

# INDUSTRY WAGE SURVEY

## Fertilizer Manufacturing

MARCH—APRIL 1966

Bulletin No. 1531

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



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UNITED STATES DEPARTMENT OF LABOR  
W. Willard Wirtz, Secretary



BUREAU OF LABOR STATISTICS  
Arthur M. Ross, Commissioner

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For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 - Price 30 cents



## Preface

This bulletin summarizes wage and supplementary practices information for the fertilizer manufacturing industry in March–April 1966.

Separate releases were issued earlier, usually within a few months of the payroll period to which the data relate, for the States of Alabama, California, Florida, Georgia, Illinois, Maryland, North Carolina, Ohio, South Carolina, Tennessee, and Virginia. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of its regional offices.

This study was conducted in the Bureau's Division of Occupational Pay, Toivo P. Kanninen, Chief, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by Charles E. Scott, Jr., under the immediate supervision of L. Earl Lewis. Field work for the survey was directed by the Assistant Regional Directors for Wages and Industrial Relations.

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



## Contents

	Page
Summary .....	1
Industry characteristics .....	1
Employment .....	1
Type of establishment .....	2
Type of market .....	2
Size of establishment .....	2
Size of community .....	2
Union contract coverage .....	2
Method of wage payment .....	3
Average hourly earnings .....	3
Occupational earnings .....	5
Establishment practices and supplementary wage provisions .....	5
Scheduled weekly hours .....	5
Shift practices .....	5
Paid holidays .....	5
Paid vacations .....	6
Health, insurance, and retirement plans .....	6
Nonproduction bonuses .....	6
Other selected benefits .....	6

### Tables:

#### Average hourly earnings:

1. By selected characteristics .....

#### Earnings distributions:

2. All establishments .....
3. All establishments by type of market .....
4. By type of establishment .....

#### Occupational averages:

5. All establishments .....
6. All establishments by type of market .....
7. Complete (integrated) establishments by size of community .....
8. Complete (integrated) establishments by size of establishment .....
9. Superphosphate establishments by size of community .....
10. Superphosphate establishments by size of establishment .....
11. Mixing establishments .....
12. Mixing establishments by size of community .....
13. Mixing establishments by size of establishment .....

#### Occupational earnings:

14. Alabama .....
15. California .....
16. Florida .....
17. Georgia .....
18. Illinois .....
19. Maryland .....
20. North Carolina .....
21. Ohio .....

## Contents—Continued

	Page
Tables—Continued	
Occupational earnings—Continued	
22. South Carolina.....	22
23. Tennessee.....	22
24. Virginia.....	23
Establishment practices and supplementary wage provisions:	
25. Method of wage payment: All establishments.....	24
26. Scheduled weekly hours: All establishments.....	24
27. Shift differential practices: All establishments.....	25
28. Paid holidays: All establishments.....	26
29. Paid holidays: By type of establishment.....	27
30. Paid vacations: All establishments.....	28
31. Paid vacations: By type of establishment.....	29
32. Health, insurance, and retirement plans: All establishments.....	31
33. Health, insurance, and retirement plans: By type of establishment.....	32
34. Nonproduction bonuses: All establishments.....	33
35. Nonproduction bonuses: By type of establishment.....	33
Appendixes:	
A. Scope and method of survey.....	34
B. Occupational descriptions.....	38

## Industry Wage Survey—

### Fertilizer Manufacturing, March—April 1966

#### Summary

Straight-time earnings of production and related workers in the Nation's fertilizer manufacturing industry averaged \$1.90 an hour in March–April 1966. Of the 25,484 workers covered by the current study<sup>1</sup> (nearly all men and nearly all receiving time rates), 12 percent earned \$1.25 but less than \$1.30; earnings of the remaining workers were distributed over a comparatively broad range. Earnings in the Southeast, where 37 percent of the industry's work force was concentrated, averaged \$1.57 an hour, substantially less than in other regions.<sup>2</sup> Earnings also varied by type and size of establishment, type of sales market, size of community, extent of labor-management contract coverage, and occupation.

Among the occupations studied separately, national averages ranged from \$1.59 for watchmen to \$2.59 for maintenance mechanics. Material handling laborers, accounting for 24 percent of the work force, averaged \$1.65 an hour.

Most of the workers were in establishments providing paid holidays, paid vacations, and at least part of the cost of retirement pension plans, life, hospitalization, and surgical insurance to their year-round workers.

#### Industry Characteristics

Employment. Fertilizer manufacturing plants within scope of the survey employed 25,484 production and related workers in March–April 1966. This was slightly below the employment level in April 1962 (26,150) when the Bureau conducted a similar study.<sup>3</sup> Thirty-seven percent of the workers were in the Southeast and 22 percent in the Great Lakes region. Proportions in the remaining five regions for which data were tabulated ranged from 5 percent in the Pacific to 11 percent in the Border States. In each region, the industry is concentrated in or near agricultural areas where demand for the product is greatest.

Employment in the industry is highly seasonal. The peak occurs just before the spring planting season and drops off sharply during the summer. Approximately three-eighths of the workers covered by this study were employed to work less than 11 months a year.<sup>4</sup> Some of the plants suspend their manufacturing operations for several months.<sup>5</sup> As indicated in the following tabulation, plants operating less than 9 months a year accounted for 17 percent of the workers in mixing plants, 8 percent of those in superphosphate plants, but none in complete (integrated) plants:

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

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

<sup>3</sup> For an account of the earlier study, see Industry Wage Survey, Fertilizer Manufacturing, April 1962 (BLS Bulletin 1362, 1963).

<sup>4</sup> Includes all workers in plants operating less than 11 months a year as well as those working less than 11 months in plants in operation longer.

<sup>5</sup> A plant was considered to be in operation only if engaged in actual production. It was not considered in operation during periods when it only employed custodial, maintenance, or salespersons.

Type of plant	Percent of production workers in plants classified according to the number of months in operation annually—			
	11 or more	9 but less than 11	6 but less than 9	Less than 6
All-----	75	15	6	4
Complete (integrated)-----	89	11	-	-
Superphosphate-----	70	22	5	3
Mixing only-----	67	16	10	7

Type of Establishment. The industry is composed of three types of establishments, each producing mixed fertilizers: (1) Complete or integrated plants manufacture the acids which are used to treat phosphate rock to make superphosphate, which they then combine with other fertilizer materials to make a finished product; (2) superphosphate plants purchase the acids used to make superphosphate; and (3) mixing plants purchase all the fertilizer ingredients. Nationwide, mixing plants employed 45 percent of the workers covered by the study; complete (or integrated) plants, 35 percent; and superphosphate plants, 20 percent. In the two major regions, the corresponding percentages were 43, 36, and 20 percent in the Southeast and 50, 22, and 28 percent in the Great Lakes.

Type of Market. About three-fourths of the workers were in establishments which indicated that they were engaged in interstate commerce. At least seven-tenths of the workers in every region but the Pacific were employed in such plants. In the Pacific region, more than four-fifths of the workers were employed in establishments engaged in intrastate commerce, nearly half of which were mixing plants. Nationally, mixing plants accounted for seven-eighths of the industry's establishments reportedly engaged in intrastate commerce.

Size of Establishment. In terms of employment, fertilizer plants are comparatively small. Only 8 of the 726 plants within scope of the survey had as many as 300 workers; the median-size plant employed 30 workers. Establishments employing fewer than 100 workers at the time of the study accounted for three-tenths of the workers in complete (integrated) plants, three-fifths of those in superphosphate plants, and nearly nine-tenths of those in mixing plants.

Size of Community. Establishments employing 54 percent of the fertilizer production workers were in metropolitan areas. Only in the Southeast and Middle West were a majority of the production workers employed in nonmetropolitan areas.

Metropolitan areas accounted for approximately three-fifths of the workers in complete and superphosphate plants, compared with fewer than one-half in mixing plants.

Union Contract Coverage. Establishments with collective bargaining agreements covering a majority of their year-round production workers employed slightly more than half of the industry's work force. The proportions were three-fourths in complete plants, three-fifths in superphosphate plants, and three-tenths in mixing plants. Regionally, the proportions of workers in establishments with such contracts were between 40 and 50 percent in the Middle West and Southeast; between 50 and 60 percent in the Great Lakes, Middle Atlantic and Southwest; and between 60 and 70 percent in the Border States and the Pacific region. Except in complete (integrated) plants, the majority of seasonal workers were not covered by union contracts. The Oil, Chemical and Atomic Workers International Union (AFL-CIO); District 50, United Mine Workers of America (Ind.); and the International Chemical Workers Union (AFL-CIO) were the major unions in the industry. They represented nearly three-fifths of the year-round workers employed under contract terms.

Method of Wage Payment. Virtually all of the production workers were paid on a time-rated basis (table 25). Formal rate structures consisting of single rates provided the basis of wage payment for two-thirds of the workers and were predominant in each region. Individual rates, those primarily determined according to each worker's qualifications, were found principally in mixing plants and provided the basis of payment for one-fourth of the total work force. Range-of-rate systems applied to most of the remainder. Formal provisions for cost-of-living wage adjustments were virtually nonexistent in the industry.

### Average Hourly Earnings

Straight-time hourly earnings of the 25,484 production workers within scope of the survey averaged \$1.90 an hour in March–April 1966 (table 1).<sup>6</sup> This was 14 percent above the average (\$1.67) recorded in April 1962. Workers in the Southeast region average \$1.57 an hour—33 cents below the national average. The highest regional average recorded was in the Pacific region, where workers earned \$2.73 an hour; in the other five regions for which separate data were tabulated, averages ranged from \$1.78 in the Border States to \$2.22 in the Middle Atlantic.

Workers in the Southwest averaged 46 cents an hour more than those in the Southeast. This interregional differential, larger than in most industries, results principally from two factors. First, the Southwest average was increased considerably by the inclusion of workers in the fertilizer operations of a major chemical company who were paid wage rates that conformed to those paid to workers in the company's industrial chemicals plant. These rates were substantially higher than those paid by the fertilizer industry generally. Second, the establishments limited to mixing purchased fertilizer ingredients, which generally have a lower level of wages than the plants manufacturing the ingredients, accounted for a much larger proportion of the workers in the Southeast than in the Southwest.

Information was developed separately for 11 States (tables 14 through 24). Averages above the national level were recorded in four States—California (\$2.74), Illinois (\$2.37), Maryland (\$2.07), and Ohio (\$2.08). Among the other seven States, the averages ranged from 4 cents below the industry average in Tennessee to 52 cents below in Georgia.

Nationwide, wages in complete (integrated) fertilizer plants averaged \$2.19 an hour, compared with \$1.90 in superphosphate plants and \$1.68 in mixing plants. In the Southeast, the corresponding averages were \$1.69, and \$1.75, and \$1.37. In the Great Lakes, the only other region for which data could be shown separately for all three types of plants, workers in mixing plants averaged

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<sup>6</sup> The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.23 in March–April 1966). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. 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. In the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimate of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. It differs from the numbers published in the monthly series (32,400 in March and 36,600 in April 1966) by the exclusion of establishments employing fewer than eight workers, and by the fact that the advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted as are establishments originally classified in the fertilizer manufacturing industry but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing fertilizer but classified incorrectly in other industries at the time the lists were compiled.

the same (\$1.99) as those in superphosphate plants, but 55 cents less than those in complete (integrated) plants. Mixing plants accounted for nearly three-tenths of the workers in the Southwest, between two-fifths and one-half in five regions, and for three-fifths in the Middle Atlantic region.

Wages in establishments reported as engaged in interstate commerce averaged \$1.96 an hour, compared with \$1.72 for those in plants engaged in intrastate commerce. In each of the three regions where comparisons could be made, wages in interstate plants averaged substantially higher than those limited to intrastate commerce; the differentials amounted to 26 cents an hour in the Southeast, 37 cents in the Great Lakes, and 43 cents in the Middle West. These differences reflect, in large part, a heavier concentration of low-wage mixing plants among those reported as engaged only in intrastate commerce. Whereas mixing plants in each of these regions accounted for substantially less than one-half of the employment in plants engaged in interstate commerce, they, in each instance, accounted for a large majority of the employment in intrastate plants.

Nationwide, and in nearly all regions where comparisons could be made, average earnings were higher in metropolitan than in nonmetropolitan areas, higher in plants with 100 workers or more than in smaller plants, and higher in union than in nonunion plants. Because of the interrelationship of these and other factors (e.g., type of plant), however, it is not possible to determine the exact influence of each characteristic on pay levels. For example, the larger plants tended to be concentrated in the larger communities and usually had integrated operations; labor-management agreements were more prevalent among large establishments than among small ones.

Earnings below \$1.25 an hour were received by 1.5 percent of the workers (table 2), almost all of whom were in the Southeast region and employed by plants reported as engaged in intrastate commerce and thus not subject to the Federal minimum wage at the time of the study.<sup>7</sup> One-eighth of the workers earned \$1.25 but less than \$1.30 an hour. As indicated in the following tabulation, the proportion earning less than \$1.30 an hour varied considerably among the regions:

	Percent of production workers earning under—		
	\$1.30	\$1.40	\$1.50
United States -----	13.8	23.0	32.3
Middle Atlantic -----	1.1	1.2	2.8
Border States-----	10.1	17.5	25.2
Southeast -----	26.2	45.0	60.6
Southwest -----	16.6	25.4	36.0
Great Lakes-----	2.9	3.9	8.1
Middle West-----	12.3	18.6	25.2
Pacific-----		.2	.3

Other than the clustering at or near the Federal minimum, the dispersion of wages in the industry was comparatively wide; the middle half of the workers earned between \$1.42 and \$2.29 an hour. This relatively wide earnings dispersion is to be expected in an industry that extends to all sections of the country and consists of several different types of operations with varying occupational requirements.

<sup>7</sup> The 1966 amendments to the Fair Labor Standards Act raised the Federal minimum wage for workers in manufacturing establishments engaged in interstate commerce from \$1.25 to \$1.40 an hour, effective Feb. 1, 1967.

### Occupational Earnings

The occupations studied separately and shown in table 5 accounted for slightly more than three-fifths of all production and related workers in the industry. Highest averages were recorded for maintenance mechanics (\$2.59) and carpenters (\$2.43); watchmen were the lowest paid at \$1.59 an hour. Material handling laborers, the largest group numerically, averaged \$1.65 an hour.

Among the occupations permitting comparisons in all regions, averages were lowest in the Southeast and highest in the Pacific region. In the Southeast, averages for most of the jobs shown ranged from \$1.39 to \$1.66; in the Pacific region, all of the averages exceeded \$2 an hour.

Occupational averages in complete (integrated) and superphosphate plants typically exceeded corresponding job averages in mixing plants by substantial margins (tables 7, 9, and 11). It should be noted that in the smaller fertilizer plants, and especially in dry mixing plants where job specialization is lacking, precise occupational classification is not always possible. A worker hired as a laborer may be assigned to bag sewing, batch weighing, or other unskilled tasks during the same day or week.

Occupational earnings also varied by type of market, size of community, and size of establishment. With some exceptions, occupational averages were higher in plants engaged in interstate commerce than those reported engaged only in intrastate commerce (table 6); in metropolitan areas than in nonmetropolitan areas (tables 7, 9, and 12); and in plants employing 100 workers or more than in smaller plants (tables 8, 10, and 13).

### Establishment Practices and Supplementary Wage Provisions

Data were also obtained on work schedules and selected supplementary benefits. The following information on paid holidays, paid vacations, and health, insurance, and retirement benefits is presented separately for year-round and seasonal workers.

Scheduled Weekly Hours. Work schedules of 40 hours a week applied to slightly less than one-half of the year-round workers and to three-tenths of the seasonal workers (table 26). Virtually all of the remaining workers were scheduled to work more than 40 hours a week. Slightly more than one-fourth of the year-round workers and three-eighths of the seasonal workers were scheduled to work 50 hours a week or more at the time of the survey. The Pacific was the only region studied separately, in which work schedules in excess of 40 hours were not common.

Shift Practices. One-fifth of all workers were employed on late shifts (table 27) which were more prevalent in integrated and superphosphate plants than in mixing plants. Most late-shift workers received differential pay over day rates; such payments usually ranged from 4 to 10 cents an hour for the second shift and from 10 to 20 cents for the third shift. Regionally, the proportion of workers employed on late shifts ranged from one-seventh in the Border States to three-tenths in the Middle West.

Paid Holidays. Paid holidays, most commonly 6, 7, or 8 days annually, were provided to over nine-tenths of the year-round workers (table 28). Among seasonal workers, one-fourth received paid holidays, typically 1 or 2 days a year. Virtually all of the year-round workers in each region, except the Southeast, received paid holidays. The proportion in the Southeast was about four-fifths.

Paid Vacations. Paid vacations were provided to year-round workers with qualifying periods of service by plants accounting for more than nine-tenths of the regular workers (table 30). Typical vacation payments for such workers were: 1 week's pay after 1 year of service; 2 weeks after 3 years; and 3 weeks after 15 years. Two-fifths of the workers were in plants providing 4 weeks of vacation pay or more after 25 years of service. Vacation provisions were generally less prevalent in the Southeast than in the other regions. Less than one-tenth of the seasonal workers were covered by vacation provisions.

Health, Insurance, and Retirement Plans. Life, hospitalization, and surgical insurance were available to approximately nine-tenths of the year-round workers (table 32). Typically, employers paid only a part of the cost of these benefits; in the Southwest and Pacific regions, however, employers usually paid the entire cost. Accidental death and dismemberment insurance, sickness and accident insurance, and medical insurance benefits were also provided by plants employing more than one-half of the year-round workers. The proportion of workers in establishments providing health and insurance benefits varied by region. For example, nearly eight-tenths of the workers in the Southeast region were in establishments providing hospitalization and surgical insurance; in the Middle Atlantic, Southwest, Great Lakes, and Pacific regions, the proportions were more than nine-tenths. Health and insurance benefits were not commonly provided to seasonal workers.

Pension plans providing regular payments on retirement (in addition to Federal social security benefits) were provided by plants employing seven-tenths of the year-round workers. Less than 5 percent of the seasonal workers were employed in such plants. These plans were usually financed wholly by the employer. A majority of the year-round workers in all regions, except the Pacific, were in establishments having pension plans.

Nonproduction Bonuses. Nonproduction bonuses, usually paid at Christmas or yearend, were provided by establishments employing a sixth of the industry's year-round work force (table 34). Establishments reporting these plans (including profit sharing) accounted for substantially larger proportions of workers in the Middle Atlantic and Southeast regions than in the other five regions. Nonproduction bonuses were rarely provided to seasonal workers.

Other Selected Benefits. Severance pay, provided to employees permanently separated from the company through no fault of their own, was reported by plants employing 5 percent of the year-round workers. Supplemental unemployment benefit provisions were practically nonexistent in the industry.

In general, the supplementary wage practices discussed in the preceding paragraphs were not as common among establishments limited to mixing operations as they were in complete (integrated) and superphosphate plants.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings<sup>1</sup> of production workers in fertilizer manufacturing establishments by selected characteristics, United States and selected regions, March-April 1966)

Item	United States <sup>2</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All workers <sup>3</sup> .....	25,484	\$1.90	1,549	\$2.22	2,819	\$1.78	9,439	\$1.57	1,683	\$2.03	5,571	\$2.12	2,139	\$1.97	1,228	\$2.73
Type of establishment:																
Complete or integrated .....	8,913	2.19	-	-	-	-	3,434	1.69	-	-	1,247	2.54	-	-	-	-
Superphosphate .....	5,164	1.90	-	-	-	-	1,922	1.75	-	-	1,564	1.99	-	-	-	-
Mixing only .....	11,407	1.68	-	-	1,198	1.61	4,083	1.37	-	-	2,760	1.99	1,036	1.61	560	2.39
Type of market:																
Interstate .....	19,652	1.96	1,428	2.26	2,497	1.82	6,719	1.64	1,417	2.12	4,844	2.16	1,630	2.07	-	-
Intrastate .....	5,832	1.72	-	-	-	-	2,720	1.38	-	-	727	1.79	509	1.64	1,018	2.76
Size of community:																
Metropolitan areas <sup>4</sup> .....	13,861	2.00	953	2.16	2,213	1.89	4,430	1.60	1,284	2.11	3,107	2.27	483	1.94	1,101	2.74
Nonmetropolitan areas .....	11,623	1.79	596	2.31	606	1.39	5,009	1.54	399	1.77	2,464	1.93	1,656	1.97	-	-
Size of establishment:																
8-49 workers .....	8,037	1.65	693	1.96	833	1.43	2,845	1.31	428	1.39	1,552	1.93	772	1.74	595	2.56
50-99 workers .....	8,178	1.79	411	2.32	996	1.88	3,666	1.50	318	1.81	1,813	2.00	581	1.93	-	-
100 workers or more .....	9,269	2.23	445	2.53	990	1.97	2,928	1.90	937	2.40	2,206	2.34	786	2.22	500	2.94
Labor-management contracts:																
Establishments with majority of year-round workers covered .....	13,644	2.10	902	2.42	1,933	1.93	4,363	1.68	871	2.32	3,270	2.28	909	2.31	752	2.75
Establishments with none or minority of year-round workers covered .....	11,840	1.68	647	1.93	886	1.45	5,076	1.47	812	1.72	2,301	1.88	1,230	1.71	476	2.70

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.<sup>2</sup> Includes data for regions in addition to those shown separately. For definition of regions as shown in this or subsequent tables, see footnote 1, appendix A table.<sup>3</sup> Virtually all production workers were men.<sup>4</sup> Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.

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

Table 2. Earnings Distribution: All Establishments

(Percent distribution of production workers in fertilizer manufacturing establishments by average straight-time hourly earnings,<sup>1</sup>  
United States and selected regions, March-April 1966)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Under \$ 1.25 .....	1.5	-	-	4.1	-	-	-	-
\$ 1.25 and under \$ 1.30.....	12.3	1.1	10.1	22.1	16.6	2.9	12.3	-
\$ 1.30 and under \$ 1.35.....	3.0	-	2.2	1.1	2.4	.1	3.4	-
\$ 1.35 and under \$ 1.40.....	6.2	.1	5.2	12.7	6.4	.9	2.9	0.2
\$ 1.40 and under \$ 1.45.....	5.1	1.6	4.4	7.5	6.0	3.2	3.6	-
\$ 1.45 and under \$ 1.50.....	4.2	-	3.3	8.1	4.6	1.0	3.0	.1
\$ 1.50 and under \$ 1.60.....	7.5	3.0	5.7	11.8	8.1	4.8	5.3	1.1
\$ 1.60 and under \$ 1.70.....	5.6	2.4	16.3	5.5	2.1	4.7	3.6	1.4
\$ 1.70 and under \$ 1.80.....	5.4	6.0	9.0	3.0	2.9	8.0	7.0	2.9
\$ 1.80 and under \$ 1.90.....	5.6	12.2	15.2	2.7	4.8	5.6	3.9	4.8
\$ 1.90 and under \$ 2.00.....	4.7	6.4	4.3	2.7	4.6	9.3	3.7	2.9
\$ 2.00 and under \$ 2.10.....	4.9	11.3	3.5	3.0	2.6	7.8	6.3	4.4
\$ 2.10 and under \$ 2.20.....	4.6	10.7	3.7	1.4	3.5	8.1	9.8	3.3
\$ 2.20 and under \$ 2.30.....	5.0	6.9	6.2	1.5	.9	10.1	8.9	2.2
\$ 2.30 and under \$ 2.40.....	3.7	4.6	2.7	1.6	4.4	5.7	7.4	5.5
\$ 2.40 and under \$ 2.50.....	3.5	4.6	3.1	.5	2.5	8.0	2.5	3.2
\$ 2.50 and under \$ 2.60.....	3.5	4.9	1.4	1.0	2.1	6.5	5.5	7.2
\$ 2.60 and under \$ 2.70.....	1.7	7.5	.8	.1	3.1	2.7	.4	5.2
\$ 2.70 and under \$ 2.80.....	2.5	5.4	2.0	.8	1.5	2.7	4.1	6.6
\$ 2.80 and under \$ 2.90.....	1.2	4.5	.6	.3	.5	1.8	-	4.6
\$ 2.90 and under \$ 3.00.....	1.1	1.8	.1	.1	2.7	2.0	.5	4.0
\$ 3.00 and under \$ 3.10.....	1.4	.6	( <sup>3</sup> )	.9	1.2	.6	4.8	8.9
\$ 3.10 and under \$ 3.20.....	2.2	4.1	-	1.2	3.9	1.7	-	9.0
\$ 3.20 and under \$ 3.30.....	1.1	.3	( <sup>3</sup> )	.1	1.0	.9	.7	4.6
\$ 3.30 and under \$ 3.40.....	1.0	-	-	.1	1.8	.9	.4	5.5
\$ 3.40 and under \$ 3.50.....	.5	-	-	( <sup>3</sup> )	4.8	-	-	1.9
\$ 3.50 and over .....	1.1	-	( <sup>3</sup> )	( <sup>3</sup> )	4.8	( <sup>3</sup> )	-	10.4
Total .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	25,484	1,549	2,819	9,439	1,683	5,571	2,139	1,228
Average hourly earnings <sup>1</sup> .....	\$1.90	\$2.22	\$1.78	\$1.57	\$2.03	\$2.12	\$1.97	\$2.73

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

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

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

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

Table 3. Earnings Distribution: All Establishments by Type of Market

(Percent distribution of production workers in fertilizer manufacturing establishments by average straight-time hourly earnings,<sup>1</sup> by type of market (interstate or intrastate commerce), United States and selected regions, March-April 1966)

Average hourly earnings <sup>1</sup>	United States <sup>2</sup>		Middle Atlantic	Border States	Southeast		Southwest	Great Lakes		Middle West		Pacific
	Inter-state	Intra-state	Inter-state	Inter-state	Inter-state	Intra-state	Inter-state	Inter-state	Intra-state	Inter-state	Intra-state	Intra-state
Under \$ 1.25.....	( <sup>3</sup> )	6.6	-	-	( <sup>3</sup> )	<sup>4</sup> 14.0	-	-	-	-	-	-
\$ 1.25 and under \$ 1.30.....	9.5	21.7	0.8	8.9	18.2	31.7	11.9	2.1	8.4	7.1	29.1	-
\$ 1.30 and under \$ 1.35.....	2.6	4.4	-	2.1	5.5	7.6	2.0	.1	-	2.8	5.5	-
\$ 1.35 and under \$ 1.40.....	6.3	5.7	.1	4.6	14.3	8.8	5.9	.8	1.7	2.6	3.9	0.3
\$ 1.40 and under \$ 1.45.....	4.6	7.0	1.8	2.3	6.6	9.7	6.6	3.5	1.2	3.4	4.5	-
\$ 1.45 and under \$ 1.50.....	4.5	3.5	-	3.5	9.7	4.0	5.5	1.1	.4	.6	10.8	.1
\$ 1.50 and under \$ 1.60.....	7.0	9.3	2.6	3.3	13.1	8.6	8.4	3.3	15.3	4.5	7.9	.6
\$ 1.60 and under \$ 1.70.....	6.1	3.8	1.8	16.2	6.3	3.4	2.5	5.1	1.9	2.8	5.9	1.7
\$ 1.70 and under \$ 1.80.....	5.0	6.7	2.2	10.1	3.0	3.2	3.0	5.6	24.1	7.2	6.5	1.9
\$ 1.80 and under \$ 1.90.....	6.3	3.0	12.0	16.9	3.3	1.1	5.4	5.3	7.8	5.0	.6	5.8
\$ 1.90 and under \$ 2.00.....	5.0	4.0	6.5	4.6	3.6	.6	3.1	8.4	15.5	2.8	6.5	2.7
\$ 2.00 and under \$ 2.10.....	5.2	3.8	12.1	3.9	2.4	4.5	1.8	8.1	5.8	8.3	-	3.6
\$ 2.10 and under \$ 2.20.....	5.1	2.8	11.2	4.2	1.6	1.0	2.8	7.8	10.2	12.8	.2	3.6
\$ 2.20 and under \$ 2.30.....	6.2	1.0	7.4	7.0	1.9	.4	.8	11.2	2.6	11.3	1.0	1.7
\$ 2.30 and under \$ 2.40.....	4.2	1.9	5.0	3.0	2.2	.2	5.2	6.3	1.2	7.7	6.3	6.5
\$ 2.40 and under \$ 2.50.....	4.1	1.4	4.9	3.5	.7	.1	3.0	9.0	1.2	1.4	6.1	3.7
\$ 2.50 and under \$ 2.60.....	4.0	1.9	5.3	1.6	1.1	.7	1.8	7.1	2.6	6.8	1.4	5.5
\$ 2.60 and under \$ 2.70.....	2.0	.7	8.1	.9	.1	.1	3.7	3.1	-	.3	.6	2.6
\$ 2.70 and under \$ 2.80.....	2.8	1.5	5.9	2.3	1.1	-	1.8	3.1	-	4.3	3.3	7.1
\$ 2.80 and under \$ 2.90.....	1.3	1.0	4.8	.6	.5	( <sup>3</sup> )	.6	2.0	-	-	-	5.4
\$ 2.90 and under \$ 3.00.....	1.2	.6	2.0	.1	.1	.1	3.2	2.3	-	.7	-	3.3
\$ 3.00 and under \$ 3.10.....	1.3	1.8	.6	( <sup>3</sup> )	1.2	-	1.5	.7	-	6.3	-	10.3
\$ 3.10 and under \$ 3.20.....	2.3	2.0	4.5	-	1.6	.1	4.6	1.9	-	-	-	10.9
\$ 3.20 and under \$ 3.30.....	1.2	.8	.4	.2	.8	-	1.1	1.0	-	.9	-	4.3
\$ 3.30 and under \$ 3.40.....	1.0	1.1	-	-	.8	-	2.1	1.0	-	.5	-	6.5
\$ 3.40 and under \$ 3.50.....	.6	.3	-	-	.1	-	5.6	-	-	-	-	1.5
\$ 3.50 and over.....	.8	1.8	-	.1	.4	-	5.7	.1	-	-	-	10.5
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	19,652	5,832	1,428	2,491	6,719	2,720	1,417	4,844	727	1,630	509	1,018
Average hourly earnings.....	\$ 1.96	\$ 1.72	\$ 2.26	\$ 1.82	\$ 1.64	\$ 1.38	\$ 2.12	\$ 2.16	\$ 1.79	\$ 2.07	\$ 1.64	\$ 2.76

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

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

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

<sup>4</sup> Workers were distributed as follows: 4.3 percent under \$1; 4.6 percent at \$1 to \$1.05; 2.4 percent at \$1.05 to \$1.10; 1.5 percent at \$1.10 to \$1.15; and 1.2 percent at \$1.15 to \$1.20.

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

Table 4. Earnings Distribution: By Type of Establishment

(Percent distribution of production workers in fertilizer manufacturing establishments by average straight-time hourly earnings, <sup>1</sup> by type of establishment, United States and selected regions, March-April 1966)

Average hourly earnings <sup>1</sup>	Complete (integrated) plants			Superphosphate plants			Mixing plants					
	United States <sup>2</sup>	Southeast	Great Lakes	United States <sup>2</sup>	Southeast	Great Lakes	United States <sup>2</sup>	Border States	Southeast	Great Lakes	Middle West	Pacific
Under \$1.25.....	( <sup>3</sup> )	0.1	-	( <sup>3</sup> )	-	-	3.3	-	9.3	-	-	-
\$1.25 and under \$1.30.....	4.7	11.8	0.3	9.4	15.1	3.3	19.5	20.9	34.1	3.8	25.4	-
\$1.30 and under \$1.35.....	2.3	5.8	-	1.4	3.8	-	4.3	5.1	7.4	.1	7.0	-
\$1.35 and under \$1.40.....	4.3	11.1	-	5.7	11.7	.8	7.9	12.1	14.5	1.3	5.7	0.5
\$1.40 and under \$1.45.....	3.6	8.5	-	6.2	4.9	5.6	5.8	3.8	7.9	3.3	5.0	-
\$1.45 and under \$1.50.....	3.6	8.3	-	6.5	9.4	3.5	3.8	3.0	7.2	.1	6.2	.2
\$1.50 and under \$1.60.....	6.9	16.5	-	8.4	12.0	5.4	7.6	8.4	7.8	6.7	11.0	2.5
\$1.60 and under \$1.70.....	5.9	7.7	.5	4.2	3.6	1.7	6.0	11.4	4.4	8.3	6.4	3.0
\$1.70 and under \$1.80.....	3.4	3.2	1.9	7.3	4.4	9.7	6.0	4.0	2.2	9.7	8.3	5.5
\$1.80 and under \$1.90.....	4.7	3.9	.3	4.6	3.7	7.4	6.7	15.9	1.2	7.0	3.4	10.5
\$1.90 and under \$2.00.....	3.7	3.9	1.0	7.8	5.8	14.5	4.1	1.3	.3	10.1	3.2	4.3
\$2.00 and under \$2.10.....	3.5	3.2	6.4	5.9	6.5	3.3	5.5	3.5	1.2	11.1	6.0	8.8
\$2.10 and under \$2.20.....	4.5	2.5	4.8	6.5	1.2	12.0	3.8	1.3	.6	7.5	.1	6.6
\$2.20 and under \$2.30.....	5.2	1.5	12.4	6.9	3.4	13.5	4.0	5.5	.5	7.1	2.8	4.8
\$2.30 and under \$2.40.....	4.7	1.5	8.0	4.0	4.6	5.3	2.7	1.2	.3	4.8	3.7	8.0
\$2.40 and under \$2.50.....	5.4	1.0	17.3	2.8	.8	4.2	2.3	1.3	-	5.8	3.3	3.2
\$2.50 and under \$2.60.....	6.0	1.9	11.5	1.5	.2	2.9	2.4	.5	.6	6.3	.7	6.3
\$2.60 and under \$2.70.....	2.3	.2	3.5	1.6	-	2.5	1.3	.1	.1	2.5	.3	8.9
\$2.70 and under \$2.80.....	4.7	1.1	3.5	1.5	1.5	2.0	1.2	.3	.2	2.7	1.6	3.9
\$2.80 and under \$2.90.....	2.4	.8	4.4	.7	.2	1.0	.6	.5	( <sup>3</sup> )	1.1	-	4.5
\$2.90 and under \$3.00.....	2.3	.2	6.9	1.0	.2	1.0	.1	-	-	.4	-	.9
\$3.00 and under \$3.10.....	2.5	1.3	2.0	2.0	1.9	.2	.3	.1	( <sup>3</sup> )	.2	-	5.4
\$3.10 and under \$3.20.....	5.8	3.1	7.1	.2	-	.1	.3	-	.1	.1	-	4.1
\$3.20 and under \$3.30.....	2.0	-	3.8	1.7	2.5	.1	.1	-	.1	( <sup>3</sup> )	-	.7
\$3.30 and under \$3.40.....	2.1	( <sup>3</sup> )	4.0	1.4	2.7	-	( <sup>3</sup> )	-	-	-	-	.2
\$3.40 and under \$3.50.....	1.1	.1	-	.4	-	-	.1	-	-	-	-	1.4
\$3.50 and over.....	2.4	.7	.1	.4	-	.1	.3	-	-	-	-	5.7
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	8,913	3,434	1,247	5,164	1,922	1,564	11,407	1,198	4,083	2,760	1,036	560
Average hourly earnings <sup>1</sup> .....	\$2.19	\$1.69	\$2.54	\$1.90	\$1.75	\$1.99	\$1.68	\$1.61	\$1.37	\$1.99	\$1.61	\$2.39

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

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

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

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

Table 5. Occupational Averages: All Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>				Middle Atlantic				Border States				Southeast				
	Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			Number of workers	Hourly earnings <sup>1</sup>			
		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>		Mean <sup>3</sup>	Median <sup>3</sup>	Middle range <sup>3</sup>	
Baggers.....	1,362	\$1.82	\$1.80	\$1.45-\$2.18	63	\$2.08	\$2.12	\$1.80-\$2.14	163	\$1.77	\$1.83	\$1.50-\$1.88	530	\$1.51	\$1.45	\$1.30-\$1.57	
Bag printers.....	176	1.90	1.85	1.59-2.23	-	-	-	-	30	1.90	1.83	1.79-1.93	65	1.62	1.53	1.48-1.65	
Bag sewers, machine.....	896	1.72	1.55	1.38-2.03	24	1.85	1.86	1.65-1.86	103	1.66	1.61	1.35-1.84	438	1.48	1.44	1.25-1.55	
Batch weighers.....	642	1.79	1.80	1.43-2.17	44	2.26	2.27	2.04-2.61	96	1.82	1.84	1.60-2.12	256	1.47	1.45	1.34-1.55	
Carpenters, maintenance.....	123	2.43	2.32	2.00-2.85	13	2.63	-	-	11	2.43	-	-	61	2.14	2.06	1.99-2.21	
Chambermen.....	285	2.13	1.92	1.62-2.66	15	2.83	2.85	2.79-2.88	35	2.32	2.35	1.99-2.52	149	1.66	1.62	1.43-1.73	
Conveyor tenders.....	320	1.77	1.55	1.40-2.05	-	-	-	-	16	1.80	1.69	1.61-2.02	187	1.48	1.43	1.30-1.54	
Laborers, material handling.....	6,042	1.65	1.55	1.35-1.93	500	1.99	2.02	1.86-2.08	732	1.67	1.67	1.42-1.87	2,679	1.39	1.35	1.25-1.45	
Mechanics, maintenance.....	979	2.59	2.50	2.29-2.98	60	2.68	2.76	2.32-3.08	90	2.47	2.48	2.37-2.73	318	2.33	2.26	2.00-2.53	
Millers.....	195	2.13	2.09	1.60-2.52	9	2.43	-	-	27	2.01	1.88	1.84-2.28	65	1.62	1.53	1.40-1.60	
Mixers, dry mixing.....	738	1.89	1.84	1.46-2.35	59	2.18	2.16	1.86-2.32	63	1.79	1.86	1.50-2.00	272	1.53	1.46	1.29-1.57	
Mixers, superphosphate.....	407	2.09	2.05	1.60-2.35	12	2.63	-	-	36	1.95	1.89	1.73-2.21	165	1.78	1.60	1.45-1.97	
Truckdrivers.....	1,275	1.69	1.50	1.30-1.92	86	1.98	1.95	1.80-2.10	122	1.44	1.25	1.25-1.59	569	1.39	1.35	1.25-1.45	
Truckers, power (forklift).....	379	2.01	1.91	1.51-2.42	19	2.13	1.86	1.85-2.45	86	1.75	1.83	1.42-1.89	68	1.57	1.50	1.35-1.59	
Truckers, power (other than forklift).....	1,995	1.75	1.58	1.40-2.09	107	2.15	2.12	1.85-2.34	215	1.80	1.82	1.60-1.87	990	1.47	1.45	1.30-1.54	
Watchmen.....	270	1.59	1.44	1.25-1.82	16	1.93	1.87	1.25-2.64	31	1.56	1.55	1.30-1.86	137	1.39	1.33	1.25-1.45	
		Southwest				Great Lakes				Middle West				Pacific			
Baggers.....	72	\$1.65	\$1.49	\$1.25-\$1.86	338	\$2.16	\$2.18	\$2.03-\$2.36	104	\$1.99	\$2.17	\$1.75-\$2.20	65	\$2.24	\$2.30	\$1.75-\$2.65	
Bag printers.....	26	1.85	1.85	1.60-1.94	31	2.23	2.25	2.03-2.33	20	2.27	2.22	2.22-2.32	-	-	-	-	
Bag sewers, machine.....	61	1.63	1.49	1.30-1.85	172	2.13	2.20	1.97-2.43	41	2.05	2.17	1.88-2.17	46	2.33	2.25	2.06-2.64	
Batch weighers.....	41	1.71	1.50	1.47-2.05	149	2.19	2.19	2.09-2.36	39	1.92	2.17	1.35-2.27	7	2.07	-	-	
Carpenters, maintenance.....	9	3.06	-	-	9	2.70	-	-	-	-	-	-	9	3.41	-	-	
Chambermen.....	9	3.16	-	-	36	2.74	2.70	2.47-3.04	26	2.58	2.52	2.33-3.01	8	3.27	-	-	
Conveyor tenders.....	13	2.46	-	-	66	2.11	2.00	1.97-2.18	23	2.19	2.18	1.94-2.56	9	2.94	-	-	
Laborers, material handling.....	295	1.65	1.44	1.25-1.95	1,146	1.96	1.92	1.71-2.10	317	1.78	1.82	1.70-1.99	187	2.33	2.47	1.94-2.54	
Mechanics, maintenance.....	88	2.92	3.10	2.50-3.50	271	2.65	2.55	2.43-2.89	88	2.72	2.74	2.52-2.96	36	3.39	3.57	3.18-3.57	
Millers.....	13	2.64	-	-	43	2.54	2.50	2.40-2.68	20	1.96	1.92	1.65-2.32	-	-	-	-	
Mixers, dry mixing.....	47	1.83	1.59	1.44-2.25	201	2.14	2.14	1.75-2.53	52	2.13	2.25	1.75-2.44	35	2.50	2.53	2.11-2.85	
Mixers, superphosphate.....	19	2.45	2.05	1.59-3.25	115	2.19	2.22	2.01-2.30	32	2.22	2.08	2.00-2.39	16	3.23	3.35	3.28-3.40	
Truckdrivers.....	124	1.63	1.54	1.40-1.88	135	2.09	2.25	1.55-2.50	52	1.63	1.45	1.45-1.65	128	2.72	2.86	2.19-3.17	
Truckers, power (forklift).....	24	1.83	1.70	1.46-2.00	101	2.25	2.42	2.10-2.57	33	2.32	2.56	1.88-2.56	32	2.68	2.68	2.43-3.00	
Truckers, power (other than forklift).....	100	1.62	1.49	1.49-1.91	374	2.18	2.11	2.03-2.22	131	1.96	2.12	1.50-2.27	43	2.71	2.65	2.52-3.00	
Watchmen.....	7	1.43	-	-	44	1.92	1.95	1.69-2.25	24	1.78	1.73	1.43-1.82	-	-	-	-	

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

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

<sup>3</sup> The mean 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 have fewer than 15 employees in a region.

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

Table 6. Occupational Averages: All Establishments by Type of Market

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in fertilizer manufacturing establishments by type of market (interstate or intrastate commerce), United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>				Middle Atlantic		Border States		Southeast			
	Interstate		Intrastate		Interstate		Interstate		Interstate		Intrastate	
	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
Baggers.....	1,012	\$1.89	343	\$1.60	53	\$2.14	131	\$1.84	340	\$1.58	190	\$1.38
Bag printers.....	157	1.93	14	1.73	-	-	26	1.94	54	1.63	8	1.63
Bag sewers, machine.....	647	1.79	249	1.52	21	1.88	77	1.71	276	1.56	162	1.34
Batch weighers.....	487	1.87	155	1.55	43	2.27	77	1.90	165	1.51	91	1.39
Carpenters, maintenance.....	93	2.45	30	2.36	12	2.65	11	2.43	45	2.18	16	2.03
Chambermen.....	260	2.16	25	1.91	15	2.83	35	2.32	129	1.65	-	-
Conveyor tenders.....	260	1.83	60	1.51	-	-	12	1.92	138	1.52	49	1.35
Laborers, material handling.....	4,698	1.71	1,344	1.46	462	2.01	629	1.72	1,864	1.44	815	1.27
Mechanics, maintenance.....	837	2.60	142	2.57	58	2.71	90	2.47	255	2.36	63	2.21
Millers.....	176	2.14	19	1.95	9	2.43	27	2.01	56	1.63	-	-
Mixers, dry mixing.....	504	1.97	234	1.71	57	2.19	50	1.87	168	1.63	104	1.36
Mixers, superphosphate.....	348	2.07	59	2.20	12	2.63	30	2.03	149	1.77	16	1.89
Truckdrivers.....	669	1.73	606	1.65	59	2.06	104	1.42	220	1.47	349	1.33
Truckers, power (forklift).....	309	2.05	70	1.86	18	2.15	71	1.83	52	1.63	16	1.40
Truckers, power (other than forklift).....	1,590	1.79	405	1.58	97	2.19	203	1.82	711	1.51	279	1.38
Watchmen.....	221	1.61	49	1.51	16	1.93	31	1.56	93	1.36	44	1.45
	Southwest				Great Lakes		Middle West		Pacific			
	Interstate		Interstate		Intrastate		Interstate		Intrastate		Intrastate	
Baggers.....	54	\$1.69	303	\$2.20	32	\$1.76	88	\$1.98	16	\$2.04	41	\$2.42
Bag printers.....	24	1.84	31	2.22	-	-	-	-	-	-	-	-
Bag sewers, machine.....	49	1.66	158	2.16	14	1.81	41	2.05	-	-	28	2.45
Batch weighers.....	32	1.77	138	2.20	11	2.09	30	1.79	-	-	-	-
Carpenters, maintenance.....	8	3.13	9	2.70	-	-	-	-	-	-	8	3.40
Chambermen.....	-	-	36	2.74	-	-	26	2.58	-	-	-	-
Conveyor tenders.....	13	2.46	64	2.11	-	-	23	2.19	-	-	-	-
Laborers, material handling.....	211	1.70	1,064	1.98	82	1.60	273	1.79	44	1.71	150	2.31
Mechanics, maintenance.....	78	2.98	261	2.66	10	2.36	68	2.71	-	-	33	3.42
Millers.....	11	2.73	42	2.55	-	-	-	-	-	-	-	-
Mixers, dry mixing.....	39	1.86	156	2.26	45	1.74	23	2.12	29	2.13	33	2.50
Mixers, superphosphate.....	16	2.53	98	2.22	17	1.96	29	2.25	-	-	14	3.23
Truckdrivers.....	101	1.67	85	2.19	50	1.90	21	1.71	31	1.57	98	2.68
Truckers, power (forklift).....	24	1.83	96	2.28	-	-	-	-	-	-	21	2.62
Truckers, power (other than forklift).....	76	1.57	370	2.18	-	-	108	1.92	23	2.13	33	2.72
Watchmen.....	7	1.43	43	1.92	-	-	24	1.78	-	-	-	-

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

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

Table 7. Occupational Averages: Complete (Integrated) Establishments by Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in complete (integrated) fertilizer establishments by metropolitan and nonmetropolitan areas, United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>						Southeast						Great Lakes			
	All areas		Metropolitan areas		Nonmetropolitan areas		All areas		Metropolitan areas		Nonmetropolitan areas		All areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers.....	323	\$ 1.96	214	\$ 2.03	109	\$ 1.81	139	\$ 1.56	82	\$ 1.66	57	\$ 1.41	54	\$ 2.40	42	\$ 2.39
Bag printers.....	78	2.00	48	1.94	30	2.11	28	1.66	22	1.66	6	1.69	7	2.31	7	2.31
Bag sewers, machine.....	196	1.82	123	1.90	73	1.69	113	1.55	62	1.67	51	1.40	21	2.47	21	2.47
Batch weighers.....	191	1.86	126	1.88	65	1.83	94	1.49	59	1.55	35	1.37	33	2.37	26	2.39
Carpenters, maintenance.....	69	2.57	51	2.55	18	2.64	32	2.12	23	2.11	9	2.12	-	-	-	-
Chambermen.....	274	2.13	157	2.10	117	2.16	148	1.66	88	1.72	60	1.56	30	2.84	16	2.72
Conveyor tenders.....	101	1.94	35	2.00	66	1.91	51	1.48	17	1.60	34	1.43	-	-	-	-
Laborers, material handling.....	1,628	1.79	977	1.85	651	1.70	837	1.46	439	1.50	398	1.41	213	2.24	173	2.22
Mechanics, maintenance.....	450	2.75	245	2.79	205	2.70	143	2.33	69	2.29	74	2.37	81	2.93	55	3.06
Millers.....	133	2.09	93	2.09	40	2.10	52	1.65	33	1.60	19	1.75	14	2.47	14	2.47
Mixers, dry mixing.....	135	2.13	99	2.16	36	2.05	62	1.67	40	1.66	22	1.68	20	2.60	14	2.63
Mixers, superphosphate.....	186	2.13	109	2.10	77	2.16	94	1.79	54	1.88	40	1.67	31	2.41	20	2.25
Truckdrivers.....	160	1.74	71	1.95	89	1.57	97	1.46	27	1.67	70	1.37	16	2.37	9	2.36
Truckers, power (forklift).....	114	2.32	65	2.26	49	2.40	17	1.61	-	-	9	1.57	39	2.43	27	2.44
Truckers, power (other than forklift).....	584	1.84	373	1.90	211	1.74	317	1.54	165	1.60	152	1.47	69	2.32	57	2.29
Watchmen.....	110	1.65	56	1.74	54	1.57	58	1.36	22	1.44	36	1.32	10	1.78	10	1.78

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

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

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

Table 8. Occupational Averages: Complete (Integrated) Establishments by Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in complete (integrated) fertilizer establishments by size of establishment, United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>						Southeast				Great Lakes	
	Establishments with—											
	8-49 workers		50-99 workers		100 workers or more		50-99 workers		100 workers or more		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers.....	21	\$1.50	119	\$1.91	183	\$2.05	55	\$1.43	78	\$1.68	29	\$2.49
Bag printers.....	-	-	21	1.93	57	2.03	8	1.57	20	1.70	-	-
Bag sewers, machine.....	-	-	71	1.62	121	1.96	53	1.44	56	1.68	21	2.47
Batch weighers.....	-	-	74	1.68	116	1.98	47	1.44	47	1.54	27	2.40
Carpenters, maintenance.....	-	-	19	2.25	50	2.70	15	2.05	17	2.17	-	-
Chambermen.....	16	1.87	118	2.04	140	2.22	66	1.51	74	1.83	13	2.56
Conveyor tenders.....	-	-	44	1.80	51	2.10	24	1.36	23	1.64	-	-
Laborers, material handling.....	38	1.43	537	1.68	1,053	1.86	314	1.37	503	1.51	116	2.40
Mechanics, maintenance.....	13	2.32	106	2.58	331	2.82	34	1.94	107	2.47	62	2.99
Millers.....	13	1.94	34	1.71	86	2.27	22	1.48	28	1.82	10	2.54
Mixers, dry mixing.....	-	-	37	2.02	98	2.17	16	1.42	46	1.76	19	2.63
Mixers, superphosphate.....	-	-	80	1.99	102	2.25	34	1.46	58	2.01	-	-
Truckdrivers.....	14	1.84	83	1.63	63	1.86	61	1.41	36	1.53	6	2.53
Truckers, power (forklift).....	-	-	19	2.41	95	2.30	-	-	15	1.64	33	2.41
Truckers, power (other than forklift).....	12	1.51	222	1.75	350	1.91	134	1.43	179	1.63	30	2.50
Watchmen.....	9	1.38	45	1.71	56	1.66	24	1.33	27	1.38	-	-

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

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

Table 9. Occupational Averages: Superphosphate Establishments by Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in superphosphate establishments by metropolitan and nonmetropolitan areas, United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>						Southeast						Great Lakes			
	All areas		Metropolitan areas		Nonmetropolitan areas		All areas		Metropolitan areas		Nonmetropolitan areas		All areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers.....	333	\$ 1.91	207	\$ 1.99	126	\$ 1.77	139	\$ 1.77	66	\$ 1.72	73	\$ 1.82	92	\$ 2.13	68	\$ 2.20
Bag printers.....	50	1.89	39	1.84	11	2.07	17	1.69	9	1.48	8	1.93	17	2.20	16	2.22
Bag sewers, machine.....	207	1.87	124	1.97	83	1.73	98	1.76	44	1.69	54	1.81	41	2.18	33	2.25
Batch weighers.....	159	1.83	92	2.00	67	1.60	59	1.60	25	1.72	34	1.52	46	2.16	39	2.18
Carpenters, maintenance.....	23	2.45	-	-	-	-	12	2.24	-	-	-	-	-	-	-	-
Conveyor tenders.....	99	1.80	59	1.91	40	1.63	69	1.59	33	1.62	33	1.57	23	2.17	19	2.16
Laborers, material handling.....	1,392	1.74	904	1.82	488	1.58	533	1.53	257	1.56	276	1.51	363	1.99	299	2.00
Mechanics, maintenance.....	220	2.55	147	2.44	73	2.78	89	2.52	45	2.15	-	-	84	2.56	74	2.58
Mixers, dry mixing.....	153	1.79	66	1.96	87	1.67	74	1.65	25	1.70	49	1.63	37	1.87	10	2.14
Mixers, superphosphate.....	169	2.07	95	2.23	74	1.85	63	1.73	28	1.79	35	1.68	54	2.13	31	2.34
Truckdrivers.....	152	1.68	80	1.83	72	1.50	47	1.53	16	1.88	31	1.34	29	1.78	-	-
Truckers, power (forklift).....	77	1.92	45	2.06	32	1.72	22	1.77	7	1.73	15	1.79	13	2.22	11	2.22
Truckers, power (other than forklift).....	450	1.88	312	1.97	138	1.69	179	1.63	94	1.70	85	1.56	162	2.13	134	2.17
Watchmen.....	85	1.55	53	1.65	32	1.37	48	1.43	19	1.58	29	1.33	21	1.82	21	1.82

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

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

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

Table 10. Occupational Averages: Superphosphate Establishments by Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in superphosphate establishments by size of establishment, United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>						Southeast				Great Lakes			
	Establishments with—													
	8-49 workers		50-99 workers		100 workers or more		50-99 workers		100 workers or more		50-99 workers		100 workers or more	
Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
Baggers.....	52	\$ 1.77	174	\$ 1.81	107	\$ 2.13	97	\$ 1.64	-	-	44	\$ 2.06	34	\$ 2.22
Bag sewers, machine.....	38	1.78	86	1.66	83	2.14	66	1.62	-	-	-	-	30	2.28
Batch weighers.....	36	1.61	75	1.78	48	2.08	45	1.62	-	-	17	2.14	24	2.21
Conveyor tenders.....	-	-	70	1.73	24	2.10	48	1.52	16	\$ 1.91	22	2.18	-	-
Laborers, material handling.....	170	1.45	674	1.66	548	1.92	337	1.48	139	1.76	147	1.93	198	2.02
Mechanics, maintenance.....	-	-	96	2.29	118	2.79	51	2.12	-	-	26	2.68	54	2.52
Mixers, dry mixing.....	34	1.80	74	1.72	45	1.91	57	1.62	-	-	-	-	22	1.79
Mixers, superphosphate.....	25	2.31	95	1.87	49	2.32	54	1.65	-	-	27	2.17	22	2.12
Truckdrivers.....	62	1.62	45	1.73	-	-	27	1.65	-	-	7	1.90	-	-
Truckers, power (forklift).....	-	-	33	1.75	32	2.29	16	1.58	-	-	-	-	-	-
Truckers, power (other than forklift).....	40	1.75	241	1.81	169	2.02	143	1.63	26	1.78	67	2.09	83	2.16
Watchmen.....	-	-	61	1.52	15	1.82	38	1.47	-	-	10	1.75	11	1.88

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

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

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

Table 11. Occupational Averages: Mixing Establishments

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in fertilizer mixing establishments, United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>		Border States		Southeast		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
Baggers.....	699	\$1.71	81	\$1.63	252	\$1.34	189	\$2.11	51	\$1.85	46	\$2.02
Bag printers.....	43	1.77	-	-	17	1.52	7	2.19	-	-	-	-
Bag sewers, machine.....	493	1.61	59	1.57	227	1.32	110	2.05	-	-	34	2.14
Batch weighers.....	292	1.73	38	1.71	103	1.37	70	2.13	24	1.75	-	-
Carpenters, maintenance.....	31	2.08	-	-	17	2.12	-	-	-	-	-	-
Conveyor tenders.....	120	1.61	6	1.52	67	1.35	34	2.06	-	-	-	-
Laborers, material handling.....	3,022	1.54	373	1.59	1,309	1.28	570	1.83	117	1.57	102	2.10
Mechanics, maintenance.....	309	2.40	24	2.43	86	2.14	106	2.50	-	-	12	3.18
Mixers, dry mixing.....	450	1.84	41	1.70	136	1.39	144	2.15	35	2.08	27	2.39
Truckdrivers.....	963	1.69	102	1.37	425	1.35	90	2.13	46	1.53	121	2.73
Truckers, power (forklift).....	188	1.86	44	1.73	29	1.40	49	2.12	13	1.95	17	2.38
Truckers, power (other than forklift).....	961	1.62	92	1.59	494	1.36	143	2.17	67	1.75	21	2.48
Watchmen.....	75	1.54	11	1.58	31	1.39	13	2.18	-	-	-	-

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

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

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

Table 12. Occupational Averages: Mixing Establishments by Size of Community

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in fertilizer mixing establishments by metropolitan and nonmetropolitan areas, United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>				Southeast				Great Lakes			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers.....	336	\$1.76	363	\$1.66	121	\$1.37	131	\$1.31	48	\$2.28	141	\$2.04
Bag printers.....	31	1.88	12	1.49	7	1.55	10	1.49	7	2.19	-	-
Bag sewers, machine.....	241	1.74	252	1.48	95	1.35	132	1.30	45	2.26	65	1.90
Batch weighers.....	142	1.88	150	1.58	41	1.41	62	1.34	35	2.15	35	2.10
Conveyor tenders.....	25	1.47	95	1.65	17	1.38	50	1.34	-	-	-	-
Laborers, material handling.....	1,554	1.66	1,468	1.42	603	1.32	706	1.25	271	1.93	299	1.74
Mechanics, maintenance.....	188	2.46	121	2.30	44	2.21	42	2.06	51	2.55	55	2.46
Mixers, dry mixing.....	210	1.94	240	1.76	59	1.41	77	1.38	41	2.40	103	2.05
Truckdrivers.....	446	1.89	517	1.52	157	1.36	268	1.35	-	-	68	2.02
Truckers, power (forklift).....	94	2.05	94	1.67	11	1.47	18	1.36	11	2.67	38	1.96
Truckers, power (other than forklift).....	509	1.72	452	1.51	245	1.39	249	1.34	80	2.25	63	2.06
Watchmen.....	29	1.71	46	1.43	8	1.58	23	1.32	7	2.12	-	-

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

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

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

Table 13. Occupational Averages: Mixing Establishments by Size of Establishment

(Number and average straight-time hourly earnings<sup>1</sup> of men in selected occupations in fertilizer mixing establishments by size of establishment, United States and selected regions, March-April 1966)

Occupation	United States <sup>2</sup>						Southeast						Great Lakes			
	Establishments with—															
	8-49 workers		50-99 workers		100 workers or more		8-49 workers		50-99 workers		100 workers or more		8-49 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Baggers.....	420	\$1.57	208	\$1.85	71	\$2.10	181	\$1.29	48	\$1.38	23	\$1.61	66	\$2.02	38	\$2.35
Bag printers.....	10	1.63	21	1.66	12	2.07	6	1.51	8	1.48	-	-	-	-	7	2.19
Bag sewers, machine.....	305	1.50	129	1.66	59	2.03	167	1.28	46	1.39	14	1.53	35	2.26	35	2.16
Batch weighers.....	179	1.67	86	1.79	27	1.87	70	1.31	19	1.42	14	1.57	33	2.14	10	2.16
Conveyor tenders.....	69	1.44	31	1.68	-	-	54	1.33	12	1.41	-	-	-	-	-	-
Laborers, material handling.....	1,714	1.47	995	1.59	313	1.82	803	1.22	417	1.36	89	1.43	217	1.86	161	1.93
Mechanics, maintenance.....	143	2.40	115	2.36	51	2.48	41	2.10	27	2.25	18	2.07	37	2.48	25	2.67
Mixers, dry mixing.....	319	1.75	92	2.01	39	2.20	100	1.32	28	1.60	8	1.57	83	2.03	28	2.37
Truckdrivers.....	795	1.61	111	1.77	57	2.61	381	1.35	30	1.40	-	-	63	2.02	-	-
Truckers, power (forklift).....	71	1.85	82	1.70	35	2.26	8	1.29	13	1.38	-	-	9	2.25	-	-
Truckers, power (other than forklift).....	582	1.56	311	1.69	68	1.88	310	1.30	146	1.44	38	1.57	67	2.22	23	2.19
Watchmen.....	34	1.53	33	1.56	8	1.52	18	1.44	8	1.31	-	-	-	-	-	-

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

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

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

Table 14. Occupational Earnings: Alabama

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of--																				
			Under \$1.25	\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	and over
				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All production workers <sup>2</sup> .....	1,452	\$1.66	38	580	61	155	33	65	97	25	55	9	2	5	1	64	76	1	5	-	36	144	
<u>Selected occupations</u>																							
Baggers.....	92	1.61	2	31	-	20	2	8	1	-	2	-	-	-	-	-	26	-	-	-	-	-	
Bag sewers, machine.....	80	1.57	2	27	-	14	6	10	1	-	-	-	-	-	-	-	20	-	-	-	-	-	
Batch weighers.....	28	1.39	2	6	2	7	2	-	7	-	2	-	-	-	-	-	-	-	-	-	-	-	
Carpenters, maintenance.....	8	2.63	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	4	<sup>3</sup> 2	
Conveyor tenders.....	39	1.39	-	29	-	6	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	
Laborers, material handling.....	341	1.41	16	204	18	17	-	5	27	7	11	-	-	-	-	36	-	-	-	-	-	-	
Mechanics, maintenance.....	53	2.69	-	2	2	5	-	-	1	1	-	1	-	-	-	4	2	1	3	-	4	<sup>3</sup> 27	
Mixers, dry mixing.....	35	1.69	-	9	1	3	3	3	-	4	3	-	-	-	-	4	5	-	-	-	-	-	
Mixers, superphosphate.....	29	1.77	-	5	-	1	2	5	1	6	-	-	-	-	-	4	5	-	-	-	-	-	
Truckdrivers.....	72	1.46	-	13	17	18	-	-	14	4	-	-	-	-	-	2	4	-	-	-	-	-	
Truckers, power (forklift).....	14	1.76	-	3	-	2	-	-	3	-	-	-	-	-	-	6	-	-	-	-	-	-	
Truckers, power (other than forklift).....	120	1.47	2	38	8	15	6	28	-	-	13	-	-	-	4	6	-	-	-	-	-	-	
Watchmen.....	16	1.27	-	12	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.<sup>2</sup> Virtually all production workers were men; data for selected occupations were limited to men workers.<sup>3</sup> All workers were at \$3.30 to \$3.40.

Table 15. Occupational Earnings: California

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of--																							
			Under \$1.50	\$1.50 and under \$1.60	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over
				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
All production workers <sup>2</sup> .....	1,048	\$2.74	4	6	11	19	59	36	42	41	25	76	39	56	26	73	54	34	105	111	44	67	15	89	16	
<u>Selected occupations</u>																										
Baggers.....	43	2.41	3	-	-	-	1	1	-	6	2	9	4	-	6	3	-	-	6	-	2	-	-	-	-	-
Bag sewers, machine.....	32	2.42	1	-	-	-	1	1	2	6	4	7	-	-	-	-	-	-	8	-	2	-	-	-	-	-
Carpenters, maintenance.....	8	3.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	3	1
Laborers, material handling.....	153	2.31	-	-	-	7	28	9	8	-	8	16	19	33	-	8	-	17	-	-	-	-	-	-	-	-
Mechanics, maintenance.....	35	3.39	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	-	-	9	-	-	-	-	16	<sup>3</sup> 5
Mixers, dry mixing.....	35	2.50	-	-	2	-	1	1	-	8	-	1	7	-	-	-	8	-	6	-	-	-	-	-	-	-
Mixers, superphosphate.....	14	3.23	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	12	-	-	-	-
Truckdrivers.....	98	2.68	-	4	6	3	-	2	9	-	2	5	-	6	6	-	10	15	-	10	10	1	-	15	-	
Truckers, power (forklift).....	22	2.60	-	-	-	-	1	-	1	2	1	-	6	2	-	-	-	-	6	3	-	-	-	-	-	-
Truckers, power (other than forklift).....	36	2.68	-	-	-	-	1	-	3	2	-	5	-	12	-	-	-	-	5	8	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Virtually all of the production workers covered by the study were paid on a time basis.<sup>2</sup> All production workers were men.<sup>3</sup> Workers were distributed as follows: 2 at \$3.70 to \$3.80; and 3 at \$3.80 and over.

Table 16. Occupational Earnings: Florida

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, March 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																			
			\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90 and over
			156	195	287	133	153	183	94	41	4	5	57	27	21	12	34	51	6	32	28	78
All production workers <sup>2</sup>	1,597	\$ 1.67	156	195	287	133	153	183	94	41	4	5	57	27	21	12	34	51	6	32	28	78
<u>Selected occupations</u>																						
Baggers	75	1.41	4	5	26	13	9	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bag sewers, machine	63	1.40	6	4	23	10	3	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Batch weighers	42	1.45	4	-	9	4	8	13	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Carpenters, maintenance	8	2.02	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	-
Conveyor tenders	33	1.48	-	4	14	2	1	8	-	-	-	-	4	-	-	-	-	-	-	-	-	-
Laborers, material handling	277	1.35	80	77	54	26	7	25	-	-	-	-	8	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	75	2.44	-	-	-	-	-	3	6	5	-	4	10	3	-	-	-	12	-	-	24	8
Millers	10	1.77	-	-	-	-	3	4	-	-	-	-	-	-	-	3	-	-	-	-	-	-
Mixers, dry mixing	40	1.48	4	-	-	17	2	11	2	-	4	-	-	-	-	-	-	-	-	-	-	-
Mixers, superphosphate	26	2.21	-	-	3	-	-	6	3	1	-	-	-	1	-	2	4	-	-	1	-	5
Truckdrivers	215	1.43	29	20	72	32	24	5	3	24	-	-	-	-	-	-	6	-	-	-	-	-
Truckers, power (forklift)	18	1.49	-	-	3	4	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Truckers, power (other than forklift)	151	1.39	21	16	57	11	4	41	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Watchmen	31	1.46	1	9	3	-	-	13	-	2	-	-	-	-	3	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All but 1 percent of the production workers covered by the study were paid on a time basis.  
<sup>2</sup> Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 17. Occupational Earnings: Georgia

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																				
			Under \$1.00	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40 and over
			60	26	67	-	32	-	757	107	251	227	135	237	65	63	31	14	20	17	11	15	7
All production workers <sup>2</sup>	2,142	\$ 1.38	60	26	67	-	32	-	757	107	251	227	135	237	65	63	31	14	20	17	11	15	7
<u>Selected occupations</u>																							
Baggers	103	1.33	5	3	5	-	2	-	31	9	10	9	8	17	4	-	-	-	-	-	-	-	-
Bag printers	8	1.59	-	-	-	-	-	-	-	-	-	-	2	3	3	-	-	-	-	-	-	-	-
Bag sewers, machine	89	1.31	5	3	5	-	2	-	31	7	2	7	10	16	1	-	-	-	-	-	-	-	-
Batch weighers	69	1.34	5	-	-	-	-	-	26	-	9	17	-	10	2	-	-	-	-	-	-	-	-
Carpenters, maintenance	11	1.83	-	-	-	-	-	-	-	-	1	2	-	2	1	-	3	1	1	-	-	-	-
Chambermen	44	1.54	-	-	-	-	-	2	-	6	10	-	6	8	12	-	-	-	-	-	-	-	-
Conveyor tenders	31	1.40	-	-	-	-	-	10	3	1	8	2	5	-	2	-	-	-	-	-	-	-	-
Laborers, material handling	594	1.30	35	3	15	-	6	-	207	22	141	120	6	39	-	-	-	-	-	-	-	-	-
Mechanics, maintenance	61	2.03	-	-	-	-	-	-	-	-	-	4	-	5	6	6	3	13	3	7	8	6	
Millers	18	1.52	-	-	-	-	-	-	-	4	-	2	11	-	1	-	-	-	-	-	-	-	
Mixers, dry mixing	66	1.34	-	5	5	-	2	-	22	-	2	6	6	13	3	2	-	-	-	-	-	-	
Mixers, superphosphate	32	1.47	-	-	-	-	-	1	-	10	-	8	8	5	-	-	-	-	-	-	-	-	
Truckdrivers	152	1.28	-	9	-	-	12	-	100	2	-	12	2	8	3	-	4	-	-	-	-	-	
Truckers, power (forklift)	10	1.44	-	-	-	-	-	-	4	-	-	-	6	-	-	-	-	-	-	-	-	-	
Truckers, power (other than forklift)	258	1.38	-	3	10	-	4	-	87	11	18	6	55	61	-	3	-	-	-	-	-	-	
Watchmen	26	1.26	2	-	-	-	-	-	14	5	4	1	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All but 1 percent of the production workers covered by the study were paid on a time basis.  
<sup>2</sup> Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 18. Occupational Earnings: Illinois

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																								
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30 and over	
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30		
All production workers <sup>2</sup> .....	1,211	\$2.37	38	-	4	10	2	49	17	31	30	35	15	5	118	132	247	190	76	61	39	40	19	4	45	4	
<u>Selected occupations</u>																											
Baggers.....	75	2.48	-	-	-	-	-	-	-	-	-	-	-	-	1	30	17	15	-	8	-	4	-	-	-	-	-
Bag printers.....	7	2.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	2	-	-	-	-	-	-	-	-
Bag sewers, machine.....	32	2.53	-	-	-	-	-	-	-	-	-	-	-	-	2	3	7	11	2	7	-	-	-	-	-	-	-
Batch weighers.....	45	2.34	-	-	-	-	-	-	-	3	1	-	-	-	9	2	26	3	-	1	-	-	-	-	-	-	-
Chambermen.....	18	2.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	4	-	-	-	4	-	6	-	
Conveyor tenders.....	9	2.40	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1	4	-	-	-	-	-	-	-	-	-
Laborers, material handling.....	213	2.33	-	-	-	-	11	-	-	-	-	14	-	-	48	29	57	38	16	-	-	-	-	-	-	-	-
Mechanics, maintenance.....	108	2.86	-	-	-	-	-	-	1	-	1	-	-	1	5	18	16	-	8	-	14	9	3	30	2	-	
Millers.....	25	2.61	-	-	-	-	-	-	-	-	-	-	-	-	-	1	16	-	8	-	-	-	-	-	-	-	
Mixers, dry mixing.....	65	2.19	-	-	4	1	14	2	3	-	3	-	-	-	2	4	10	8	6	8	-	-	-	-	-	-	
Mixers, superphosphate.....	36	2.39	-	-	-	-	1	4	2	1	-	1	6	3	-	3	7	3	4	-	-	-	-	-	-	-	
Truckdrivers.....	45	1.78	1	-	1	3	1	13	-	9	5	3	-	-	1	2	2	1	1	-	-	-	-	-	-	-	
Truckers, power (forklift).....	50	2.43	-	-	-	-	3	-	-	3	-	-	-	-	8	-	16	15	4	-	4	-	-	-	-	-	
Truckers, power (other than forklift).....	73	2.50	-	-	-	-	-	-	-	6	-	-	-	8	6	16	5	18	1	8	2	1	1	1	1	-	
Watchmen.....	12	2.10	-	-	-	-	-	-	2	-	3	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> 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.<sup>2</sup> Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 19. Occupational Earnings: Maryland

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of Workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																		
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	
All production workers <sup>2</sup> .....	815	\$2.07	138	8	1	17	-	15	33	-	7	7	80	93	163	54	73	29	22	52	23
<u>Selected occupations</u>																					
Baggers.....	43	2.07	8	-	-	-	-	2	-	-	-	-	2	-	12	13	6	-	-	-	-
Bag printers.....	6	2.34	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	1	-	-	-
Bag sewers, machine.....	17	1.75	8	-	-	-	-	-	-	-	-	-	2	2	4	1	-	-	-	-	-
Batch weighers.....	30	2.15	3	-	-	-	-	-	-	-	-	-	-	13	9	-	-	5	-	-	-
Chambermen.....	16	2.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	3	5	-
Laborers, material handling.....	221	1.91	54	-	-	-	-	4	-	-	1	-	58	44	56	4	-	-	-	-	-
Mechanics, maintenance.....	33	2.71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	23	3
Mixers, dry mixing.....	22	2.00	3	-	-	-	-	-	3	-	-	-	4	4	2	4	2	-	-	-	-
Mixers, superphosphate.....	12	2.30	-	-	-	-	-	-	-	-	-	-	2	4	3	3	-	-	-	-	-
Truckers, power (forklift).....	10	2.24	-	-	-	-	-	-	2	-	-	-	-	-	2	2	3	-	-	1	-
Truckers, power (other than forklift).....	66	1.95	16	-	-	-	-	-	9	-	-	-	-	1	26	4	9	1	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.<sup>2</sup> Virtually all production workers were men; data for selected occupations were limited to men workers.<sup>3</sup> All workers were at \$2.80 to \$2.90.

Table 20. Occupational Earnings: North Carolina

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																		
			\$1.00 and under \$1.05	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30 and over
All production workers <sup>2</sup>	1,569	\$1.43	45	-	42	-	-	347	72	307	117	158	227	77	22	91	9	10	18	12	15
<u>Selected occupations</u>																					
Baggers	75	1.48	-	-	-	-	-	6	6	6	8	20	21	-	-	8	-	-	-	-	-
Bag printers	20	1.54	-	-	-	-	-	-	-	1	2	6	6	2	-	3	-	-	-	-	-
Bag sewers, machine	73	1.44	-	-	2	-	-	16	5	3	10	11	14	4	-	8	-	-	-	-	-
Batch weighers	39	1.43	-	-	-	-	-	8	4	4	4	7	10	-	-	2	-	-	-	-	-
Carpenters, maintenance	9	1.93	-	-	-	-	-	-	-	-	-	-	2	-	-	4	-	-	-	-	2
Chambermen	23	1.75	-	-	-	-	-	-	-	-	-	4	-	5	-	10	4	-	-	-	-
Conveyor tenders	16	1.36	-	-	-	-	-	6	1	2	7	1	4	-	-	-	-	-	-	-	-
Laborers, material handling	663	1.35	25	-	38	-	-	156	41	236	28	50	20	40	14	15	-	-	-	-	-
Mechanics, maintenance	39	2.13	-	-	-	-	-	-	-	-	-	-	1	1	-	2	1	8	16	5	5
Millers	15	1.49	-	-	-	-	-	-	-	3	7	-	-	3	-	2	-	-	-	-	-
Mixers, dry mixing	52	1.39	5	-	-	-	-	9	1	2	7	15	11	-	-	2	-	-	-	-	-
Mixers, superphosphate	24	1.54	-	-	-	-	-	-	-	2	8	2	1	7	-	4	-	-	-	-	-
Truckdrivers	71	1.36	5	-	-	-	-	23	4	8	8	6	14	-	2	-	-	-	-	-	1
Truckers, power (forklift)	15	1.44	-	-	-	-	-	4	-	-	-	6	4	-	-	1	-	-	-	-	-
Truckers, power (other than forklift)	183	1.44	10	-	2	-	-	27	4	16	15	18	70	10	-	11	-	-	-	-	-
Watchmen	26	1.33	-	-	-	-	-	17	3	-	-	2	3	-	1	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.  
<sup>2</sup> Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 21. Occupational Earnings: Ohio

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																			
			\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90 and over
All production workers <sup>2</sup>	1,493	\$2.08	47	4	9	27	3	34	61	109	101	140	212	206	166	116	93	54	48	30	16	17
<u>Selected occupations</u>																						
Baggers	101	2.10	3	-	-	-	-	7	-	-	-	25	9	23	4	14	6	5	2	-	2	1
Bag printers	9	2.16	-	-	-	-	-	-	-	-	-	2	2	-	4	1	-	-	-	-	-	-
Bag sewers, machine	45	2.06	3	-	-	-	-	-	-	3	-	10	7	6	5	6	-	3	2	-	-	-
Batch weighers	28	2.12	-	-	-	-	-	-	-	-	-	3	9	9	5	2	-	-	-	-	-	-
Chambermen	18	2.57	-	-	-	-	-	-	-	-	-	-	-	-	6	-	5	-	-	-	4	3
Laborers, material handling	304	1.89	16	4	-	5	3	6	6	61	74	4	46	44	26	5	1	3	-	-	-	-
Mechanics, maintenance	52	2.47	-	-	-	-	-	-	-	-	-	-	-	-	10	14	8	6	9	-	1	4
Millers	14	2.50	-	-	-	-	-	-	-	-	-	-	-	-	1	5	2	-	3	3	-	-
Mixers, dry mixing	48	2.15	-	-	-	2	-	3	-	-	-	9	7	7	9	-	-	1	6	4	-	-
Mixers, superphosphate	38	2.06	-	-	-	-	-	-	4	6	-	2	1	3	22	-	-	-	-	-	-	-
Truckdrivers	29	2.34	-	-	-	-	-	-	-	-	-	5	1	4	-	6	4	2	5	2	-	-
Truckers, power (forklift)	32	2.31	-	-	-	-	-	-	-	-	-	5	-	4	4	9	-	3	5	2	-	-
Truckers, power (other than forklift)	107	2.08	-	-	-	-	-	-	-	-	-	41	29	18	10	8	1	-	-	-	-	-
Watchmen	14	1.74	4	-	-	-	-	-	1	5	-	1	-	-	3	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.  
<sup>2</sup> All production workers were men.  
<sup>3</sup> All workers were at \$3 to \$3.10.

Table 22. Occupational Earnings: South Carolina

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																					
			Under \$0.95	\$0.95 and under \$1.00	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.30 and over
All production workers <sup>2</sup>	985	\$1.44	28	-	45	-	-	-	-	79	79	150	189	121	145	56	12	21	9	13	21	4	13	
<u>Selected occupations</u>																								
Baggers	57	1.35	4	-	10	-	-	-	-	-	2	5	2	14	20	-	-	-	-	-	-	-	-	
Bag printers	12	1.55	-	-	-	-	-	-	-	-	-	1	1	2	2	6	-	-	-	-	-	-	-	
Bag sewers, machine	45	1.38	4	-	4	-	-	-	-	-	2	2	9	8	16	-	-	-	-	-	-	-	-	
Batch weighers	26	1.40	-	-	3	-	-	-	-	-	2	4	1	6	10	-	-	-	-	-	-	-	-	
Carpenters, maintenance	19	2.07	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	7	7	-	2	
Chambermen	39	1.60	-	-	-	-	-	-	-	-	-	4	6	6	17	-	6	-	-	-	-	-	-	
Conveyor tenders	7	1.40	-	-	-	-	-	-	-	-	2	4	1	-	-	-	-	-	-	-	-	-	-	
Laborers, material handling	326	1.32	20	-	18	-	-	-	29	48	90	95	8	18	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	20	2.10	-	-	-	-	-	-	-	-	-	-	2	2	-	-	2	-	2	2	6	2	4	
Millers	13	1.50	-	-	-	-	-	-	-	-	2	-	2	8	-	1	-	-	-	-	-	-	-	
Mixers, dry mixing	19	1.31	-	-	6	-	-	-	1	-	2	6	4	-	-	-	-	-	-	-	-	-	-	
Mixers, superphosphate	16	1.52	-	-	-	-	-	-	-	-	2	-	4	4	6	-	-	-	-	-	-	-	-	
Truckdrivers	37	1.45	-	-	-	-	-	-	5	-	13	-	3	8	8	-	-	-	-	-	-	-	-	
Truckers, power (other than forklift)	101	1.44	-	-	4	-	-	-	5	2	15	9	28	27	11	-	-	-	-	-	-	-	-	
Watchmen	16	1.36	-	-	-	-	-	-	6	-	-	7	3	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.

<sup>2</sup> All production workers were men.

<sup>3</sup> Workers were distributed as follows: 1 at \$2.30 to \$2.40; 2 at \$2.50 to \$2.60; and 1 at \$2.70 and over.

Table 23. Occupational Earnings: Tennessee

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—													
			\$1.30 and under \$1.35	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40 and over
All production workers <sup>2</sup>	891	\$1.86	18	39	-	8	16	185	89	90	169	169	36	23	39	10
<u>Selected occupations</u>																
Baggers	82	1.88	-	-	-	-	2	14	12	9	23	22	-	-	-	-
Bag printers	6	1.76	-	-	-	-	-	3	-	1	2	-	-	-	-	
Bag sewers, machine	46	1.88	-	-	-	-	2	6	8	3	8	19	-	-	-	
Batch weighers	35	1.85	-	-	-	-	-	8	3	10	2	8	4	-	-	
Conveyor tenders	26	1.73	4	-	-	-	2	7	-	2	11	-	-	-	-	
Laborers, material handling	262	1.71	14	24	-	-	-	100	43	16	40	25	-	-	-	
Mechanics, maintenance	54	2.30	-	-	-	-	-	-	-	-	6	2	11	33	2	
Mixers, dry mixing	29	1.95	-	-	-	-	3	2	-	-	7	8	9	-	-	
Mixers, superphosphate	24	2.01	-	-	-	-	-	2	-	3	6	9	2	2	-	
Truckers, power (other than forklift)	100	1.87	-	-	-	-	4	33	-	3	13	47	-	-	-	
Watchmen	11	1.87	-	-	-	-	-	-	2	5	2	-	-	-	-	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.

<sup>2</sup> Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 24. Occupational Earnings: Virginia

(Number and average straight-time hourly earnings<sup>1</sup> of workers in selected occupations in fertilizer manufacturing establishments, April 1966)

Occupation	Number of workers	Average hourly earnings <sup>1</sup>	Number of workers receiving straight-time hourly earnings of—																		
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80 and over
			\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	over
All production workers <sup>2</sup> .....	1,486	\$1.69	102	41	74	39	82	93	353	190	332	95	7	12	11	22	15	10	1	5	2
<u>Selected occupations</u>																					
Baggers.....	58	1.71	2	4	2	-	-	6	8	4	31	1	-	-	-	-	-	-	-	-	-
Bag printers.....	12	1.81	-	-	-	-	-	2	-	2	6	-	-	-	-	-	-	-	-	-	-
Bag sewers, machine.....	55	1.69	2	6	-	-	-	8	7	4	28	-	-	-	-	-	-	-	-	-	-
Batch weighers.....	32	1.77	2	-	-	-	-	2	6	-	16	6	-	-	-	-	-	-	-	-	-
Carpenters, maintenance.....	7	2.29	-	-	-	-	-	-	-	-	-	-	-	2	2	2	1	-	-	-	-
Chambermen.....	19	2.06	-	-	-	-	-	-	-	8	3	-	-	-	4	4	-	-	-	-	-
Conveyor tenders.....	12	1.67	-	-	-	2	-	2	4	1	-	3	-	-	-	-	-	-	-	-	-
Laborers, material handling.....	344	1.58	55	18	10	2	40	20	102	20	57	20	-	-	-	-	-	-	-	-	-
Mechanics, maintenance.....	45	2.42	-	-	-	-	-	-	-	-	-	1	-	4	4	15	9	6	-	5	1
Millers.....	19	1.82	-	-	-	-	-	-	4	1	12	2	-	-	-	-	-	-	-	-	-
Mixers, dry mixing.....	28	1.71	2	-	-	-	-	8	2	2	9	5	-	-	-	-	-	-	-	-	-
Mixers, superphosphate.....	16	1.86	-	-	-	-	-	-	1	3	8	4	-	-	-	-	-	-	-	-	-
Truckdrivers.....	59	1.52	16	4	2	-	-	14	7	6	6	4	-	-	-	-	-	-	-	-	-
Truckers, power (other than forklift).....	140	1.75	2	2	8	-	-	10	6	34	77	1	-	-	-	-	-	-	-	-	-
Watchmen.....	20	1.50	2	3	2	-	-	9	2	-	2	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. All production workers covered by the study were paid on a time basis.

<sup>2</sup> Virtually all production workers were men; data for selected occupations were limited to men workers.

Table 25. Method of Wage Payment: All Establishments

(Percent of production workers in fertilizer manufacturing establishments by method of wage payment, United States and selected regions, March-April 1966)

Method of wage payment <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100
Time-rated workers.....	99	100	100	99	99	99	100	99
Formal plans.....	74	74	83	68	69	83	73	82
Single rate.....	68	74	76	61	63	75	70	81
Range of rates.....	7	-	7	7	6	7	3	1
Individual rates.....	25	26	17	32	31	17	27	18
Incentive workers.....	1	-	-	1	1	1	-	1

<sup>1</sup> For definition of method of wage payment, see appendix A.<sup>2</sup> Includes data for regions in addition to those shown separately.

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

Table 26. Scheduled Weekly Hours: All Establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments by scheduled weekly hours,<sup>1</sup> United States and selected regions, March-April 1966)

Weekly hours <sup>1</sup>	United States <sup>2</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours.....	-	2	-	-	-	-	-	3	-	-	-	2	-	-	-	-
40 hours.....	46	30	36	52	41	34	32	20	76	39	47	42	32	11	89	96
Over 40 and under 44 hours.....	-	1	-	-	-	-	-	2	-	-	-	2	-	-	-	-
44 hours.....	8	6	27	21	8	6	8	10	4	1	2	-	18	11	3	-
45 hours.....	3	4	2	6	8	4	4	6	1	3	1	-	(3)	-	5	-
Over 45 and under 48 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48 hours.....	14	18	14	18	16	23	7	10	3	32	29	25	31	34	-	-
Over 48 and under 50 hours.....	1	1	3	2	4	6	1	1	-	-	-	-	3	2	-	-
50 hours.....	5	6	-	-	8	10	9	8	5	11	4	3	-	-	-	-
Over 50 and under 54 hours.....	1	3	-	-	1	-	4	3	1	4	-	-	-	-	-	-
54 hours.....	3	3	11	(3)	-	-	3	1	-	-	2	3	9	17	1	-
55 hours.....	4	5	17	1	1	2	5	8	-	-	2	7	1	2	-	-
Over 55 and under 60 hours.....	2	3	-	-	3	-	4	3	-	-	2	4	-	-	-	-
60 hours.....	8	11	-	-	10	14	14	11	9	2	4	10	5	20	2	4
Over 60 hours.....	4	6	-	-	-	-	9	11	-	8	3	2	-	3	-	-

<sup>1</sup> Data relate to predominant work schedules of day-shift year-round and seasonal workers, respectively, in each establishment.<sup>2</sup> Includes data for regions in addition to those shown separately.<sup>3</sup> Less than 0.5 percent.

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

Table 27. Shift Differential Practices: All Establishments

(Percent of production workers employed on late shifts in fertilizer manufacturing establishments by amount of shift differential, United States and selected regions, March-April 1966)

Shift differential <sup>1</sup>	United States <sup>2</sup>	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
<u>Second shift</u>								
Workers employed on second shift .....	15.2	17.3	11.3	11.7	14.4	20.9	19.3	16.2
Receiving shift differential .....	11.9	16.5	10.3	8.1	9.9	17.0	14.5	13.7
Uniform cents per hour .....	11.8	16.5	10.1	8.0	9.9	17.0	14.5	13.7
2, 2½, or 3 cents .....	.2	-	-	.5	-	-	-	-
4 cents .....	1.7	-	4.8	2.2	3.0	.5	-	-
5 cents .....	1.9	3.9	.4	2.2	.6	3.6	-	.6
6 cents .....	1.4	-	3.3	.3	-	3.9	1.2	-
7 cents .....	1.8	2.8	.9	1.5	1.9	1.9	3.7	3.0
7½ cents .....	(3)	-	-	-	-	-	-	.6
8 cents .....	2.6	2.3	.7	1.3	4.4	2.7	5.8	7.0
9 cents .....	.9	2.3	-	-	-	2.0	3.8	-
10 cents .....	1.0	5.2	-	-	-	2.4	-	1.9
15 cents .....	.3	-	-	-	-	-	-	.5
Uniform percentage (4 percent) .....	(3)	-	.1	-	-	-	-	-
8 hours' pay for 7½ hours' work .....	(3)	-	-	.1	-	-	-	-
Receiving no shift differential .....	3.3	.8	1.0	3.6	4.6	3.9	4.8	2.5
<u>Third or other late shift</u>								
Workers employed on third or other late shift .....	5.8	1.3	2.6	5.6	7.4	5.9	9.1	9.9
Receiving shift differential .....	5.0	1.3	2.6	4.0	5.3	5.9	8.2	9.9
Uniform cents per hour .....	5.0	1.3	2.6	4.0	5.3	5.9	8.2	9.9
2 but less than 5 cents .....	.2	-	-	.5	-	.1	-	-
5 but less than 10 cents .....	1.2	-	2.2	1.8	1.0	1.0	.5	-
10 cents .....	.7	.9	.4	.1	-	2.1	.7	-
11, 12, or 13 cents .....	.3	-	-	.3	-	.8	.6	-
14, 15, 16, or 20 cents .....	2.6	.4	-	1.2	4.3	1.9	6.5	9.9
Receiving no shift differential .....	.9	-	-	1.7	2.1	-	.8	-

<sup>1</sup> Data relate to all year-round and seasonal production workers employed on extra shifts.

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

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

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

Table 28. Paid Holidays: All Establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with formal provisions for paid holidays, United States and selected regions, March-April 1966)

Number of paid holidays	United States <sup>1</sup>		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	93	25	100	9	98	46	82	12	97	24	99	33	100	35	97	40
1 day.....	1	10	-	9	5	39	-	5	3	9	-	5	-	12	-	-
2 days.....	( <sup>2</sup> )	5	-	-	-	3	( <sup>2</sup> )	2	-	-	-	13	-	-	1	35
3 days.....	2	1	-	-	-	-	4	1	1	-	( <sup>2</sup> )	2	-	-	1	5
4 days.....	2	1	-	-	6	-	2	( <sup>2</sup> )	-	6	-	-	1	-	-	-
5 days.....	8	1	2	-	3	-	16	2	7	9	1	-	10	-	2	-
5 days plus 3 half days.....	( <sup>2</sup> )	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
6 days.....	15	2	9	-	7	-	12	3	26	-	21	1	28	9	3	-
6 days plus 1 half day.....	1	-	-	-	1	-	4	-	-	-	-	-	-	-	-	-
6 days plus 2 half days.....	1	-	3	-	2	-	-	-	-	-	2	-	-	-	-	-
7 days.....	27	1	9	-	45	-	30	( <sup>2</sup> )	6	-	31	4	14	4	53	-
7 days plus 1 half day.....	1	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-
7 days plus 2 half days.....	2	1	17	-	2	-	-	-	-	-	2	3	-	-	-	-
8 days.....	31	3	47	-	25	4	14	-	53	-	31	4	48	10	37	-
8 days plus 2 half days.....	1	-	1	-	-	-	-	-	-	-	2	-	-	-	-	-
9 days.....	2	( <sup>2</sup> )	13	-	-	-	1	-	-	-	2	1	-	-	-	-
Workers in establishments providing no paid holidays.....	7	75	-	91	2	54	18	88	3	76	1	67	-	65	3	60

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

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

Table 29. Paid Holidays: By Type of Establishment

(Percent of year-round production workers in fertilizer manufacturing establishments with formal provisions for paid holidays by type of establishment, United States and selected regions, March-April 1966)

Number of paid holidays	Complete (integrated) establishments			Superphosphate establishments			Mixing establishments					
	United States <sup>1</sup>	Southeast	Great Lakes	United States <sup>1</sup>	Southeast	Great Lakes	United States <sup>1</sup>	Border States	Southeast	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	97	100	98	92	100	86	94	62	99	100	92
1 day.....	-	-	-	-	-	-	2	12	-	-	-	-
2 days.....	-	-	-	-	-	-	1	-	1	-	-	3
3 days.....	-	-	-	-	-	-	4	-	10	1	-	1
4 days.....	( <sup>2</sup> )	-	-	2	4	2	3	15	2	-	-	-
5 days.....	4	11	-	6	15	-	12	6	22	2	24	4
5 days plus 3 half days.....	-	-	-	1	-	-	-	-	-	-	-	-
6 days.....	7	10	-	21	20	12	20	5	10	37	56	8
6 days plus 1 half day.....	3	9	-	1	-	-	-	-	-	-	-	-
6 days plus 2 half days.....	-	-	-	1	-	-	2	-	-	4	-	-
7 days.....	32	49	26	30	24	60	21	38	15	19	6	75
7 days plus 1 half day.....	-	-	-	-	-	-	3	-	-	14	-	-
7 days plus 2 half days.....	( <sup>2</sup> )	-	3	-	-	-	4	5	-	2	-	-
8 days.....	49	18	63	33	26	25	13	13	2	16	14	-
8 days plus 2 half days.....	-	-	-	-	-	-	1	-	-	5	-	-
9 days.....	4	-	7	1	3	1	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	1	3	-	3	8	-	14	6	38	1	-	8

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

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

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

Table 30. Paid Vacations: All Establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, March-April 1966)

Vacation policy	United States <sup>1</sup>		Middle Atlantic	Border States		Southeast		Southwest	Great Lakes		Middle West		Pacific
	Year-round	Seasonal	Year-round <sup>2</sup>	Year-round	Seasonal	Year-round	Seasonal	Year-round <sup>2</sup>	Year-round	Seasonal	Year-round	Seasonal	Year-round <sup>2</sup>
All workers:.....	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>													
Workers in establishments providing paid vacations.....	95	6	100	96	7	90	2	96	99	11	100	22	99
Length-of-time payment.....	95	6	98	96	7	89	2	96	99	11	100	22	99
Percentage payment.....	( <sup>3</sup> )	-	2	-	-	1	-	-	-	-	-	-	-
Workers in establishments providing no paid vacations.....	4	94	-	4	93	10	98	4	( <sup>3</sup> )	89	-	78	1
<u>Amount of vacation pay<sup>4</sup></u>													
After 1 year of service:													
Under 1 week.....	-	2	-	-	6	-	-	-	-	5	-	-	-
1 week.....	67	3	82	76	1	72	2	53	58	1	54	16	61
Over 1 and under 2 weeks.....	2	-	2	-	-	-	-	-	8	-	7	-	-
2 weeks.....	26	1	16	20	-	17	-	40	33	5	37	-	38
Over 2 weeks.....	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	2	6	-
After 2 years of service:													
Under 1 week.....	-	2	-	-	6	-	-	-	-	5	-	-	-
1 week.....	46	3	54	69	1	60	2	18	43	1	40	13	9
Over 1 and under 2 weeks.....	1	-	6	-	-	( <sup>3</sup> )	-	-	5	-	-	-	-
2 weeks.....	46	1	40	27	-	30	-	78	45	5	53	3	89
Over 2 weeks.....	2	( <sup>3</sup> )	-	-	-	-	-	-	7	-	7	6	-
After 3 years of service:													
Under 1 week.....	-	2	-	-	6	-	-	-	-	5	-	-	-
1 week.....	15	2	27	16	1	22	-	7	5	1	18	13	5
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	6	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-
2 weeks.....	78	2	68	79	-	68	2	89	87	5	73	3	94
Over 2 weeks.....	2	( <sup>3</sup> )	-	-	-	-	-	-	8	-	10	6	-
After 5 years of service:													
Under 1 week.....	-	2	-	-	6	-	-	-	-	5	-	-	-
1 week.....	9	2	9	9	1	15	-	7	1	1	8	13	5
Over 1 and under 2 weeks.....	( <sup>3</sup> )	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-
2 weeks.....	76	2	91	87	-	75	2	55	85	5	50	3	54
Over 2 and under 3 weeks.....	3	( <sup>3</sup> )	-	-	-	-	-	-	12	-	7	6	-
3 weeks.....	8	-	-	-	-	-	-	35	1	-	33	-	39
Over 3 and under 4 weeks.....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	3	-	-
4 weeks.....	-	-	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:													
Under 1 week.....	-	2	-	-	6	-	-	-	-	5	-	-	-
1 week.....	8	2	9	9	1	14	-	7	1	1	8	13	5
Over 1 and under 2 weeks.....	43	2	13	69	-	49	2	37	44	2	26	3	40
Over 2 and under 3 weeks.....	2	( <sup>3</sup> )	6	-	-	-	-	-	4	-	7	6	-
3 weeks.....	36	1	73	18	-	27	-	18	48	3	24	-	39
Over 3 and under 4 weeks.....	( <sup>3</sup> )	-	-	-	-	-	-	-	1	-	-	-	-
4 weeks.....	7	-	-	-	-	-	-	35	1	-	36	-	14
After 12 years of service:													
Under 2 weeks.....	8	4	9	9	7	14	-	7	1	6	8	13	5
2 weeks.....	33	2	9	51	-	42	2	31	32	2	21	-	18
Over 2 and under 3 weeks.....	2	( <sup>3</sup> )	6	-	-	2	-	-	3	-	7	6	-
3 weeks.....	45	1	77	36	-	32	-	23	60	3	29	3	62
Over 3 and under 4 weeks.....	( <sup>3</sup> )	-	-	-	-	-	-	-	1	-	-	-	-
4 weeks.....	7	-	-	-	-	-	-	35	1	-	36	-	14
After 15 years of service:													
Under 2 weeks.....	8	4	9	9	7	14	-	7	1	6	8	13	5
2 weeks.....	20	( <sup>3</sup> )	5	14	-	31	1	23	17	-	10	-	10
3 weeks.....	58	2	86	73	-	46	1	31	69	5	38	3	69
Over 3 and under 4 weeks.....	2	( <sup>3</sup> )	-	-	-	-	-	-	8	-	9	6	-
4 weeks.....	7	-	-	-	-	-	-	35	4	-	36	-	14

See footnotes at end of table.

Table 30. Paid Vacations: All Establishments—Continued

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, March–April 1966)

Vacation policy	United States <sup>1</sup>		Middle Atlantic	Border States		Southeast		Southwest	Great Lakes		Middle West		Pacific
	Year-round	Seasonal	Year-round <sup>2</sup>	Year-round	Seasonal	Year-round	Seasonal	Year-round <sup>2</sup>	Year-round	Seasonal	Year-round	Seasonal	Year-round <sup>2</sup>
<u>Amount of vacation pay<sup>4</sup>—Continued</u>													
After 20 years of service:													
Under 2 weeks .....	8	4	9	9	7	14	-	7	1	6	8	13	5
2 weeks .....	20	( <sup>3</sup> )	5	14	-	31	1	23	17	-	10	-	10
3 weeks .....	43	1	28	67	-	38	1	14	49	3	29	3	69
Over 3 and under 4 weeks .....	2	( <sup>3</sup> )	-	-	-	-	-	-	8	-	7	6	-
4 weeks .....	18	( <sup>3</sup> )	58	6	-	8	-	49	20	2	26	-	-
Over 4 weeks .....	4	-	-	-	-	-	-	3	4	-	20	-	14
After 25 years of service:													
Under 2 weeks .....	8	4	9	9	7	14	-	7	1	1	8	13	5
2 weeks .....	20	( <sup>3</sup> )	5	14	-	31	1	23	17	-	10	-	10
3 weeks .....	27	1	17	42	-	20	1	11	26	3	15	3	66
Over 3 and under 4 weeks .....	1	( <sup>3</sup> )	-	-	-	-	-	-	1	-	7	6	-
4 weeks .....	34	( <sup>3</sup> )	69	30	-	26	-	53	41	2	40	-	3
Over 4 weeks .....	6	-	-	-	-	-	-	3	13	-	20	-	14

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

<sup>2</sup> Seasonal workers were not provided vacation benefits by any of the establishments visited.

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

<sup>4</sup> Vacation payments such as a percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

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

Table 31. Paid Vacations: By Type of Establishment

(Percent of year-round production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, by type of establishment, United States and selected regions, March–April 1966)

Vacation policy	Complete (integrated) establishments			Superphosphate establishments			Mixing establishments					
	United States <sup>1</sup>	Southeast	Great Lakes	United States <sup>1</sup>	Southeast	Great Lakes	United States <sup>1</sup>	Border States	Southeast	Great Lakes	Middle West	Pacific
All workers .....	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>												
Workers in establishments providing paid vacations .....	99	97	100	99	100	100	91	89	78	99	100	97
Length-of-time payment .....	99	97	100	99	100	100	90	89	75	99	100	97
Percentage payment .....	-	-	-	1	-	-	1	-	3	-	-	-
Workers in establishments providing no paid vacations .....	1	3	-	( <sup>2</sup> )	-	-	9	11	22	1	-	3
<u>Amount of vacation pay<sup>3</sup></u>												
After 1 year of service:												
1 week .....	63	65	68	80	87	70	65	77	71	48	51	81
Over 1 and under 2 weeks .....	1	-	-	1	-	5	4	-	-	14	6	-
2 weeks .....	34	32	32	17	13	26	21	11	4	38	43	16

See footnotes at end of table.

Table 31. Paid Vacations: By Type of Establishment—Continued

(Percent of year-round production workers in fertilizer manufacturing establishments with formal provisions for paid vacations after selected periods of service, by type of establishment, United States and selected regions, March-April 1966)

Vacation policy	Complete (integrated) establishments			Superphosphate establishments			Mixing establishments					
	United States <sup>1</sup>	Southeast	Great Lakes	United States <sup>1</sup>	Southeast	Great Lakes	United States <sup>1</sup>	Border States	Southeast	Great Lakes	Middle West	Pacific
<u>Amount of vacation pay<sup>3</sup>—Continued</u>												
After 2 years of service:												
1 week .....	42	62	35	59	62	61	45	70	56	38	28	23
Over 1 and under 2 weeks .....	2	-	12	1	-	5	1	-	( <sup>2</sup> )	-	-	-
2 weeks .....	54	35	53	39	38	34	42	19	22	47	72	73
Over 2 weeks .....	1	-	-	1	-	-	3	-	-	14	-	-
After 3 years of service:												
1 week .....	6	16	-	19	12	12	23	29	34	4	27	13
2 weeks .....	92	81	100	79	88	84	63	60	44	81	65	84
Over 2 weeks .....	1	-	-	2	-	5	4	-	-	14	7	-
After 5 years of service:												
1 week .....	2	4	-	6	12	2	17	20	28	2	17	13
2 weeks .....	81	92	88	85	88	93	66	69	( <sup>2</sup> )	80	44	79
Over 2 and under 3 weeks .....	3	-	12	2	-	5	3	-	49	14	-	-
3 weeks .....	14	-	-	7	-	-	4	-	-	3	32	5
4 weeks .....	-	-	-	-	-	-	1	-	-	-	7	-
After 10 years of service:												
1 week .....	2	4	-	6	12	2	15	20	25	2	17	13
2 weeks .....	41	53	36	55	62	67	39	53	38	37	44	44
Over 2 and under 3 weeks .....	3	-	12	2	-	4	1	-	-	-	-	-
3 weeks .....	43	39	51	31	26	22	31	15	15	58	1	40
Over 3 and under 4 weeks .....	-	-	-	1	-	5	-	-	-	-	-	-
4 weeks .....	11	-	-	5	-	-	4	-	-	3	39	-
After 12 years of service:												
1 week .....	2	4	-	6	12	2	15	20	25	2	17	13
2 weeks .....	30	45	34	45	56	39	31	41	33	28	31	37
Over 2 and under 3 weeks .....	3	-	12	4	7	-	2	-	2	-	-	-
3 weeks .....	53	48	54	40	26	54	39	28	18	66	14	47
Over 3 and under 4 weeks .....	-	-	-	1	-	5	-	-	-	-	-	-
4 weeks .....	11	-	-	5	-	-	4	-	-	3	39	-
After 15 years of service:												
1 week .....	2	4	-	6	12	2	15	20	25	2	17	13
2 weeks .....	15	26	18	27	43	12	22	15	29	20	25	18
3 weeks .....	70	67	82	61	45	82	44	54	24	56	14	67
Over 3 and under 4 weeks .....	1	-	-	2	-	5	4	-	-	14	6	-
4 weeks .....	11	-	-	5	-	-	5	-	-	7	39	-
After 20 years of service:												
1 week .....	2	4	-	6	12	2	15	20	25	2	17	13
2 weeks .....	15	26	18	27	43	12	22	15	29	20	25	18
3 weeks .....	54	58	49	50	38	63	30	48	16	41	13	67
Over 3 and under 4 weeks .....	1	-	-	2	-	5	3	-	-	14	-	-
4 weeks .....	22	8	33	10	7	18	18	5	8	14	46	-
Over 4 weeks .....	5	-	-	5	-	-	2	-	-	7	-	-
After 25 years of service:												
1 week .....	2	4	-	6	12	2	15	20	25	2	17	13
2 weeks .....	15	26	18	27	43	12	22	15	29	20	25	18
3 weeks .....	33	30	23	27	18	32	22	42	11	24	13	59
Over 3 and under 4 weeks .....	1	-	-	2	-	5	-	-	-	-	-	-
4 weeks .....	43	37	59	31	27	40	26	12	14	32	46	7
Over 4 weeks .....	5	-	-	7	-	9	5	-	-	22	-	-

<sup>1</sup> Includes data for regions in addition to those shown separately.<sup>2</sup> Less than 0.5 percent.<sup>3</sup> Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

Table 32. Health, Insurance, and Retirement Plans: All Establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with specified health, insurance, and retirement plans, United States and selected regions, March-April 1966)

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

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

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

<sup>3</sup> Seasonal workers were not provided vacation benefits by any of the establishments visited.

<sup>4</sup> Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

<sup>5</sup> Less than 0.5 percent.

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

Table 33. Health, Insurance, and Retirement Plans: By Type of Establishment

(Percent of year-round production workers in fertilizer manufacturing establishments with specified health, insurance, and retirement plans, United States and selected regions, March-April 1966)

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

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

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

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

<sup>4</sup> Less than 0.5 percent.

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

Table 34. Nonproduction Bonuses: All Establishments

(Percent of year-round and seasonal production workers in fertilizer manufacturing establishments with specified types of nonproduction bonuses, United States and selected regions, March-April 1966)

Type of bonus	United States <sup>1</sup>		Middle Atlantic		Border States		Southeast		Southwest	Great Lakes		Middle West		Pacific
	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round	Seasonal	Year-round <sup>2</sup>	Year-round	Seasonal	Year-round	Seasonal	Year-round <sup>2</sup>
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	17	2	27	6	13	4	27	2	5	12	2	7	2	11
Christmas or yearend.....	12	2	9	6	12	4	19	2	5	12	2	3	2	11
Profit sharing.....	2	-	-	-	1	-	3	-	-	( <sup>3</sup> )	-	-	-	-
Other.....	3	-	18	-	-	-	5	-	-	-	-	4	-	-
Workers in establishments with no nonproduction bonuses.....	83	98	73	94	87	96	73	98	95	88	98	93	98	89

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

<sup>2</sup> Seasonal workers were not provided vacation benefits by any of the establishments visited.

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

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

Table 35. Nonproduction Bonuses: By Type of Establishment

(Percent of year-round production workers in fertilizer manufacturing establishments with specified types of nonproduction bonuses, by type of establishment, United States and selected regions, March-April 1966)

Type of bonus	Complete (integrated) establishments			Superphosphate establishments			Mixing establishments					
	United States <sup>1</sup>	Southeast	Great Lakes	United States <sup>1</sup>	Southeast	Great Lakes	United States <sup>1</sup>	Border States	Southeast	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments with nonproduction bonuses.....	11	30	-	18	13	39	23	20	31	6	17	27
Christmas or yearend.....	6	18	-	16	6	39	17	17	27	6	7	27
Profit sharing.....	2	3	-	3	7	-	1	3	2	( <sup>2</sup> )	-	-
Other.....	3	9	-	-	-	-	5	-	2	-	11	-
Workers in establishments with no nonproduction bonuses.....	89	70	100	82	87	61	77	80	69	94	83	73

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

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

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

## Appendix A. Scope and Method of Survey

### Scope of Survey

The survey included establishments primarily engaged in manufacturing mixed fertilizers from one or more fertilizer materials produced in the same establishment, or in mixing fertilizers from purchased fertilizer materials (Industries 2871 and 2872 as defined in the 1957 edition of the Standard Industrial Classification Manual and 1963 Supplement prepared by the U.S. Bureau of the Budget). Establishments primarily engaged in selling liquid fertilizer produced by mixing water with purchased fertilizer were excluded from the survey. Separate auxiliary units, such as central offices and mining operations, were also excluded.

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

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

Estimated Number of Establishments and Employees Within Scope of the Fertilizer Manufacturing Survey  
and Number Studied, March-April 1966

Region <sup>1</sup> and State	Number of establishments <sup>2</sup>		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total <sup>3</sup>	Production workers		
				Total <sup>4</sup>	Seasonal	
United States <sup>5</sup> -----	726	343	35,027	25,484	9,515	23,733
Middle Atlantic-----	54	22	2,075	1,549	332	1,284
Border States <sup>6</sup> -----	82	41	3,682	2,819	1,145	2,516
Maryland-----	19	12	1,039	815	265	807
Virginia-----	35	20	1,798	1,486	674	1,449
Southeast <sup>6</sup> -----	260	126	12,192	9,439	4,053	8,392
Alabama-----	39	21	1,804	1,452	602	1,303
Florida-----	59	21	2,380	1,597	274	1,388
Georgia-----	68	28	2,588	2,142	988	1,619
North Carolina-----	43	26	1,918	1,569	926	1,535
South Carolina-----	25	14	1,303	985	450	877
Tennessee-----	13	10	1,104	891	501	923
Southwest-----	41	22	2,581	1,683	615	1,978
Great Lakes <sup>6</sup> -----	154	79	7,737	5,571	2,315	5,004
Illinois-----	37	21	1,790	1,211	511	1,489
Ohio-----	41	23	2,312	1,493	516	1,833
Middle West-----	54	23	3,057	2,139	700	1,704
Pacific <sup>6</sup> -----	53	24	2,089	1,228	120	1,634
California-----	40	19	1,797	1,048	15	1,479

<sup>1</sup> The regions used in this study include: Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and Pacific—California, Nevada, Oregon, and Washington.

<sup>2</sup> Includes only establishments with 8 workers or more at the time of reference of the unemployment insurance listings.

<sup>3</sup> Includes executive, professional, and other workers excluded from the production worker category shown separately.

<sup>4</sup> Includes year-round workers in addition to seasonal workers shown separately.

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

<sup>6</sup> Includes data for States in addition to those shown separately.

### Method of Study

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

### Establishment Definition

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

### Interstate and Intrastate Establishments

An establishment was classified as interstate if any of its product was sold outside the State. Other establishments were classified as intrastate.

### Type of Establishment

Establishments were classified according to scope of manufacturing processes. Each of the three types of plants mixes fertilizer ingredients to make a finished fertilizer. Complete (integrated) plants manufacture the acids from which superphosphate is then made. Superphosphate plants make superphosphate from purchased acids. Mixing establishments purchase all ingredients.

### Employment

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

### Production Workers

The term "production workers" as used in this bulletin, includes working foremen and all nonsupervisory workers engaged in nonoffice functions. A distinction is made between "year-round production workers," those hired with the intention that they will be kept on the payroll for 11 months or more; and "seasonal workers," those hired for less than 11 months annually. 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, and probationary workers were not reported in the data for selected occupations but were included in the data for all production workers.

### Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses, were included as a part of the worker's 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 Area 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 contain 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 year-round production workers covered by labor-management contracts, and (2) none or a minority of the year-round 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 year-round and seasonal production workers, respectively, employed on the day shift.

#### Shift Practices

Shift practices data relate to workers employed on late shifts at the time of the survey.

#### Supplementary Wage Provisions

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

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

Paid Vacations. The summaries of vacation plans are limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual 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 only programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company, and those paid directly by the employer from his current operating funds, or from a fund set aside for this purpose.

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

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

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

Catastrophe insurance, sometimes referred to as extended medical insurance, includes 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 pension plans 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 on retirement. Establishments providing both lump-sum payments and pensions to employees on 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.

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

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

Supplemental Unemployment Benefits. Data refer to plans which supplement benefits paid under State unemployment systems.

<sup>8</sup>

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

## Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and 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, and probationary workers.

### BAGGER

(Sack packer)

Tends a machine that sacks and weighs finished products or materials: Places empty sack or bag over discharge nozzle or spout of packing machine; starts flow of product or material into sack; and shuts off or stops flow of product or material when specified weight or amount has entered the sack (machine may do this automatically). May seal or close sacks by hand or machine. May make adjustments and minor repairs.

### BAG PRINTER

(Bag-printing-machine operator; sack printer)

Feeds jute or other bags into a printing machine to print on the bag the name of the fertilizer to be packed in them, the analysis of the fertilizer, and the name and address of the manufacturer: Adjusts and prepares printing press by filling the ink fountain of the press with ink, setting the type plate in the channels of the cylinder, tightening it in place with setscrews; and starts press and feeds sacks, one at a time, to the conveyor belt which travels under the press cylinder until the feed rollers descend and press the sack against the conveyor belt to carry it under the cylinder and print it.

### BAG SEWER, MACHINE

(Bag-closing-machine operator; bag-sewing-machine operator; sack-sewing-machine operator)

Sews shut open ends of burlap, muslin, and paper sacks containing the product, using an electrically powered sewing machine: Matches the open edges of filled sack or bag, places edges under presser foot of sewing machine; and starts sewing action, and as edges of container are drawn under needle, guides them to insure that line of stitching across top of container is straight. May sew descriptive tags into top seam. May weigh sacks or bags.

### BATCH WEIGHER

(Hopper-scale weigher; ingredient weigher; raw-materials weigher; scaleman)

Weights the quantities of the fertilizer ingredients to be mixed according to desired formula: Ingredients may be brought onto platform of scale in carts, trucks, or wheelbarrows according to weigher's instructions, or ingredients may be stored in overhead bin from which the weigher releases the necessary quantity onto the scale; and after weighing is completed, dumps material onto conveyor belt leading to mixing machine or supervises removal in carts or other vehicles.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

CHAMBERMAN

Controls process of making sulfuric acid from sulfur dioxide gas resulting from the roasting of sulfur: Periodically reads and reports the temperatures of the acid chambers and other processing equipment, and the specific gravity of the acid during various stages of processing; regulates flow of steam, nitrogen compounds, air, and sulfur oxides into the chamber. May collect and send samples of sulfuric acid to laboratory for analysis. May control the draft fan or shutters on the sulfur burner or direct the burnermen in their work. May operate acid pumps supplying acid to acidulating department or to tank cars for shipment.

CONVEYOR TENDER

Operates or observes the operation of conveyors transferring materials or products from one place or machine to another in order to store or process these materials. Work involves one or more of the following: Watching operation of conveyor, and if trouble develops, stopping conveyor and notifying superior; directing or regulating the flow of material to proper storage bins or places according to type or grade; assisting others in making minor repairs to equipment; and oiling or greasing bearings on conveyor. May load materials or products onto conveyor or remove them from conveyor.

LABORER, MATERIAL HANDLING

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

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshoremen who load and unload ships are excluded.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines, and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLER

(Crusher operator; grinder; pulverizer operator)

Tends one unit or more of equipment to crush, grind, or pulverize materials to specifications. The more common types of equipment employed in such operations are: Ball mills, buhrstone mills, cage mills, chasers, colloid mills, disk crushers, gyratories, jaw crushers, ring-roll mills, and tube mills. May also be required to operate screening equipment. Operator performs or supervises others in such duties as loading and unloading of the materials into the apparatus and cleaning such apparatus and working area.

MIXER

(Batchmaker; compounder)

Responsible for the proper mixing of component parts (liquids or solids) in controlled amounts to produce a semiprocessed or final product. Supervises or performs the task of bringing together the ingredients, the weighing, and the pouring or inserting of the materials into a power-driven mixing machine. Attends machine and determines when mixture is ready to be withdrawn.

For wage study purposes, workers are to be classified by type of mixing, as follows:

Mixer, dry mixing  
Mixer, superphosphate

TRUCKDRIVER

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

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 establishment.

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

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

WATCHMAN

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).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 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, 1965. BLS Bulletin 1526 (30 cents).  
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, 1965. BLS Bulletin 1519 (30 cents).  
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).  
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).  
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 cents).  
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 cents).

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\* 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, 1965. BLS Bulletin 1521 (20 cents).
- Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).
- Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
- Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
- Eating and Drinking Places, 1963. BLS Bulletin 1400 (40 cents).
- Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
- Hospitals, 1963. BLS Bulletin 1409 (50 cents).
- Hotels and Motels, 1963. BLS Bulletin 1406 (40 cents).
- Laundries and Cleaning Services, 1963. BLS Bulletin 1401 (50 cents).
- Life Insurance, 1961. BLS Bulletin 1324 (30 cents).
- Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

## II. Earnings Distributions Studies

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

### Retail Trade:

#### Employee Earnings and Hours, June 1965—

- Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1501-1 (25 cents).
- General Merchandise Stores. BLS Bulletin 1501-2 (40 cents).
- Food Stores, BLS Bulletin 1501-3 (30 cents).
- Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1501-4 (40 cents).
- Apparel and Accessory Stores. BLS Bulletin 1501-5 (45 cents).
- Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1501-6 (40 cents).
- Miscellaneous Stores. BLS Bulletin 1501-7 (30 cents).

- Employee Earnings in Nonmetropolitan Areas of the South and North Central Regions, 1962. BLS Bulletin 1416 (40 cents).

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

## BUREAU OF LABOR STATISTICS REGIONAL OFFICES

