3.21	346	3.43	74	3.30	345	3.36	75	3.52	897	3.65	43	3.27	393	3.54
Mechanics, general.....	4,673	3.19	3,005	3.38	1,126	3.07	681	3.25	494	3.10	611	3.36	650	3.34	580	3.51	686	3.13	632	3.41
Pipefitters, maintenance.....	1,013	3.26	3,999	3.51	486	3.16	1,075	3.45	98	3.55	648	3.51	96	3.45	1,132	3.63	153	3.25	650	3.46
Helpers, trades, maintenance.....	805	2.63	1,534	2.88	215	2.63	406	2.82	52	2.75	104	2.45	125	2.54	263	2.85	165	2.77	372	2.96
Processing:																				
Chemical operators, class A.....	9,163	3.15	13,507	3.35	2,993	3.01	3,176	3.35	791	3.18	3,299	3.38	1,487	3.51	2,735	3.56	1,584	3.17	2,304	3.20
Chemical operators, class B.....	9,184	2.87	12,524	3.22	2,465	2.80	2,475	3.07	883	3.03	1,040	3.02	1,318	3.22	4,588	3.49	1,589	2.85	1,939	3.13
Chemical operators' helpers.....	4,893	2.56	5,335	2.86	1,611	2.57	1,231	2.89	303	2.50	1,047	2.84	520	2.75	1,192	2.95	999	2.73	998	2.86
Fillers.....	1,154	2.65	1,485	2.84	373	2.65	432	2.89	137	2.76	281	2.68	88	2.41	278	2.66	288	2.69	284	2.98
Material movement and handling:																				
Laborers, material handling.....	2,165	2.46	3,432	2.70	531	2.56	1,049	2.72	245	2.36	436	2.58	293	2.20	784	2.60	309	2.56	586	2.83
Stock clerks.....	385	2.76	890	3.12	98	2.75	220	3.07	25	2.95	146	3.12	51	2.80	300	3.22	62	2.94	94	3.14
Truckdrivers.....	688	2.81	1,284	3.05	267	2.99	280	3.07	58	2.71	207	2.96	69	2.72	352	3.07	63	2.71	265	3.06
Truckers, power (forklift).....	1,061	2.66	1,184	2.98	335	2.72	416	3.18	136	2.68	158	2.58	51	2.58	169	2.87	176	2.71	198	3.01
Custodial:																				
Guards.....	404	2.74	1,051	3.10	70	2.61	209	2.85	59	2.51	136	3.05	79	3.08	352	3.20	108	2.82	155	3.25
Janitors.....	1,073	2.34	2,244	2.72	404	2.42	490	2.60	156	2.33	211	2.50	74	2.32	452	2.69	190	2.39	642	2.84

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

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

³ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

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

Table 10. Occupational Averages: All Establishments—By Labor-Management Contract Coverage and Size of Establishment

(Number and average straight-time hourly earnings¹ of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by labor-management contract coverage and size of establishment, United States and selected regions, November 1965)

Department, occupation, and size of establishment	United States ²				Middle Atlantic				Border States				Southwest		Great Lakes			
	Establishments with—																	
	Majority covered		None or minor-ity covered		Majority covered		None or minor-ity covered		Majority covered		None or minor-ity covered		Majority covered		Majority covered		None or minor-ity 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	Number of workers	Average hourly earnings
Maintenance:																		
Maintenance men, skilled ³ -----	27,568	\$3.41	5,682	\$3.44	7,653	\$3.33	610	\$3.15	3,418	\$3.34	1,729	\$3.52	7,783	\$3.57	5,108	\$3.40	583	\$3.31
50-499 workers -----	7,894	3.19	2,014	3.24	2,493	3.10	466	3.06	1,222	3.28	-	-	1,189	3.33	1,126	3.12	342	3.27
500 workers or more -----	19,674	3.49	3,668	3.56	5,160	3.45	-	-	2,196	3.38	1,606	3.57	6,594	3.62	3,982	3.47	241	3.36
Electricians, maintenance -----	2,869	3.43	536	3.44	723	3.35	63	3.12	375	3.32	161	3.52	848	3.61	594	3.39	56	3.46
50-499 workers -----	787	3.21	192	3.09	211	3.14	52	3.03	125	3.30	-	-	134	3.31	153	3.07	28	3.30
500 workers or more -----	2,082	3.51	344	3.63	512	3.44	-	-	250	3.33	146	3.58	714	3.67	441	3.51	28	3.63
Machinists, maintenance -----	2,384	3.48	316	3.52	482	3.36	31	3.33	326	3.31	93	3.48	969	3.64	398	3.50	38	3.63
50-499 workers -----	403	3.27	54	2.91	153	3.22	14	3.06	62	3.39	-	-	74	3.52	31	3.28	12	3.27
500 workers or more -----	1,981	3.52	262	3.65	329	3.43	-	-	264	3.29	81	3.58	895	3.65	367	3.52	26	3.80
Mechanics, general -----	5,743	3.23	1,935	3.36	1,635	3.14	172	3.11	797	3.22	308	3.30	1,129	3.40	1,034	3.26	284	3.29
50-499 workers -----	3,431	3.15	1,242	3.31	954	3.06	172	3.11	434	3.13	-	-	549	3.28	476	3.06	210	3.31
500 workers or more -----	2,312	3.36	693	3.45	681	3.25	-	-	363	3.32	248	3.41	580	3.51	558	3.43	74	3.24
Pipefitters, maintenance -----	4,451	3.45	561	3.54	1,497	3.36	64	3.27	483	3.47	263	3.60	1,222	3.62	763	3.42	40	3.40
50-499 workers -----	946	3.26	67	3.17	448	3.16	138	3.12	98	3.55	-	-	96	3.45	133	3.23	20	3.33
500 workers or more -----	3,505	3.50	494	3.59	1,049	3.45	-	-	385	3.45	263	3.60	1,126	3.63	630	3.46	20	3.48
Helpers, trades, maintenance -----	1,973	2.80	366	2.74	514	2.77	107	2.71	144	2.54	12	2.60	357	2.72	501	2.92	36	2.60
50-499 workers -----	614	2.67	191	2.49	154	2.65	61	2.60	49	2.77	-	-	99	2.35	136	2.81	29	2.55
500 workers or more -----	1,359	2.86	175	3.01	360	2.82	-	-	95	2.43	9	2.65	258	2.86	365	2.96	7	2.80
Processing:																		
Chemical operators, class A -----	17,580	3.25	5,090	3.33	5,478	3.19	691	3.14	2,730	3.27	1,360	3.48	3,382	3.51	3,257	3.17	631	3.25
50-499 workers -----	6,701	3.10	2,462	3.28	2,533	3.01	460	3.01	758	3.20	-	-	738	3.33	1,144	3.12	440	3.29
500 workers or more -----	10,879	3.34	2,628	3.39	2,945	3.35	-	-	1,972	3.30	1,327	3.50	2,644	3.56	2,113	3.20	191	3.15
Chemical operators, class B -----	17,495	3.11	4,213	2.93	4,544	2.94	396	2.91	1,477	3.03	446	3.01	5,421	3.43	2,789	3.03	739	2.89
50-499 workers -----	6,805	2.89	2,379	2.81	2,223	2.81	242	2.75	775	3.08	-	-	1,027	3.17	1,194	2.83	395	2.92
500 workers or more -----	10,690	3.25	1,834	3.09	2,321	3.07	-	-	702	2.97	338	3.14	4,394	3.50	1,595	3.19	344	2.85
Chemical operators' helpers -----	7,774	2.73	2,454	2.67	2,452	2.70	390	2.78	891	2.73	459	2.84	1,500	2.87	1,527	2.83	470	2.68
50-499 workers -----	3,583	2.58	1,310	2.50	1,392	2.56	219	2.66	303	2.50	-	-	363	2.60	691	2.76	308	2.66
500 workers or more -----	4,191	2.86	1,144	2.86	1,060	2.88	-	-	588	2.84	459	2.84	1,137	2.95	836	2.89	162	2.72
Material movement and handling:																		
Laborers, material handling -----	4,885	2.62	712	2.49	1,435	2.67	145	2.55	542	2.47	139	2.64	1,059	2.50	795	2.75	100	2.64
50-499 workers -----	1,752	2.48	413	2.34	405	2.57	126	2.53	206	2.36	-	-	282	2.21	261	2.53	48	2.71
500 workers or more -----	3,133	2.70	299	2.68	1,030	2.71	-	-	336	2.54	100	2.74	777	2.61	534	2.86	52	2.57
Stock clerks -----	1,018	3.04	257	2.92	305	2.97	13	3.05	108	3.08	63	3.12	343	3.17	129	3.06	27	3.07
50-499 workers -----	261	2.75	124	2.78	94	2.73	-	-	25	2.95	-	-	43	2.84	39	2.82	23	3.15
500 workers or more -----	757	3.13	133	3.05	211	3.07	-	-	83	3.12	63	3.12	300	3.22	90	3.17	-	-
Truckdrivers -----	1,663	2.97	309	2.95	496	3.05	51	2.82	185	2.83	80	3.09	421	3.02	318	3.01	10	2.57
50-499 workers -----	604	2.85	84	2.50	234	3.03	33	2.65	58	2.71	-	-	69	2.72	58	2.72	-	-
500 workers or more -----	1,059	3.04	225	3.11	262	3.06	-	-	127	2.88	80	3.09	352	3.07	260	3.07	-	-
Truckers, power (forklift) -----	1,944	2.85	301	2.66	652	2.98	99	2.91	277	2.63	17	2.51	220	2.80	333	2.89	41	2.71
50-499 workers -----	903	2.70	158	2.41	287	2.72	48	2.73	136	2.68	-	-	51	2.58	155	2.70	21	2.75
500 workers or more -----	1,041	2.99	143	2.94	365	3.19	-	-	141	2.58	17	2.51	169	2.87	178	3.05	20	2.68
Custodial:																		
Guards -----	1,186	2.98	269	3.06	227	2.83	52	2.64	141	2.73	54	3.30	409	3.20	242	3.10	21	2.80
50-499 workers -----	349	2.76	55	2.65	46	2.75	24	2.35	59	2.51	-	-	79	3.08	100	2.82	8	2.77
500 workers or more -----	837	3.08	214	3.16	181	2.85	-	-	82	2.88	54	3.30	330	3.22	142	3.29	13	2.81
Janitors -----	2,777	2.60	540	2.61	802	2.52	92	2.55	291	2.42	76	2.46	520	2.65	770	2.76	62	2.43
50-499 workers -----	897	2.37	176	2.20	358	2.42	46	2.44	132	2.37	-	-	74	2.32	174	2.40	16	2.29
500 workers or more -----	1,880	2.71	364	2.81	444	2.60	-	-	159	2.46	52	2.62	446	2.70	596	2.87	46	2.48

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

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

³ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

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

Table II. Occupational Earnings: All Establishments—Buffalo, N.Y.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—														
			Under \$2.50	\$2.50 and under \$2.60	\$2.60 - 2.70	\$2.70 - 2.80	\$2.80 - 2.90	\$2.90 - 3.00	\$3.00 - 3.10	\$3.10 - 3.20	\$3.20 - 3.30	\$3.30 - 3.40	\$3.40 - 3.50	\$3.50 - 3.60	\$3.60 - 3.70	\$3.70 - 3.80	\$3.80 and over
All production workers -----	8,422	\$2.96	38	377	472	1023	1454	1424	1256	1498	700	117	13	21	1	26	2
Men -----	8,169	2.97	4	237	451	995	1426	1422	1256	1498	700	117	13	21	1	26	2
Women -----	253	2.62	34	140	21	28	28	2	-	-	-	-	-	-	-	-	-
Selected occupations ³																	
Maintenance:																	
Maintenance men, skilled ⁴ -----	1,289	3.20	-	-	-	1	12	38	191	482	426	97	1	18	-	23	-
Electricians, maintenance -----	158	3.19	-	-	-	-	-	4	-	108	37	8	-	-	-	-	-
Instrument repairmen -----	66	3.29	-	-	-	-	-	-	-	11	31	19	-	5	-	-	-
Machinists, maintenance -----	91	3.17	-	-	-	-	-	-	3	68	20	-	-	-	-	-	-
Mechanics, general -----	429	3.18	-	-	-	1	-	34	140	13	201	38	-	2	-	-	-
Pipefitters, maintenance -----	273	3.18	-	-	-	-	-	-	2	214	39	18	-	-	-	-	-
Helpers, trades, maintenance -----	73	2.79	-	-	-	19	54	-	-	-	-	-	-	-	-	-	-
Processing:																	
Chemical operators, class A -----	1,034	3.02	-	-	-	100	45	368	220	252	49	-	-	-	-	-	-
Chemical operators, class B -----	804	2.93	-	-	15	185	96	231	277	-	-	-	-	-	-	-	-
Chemical operators' helpers -----	151	2.80	-	-	48	10	40	53	-	-	-	-	-	-	-	-	-
Fillers -----	28	3.04	-	-	-	9	3	1	-	-	15	-	-	-	-	-	-
Pumpmen -----	57	2.77	-	-	30	1	14	12	-	-	-	-	-	-	-	-	-
Material movement and handling:																	
Laborers, material handling -----	519	2.75	-	-	89	224	206	-	-	-	-	-	-	-	-	-	-
Stock clerks -----	50	2.87	-	-	5	8	-	37	-	-	-	-	-	-	-	-	-
Truckers, power (forklift) -----	111	2.83	-	-	10	24	45	32	-	-	-	-	-	-	-	-	-
Custodial:																	
Janitors -----	120	2.63	1	54	33	-	32	-	-	-	-	-	-	-	-	-	-
Watchmen -----	45	2.55	3	42	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The Buffalo Standard Metropolitan Statistical Area includes Erie and Niagara Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All but 2 percent of the production workers covered by the study were paid on a time basis.

³ Data limited to men workers.

⁴ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

Table 12. Occupational Earnings: All Establishments—Charleston, W. Va.—Ohio¹(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department and occupation	Number of workers	Average hourly earnings ³	Number of workers receiving straight-time hourly earnings of—																		
			\$2.00 and under	\$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	9,647	\$3.29	49	130	103	75	6	10	345	139	458	190	595	295	1781	1015	374	2598	1470	14	
Men	9,571	3.29	48	130	100	70	-	5	335	132	456	181	586	294	1775	1015	374	2597	1459	14	
Women	76	2.88	3 ¹	-	3	5	6	5	10	7	2	9	9	1	6	-	-	1	11	-	
<u>Selected occupations⁴</u>																					
Maintenance:																					
Maintenance men, skilled ⁵	2,962	3.49	-	-	-	50	-	4	3	-	-	-	-	42	2	166	660	151	1101	783	-
Electricians, maintenance	283	3.49	-	-	-	-	-	4	-	-	-	-	-	-	30	69	8	93	79	-	
Instrument repairmen	222	3.57	-	-	-	-	-	-	-	-	-	-	-	-	1	18	13	119	71	-	
Machinists, maintenance	189	3.48	-	-	-	-	-	-	3	-	-	-	-	6	-	70	2	71	37	-	
Mechanics, general	234	3.47	-	-	-	-	-	-	-	-	-	-	-	-	60	-	53	121	-	-	
Pipefitters, maintenance	582	3.51	-	-	-	-	-	-	-	-	-	-	-	6	2	39	130	31	217	157	-
Processing:																					
Chemical operators, class A	2,364	3.49	-	-	-	-	-	-	-	-	-	-	-	-	42	230	218	4	1285	585	-
Chemical operators, class B	609	3.15	-	-	17	-	-	-	-	-	-	39	37	12	504	-	-	-	-	-	-
Chemical operators' helpers	375	2.92	-	-	36	-	-	-	-	-	192	-	103	-	-	-	44	-	-	-	-
Fillers	96	2.89	-	20	-	-	-	-	1	-	2	27	-	1	45	-	-	-	-	-	-
Pumpmen	108	3.20	-	-	-	-	-	-	-	-	-	-	-	2	106	-	-	-	-	-	-
Material movement and handling:																					
Laborers, material handling	411	2.71	6	-	-	-	-	-	156	85	156	-	8	-	-	-	-	-	-	-	-
Stock clerks	107	3.22	-	-	1	-	-	-	-	-	-	-	-	6	62	18	-	20	-	-	-
Truckdrivers ⁶	203	3.01	-	6	-	-	-	-	-	-	-	48	121	-	28	-	-	-	-	-	-
Other than semi- or trailer	73	2.89	-	6	-	-	-	-	-	-	-	45	22	-	-	-	-	-	-	-	-
Truckers, power (forklift)	29	2.90	-	7	-	-	-	-	-	-	-	6	5	-	11	-	-	-	-	-	-
Custodial:																					
Guards	83	3.14	-	-	-	-	-	-	-	9	-	7	-	53	-	-	-	-	7	7	-
Janitors	176	2.68	6	-	-	-	-	-	90	17	54	9	-	-	-	-	-	-	-	-	-

¹ The Charleston Area consists of Kanawha, Putman, and Cabell Counties, W. Va.; and Lawrence County, Ohio.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 1 worker at \$1.90 to \$2.⁴ Data are limited to men.⁵ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.⁶ Includes all drivers regardless of type of truck operated.

Table 13. Occupational Earnings: All Establishments—Cleveland, Ohio¹

(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department 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	\$2.50 - \$2.60	\$2.60 - \$2.70	\$2.70 - \$2.80	\$2.80 - \$2.90	\$2.90 - \$3.00	\$3.00 - \$3.10	\$3.10 - \$3.20	\$3.20 - \$3.30	\$3.30 - \$3.40	\$3.40 - \$3.50	\$3.50 - \$3.60	\$3.60 and over
All production workers -----	5,848	\$3.12	19	25	87	110	158	418	511	292	1055	563	793	1073	550	143	51
Men -----	5,790	3.12	6	20	82	108	152	414	488	292	1055	563	793	1073	550	143	51
Women -----	58	2.48	13	5	5	2	6	4	23	-	-	-	-	-	-	-	-
Selected occupations³																	
Maintenance:																	
Maintenance men, skilled ⁴ -----	1,227	3.33	-	-	-	-	6	24	-	-	59	18	126	666	233	92	3
Electricians, maintenance -----	176	3.33	-	-	-	-	-	24	-	-	6	-	4	40	76	26	-
Instrument repairmen -----	70	3.38	-	-	-	-	-	-	-	-	1	1	21	16	24	7	-
Mechanists, maintenance -----	63	3.36	-	-	-	-	-	-	-	-	6	-	1	45	1	10	-
Mechanics, general -----	263	3.33	-	-	-	-	6	-	-	-	2	2	40	160	53	-	-
Pipefitters, maintenance -----	178	3.35	-	-	-	-	-	-	-	-	6	-	20	113	15	24	-
Processing:																	
Chemical operators, class A -----	1,191	3.22	-	-	-	-	-	18	24	-	284	52	511	128	164	9	1
Chemical operators, class B -----	379	2.99	2	6	6	20	4	79	-	16	127	69	-	50	-	-	-
Chemical operators' helpers -----	464	2.87	-	-	18	45	135	2	7	1	219	37	-	-	-	-	-
Compressor operators -----	10	3.29	-	-	-	-	-	-	-	-	1	-	4	5	-	-	-
Filters -----	119	2.92	-	-	-	12	-	4	56	1	26	8	12	-	-	-	-
Pumpmen -----	11	2.85	-	-	-	6	-	-	-	-	3	-	-	2	-	-	-
Material movement and handling:																	
Laborers, material handling -----	96	2.87	-	1	-	-	-	20	38	36	1	-	-	-	-	-	-
Stock clerks -----	53	3.08	-	-	-	-	-	4	14	8	3	1	3	16	-	4	-
Truckdrivers -----	47	3.06	-	-	-	-	-	-	9	6	6	20	6	-	-	-	-
Truckers, power (forklift) -----	62	3.04	-	-	-	-	-	4	9	3	27	19	-	-	-	-	-
Custodial:																	
Guards -----	55	3.00	-	-	-	-	-	16	-	-	27	7	5	-	-	-	-
Janitors -----	150	2.80	-	-	-	-	3	93	-	54	-	-	-	-	-	-	-

¹ The Cleveland Area consists of Cuyahoga, Lake, Ashtabula, Lorain, and Summit Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All but 2 percent of the production workers covered by the survey were paid on a time basis.

³ Data are limited to men.

⁴ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

Table 14. Occupational Earnings: All Establishments—Detroit, Mich.¹(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—											
			\$ 2.70 and under \$ 2.80	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70	\$ 3.80
Selected occupations³														
Maintenance:														
Maintenance men, skilled ⁴ -----	714	\$ 3.52	-	-	-	-	2	15	38	292	249	109	8	1
Electricians, maintenance -----	70	3.55	-	-	-	-	-	-	-	32	14	24	-	-
Instrument repairmen -----	51	3.58	-	-	-	-	-	-	-	-	36	9	6	-
Mechanics, general -----	132	3.54	-	-	-	-	-	4	-	54	44	30	-	-
Pipefitters, maintenance -----	137	3.50	-	-	-	-	-	11	-	52	58	16	-	-
Processing:														
Chemical operators, class A -----	384	3.42	-	-	-	-	26	49	109	67	65	36	32	-
Chemical operators, class B -----	378	3.22	-	-	4	48	113	118	31	64	-	-	-	-
Pumpmen -----	55	3.29	-	-	-	-	28	-	11	-	16	-	-	-
Material movement and handling:														
Truckdrivers ⁵ -----	30	3.17	-	-	3	1	10	11	5	-	-	-	-	-
Other than semi- or trailer -----	16	3.18	-	-	-	1	10	2	3	-	-	-	-	-
Truckers, power (forklift) -----	79	3.17	-	14	-	-	30	14	7	14	-	-	-	-
Custodial:														
Guards -----	53	3.08	-	8	-	8	33	-	-	4	-	-	-	-
Janitors -----	70	2.94	3	18	39	-	9	1	-	-	-	-	-	-

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 limited to men.⁴ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.⁵ Includes all drivers regardless of type of truck operated.

Table 15. Occupational Earnings: All Establishments—Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of--																	
			\$ 2.00 and under \$ 2.10	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.10	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.70
			\$ 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	2,390	\$2.86	390	128	24	233	116	110	107	240	122	236	157	226	138	153	61	50	153	46
Men	2,291	2.89	33	125	18	233	116	107	89	239	116	235	157	223	138	153	60	50	153	46
Women	99	2.16	57	3	6	-	-	-	3	18	1	6	1	-	-	-	1	-	-	-
<u>Selected occupations⁴</u>																				
Maintenance:																				
Maintenance men, skilled ⁵	277	3.33	-	-	-	-	-	-	-	-	-	22	45	18	27	44	20	43	58	-
Mechanics, general	160	3.21	-	-	-	-	-	-	-	-	-	22	45	12	4	44	20	13	-	-
Helpers, trades, maintenance	25	2.89	-	-	-	-	-	-	2	12	-	-	4	7	-	-	-	-	-	-
Processing:																				
Chemical operators, class A	315	3.17	-	-	-	-	-	-	-	48	32	45	32	22	24	16	12	-	76	8
Chemical operators, class B	215	3.08	-	-	-	-	-	-	24	18	10	36	1	50	12	63	1	-	-	-
Fillers	22	2.88	-	-	-	6	-	-	-	2	-	-	-	14	-	-	-	-	-	-
Pumpmen	25	3.05	-	-	-	-	-	-	-	-	-	12	1	8	4	-	-	-	-	-
Material movement and handling:																				
Laborers, material handling	122	2.69	-	-	-	2	6	28	27	32	12	15	-	-	-	-	-	-	-	-
Truckdrivers ⁶	31	2.92	-	-	-	-	-	-	6	-	12	6	-	4	-	-	3	-	-	-
Other than semi- or trailer	13	3.06	-	-	-	-	-	-	-	-	6	-	-	4	-	-	3	-	-	-
Truckers, power (forklift)	50	2.80	-	-	-	18	-	-	-	-	4	8	-	14	6	-	-	-	-	-
Custodial:																				
Janitors	35	2.56	-	-	-	21	2	-	-	-	-	12	-	-	-	-	-	-	-	-

¹ The Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove Standard Metropolitan Statistical Areas consists of Los Angeles and Orange Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All but 2 percent of the production workers covered by the study were paid on a time basis.

³ Includes 66 workers under \$2.

⁴ Data limited to men.

⁵ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

⁶ Includes all drivers regardless of type of truck operated.

Table 16. Occupational Earnings: All Establishments—Louisiana¹(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																					
			\$1.90 and under	\$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	\$4.00
			\$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	\$3.90	\$4.00	
All production workers -----	8,108	\$3.19	132	103	33	140	297	278	183	364	123	194	392	465	733	525	661	663	1175	987	438	204	18	
Men -----	8,091	3.19	124	103	28	140	297	278	183	364	123	194	392	465	733	525	657	663	1175	987	438	204	18	
Women -----	17	2.24	8	-	5	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	
<u>Selected occupations³</u>																								
Maintenance:																								
Maintenance men, skilled ⁴ -----	2,373	3.51	-	-	-	-	20	8	80	-	2	12	7	13	43	80	145	260	886	317	365	131	4	
Electricians, maintenance -----	268	3.57	-	-	-	-	-	-	16	-	-	-	-	-	2	12	10	7	84	59	-	78	-	
Instrument repairmen -----	207	3.56	-	-	-	-	-	-	-	-	-	6	-	4	6	-	5	56	41	51	14	4	-	
Machinists, maintenance -----	155	3.58	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	34	35	53	31	-	-	
Mechanics, general -----	826	3.48	-	-	-	-	-	56	-	-	-	-	1	7	7	-	30	107	512	106	-	-	-	
Pipefitters, maintenance -----	202	3.53	-	-	-	-	-	-	-	-	-	-	-	2	10	6	42	-	34	43	65	-	-	
Helpers, trades, maintenance -----	98	2.51	24	16	8	4	-	2	-	3	-	1	-	9	31	-	-	-	-	-	-	-	-	
Processing:																								
Chemical operators, class A -----	1,118	3.53	-	-	-	-	-	-	-	-	20	-	-	-	-	45	266	76	153	491	30	37	-	
Chemical operators, class B -----	1,323	3.18	-	-	-	16	36	-	-	-	-	-	124	158	407	198	133	188	45	17	1	-	-	
Chemical operators' helpers -----	380	2.68	44	12	-	16	-	25	-	84	11	71	70	13	22	12	-	-	-	-	-	-	-	
Compressor operators -----	81	3.16	-	-	-	-	-	-	-	-	-	-	28	-	8	21	16	-	8	-	-	-	-	
Fillers -----	86	2.40	-	23	-	4	-	36	8	6	5	-	-	-	4	-	-	-	-	-	-	-	-	
Pumpmen -----	215	3.04	-	-	-	24	-	-	-	1	-	1	15	58	87	6	-	18	-	-	-	5	-	
Material movement and handling:																								
Laborers, material handling -----	329	2.41	-	23	-	10	192	59	-	6	18	-	-	13	8	-	-	-	-	-	-	-	-	
Stock clerks -----	95	3.04	-	-	-	-	3	3	-	-	2	15	4	34	10	21	2	-	1	-	-	-	-	
Truckdrivers ⁵ -----	73	2.94	-	-	4	-	-	2	-	-	-	-	4	23	34	-	6	-	-	-	-	-	-	
Other than semi- or trailer -----	38	2.95	-	-	-	-	-	2	-	-	-	-	23	13	-	-	-	-	-	-	-	-	-	
Truckers, power (forklift) -----	23	2.84	-	-	-	-	6	-	-	-	-	1	1	13	2	-	-	-	-	-	-	-	-	
Custodial:																								
Guards -----	141	3.03	-	-	-	-	-	10	10	6	2	22	18	24	2	4	27	3	7	6	-	-	-	
Janitors -----	121	2.51	-	6	-	4	3	38	12	58	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ 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.² Includes 4 workers under \$1.90.³ Data were limited to men.⁴ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.⁵ Includes all drivers regardless of type of truck operated.

Table 17. Occupational Earnings: All Establishments—Newark and Jersey City, N.J.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department 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	\$2.50 - \$2.60	\$2.60 - \$2.70	\$2.70 - \$2.80	\$2.80 - \$2.90	\$2.90 - \$3.00	\$3.00 - \$3.10	\$3.10 - \$3.20	\$3.20 - \$3.30	\$3.30 - \$3.40	\$3.40 - \$3.50	\$3.50 - \$3.60	\$3.60 - \$3.70	\$3.70 - \$3.80	\$3.80 and over	
All production workers ³	4,380	\$2.96	45	84	110	77	533	626	815	463	334	288	182	414	89	57	-	192	71	
<u>Selected occupations</u>																				
Maintenance:																				
Maintenance men, skilled ⁴	812	3.30	-	-	-	-	-	-	9	20	121	74	126	366	-	-	-	-	96	-
Electricians, maintenance	67	3.44	-	-	-	-	-	-	-	-	3	-	3	43	-	-	-	-	18	-
Instrument repairmen	39	3.39	-	-	-	-	-	-	-	-	3	3	3	22	-	-	-	-	8	-
Machinists, maintenance	50	3.46	-	-	-	-	-	-	-	-	6	-	-	24	-	-	-	-	20	-
Mechanics, general	239	3.21	-	-	-	-	-	-	-	12	51	19	98	59	-	-	-	-	-	-
Pipefitters, maintenance	194	3.38	-	-	-	-	-	-	-	-	30	-	-	128	-	-	-	-	36	-
Helpers, trades, maintenance	33	2.83	-	-	-	-	-	12	21	-	-	-	-	-	-	-	-	-	-	-
Processing:																				
Chemical operators, class A	650	3.06	-	-	-	-	-	-	259	153	43	117	8	-	-	-	-	-	-	70
Chemical operators, class B	577	2.93	-	-	-	-	23	219	135	86	-	-	-	28	50	36	-	-	-	-
Chemical operators' helpers	572	2.79	-	-	20	-	144	100	202	58	48	-	-	-	-	-	-	-	-	-
Fillers	59	2.77	-	-	-	-	19	8	32	-	-	-	-	-	-	-	-	-	-	-
Pumpmen	41	2.90	-	-	-	-	-	-	24	4	13	-	-	-	-	-	-	-	-	-
Material movement and handling:																				
Laborers, material handling	111	2.68	-	5	-	-	90	-	10	-	6	-	-	-	-	-	-	-	-	-
Stock clerks	11	2.99	-	-	-	-	-	-	3	3	2	3	-	-	-	-	-	-	-	-
Truckers, power (forklift)	73	2.81	-	-	-	-	17	17	27	-	12	-	-	-	-	-	-	-	-	-
Custodial:																				
Janitors	123	2.54	-	22	3	42	56	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All but 5 percent of the production workers covered by the study were paid on a time basis.

³ All production workers were men.

⁴ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

Table 18. Occupational Earnings: All Establishments—Philadelphia, Pa.—N.J.¹(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																		
			Under \$2.00	\$2.00 and under \$2.10	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70 and over
All production workers -----	10,093	\$2.96	59	64	286	191	382	622	428	524	688	926	1112	1068	674	989	578	471	542	397	92
Men -----	9,835	2.97	12	53	273	174	342	609	410	500	674	920	1111	1056	669	970	570	468	542	396	86
Women -----	258	2.52	47	11	13	17	40	13	18	24	14	6	1	12	5	19	8	3	-	1	6
Selected occupations ³																					
Maintenance:																					
Maintenance men, skilled ⁴ -----	1,737	3.34	-	-	-	-	8	6	11	109	6	46	172	83	369	147	187	249	342	2	-
Electricians, maintenance -----	130	3.33	-	-	-	-	-	2	-	11	-	-	17	5	30	14	-	28	23	-	-
Instrument repairmen -----	121	3.45	-	-	-	-	-	-	-	2	1	-	8	6	22	10	3	26	43	-	-
Machinists, maintenance -----	164	3.45	-	-	-	-	-	-	3	-	6	2	-	8	6	19	10	22	29	59	-
Mechanics, general -----	220	3.17	-	-	-	-	3	-	-	9	-	-	89	9	18	92	-	-	-	-	-
Pipefitters, maintenance -----	342	3.36	-	-	-	-	5	-	-	21	-	-	23	17	120	6	18	41	91	-	-
Helpers, trades, maintenance -----	215	2.79	-	-	-	5	-	-	17	6	28	159	-	-	-	-	-	-	-	-	-
Processing:																					
Chemical operators, class A -----	1,131	3.24	-	-	-	-	24	10	36	-	-	24	348	44	86	128	242	189	-	-	-
Chemical operators, class B -----	782	3.00	-	-	-	95	-	-	8	12	68	162	20	172	104	141	-	-	-	-	-
Chemical operators' helpers -----	611	2.81	-	-	18	12	54	9	60	123	62	212	-	-	61	-	-	-	-	-	-
Fillers -----	201	2.85	-	-	25	8	-	-	-	-	43	31	82	4	8	-	-	-	-	-	-
Millers -----	51	2.47	-	-	25	4	-	-	-	-	8	3	10	-	1	-	-	-	-	-	-
Material movement and handling:																					
Laborers, material handling -----	192	2.69	-	10	4	5	-	3	42	39	51	15	-	-	23	-	-	-	-	-	-
Stock clerks -----	81	2.88	-	-	5	-	6	-	9	-	2	11	-	21	23	4	-	-	-	-	-
Truckdrivers -----	135	2.96	-	-	-	4	1	-	-	20	-	8	48	9	13	32	-	-	-	-	-
Semi- or trailer -----	62	3.03	-	-	-	-	-	-	-	-	-	-	35	6	-	21	-	-	-	-	-
Other than semi- or trailer -----	29	2.89	-	-	-	3	-	-	-	-	-	8	13	-	1	4	-	-	-	-	-
Combination of types -----	44	2.90	-	-	-	1	1	-	-	20	-	-	-	3	12	7	-	-	-	-	-
Truckers, power (forklift) -----	167	2.93	-	-	9	-	6	3	-	-	8	32	15	53	29	12	-	-	-	-	-
Truckers, power (other than forklift) -----	38	2.99	-	-	3	-	-	-	-	-	6	-	-	6	23	-	-	-	-	-	-
Custodial:																					
Guards -----	88	2.89	-	-	-	5	-	-	6	3	-	57	7	-	-	-	-	-	-	10	-
Janitors -----	140	2.59	6	7	6	-	15	-	-	50	35	21	-	-	-	-	-	-	-	-	-

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.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 limited to men.⁴ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

Table 19. Occupational Earnings: All Establishments—San Francisco—Oakland, Calif.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—											
			\$2.60 and under \$2.70	\$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 -----	1,986	\$ 3.24	14	128	34	173	283	188	346	250	198	39	331	2
Men -----	1,947	3.25	37	106	34	173	276	188	346	247	198	39	331	2
Women -----	39	2.82	7	22	-	-	7	-	-	3	-	-	-	-
Selected occupations⁴														
Maintenance:														
Maintenance men, skilled ⁵ -----	494	3.52	-	-	-	-	-	-	-	116	120	21	237	-
Electricians, maintenance -----	23	3.52	-	-	-	-	-	-	-	-	12	3	8	-
Mechanics, general -----	398	3.54	-	-	-	-	-	-	-	106	45	18	229	-
Helpers, trades, maintenance -----	24	3.09	-	-	-	3	12	6	3	-	-	-	-	-
Processing:														
Chemical operators, class A -----	297	3.35	-	-	-	-	-	75	99	16	22	-	85	-
Chemical operators, class B -----	361	3.23	-	-	-	7	48	38	172	96	-	-	-	-
Chemical operators' helpers -----	173	3.02	-	9	-	52	100	12	-	-	-	-	-	-
Material movement and handling:														
Laborers, material handling -----	82	2.75	37	45	19	8	3	-	-	-	-	-	-	-
Truckers, power (forklift) -----	22	3.02	-	-	-	9	13	-	-	-	-	-	-	-

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.

³ Workers were at \$2.30 to \$2.40.

⁴ Data limited to men.

⁵ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.

Table 20. Occupational Earnings: All Establishments—Texas Gulf Coast¹(Number and average straight-time hourly earnings² of production workers in selected occupations in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, November 1965)

Department and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																			
			\$2.10 and under	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00 and over
			\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	over
All production workers -----	18,229	\$3.45	3 141	52	86	79	305	111	390	956	299	573	642	1211	1347	1623	918	5847	2579	282	727	61
Men -----	18,179	3.45	141	50	86	79	300	111	390	956	291	571	642	1211	1345	1595	916	5846	2579	282	727	61
Women -----	50	3.18	-	2	-	-	5	-	-	-	8	2	-	-	2	28	2	1	-	-	-	-
<u>Selected occupations⁴</u>																						
Maintenance:																						
Maintenance men, skilled ⁵ -----	4,536	3.66	-	-	-	-	-	-	-	-	-	-	-	30	113	40	300	3096	841	50	21	45
Electricians, maintenance -----	471	3.68	-	-	-	-	-	-	-	-	-	-	-	3	-	-	24	240	204	-	-	-
Instrument repairmen -----	496	3.73	-	-	-	-	-	-	-	-	-	-	-	-	3	7	22	268	94	45	13	44
Machinists, maintenance -----	738	3.67	-	-	-	-	-	-	-	-	-	-	-	-	-	2	26	542	168	-	-	-
Mechanics, general -----	154	3.56	-	-	-	-	-	-	-	-	-	-	-	27	18	-	22	-	87	-	-	-
Pipefitters, maintenance -----	888	3.66	-	-	-	-	-	-	-	-	-	-	-	-	-	30	759	99	-	-	-	-
Helpers, trades, maintenance -----	149	3.03	-	-	-	14	6	6	11	4	27	37	44	-	-	-	-	-	-	-	-	-
Processing:																						
Chemical operators, class A -----	2,517	3.66	-	-	-	-	-	-	-	-	12	32	180	66	22	328	721	768	1	387	-	-
Chemical operators, class B -----	3,955	3.56	-	-	8	27	-	8	8	-	2	78	52	22	391	1031	14	1591	723	-	-	-
Chemical operators' helpers -----	1,077	3.06	12	32	2	-	6	28	34	110	105	163	189	394	2	-	-	-	-	-	-	-
Compressor operators -----	93	3.39	-	-	-	-	-	-	-	-	-	4	-	24	17	40	-	8	-	-	-	-
Fillers -----	61	3.30	-	-	-	-	-	-	-	-	4	6	-	12	19	20	-	-	-	-	-	-
Pumpmen -----	463	3.36	-	-	-	-	-	-	18	-	-	-	-	14	345	49	-	31	-	6	-	-
Material movement and handling:																						
Laborers, material handling -----	333	2.76	-	-	58	-	-	27	26	172	-	26	-	12	12	-	-	-	-	-	-	-
Stock clerks -----	222	3.26	-	-	4	-	3	3	-	-	14	6	23	37	118	6	8	-	-	-	-	-
Truckdrivers ⁶ -----	282	3.12	-	4	-	-	8	-	-	18	14	28	159	9	42	-	-	-	-	-	-	-
Other than semi- or trailer -----	213	3.10	-	4	-	-	8	-	-	18	2	7	156	9	9	-	-	-	-	-	-	-
Truckers, power (forklift) -----	110	2.98	2	-	2	2	-	2	4	22	12	16	48	-	-	-	-	-	-	-	-	-
Custodial:																						
Guards -----	261	3.28	9	-	4	-	6	-	4	-	18	16	-	75	12	28	33	56	-	-	-	-
Janitors -----	330	2.77	8	-	-	6	16	12	102	174	12	-	-	-	-	-	-	-	-	-	-	-

¹ The Texas Gulf Coast area consists of all Texas counties bordering on the Gulf of Mexico, and their contiguous 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 Includes 8 workers under \$2.10.⁴ Data were limited to men.⁵ Includes data for workers in occupations listed separately and for all others who have achieved the skills normally associated with fully qualified maintenance trades workers.⁶ Includes all drivers regardless of type of truck operated.

Table 21. Method of Wage Payment

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by method of wage payment, United States, selected regions, and locations, November 1965)

Method of wage payment ¹	United States ²	Regions							Locations									
		New England	Middle Atlantic	Border States	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charleston, W. Va. - Ohio	Cleveland, Ohio	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Philadelphia, Pa.-N.J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers	95	91	89	96	100	97	96	99	98	100	98	100	98	100	94	100	100	100
Formal plans	93	89	86	95	99	95	95	95	98	100	98	100	98	100	93	99	87	100
Single rate	66	74	59	68	74	57	51	75	65	34	89	100	81	93	90	55	58	58
Range of rates	27	16	27	27	26	38	44	20	33	66	9	-	17	7	3	45	28	42
Individual rates	2	2	3	1	(³)	2	1	4	(³)	-	-	-	-	-	2	(³)	13	-
Incentive workers	5	9	11	4	-	3	4	1	2	-	2	-	2	-	6	-	-	-

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

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

Table 22. Scheduled Weekly Hours

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by scheduled weekly hours,¹ United States, selected regions, and locations, November 1965)

Weekly hours	United States ²	Regions							Locations									
		New England	Middle Atlantic	Border States	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charleston, W. Va. - Ohio	Cleveland, Ohio	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Philadelphia, Pa.-N.J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Less than 40 hours	(³)	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
40 hours	85	87	74	63	100	90	91	100	60	41	90	100	100	88	99	100	100	
41½ hours	2	-	-	14	-	-	-	-	-	32	-	-	-	-	-	-	-	
42 hours	4	-	11	1	-	4	-	-	17	3	-	-	-	8	-	-	-	
Over 42 and under 44 hours..	2	-	-	14	-	2	-	-	-	20	10	-	-	-	-	-	-	
44 hours	2	-	1	6	-	-	9	-	-	4	-	-	-	-	-	-	-	
Over 44 and under 48 hours..	2	13	3	-	-	(³)	-	-	15	-	-	-	-	-	-	-	-	
48 hours and over	4	-	10	2	-	3	-	-	8	-	-	-	-	5	-	-	-	

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

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

Table 23. Shift Differential Practices

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, November 1965)

Shift differential	United States ¹						New England					Middle Atlantic					Border States				
	Rotating shifts ²			Fixed shifts ³			Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³	
	Schedules																				
	Day	Eve-ning	Night	Eve-ning	Night	Other late	Day	Eve-ning	Night	Eve-ning	Night	Day	Eve-ning	Night	Eve-ning	Night	Day	Eve-ning	Night	Eve-ning	Night
Workers employed on selected shifts ⁴	15.1	14.9	14.5	3.6	2.1	(⁵)	8.5	8.5	8.4	9.1	6.2	14.3	14.1	12.8	2.7	1.3	19.0	18.1	17.8	1.9	0.2
Receiving shift differential	2.5	14.8	14.3	3.3	1.9	(⁵)	1.8	8.5	8.4	7.9	6.2	4.9	14.1	12.8	2.7	1.3	.9	18.1	17.8	1.9	.2
Uniform cents per hour	1.2	12.6	12.2	2.8	1.6	(⁵)	1.8	6.8	6.7	3.3	2.5	2.2	11.5	10.4	2.0	.8	.9	18.1	17.8	1.9	.2
Under 6 cents	-	.5	-	.1	(⁵)	-	-	.6	-	-	-	-	.5	-	(⁵)	-	-	-	-	.3	-
6 cents	-	.7	.3	.1	(⁵)	-	-	2.7	.7	-	-	-	.8	.4	-	-	-	.7	-	.1	-
7 cents	.2	.6	.2	.1	(⁵)	(⁵)	-	-	.3	-	-	.5	.9	.5	(⁵)	-	-	.2	-	.1	-
7½ cents	-	-	-	.7	(⁵)	-	-	-	.7	-	-	-	-	-	-	-	-	-	-	-	-
8 cents	.1	4.0	.3	.7	-	-	-	1.6	-	.3	-	.2	1.0	.1	.4	-	-	7.0	-	.2	-
9 cents	.2	2.8	.3	.6	-	-	-	-	.3	-	-	.4	1.7	.7	.2	-	-	1.9	-	(⁵)	-
10 cents	.3	1.9	.6	.5	.2	-	1.8	1.8	1.7	.9	1.0	.4	2.1	.6	.3	.1	.9	3.8	.7	(⁵)	.2
11 cents	.1	.3	.3	.2	.1	-	-	-	-	-	-	.4	.8	.4	.3	.1	-	.7	.9	-	-
12 cents	.1	.9	1.3	.3	(⁵)	-	-	-	2.3	-	-	.3	2.6	.6	.7	.1	-	.7	2.8	.1	(⁵)
12½ cents	-	-	-	(⁵)	(⁵)	-	-	-	-	.6	-	-	-	-	-	-	-	-	-	-	-
13 cents	-	.1	.3	.1	(⁵)	-	-	-	-	-	-	-	.2	.1	-	.1	-	-	-	1.0	-
14 cents	-	.4	.3	.1	(⁵)	-	-	-	-	-	-	-	.5	(⁵)	-	-	-	3.0	.6	-	-
15 cents	.1	.2	1.9	(⁵)	.3	-	-	-	.1	.3	-	.1	1.7	-	.3	-	-	-	5.1	-	(⁵)
16 cents	-	-	2.5	-	.3	-	-	-	.2	.2	-	-	1.2	-	.2	-	-	-	3.6	-	-
17 cents	-	-	.1	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18 cents	(⁵)	.2	2.5	(⁵)	.3	-	-	-	-	.4	-	.4	1.8	-	-	-	-	-	.7	-	-
Over 18 cents	(⁵)	.1	1.4	(⁵)	(⁵)	-	-	-	-	-	.1	.3	1.8	(⁵)	(⁵)	-	-	-	3.5	-	-
Uniform percentage	.1	.3	.2	.1	-	-	-	-	1.3	.5	.2	.2	.1	.7	.4	-	-	-	-	-	-
Under 10 percent	-	.1	-	(⁵)	-	-	-	-	-	-	-	-	-	.1	-	-	-	-	-	-	-
10 percent	.1	.2	.2	.2	.1	-	-	-	1.3	-	.2	.2	.1	.5	.2	-	-	-	-	-	-
Over 10 percent	-	-	.1	-	.1	-	-	-	-	.5	-	-	-	-	.2	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided																					
fixed day-shift workers	.2	1.4	1.3	.2	.2	-	-	1.7	1.7	3.3	3.3	.2	2.4	2.3	(⁵)	(⁵)	-	-	-	-	-
Paid lunch period not provided																					
fixed day-shift workers	1.0	-	-	-	-	-	-	-	-	-	-	2.2	-	-	-	-	-	-	-	-	-
Other	.1	.5	.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential	12.6	.1	.2	.3	.2	-	6.7	-	-	1.2	-	9.4	-	-	-	-	18.1	-	-	-	-

See footnotes at end of table.

Table 23. Shift Differential Practices—Continued

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, November 1965)

Shift differential	Great Lakes						Middle West					Southwest					Pacific				
	Rotating shifts ²			Fixed shifts ³			Rotating shifts ²			Fixed shifts ³		Rotating shifts ²		Fixed shifts ³			Rotating shifts ²		Fixed shifts ³		
	Schedules																				
	Day	Eve-ning	Night	Eve-ning	Night	Other late	Day	Eve-ning	Night	Eve-ning	Night	Day	Eve-ning	Night	Eve-ning	Night	Day	Eve-ning	Night	Eve-ning	Night
Workers employed on selected shifts ⁴	13.4	13.0	12.9	5.6	4.8	0.1	18.3	18.2	18.2	2.2	2.0	16.5	16.5	16.4	2.6	0.9	12.2	11.9	11.9	5.8	2.7
Receiving shift differential	1.4	12.7	12.6	5.0	4.3	.1	6.7	18.2	18.2	2.2	2.0	-	16.3	16.2	2.5	.9	-	11.9	11.9	5.8	2.7
Uniform cents per hour	.3	9.1	9.0	4.8	4.3	.1	3.0	12.3	12.3	1.9	1.8	-	16.0	16.0	2.5	.9	-	11.9	11.9	4.6	2.7
Under 6 cents	-	-	-	.2	-	-	-	1.4	-	-	-	-	.8	-	-	-	-	-	-	-	-
6 cents	-	.2	-	-	-	-	-	-	1.4	-	-	-	-	-	-	-	-	-	.2	-	1.4
7 cents	.1	.4	.1	.3	.1	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7½ cents	-	-	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 cents	-	2.3	.1	.9	-	-	-	2.1	-	-	-	-	9.7	.1	1.3	-	-	2.0	-	-	-
9 cents	-	3.2	.1	1.5	-	-	-	4.0	-	-	-	-	5.3	-	1.0	-	-	4.1	-	.5	-
10 cents	-	2.2	-	1.4	.1	-	-	1.9	-	-	-	-	.3	.8	.2	-	-	2.9	-	2.5	-
11 cents	-	-	.3	.6	-	-	-	-	1.9	-	-	-	-	-	-	-	-	-	-	-	-
12 cents	-	.2	-	.2	.6	-	-	-	.6	-	-	-	-	-	2.5	-	-	1.4	.2	.2	1.6
12½ cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 cents	-	(⁵)	.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 cents	-	-	.1	.3	(⁵)	-	-	-	-	-	-	-	-	-	-	-	-	.4	.4	-	-
15 cents	-	-	1.7	-	1.0	-	3.0	3.0	3.0	-	-	-	-	.5	-	-	-	-	-	3.1	-
16 cents	-	-	1.6	-	-	-	-	-	1.5	-	1.8	-	-	6.3	-	.6	-	-	-	1.9	-
17 cents	-	-	.4	-	.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18 cents	.2	.5	3.5	-	1.2	-	-	-	4.0	-	-	-	-	5.3	-	.2	-	.9	2.1	-	-
Over 18 cents	-	-	.2	-	-	-	-	-	1.9	-	-	-	-	.6	-	-	-	-	4.3	-	1.1
Uniform percentage	-	.2	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Under 10 percent	-	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 10 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers	.1	1.2	1.2	.2	-	-	2.6	5.9	5.8	.3	.2	-	.3	.3	-	-	-	-	-	1.2	-
Paid lunch period not provided fixed day-shift workers	1.1	-	-	-	-	-	1.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	2.3	2.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential	12.0	.3	.3	.6	.5	-	11.6	-	-	-	-	16.5	.2	.2	.1	-	12.2	-	-	-	-

See footnotes at end of table.

Table 23. Shift Differential Practices—Continued

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, November 1965)

Shift differential	Buffalo, N. Y.					Charleston, W. Va.—Ohio					Cleveland, Ohio					Detroit, Mich.				
	Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³	
	Schedules																			
	Day	Eve-ning	Night	Eve-ning	Night	Day	Eve-ning	Night	Eve-ning	Night	Day	Eve-ning	Night	Eve-ning	Night	Day	Eve-ning	Night	Eve-ning	Night
Workers employed on selected shifts ⁴	12.2	12.3	11.6	2.3	0.8	14.2	14.2	14.0	3.2	0.4	17.8	17.3	16.9	0.8	0.9	15.7	15.7	15.7	1.0	1.0
Receiving shift differential	6.3	12.3	11.6	2.3	.8	-	14.2	14.0	3.2	.4	1.0	17.3	16.9	.8	.9	-	15.7	15.7	1.0	1.0
Uniform cents per hour	4.9	11.0	10.9	2.3	.8	-	14.2	14.0	3.2	.4	1.0	17.3	16.9	.8	.9	-	15.7	15.7	1.0	1.0
Under 6 cents	-	-	-	-	-	-	-	-	.7	-	-	-	-	.1	-	-	-	-	-	-
6 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 cents	1.3	3.4	1.3	(⁵)	-	-	-	-	-	-	-	.8	-	.5	-	-	-	-	-	-
8 cents	-	-	-	-	-	-	2.6	-	-	-	-	2.5	-	-	-	-	-	-	1.0	-
9 cents	-	-	-	-	-	-	-	-	-	-	-	4.1	-	-	-	-	14.0	-	-	-
10 cents	-	-	-	-	-	-	2.9	-	-	.4	-	7.8	-	.2	.1	-	1.8	-	-	-
11 cents	2.0	2.1	2.1	-	-	-	-	-	-	-	-	-	.5	-	.4	-	-	-	-	-
12 cents	1.6	2.2	1.6	2.3	-	-	1.6	-	.1	-	-	.8	-	-	.1	-	-	-	-	-
13 cents	-	.9	-	-	-	-	-	2.6	2.4	-	-	.3	.2	-	-	-	-	-	-	-
14 cents	-	-	2.1	-	-	-	7.0	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents	-	-	.5	-	.8	-	-	2.9	-	-	-	-	8.6	-	.2	-	-	-	-	1.0
16 cents	-	-	-	-	-	-	-	-	-	-	-	-	2.5	-	-	-	-	-	-	-
18 cents	-	2.4	2.4	-	-	-	-	1.6	-	-	1.0	1.0	5.1	-	-	-	-	14.0	-	-
Over 18 cents	-	-	.9	-	-	-	-	7.0	-	-	-	-	-	-	-	-	-	1.8	-	-
Uniform percentage	1.4	1.4	.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	1.4	1.4	.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential	5.9	-	-	-	-	14.2	-	-	-	-	16.8	-	-	-	-	15.7	-	-	-	-

See footnotes at end of table.

Table 23. Shift Differential Practices—Continued

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers by type of shift and amount of shift differential, United States, selected regions, and locations, November 1965)

Shift differential	Louisiana					Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove, Calif.					Newark and Jersey City, N. J.				
	Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³	
	Schedules														
	Day	Eve- ning	Night	Eve- ning	Night	Day	Eve- ning	Night	Eve- ning	Night	Day	Eve- ning	Night	Eve- ning	Night
Workers employed on selected shifts ⁴	13.7	13.6	13.5	2.7	2.2	11.6	11.1	11.1	7.2	3.8	17.2	16.9	15.4	1.1	0.3
Receiving shift differential	-	13.6	13.5	2.5	2.2	-	11.1	11.1	7.2	3.8	7.3	16.9	15.4	1.1	.3
Uniform cents per hour	-	13.6	13.5	2.5	2.2	-	11.1	11.1	7.2	3.8	7.3	16.9	15.4	1.1	.3
Under 6 cents	-	.9	-	-	-	-	-	-	-	-	-	-	-	-	-
6 cents	-	-	-	-	-	-	.5	-	3.8	-	-	-	-	-	-
7 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 cents	-	11.4	-	2.5	-	-	5.4	-	-	-	1.7	2.7	1.4	.8	-
9 cents	-	-	-	-	-	-	3.8	-	.8	-	4.6	8.7	4.6	.1	-
10 cents	-	1.3	.9	-	-	-	1.5	-	2.7	-	1.0	1.7	1.0	-	-
11 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 cents	-	-	2.1	-	-	-	-	.5	-	3.8	-	3.8	-	.2	-
13 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents	-	-	-	-	-	-	-	4.1	-	-	-	-	.7	-	-
16 cents	-	-	9.2	-	2.2	-	-	5.0	-	-	-	-	3.8	-	.3
18 cents	-	-	-	-	-	-	-	-	-	-	-	-	1.2	-	-
Over 18 cents	-	-	1.3	-	-	-	-	1.5	-	-	-	-	2.7	-	-
Uniform percentage	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paid lunch period not provided fixed day-shift workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential	13.7	-	-	.2	-	11.6	-	-	-	-	9.9	-	-	-	-

See footnotes at end of table.

Table 23. Shift Differential Practices—Continued

(Percent of production workers employed on selected shifts in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers, by type of shift and amount of shift differential, United States, selected regions, and locations, November 1965)

Shift differential	Philadelphia, Pa.—N.J.					San Francisco—Oakland, Calif.					Texas Gulf Coast				
	Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³		Rotating shifts ²			Fixed shifts ³	
	Schedules														
	Day	Eve- ning	Night	Eve- ning	Night	Day	Eve- ning	Night	Eve- ning	Night	Day	Eve- ning	Night	Eve- ning	Night
Workers employed on selected shifts ⁴	19.0	18.1	15.9	0.8	0.1	9.7	9.6	9.6	8.9	3.4	17.4	17.4	17.3	2.3	0.3
Receiving shift differential	9.4	18.1	15.9	.7	(⁵)	-	9.6	9.6	8.9	3.4	-	17.4	17.3	2.3	.3
Uniform cents per hour	-	9.0	7.3	.7	(⁵)	-	9.6	9.6	5.0	3.4	-	16.9	16.9	2.3	.3
Under 6 cents	-	1.8	-	(⁵)	-	-	-	-	-	-	-	-	-	-	-
6 cents	-	3.6	1.2	-	-	-	-	-	-	-	-	-	-	-	-
7 cents	-	.6	.4	-	-	-	-	-	-	-	-	-	-	-	-
8 cents	-	1.6	-	.7	-	-	-	-	-	-	-	7.5	-	.5	-
9 cents	-	-	1.4	-	-	-	3.8	-	-	-	-	9.4	-	1.8	-
10 cents	-	1.4	.6	-	-	-	1.4	-	4.4	-	-	-	-	-	-
11 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 cents	-	-	.8	-	-	-	4.4	-	.6	-	-	-	1.0	-	-
13 cents	-	-	.4	-	-	-	-	-	-	-	-	-	-	-	-
14 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16 cents	-	-	1.6	-	(⁵)	-	-	-	-	-	-	-	6.1	-	-
18 cents	-	-	-	-	-	-	-	3.8	-	-	-	-	9.4	-	.3
Over 18 cents	-	-	1.0	-	-	-	-	5.8	-	3.4	-	-	.5	-	-
Uniform percentage	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uniform cents per hour plus paid lunch period not provided fixed day-shift workers	-	9.1	8.6	-	-	-	-	-	3.9	-	-	.5	.5	-	-
Paid lunch period not provided fixed day-shift workers	9.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Receiving no shift differential	9.6	-	-	.1	.1	9.7	-	-	-	-	17.4	-	-	-	-

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

² Workers assigned to rotating shifts typically worked on the day, evening, and night schedules, successively.

³ Workers assigned to fixed shifts regularly worked either evening or night schedules.

⁴ In addition to rotating and fixed shifts, other types, such as oscillating, accounted for less than 0.1 percent of the workers.

⁵ Less than 0.05 percent.

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

Table 24. Paid Holidays

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers with formal provisions for paid holidays, United States, selected regions, and locations, November 1965)

Number of paid holidays	Regions								Locations									
	United States ¹	New England	Middle Atlantic	Border States	South-west	Great Lakes	Middle West	Pacific	Buffalo, N. Y.	Charleston, W. Va. - Ohio	Cleveland, Ohio	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N. J.	Philadelphia, Pa.-N. J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
All workers	100	100	100	100	100	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	100	100	100	100	100
Less than 7 days	2	-	1	-	-	5	6	-	-	-	7	-	-	-	-	4	-	-
7 days plus 1 or 2 half days	11	-	2	4	21	13	11	8	-	4	1	64	5	27	-	3	-	7
8 days	52	18	33	46	74	66	37	70	31	37	79	20	83	62	-	71	48	89
8 days plus 1, 2, or 3 half days	4	9	9	-	1	4	-	4	32	-	-	-	-	5	10	-	11	-
9 days	26	59	40	50	4	12	22	17	34	59	13	16	12	6	57	16	41	5
9 days plus 1, 2, or 3 half days.....	1	4	4	-	-	-	-	-	-	-	-	-	-	-	22	-	-	-
10 days	4	10	8	-	-	(²)	25	-	3	-	-	-	-	-	7	6	-	-
11 days	(²)	-	2	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-
12 days	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

² Less than 0.5 percent.

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

Table 25. Paid Vacations

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers with formal provisions for paid vacations after selected periods of service, United States, selected regions, and locations, November 1965)

Vacation policy	United States ¹	Regions							Locations									
		New England	Middle Atlantic	Border States	South-west	Great Lakes	Middle West	Pacific	Buffalo, N. Y.	Charleston, W. Va. - Ohio	Cleveland, Ohio	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N. J.	Philadelphia, Pa. - N. J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
All workers	100	100	100	100	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	99	100	100	100	100	99	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	94	76	97	95	95	88	97	100	100	100	53	100	100	100	100	98	100	92
Percentage payment	6	24	3	5	5	11	3	-	-	-	47	-	-	-	-	2	-	8
Workers in establishments providing no paid vacations	(²)	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
<u>Amount of vacation pay³</u>																		
<u>After 1 year of service</u>																		
Under 1 week	(²)	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-
1 week	54	82	63	44	38	51	45	40	93	32	64	79	49	51	64	72	32	22
Over 1 and under 2 weeks	8	-	4	-	13	21	6	18	-	-	-	-	-	-	-	-	-	23
2 weeks	36	18	33	56	45	28	48	43	7	68	36	21	51	33	36	28	68	55
Over 2 weeks	2	-	-	-	4	-	-	-	-	-	-	-	-	16	-	-	-	-
<u>After 2 years of service</u>																		
Under 1 week	(²)	-	-	-	-	(²)	-	-	-	-	-	-	-	-	-	-	-	-
1 week	34	47	39	25	20	38	19	-	42	21	59	65	-	34	33	66	-	11
Over 1 and under 2 weeks	7	1	3	2	7	24	5	8	-	-	-	-	-	-	-	-	-	7
2 weeks	55	51	58	73	56	38	69	92	58	79	41	35	100	51	67	34	100	60
Over 2 and under 3 weeks	3	-	-	-	14	-	6	-	-	-	-	-	-	5	-	-	-	23
3 weeks	1	-	-	-	3	-	-	-	-	-	-	-	-	11	-	-	-	-
<u>After 3 years of service</u>																		
1 week	3	5	1	-	1	15	-	-	-	-	31	65	-	5	-	-	-	-
Over 1 and under 2 weeks	3	1	2	2	-	5	5	8	-	-	-	-	-	-	-	11	-	-
2 weeks	89	94	94	98	82	80	88	92	100	100	69	35	100	80	100	89	100	77
Over 2 and under 3 weeks	4	-	3	-	14	-	6	-	-	-	-	-	-	5	-	-	-	23
4 weeks	1	-	-	-	3	-	-	-	-	-	-	-	-	11	-	-	-	-
<u>After 5 years of service</u>																		
Under 2 weeks	(²)	-	-	-	1	(²)	-	8	-	-	-	-	-	5	-	-	-	-
2 weeks	77	100	81	76	65	73	75	79	93	80	100	100	90	74	71	86	72	53
Over 2 and under 3 weeks	8	-	4	-	13	22	6	-	-	-	-	-	-	-	8	-	-	23
3 weeks	13	-	15	24	17	4	18	12	7	20	-	-	10	6	22	14	28	24
Over 3 weeks	1	-	-	-	4	-	-	-	-	-	-	-	-	16	-	-	-	-

See footnotes at end of table.

Table 25. Paid Vacations—Continued

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers with formal provisions for paid vacations after selected periods of service, United States, selected regions, and locations, November 1965)

Vacation policy	United States ¹	Regions							Locations									
		New England	Middle Atlantic	Border States	South-west	Great Lakes	Middle West	Pacific	Buffalo, N. Y.	Charles- ton, W. Va.—Ohio	Cleve- land, Ohio	Detroit, Mich.	Los Angeles— Long Beach and Anaheim— Santa Ana— Garden Grove, Calif.	Loui- siana	Newark and Jersey City, N. J.	Phila- delphia, Pa.—N. J.	San Fran- cisco— Oakland, Calif.	Texas Gulf Coast
<u>Amount of vacation pay³—Continued</u>																		
<u>After 10 years of service</u>																		
Under 2 weeks	(²)	-	-	-	1	(²)	-	-	-	-	-	-	-	5	-	-	-	-
2 weeks	8	16	6	9	2	11	9	13	-	-	7	-	32	6	8	14	-	-
Over 2 and under 3 weeks	8	9	4	-	13	23	-	-	-	-	-	-	-	-	11	-	-	23
3 weeks	69	76	73	69	63	62	73	74	93	80	92	100	58	69	77	61	72	53
Over 3 and under 4 weeks	1	-	3	-	1	(²)	-	-	-	-	-	-	-	5	-	-	-	-
4 weeks	12	-	14	22	17	3	18	12	7	20	-	-	10	6	15	14	28	24
Over 4 weeks	1	-	-	-	3	-	-	-	-	-	-	-	-	11	-	-	-	-
<u>After 15 years of service</u>																		
Under 2 weeks	(²)	-	-	-	1	(²)	-	-	-	-	-	-	-	5	-	-	-	-
2 weeks	2	5	1	2	1	4	(²)	1	-	-	-	-	-	-	-	-	-	-
Over 2 and under 3 weeks	6	-	-	-	13	20	-	-	-	-	-	-	-	-	-	-	-	23
3 weeks	72	80	78	70	61	69	59	82	93	80	87	84	78	74	85	83	72	48
Over 3 and under 4 weeks	2	1	4	-	1	-	6	-	-	-	-	-	-	5	-	3	-	-
4 weeks	17	13	16	28	19	7	34	17	7	20	13	16	22	6	15	14	28	29
Over 4 weeks	1	-	-	-	3	-	-	-	-	-	-	-	-	11	-	-	-	-
<u>After 20 years of service</u>																		
Under 3 weeks	2	5	1	2	2	4	(²)	1	-	-	-	-	-	5	-	-	-	-
3 weeks	23	27	17	17	34	16	19	51	-	4	8	6	72	40	6	14	11	32
Over 3 and under 4 weeks	4	-	2	-	-	20	6	-	-	-	-	-	-	-	-	11	-	-
4 weeks	54	68	60	59	43	55	40	31	93	76	92	79	6	34	78	58	61	44
Over 4 weeks	17	-	20	22	21	5	34	17	7	20	-	16	22	21	15	17	28	24
<u>After 25 years of service</u>																		
Under 3 weeks	2	5	1	2	2	4	(²)	1	-	-	-	-	-	5	-	-	-	-
3 weeks	16	24	14	12	17	13	14	39	-	4	8	-	62	7	6	9	11	25
Over 3 and under 4 weeks	4	-	2	-	-	20	6	-	-	-	-	-	-	-	-	11	-	-
4 weeks	57	57	61	61	58	53	45	43	93	76	79	84	15	67	66	63	61	46
Over 4 weeks	19	13	22	26	23	10	34	17	7	20	13	16	22	21	27	17	28	29

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

² Less than 0.5 percent.

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

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

Table 26. Health, Insurance, and Retirement Plans

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers with specified health, insurance, and retirement plans, United States, selected regions, and locations, November 1965)

Type of plan ¹	United States ²	Regions							Locations										
		New England	Middle Atlantic	Border States	South-west	Great Lakes	Middle West	Pacific	Buffalo, N. Y.	Charleston, W. Va. - Ohio	Cleveland, Ohio	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N. J.	Philadelphia, Pa. - N. J.	San Francisco-Oakland, Calif.	Texas Gulf Coast	
All workers-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																			
Life insurance-----	99	95	98	100	100	98	100	94	92	100	99	100	100	100	94	100	82	100	
Employer financed-----	54	40	70	59	41	73	66	61	50	54	84	73	41	68	84	38	34		
Jointly financed-----	45	55	28	41	59	57	27	28	31	50	44	16	27	59	26	16	44	66	
Accidental death and dis- memberment insurance-----	55	90	52	39	39	68	44	54	82	16	78	72	82	45	49	67	31	36	
Employer financed-----	32	37	46	22	21	31	12	40	82	16	51	56	72	9	41	62	11	28	
Jointly financed-----	23	53	6	17	18	37	32	14	-	-	27	16	10	36	8	4	20	8	
Sickness and accident insurance or sick leave or both ³ -----	97	95	95	98	98	97	100	99	92	100	100	100	100	95	100	100	97	100	
Sickness and accident insurance-----	86	94	89	97	81	88	65	48	92	100	94	100	49	88	100	100	51	80	
Employer financed-----	43	41	51	43	34	39	25	28	85	25	50	84	31	60	39	36	24	15	
Jointly financed-----	44	53	39	54	47	48	40	19	7	75	44	16	18	28	61	64	28	65	
Sick leave (full pay, no waiting period)-----	20	6	26	23	11	9	44	68	7	20	6	-	79	15	33	16	56	11	
Sick leave (partial pay or waiting period)-----	28	-	18	35	48	38	32	23	45	55	27	-	21	22	20	-	17	63	
Hospitalization insurance-----	99	100	100	100	99	96	100	100	100	100	93	100	100	100	100	100	100	100	
Employer financed-----	61	37	81	67	40	48	46	66	92	50	70	84	58	51	72	91	71	25	
Jointly financed-----	38	63	19	33	60	48	54	34	8	50	23	16	42	49	28	9	29	75	
Surgical insurance-----	99	100	100	100	99	98	100	100	100	100	100	100	100	100	100	100	100	100	
Employer financed-----	60	37	81	65	40	45	46	66	92	50	54	84	58	51	72	91	71	25	
Jointly financed-----	39	63	19	35	60	53	54	34	8	50	46	16	42	49	28	9	29	75	
Medical insurance-----	89	100	74	93	93	94	97	98	74	100	92	100	100	81	85	97	93	99	
Employer financed-----	51	37	61	58	34	43	43	63	74	50	47	84	58	43	57	88	64	21	
Jointly financed-----	37	63	13	35	59	51	54	34	-	50	44	16	42	37	28	9	29	78	
Catastrophe insurance-----	46	77	25	40	70	48	44	71	-	77	59	94	92	74	46	32	66	80	
Employer financed-----	18	14	14	12	19	24	6	34	-	16	37	79	44	33	17	23	34	18	
Jointly financed-----	29	63	11	28	51	24	38	37	-	61	22	16	48	42	29	9	32	62	
Retirement plans:																			
Pensions-----	94	86	90	97	99	95	94	81	100	100	98	100	62	100	86	95	89	99	
Employer financed-----	83	84	84	94	78	87	60	73	100	100	91	100	45	77	66	95	84	79	
Jointly financed-----	10	2	7	3	22	8	34	8	-	-	7	-	17	23	20	-	5	21	
Lump-sum payments-----	2	1	-	7	-	2	-	8	-	19	1	-	-	-	-	-	26	-	
No plans-----	(⁴)	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	

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 regions in addition to those shown separately.

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

⁴ Less than 0.5 percent.

Table 27. Nonproduction Bonuses

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, nonvulcanizable elastomers with specified types of nonproduction bonuses, United States, selected regions, and locations, November 1965)

Type of bonus	United States ¹	Regions							Locations									
		New England	Middle Atlantic	Border States	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charleston, W. Va. - Ohio	Cleveland, Ohio	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Philadelphia, Pa.-N.J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses	15	11	24	1	10	18	3	31	8	-	48	-	26	10	24	46	20	11
Christmas or yearend	13	4	21	-	10	16	-	17	8	-	48	-	-	10	24	46	8	11
Profit sharing	1	7	1	1	-	1	3	10	-	-	-	-	26	-	-	-	-	-
Other	1	-	2	-	-	1	-	4	-	-	-	-	-	-	-	-	11	-
Workers in establishments with no nonproduction bonuses	85	89	76	99	90	82	97	69	92	100	52	100	74	90	76	54	80	89

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

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

Table 28. Other Selected Benefits

(Percent of production workers in establishments manufacturing basic industrial chemicals (except industrial gases) and plastics materials, synthetic resins, and nonvulcanizable elastomers providing cost-of-living pay adjustments, funeral leave pay, jury duty pay, severance pay, supplemental unemployment benefits, and work clothing allowance, United States, selected regions, and locations, November 1965)

Item ¹	United States ²	Regions							Locations									
		New England	Middle Atlantic	Border States	South-west	Great Lakes	Middle West	Pacific	Buffalo, N.Y.	Charleston, W. Va. - Ohio	Cleveland, Ohio	Detroit, Mich.	Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.	Louisiana	Newark and Jersey City, N.J.	Philadelphia, Pa.-N.J.	San Francisco-Oakland, Calif.	Texas Gulf Coast
Workers in establishments with provisions for:																		
Cost-of-living pay adjustments	12	-	11	8	-	42	-	-	31	21	23	84	-	-	-	-	-	-
CPI	12	-	11	8	-	42	-	-	31	21	23	84	-	-	-	-	-	-
Funeral leave pay	93	91	97	94	84	95	95	88	100	96	93	100	68	85	100	89	100	93
Jury duty pay	94	89	90	93	100	95	95	93	69	100	99	100	84	100	100	82	97	100
Severance pay	40	15	63	50	41	21	34	21	43	81	13	-	14	19	81	67	51	56
Supplemental unemployment benefits	7	13	(³)	4	18	6	16	11	-	-	-	-	30	26	-	-	-	7
Work clothing allowance:																		
Clothing provided	39	13	49	18	24	46	56	46	42	26	6	6	52	26	57	19	63	27
Monetary allowance	6	60	9	2	1	(³)	6	5	-	-	1	-	-	-	13	17	17	-
Combination of clothing and monetary allowance	4	-	7	8	2	4	3	-	8	3	-	-	-	9	-	5	-	-

¹ For definitions of items, see appendix A.

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

³ Less than 0.5 percent.

Appendix A. Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in manufacturing basic industrial inorganic and organic chemicals, except industrial gases, (industry group 281, except 2813) or plastics materials, synthetic resins, and nonvulcanizable elastomers (industry 2821) as defined in the 1957 edition of the Standard Industrial Classification Manual and the 1963 Supplement, prepared by the U.S. Bureau of the Budget. Plants manufacturing fissionable products and separate auxiliary units, such as central offices and research laboratories, were excluded.

The establishments studied were selected from those employing 50 workers or more at the time of reference of the data used in compiling the universe lists.

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

Method of Study

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

Establishment Definition

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

Employment

The estimates of the number of workers within the scope of the study are intended as a general guide to the size of 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 report, 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,
Industrial Chemicals Industry, November 1965

Industry branch, region, ¹ States, and location ²	Number of establishments		Workers in establishments		
	Within scope of study ³	Studied	Within scope of study		Studied
			Total ⁴	Production workers	Total
All establishments:					
United States ⁵ -----	695	288	250,907	168,515	173,225
New England -----	54	16	11,142	6,931	5,187
Middle Atlantic ⁶ -----	199	73	71,091	47,326	49,105
Buffalo -----	19	8	11,498	8,422	7,731
Newark and Jersey City -----	27	10	6,364	4,380	4,078
Philadelphia -----	36	15	14,516	10,093	10,658
Border States ⁶ -----	63	31	31,788	22,314	24,795
Charleston -----	12	8	13,844	9,647	11,510
Southwest ⁶ -----	86	39	46,062	31,800	30,054
Louisiana -----	28	15	11,598	8,108	9,044
Texas Gulf Coast -----	38	15	27,437	18,229	16,439
Great Lakes ^{6,7} -----	128	65	45,022	30,150	33,732
Cleveland -----	24	13	8,200	5,848	6,482
Detroit -----	6	5	5,164	3,407	4,836
Middle West -----	23	14	10,644	7,529	8,236
Pacific ⁶ -----	69	24	10,674	6,383	4,954
Los Angeles—Long Beach and Anaheim— Santa Ana—Garden Grove -----	32	10	4,089	2,390	1,651
San Francisco—Oakland -----	24	8	3,547	1,986	1,439
Basic inorganic and organic chemicals:					
United States ⁵ -----	487	208	190,197	128,220	135,254
New England -----	22	7	4,055	2,510	2,906
Middle Atlantic -----	134	50	46,904	31,293	32,452
Border States -----	51	24	24,575	17,207	18,861
Southwest -----	68	32	42,151	29,286	27,745
Great Lakes -----	90	45	35,381	23,707	26,291
Middle West -----	19	12	8,804	6,125	7,594
Pacific -----	44	17	7,890	4,915	4,090
Plastics materials and elastomers:					
United States ⁵ -----	208	80	60,710	40,295	37,971
Middle Atlantic -----	65	23	24,187	16,033	16,653
Border States -----	12	7	7,213	5,107	5,934
Great Lakes -----	38	20	9,641	6,443	7,441

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

² For definition of locations, see footnote 1, tables 11–15 and 17–20.

³ Includes only establishments with 50 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 regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

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

⁷ Includes establishments in the Ohio portion of the Charleston, W. Va.—Ohio, area.

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 designates position, that is, one-half of the employees surveyed received more than this rate and one-half received less. The middle range is defined by two rates of pay; one-fourth of the employees earned less than the lower of these rates and one-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 Practices and Differentials

Data relate to shift practices of establishments during the payroll period studied and are presented in terms of the proportion of production workers actually employed under the conditions specified. Workers assigned to rotating shifts variously work on day, evening, and night shifts and workers assigned to fixed shifts regularly work on their assigned shift.

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to one-half or more of the production workers in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than one-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,¹¹ 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.

Cost-of-Living Adjustments. Provisions for cost-of-living adjustments relate to formal plans whereby wage rates are increased periodically in keeping with changes in the Consumer Price Index or on some other basis.

¹¹ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Paid Funeral and Jury Duty Leave. Data for paid funeral and jury duty leave are limited to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Supplemental Unemployment Benefits. Data relate to formal plans designed to supplement benefits paid under State unemployment insurance systems.

Severance Pay. Data relate to formal plans providing for payments to employees permanently separated from the company through no fault of their own.

Clothing Allowance. Data relate to formal provisions for protective garments, such as aprons, smocks, and overalls, worn in lieu of or over the employees' personal clothing; provisions for boots, gloves, hard hats, protective glasses, safety shoes, and other safety devices were excluded.

Appendix B. Occupational Descriptions

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

Maintenance

MAINTENANCE MAN, SKILLED

Performs the work of one or more recognized maintenance trades in a chemical plant. Includes only those workers who have achieved the skills normally associated with fully qualified maintenance trades workers. Does not include workers who only make minor repairs, such as handymen or utilitymen.

For wage study purposes, workers are classified as follows:

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions in the installation, maintenance, or repair of equipment for the generation, distribution, and/or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments.

INSTRUMENT REPAIRMAN

Installs, maintains, adjusts, and repairs manual, pneumatic, electric, and/or electronic measuring, recording, and regulating instruments in a chemical plant. Work involves most of the following: Inspecting, testing, and adjusting instruments periodically, determining cause of trouble in instruments not functioning properly and making necessary repairs or adjustments; disconnecting inaccurate or damaged instruments and replacing them; examining mechanism and cleaning parts; replacing worn or broken parts; assembling instruments and installing them on testing apparatus; and calibrating instruments to established standard.

MAINTENANCE MAN, SKILLED—ContinuedMACHINIST, MAINTENANCE

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

MECHANIC, GENERAL

Performs the work of two or more maintenance trades rather than specializing in only one trade or one type of maintenance work. In general, the work of a general mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

The classification includes workers who regularly perform two or more types of skilled maintenance work within a section or department of a large establishment, such as pipefitting, millwrighting, welding, machining, machine and equipment repairing, and carpentry, among others. It also includes workers that maintain and repair machines, mechanical and electrical equipment, and/or the structure of a small establishment where specialization in maintenance work is impractical. It does not, however, include workers who only make minor repairs or adjustments.

PIPEFITTER, MAINTENANCE

Installs and/or repairs pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and/or measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with handtools or oxyacetylene torch or pipe-cutting machine; threading pipe with stock and dies or pipe-threading machine; bending pipe by hand-driven or power-driven machines; assembling pipe and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

OTHER SKILLED MAINTENANCE MEN

Includes all workers performing the tasks and duties of a recognized skilled maintenance trade with the exception of the previously listed (see above). (Data will not be published separately for this category, but will be used in combination with the specific skilled maintenance jobs to permit publication of data for all skilled maintenance men.)

HELPER, TRADES, MAINTENANCE

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting worker by holding materials or tools; performing other semiskilled or unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades, the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

Processing

CHEMICAL OPERATOR

Operates or tends one or more equipment units or a system performing intermediate or final operations, involving physical and/or chemical changes, in processing chemical products. This category includes workers who may be designated (within establishments) according to equipment or system controlled, substance processed or product manufactured, or reaction produced. It is intended to include operators of a specific type of equipment as well as those whose work involves a series of various types of equipment that may be centrally controlled through panel boards. (See separate descriptions for millers and mixers not included in this group.)

For wage study purposes, workers are classified as follows:

Class A. Operates one or more types of equipment and whose job involves most of the following: Extensive knowledge of operating procedures and chemical reactions, laboratory test results, and correlation of process instrumentation; a high degree of responsibility in setting and regulating controls and in interpreting tests; responsibility for a product meeting rigid specifications or an expensive product where cost of waste or reworking is relatively high; and making decisions which affect yield and safety;

and/or

Coordinates the work of several chemical operators working on a chemical process comprising several types of equipment.

Class B. Works at assigned equipment or position of a chemical reaction process. May perform any of the specific duties of the class A operator but requires guidance in the interpretation of tests and observations in setting and regulating controls and in making out reports on operations. May direct one or several helpers.

CHEMICAL OPERATOR'S HELPER

Performs a variety of simple and standard tasks assigned to him by a chemical operator. Work involves most of the following: Assisting in the moving, handling, dumping and weighing of materials; loading equipment; taking simple recordings of temperature and pressure under the direction of chemical operators; cleaning working area; removing finished products from equipment; and cleaning or washing equipment.

Includes all helpers to chemical equipment operators, regardless of whether the operator is assigned to a specific type of apparatus or engaged in controlling the operation of a series of equipment.

COMPRESSOR OPERATOR

(Compressing-machine operator)

Operates equipment that compresses gases, frequently into liquid form. Work involves most of the following: Maintaining proper flow of gases through compressing equipment by setting and adjusting controls, adjusting pumps, making minor repairs to pumps and other equipment, maintaining records of pressures and amount of gas compressed, filling cylinders or other containers.

FILLER

Fills containers with a predetermined type and amount of chemical products for shipment. Includes operators or tenders of filling machines as well as workers filling containers by other means. May stencil identifying data on containers and make minor adjustments to dispensing devices.

Excludes workers primarily engaged in filling tank cars or trucks.

MILLER

(Crusher operator; grinder; pulverizer operator)

Tends one or more units of equipment used to crush, grind or pulverize materials to specifications. Crushing operations, involving the initial reduction of materials, are generally performed in jaw crushers, roll crushers, hammer crushers, or rotary crushers. The more common types of equipment utilized in grinding and pulverizing operations, involving the reduction of materials into particles of dust, are disk mills, ball mills, tube mills, and rod mills.

MIXER

(Batchmaker; compounder)

Operates one or more mixing machines in which component parts (liquids or solids) are blended or mixed in controlled amounts to produce intermediate or finished products.

PUMPMAN

Tends and maintains one or more power-driven pumps used to pump liquids from one vessel to another, from storage tanks to processing equipment, from one process to another, or from a process back to storage tanks. Work involves most of the following: Interpreting specifications to determine which lines should be used for individual liquids; connecting lines from pumps to storage tanks or vessels which are to be filled or emptied; regulating valves so that liquids are piped according to written specifications or oral instructions; checking measuring instruments or storage tanks; observing operation of pumps and checking for proper operation making minor repairs to pumps; and maintaining operational records. Includes workers performing such operations to load or unload tank cars, barges, or ships.

Material Movement and HandlingLABORER, MATERIAL HANDLING

(Loader and unloader, handler and stacker; shelver; trucker; stockman or 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. May keep a record of materials handled or check items against invoices or other records. Longshoremen, who load and unload ships, are excluded. If primary duty is to operate power truck, classify as truckers, power.

STOCK CLERK

Receives, stores, and issues equipment, material, merchandise, or tools in a stockroom or storeroom. Work involves a combination of the following: Checking incoming orders; storing supplies; applying identifications to articles; issuing supplies; taking periodic inventory or keeping perpetual inventory; making up necessary reports; and requesting or ordering supplies when needed. Stockroom laborers, tool crib attendants, and employees who supervise stock clerks and laborers are excluded.

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 and/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.

For wage study purposes, truckdrivers are classified by type of equipment as follows:

Semi- or trailer
 Other than semi- or trailer
 Combination of types

TRUCKER, POWER

Operates a manually-controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant or other establishments.

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

Trucker, power (forklift)
 Trucker, power (other than forklift)

Custodial

GUARD

Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

JANITOR

(Day porter; sweeper; charwomen; 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, and/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.

WATCHMAN

Guards premises of plant property, warehouses, or office buildings. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

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, 1965. BLS Bulletin 1520 (30 cents).
*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).
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, 1965. BLS Bulletin 1524 (40 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).

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- *Tobacco Stemming and Redrying, 1957. BLS Report 136.
- 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. Other Industry Wage Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 (40 cents).
- Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 (35 cents).

Retail Trade:

- Employee Earnings 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
Tel.: 971-5405



Region V—Western
450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Tel.: 556-4678



Region IV—North Central
219 South Dearborn Street
Chicago, Ill. 60604
Tel.: 353-7230

Region VI—East Central
1365 Ontario Street
Cleveland, Ohio 44114
Tel.: 241-7900



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