

INDUSTRY WAGE SURVEY

WOOL TEXTILES

Part I: Wool Yarn and Broadwoven
Fabric Mills

Part II: Dyeing and Finishing Plants

Part III: Scouring and Combing Plants

NOVEMBER 1966

Bulletin No. 1551

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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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the wool textiles industry in November 1966.

Part I provides information on national, regional, State, and area data for wool yarn and broadwoven fabric mills. An advance release, providing national and regional information, was issued in February 1967. Separate releases were also issued for the Southeast region and for the following States and areas: Maine, Massachusetts, New Hampshire, North Carolina-Virginia, Rhode Island, and Philadelphia-Camden, Pa.-N.J. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or any of its regional offices.

Part II provides information for wool dyeing and finishing and shrinking and sponging plants.

Part III provides information for scouring and combing plants.

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

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

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Industry Wage Survey—

Wool Textiles, November 1966

Part I. Wool Yarn and Broadwoven Fabric Mills

Summary

Straight-time earnings of production and related workers in wool yarn and broadwoven fabric mills averaged \$1.90 an hour in November 1966. Approximately 2 percent of the 41,765 workers covered by the survey¹ earned less than \$1.40 an hour,² and nearly 16 percent earned less than \$1.60; the middle half of the workers earned between \$1.67 and \$2.08 an hour, and 6 percent earned \$2.50 or more.

Workers in the Southeast region,³ accounting for slightly more than two-fifths of the industry's work force, averaged \$1.82 an hour; compared with \$1.92 in New England, where nearly two-fifths of the workers were employed. Workers in the Middle Atlantic and Great Lakes regions averaged \$2.20 and \$1.77 an hour, respectively. Earnings also varied by sex, size and type of mill, type of product, size of community, labor-management contract status, and occupation.

Among the occupations selected for separate study,⁴ nationwide averages ranged from \$1.63 an hour for janitors to \$2.50 for loom fixers in worsted operations and nonautomatic box loom weavers in woolen operations.

Paid holidays and paid vacations, as well as various types of health and insurance benefits, were provided by establishments employing about nine-tenths of the workers or more.

Industry Characteristics

Employment Trends. Employment in wool yarn and broadwoven fabric mills has declined steadily during the past 20 years. Mills within scope of the current survey employed 41,765 production and related workers in November 1966. This is approximately 75 percent below the employment level of April 1946 and 15 percent below that of June 1962, when similar surveys were conducted.⁵

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

² The Federal minimum wage for workers in manufacturing establishments engaged in interstate commerce was \$1.25 an hour at the time of the survey; it was raised to \$1.40, effective Feb. 1, 1967.

³ For definition of regions, see table in appendix A.

⁴ See appendix B for job descriptions.

⁵ See Wage Structure: Woolen and Worsted Textiles, 1946 (Series 2, No. 40, 1947) and Industry Wage Survey, Wool Textiles, June 1962 (BLS Bulletin 1372, 1963).

Minor differences in the coverages of the three surveys have been taken into account for comparison purposes.

All of this decline has occurred in regions other than the Southeast, where employment has increased slightly. As a result, the regional distribution of the industry's work force has changed substantially, as indicated in the following tabulation:

Survey date	<u>Percent of production workers in selected regions</u>		
	New England	Middle Atlantic	Southeast
April 1946 -----	63	22	7
April-May 1952 ---	63	18	14
September 1957 ---	50	16	26
June 1962 -----	48	11	33
November 1966----	39	9	44

Location. The Southeast region accounted for 44 percent of the workers covered by the current survey, and New England accounted for 39 percent. Nearly one-tenth of the workers were in the Middle Atlantic region. About two-fifths of the Southeast workers were employed in North Carolina and Virginia. The New England employment was distributed fairly evenly among Maine, Massachusetts, New Hampshire, and Rhode Island. Two-fifths of the Middle Atlantic workers were employed in the Philadelphia-Camden, Pa.-N.J., area.

Mills located in nonmetropolitan areas employed two-thirds of the industry's work force. Regionally, the proportions of workers in metropolitan areas⁶ were: Slightly less than one-sixth in the Southeast, one-third in New England, and about nine-tenths in the Middle Atlantic.

Type of Mill. Integrated mills, which have both spinning and weaving operations, employed slightly more than three-fifths of the workers nationally, and more than one-half of those in the three major regions. Yarn mills—those limited to spinning yarn and thread—accounted for three-tenths of the workers; nearly one-fourth in New England and nearly two-fifths in the Middle Atlantic region and the Southeast. Weaving mills, which produce cloth from purchased yarn, employed the remainder of the workers. Most of these mills were in New England.

Mills primarily engaged in the manufacture of apparel fabrics and blanketing accounted for nearly nine-tenths of the workers in weaving and integrated establishments. Among integrated mills, employment on woolen fabric production accounted for seven-tenths of the workers nationally, and more than nine-tenths in the New England and Middle Atlantic regions. In yarn mills, slightly fewer than three-fifths of the workers were in mills producing wool yarns;⁷ establishments primarily engaged in the manufacture of carpet or rug yarn accounted for two-fifths of the yarn mill workers; most of these mills were in the Southeast.

Unionization. Mills having collective bargaining agreements covering a majority of their production workers employed nearly one-third of the industry's work force. The proportions were fewer than one-tenth in the Southeast, about half in New England, and the Great Lakes, and nearly seven-tenths in the Middle Atlantic region. The major unions in the industry were the Textile Workers Union of America and the United Textile Workers of America.

⁶ Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget through March 1965.

⁷ In the Bureau's June 1962 survey, two-thirds of the employment in yarn mills was engaged in the manufacture of worsted yarn.

Method of Wage Payment. Nearly three-fourths of the industry's production workers were paid time rates, usually under formal systems providing a single rate for a given occupation (table 20). Incentive systems—normally individual piece rates—applied to slightly over one-fourth of the workers in the Southeast, about one-fourth in New England, and two-fifths in the Middle Atlantic region. Incentive workers included more than nine-tenths of the weavers, a majority of the cloth menders, slightly fewer than one-half of the frame spinners, and two-fifths of the winders.

Sex. Men accounted for nearly three-fifths of the industry's production workers and were predominant in such jobs as card finishers, card strippers, hand truckers, and weavers, as well as in plant maintenance work. Women comprised the large majority of cloth menders, frame spinners, and winders. Men accounted for slightly more than three-fifths of the workers in integrated mills, compared with about one-half in weaving and yarn mills.

Average Hourly Earnings

Straight-time earnings of the 41,765 production and related workers in wool yarn and broadwoven fabric mills averaged \$1.90 an hour in November 1966 (table 1). This was 14 percent above the average (\$1.66) recorded in June 1962.⁸ Workers averaged \$1.82 an hour in the Southeast and \$1.92 in New England. Earnings in these two regions were, respectively, 21 and 12 percent higher in November 1966 than in June 1962. In the Middle Atlantic and Great Lakes regions, workers averaged \$2.20 and \$1.77 an hour, respectively. As indicated in the following tabulation, wage levels also varied by State and area.⁹

Selected States and areas	Number of production workers	Average hourly earnings
Maine -----	4,037	\$1.74
Massachusetts -----	4,068	2.02
New Hampshire -----	3,456	1.93
North Carolina-Virginia -----	7,297	1.83
Rhode Island -----	3,561	1.98
Philadelphia-Camden, Pa.-N. J. -----	1,502	2.06

Average hourly earnings of workers in woolen mills exceeded those in worsted mills by 9 cents (table 2). In both the Southeast and New England, however, averages for these two mill groups were nearly identical.

Workers in integrated mills (those having both spinning and weaving operations) averaged \$1.96 an hour, compared with \$1.91 for workers in weaving mills, and \$1.76 for those in yarn (spinning) mills. In New England, the only region permitting such comparison, the corresponding averages were \$1.95, \$1.92, and \$1.83. Although the lack of skilled weaving operations in yarn mills contributes to the relatively low earnings level for this type of mill, yarn mill workers usually had lower pay when comparisons were made at the occupational level.

⁸ Op. cit., BLS Bulletin 1372.

⁹ For greater detail, see individual State and area tables 14-19.

Average earnings among fabric mills (weaving and integrated mills) varied by predominant class of fabric. In the three regions permitting comparisons, earnings of workers in mills primarily engaged in manufacturing apparel fabrics and blanketing averaged less than those of workers in mills manufacturing other types of fabrics—the differences amounting to 11 cents an hour in New England, 35 cents in the Great Lakes, and 38 cents in the Middle Atlantic region.

Data were also tabulated by size of community and size of mill. In the New England and Middle Atlantic regions, workers in metropolitan areas averaged 7 and 35 cents an hour more, respectively, than workers in smaller communities; in the Great Lakes region, the relationship was reversed. In the Southeast, however, averages were nearly identical. Nationwide, workers in establishments employing 250 workers or more averaged \$1.93 an hour—7 cents more than those in smaller mills. This relationship of mill-employment size to earnings held in the three regions permitting comparisons—the differences amounting to 7 cents an hour in New England, 14 cents in the Southeast, and 41 cents in the Middle Atlantic region.

The wage advantage of workers in mills with labor-management contracts over workers in mills not having such contracts amounted to 15 cents an hour in New England, 29 cents in the Middle Atlantic region and 24 cents in the Great Lakes region. Because of the interrelationship with other factors previously mentioned, it is not possible to determine the exact influence unionization had on earnings. In each of the three regions, integrated mills accounted for a larger proportion of the employment in union mills than in those not having labor-management contracts. In New England, for example, the proportions were three-fourths and one-half, respectively. As indicated previously, fewer than one-tenth of the workers in the Southeast were in union mills.

Men, who accounted for 57 percent of the workers in wool yarn and broad-woven fabric mills, averaged \$1.97 an hour; women averaged \$1.81. Men averaged 13 cents an hour more than women in the New England and Southeast regions, and 26 cents more in the Middle Atlantic region. Differences in average pay levels for men and women may be the result of several factors, including variation in the distribution of the sexes among establishments and among jobs with disparate pay levels. Differences in averages in the same job and area may reflect minor differences in workers' duties. Job descriptions used in classifying workers in wage surveys are usually more generalized than those used in individual establishments, because allowance must be made for minor differences among establishments in specific duties performed. Also, earnings in some jobs in the industry are largely determined by production at piece rates. Variations in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, effort, workflow, or other factors which the worker may or may not control.

Ninety-seven percent of the workers earned between \$1.40 and \$3 an hour; the middle half of the workers earned between \$1.67 and \$2.08. Nearly 6 percent of the workers earned less than \$1.50 an hour and a comparable proportion earned \$2.50 or more (table 2).

Occupational Earnings

Occupational classifications for which data are presented separately, accounted for slightly more than two-fifths of the production workers covered by the study (table 6). Hourly averages for these jobs ranged from \$1.63 for janitors to \$2.50 for loom fixers in worsted operations and nonautomatic box loom weavers in woolen operations. Some numerically important jobs in woolen operations and their averages were winders, \$1.76 an hour; card finishers and

cloth menders, \$1.85; frame spinners, \$1.92; and weavers, \$2.32. In worsted operations, cloth menders averaged \$1.78 an hour; frame spinners, \$1.77; weavers, \$2.25; and winders, \$1.68. Hand truckers and battery hands, two jobs common in both woolen and worsted mills, averaged \$1.70 and \$1.71 an hour, respectively.

Earnings of individual workers were widely distributed within the same job and geographic area. In some jobs, particularly those with incentive workers, the highest hourly earnings exceeded the lowest in the same occupation and area by \$1 or more. Thus, a number of workers in comparatively low paying jobs (as measured by the average for all workers) earned more than some workers in jobs for which significantly higher averages were recorded. The following tabulation illustrates the overlap in earnings occurring between men weavers (box looms, automatic) and women cloth menders, both engaged in woolen operations in Maine, despite a 57-cent difference in the hourly averages for the two jobs:

Hourly earnings	Men weavers (box loom, automatic)	Women cloth menders
Under \$1.40 -----	-	10
\$1.40 and under \$1.60 -----	-	73
\$1.60 and under \$1.80 -----	3	87
\$1.80 and under \$2.00 -----	15	31
\$2.00 and under \$2.20 -----	83	4
\$2.20 and under \$2.40 -----	45	6
\$2.40 and under \$2.60 -----	43	3
\$2.60 and over -----	1	-
Total workers -----	190	214
Average hourly earnings -----	\$2.22	\$1.65

Occupational earnings data were also tabulated by type of mill, type of fabric, size of community, size of mill, and method of wage payment (tables 7 through 13).

Establishment Practices and Supplementary Wage Provisions

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

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in mills employing three-fifths of the production workers and four-fifths of the office workers (table 21). Seven-tenths of the production workers in New England and the Great Lakes regions, and nearly two-thirds in the Middle Atlantic region were scheduled to work 40 hours a week; in the Southeast, over nine-tenths of the workers were scheduled for 40 hours (48 percent) or 48 hours (45 percent).

Shift Provisions and Practices. Nearly all mills had provisions for late-shift work (table 22); about one-half of the production workers were employed on late shifts in November 1966 (table 23). Most workers on the second shift in New England mills received premium pay—usually 4 cents an hour above the day-shift rate; in the Southeast region, nearly one-fourth of the second-shift workers received premium pay, most commonly 5 cents an hour. In both of these regions most of the workers on third or other late shifts received premium pay, most commonly 7 cents an hour in New England and 5 cents in the Southeast.

Paid Holidays. Paid holidays were provided by establishments employing about nine-tenths of the production workers (table 24). Provisions varied by region and within regions. For example, workers in New England most commonly received 6 paid holidays annually, however, provisions for 7 days or more applied to one-fourth of the workers. In the Middle Atlantic region, 7 and 8 paid holidays were about equally prevalent, and in the Southeast, about one-half of the workers were employed in mills providing 2 days a year, although provisions for 5 days or more applied to one-fourth of the workers. Paid holiday provisions for office workers were somewhat more liberal than those for plant workers.

Paid Vacations. Paid vacations (after qualifying periods of service) were provided for production and office workers by nearly all of the mills studied (table 25). Vacation payments for slightly more than one-half of the production workers were based on a stipulated percentage of the employee's annual earnings; payments for more than nine-tenths of the office workers were determined on a length-of-time basis. For purposes of this study, percentage payments were converted to an equivalent time basis. Most common vacation payments for production workers were 1 week's pay after 1 year of service and 2 week's pay after 5 years or more. Nearly one-fifth of the production workers were in establishments providing at least 3 weeks' pay after 15 years of service or more. Nearly two-thirds of the office workers received 2 weeks' pay after 1 year of service; slightly more than two-fifths received 3 weeks' after 15 years; and one-fifth received 4 weeks' after 20 years.

Health, Insurance, and Retirement Plans. More than nine-tenths of the production and office workers were employed in mills that paid at least part of the cost of life, hospitalization, and surgical insurance (table 26). Accidental death and dismemberment insurance and medical insurance were provided to at least three-fifths of the workers in both groups; sickness and accident insurance applied to three-fourths of the production workers and one-half of the office workers. Sick leave (full pay, no waiting period) was available to two-fifths of the office workers, but to none of the production workers; catastrophe insurance was available to one-fifth of the office workers, and two-fifths of the production workers. All types of plans were usually financed wholly by the employer, except for catastrophe insurance that applied to production workers. Usually, plans wholly financed by the employer did not provide benefits to the employee's dependents.

Pension plans (other than social security), providing regular payments to workers on retirement, were provided by mills employing two-fifths of the production workers and one-half of the office workers. Plans providing lump-sum payments upon retirement applied to fewer than one-tenth of the workers in both groups.

Other Selected Benefits. Mills with provisions for severance pay¹⁰ employed fewer than one-tenth of the production workers and one-eighth of the office workers (table 27). Formal plans providing pay for funeral leave applied to one-fifth of the production workers; and provisions for jury duty pay applied to nearly three-tenths; both of these provisions applied to nearly two-fifths of the office workers.

¹⁰ Pay to employees permanently separated from work through no fault of their own.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers in wool yarn and broadwoven fabric mills by selected characteristics, United States and selected regions, November 1966)

Item	United States ²		New England		Middle Atlantic		Southeast ³		Great Lakes	
	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-----	41,765	\$1.90	16,407	\$1.92	3,664	\$2.20	18,409	\$1.82	1,735	\$1.77
Men-----	23,800	1.97	9,918	1.97	2,332	2.30	9,811	1.88	761	1.90
Women-----	17,965	1.81	6,489	1.84	1,332	2.04	8,598	1.75	974	1.67
Size of community:										
Metropolitan area ⁴ -----	13,161	2.00	5,316	1.97	3,268	2.24	2,747	1.81	889	1.72
Nonmetropolitan area-----	28,604	1.85	11,091	1.90	396	1.89	15,662	1.82	846	1.82
Size of mill:										
20-249 workers-----	17,857	1.86	10,289	1.89	1,939	2.01	3,358	1.70	1,475	1.75
250 workers or more-----	23,908	1.93	6,118	1.96	1,725	2.42	15,051	1.84	-	-
Labor-management contracts:										
Mills with—										
Majority of workers covered-----	13,223	2.04	7,446	2.00	2,475	2.30	-	-	873	1.89
None or minority of workers covered---	28,542	1.83	8,961	1.85	1,189	2.01	16,833	1.81	862	1.65
Type of mill and product:										
Yarn mill-----	12,984	1.76	3,749	1.83	1,414	1.96	7,020	1.70	801	1.71
Woolen yarn-----	7,536	1.81	1,751	1.82	1,227	2.00	4,350	1.75	-	-
Worsted yarn-----	5,448	1.70	1,998	1.83	-	-	2,670	1.61	593	1.65
Weaving mill-----	2,661	1.91	2,322	1.92	-	-	-	-	-	-
Worsted fabric-----	2,012	1.97	1,673	1.99	-	-	-	-	-	-
Integrated mill-----	26,120	1.96	10,336	1.95	2,172	2.36	-	-	934	1.82
Woolen fabric-----	18,704	1.98	9,700	1.95	2,172	2.36	-	-	934	1.82
Predominant class of fabric: ⁵										
Apparel fabrics ⁶ -----	25,365	1.92	12,186	1.94	550	2.07	-	-	432	1.63
Nonapparel fabrics-----	3,416	2.24	472	2.05	1,700	2.45	-	-	502	1.98

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Data are not presented separately for integrated mills since information was obtained from too few of the large mills. Employment and earnings estimates for workers in integrated mills are, however, included in the data for all production workers.⁴ The term "metropolitan area" as used in this study refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through March 1965.⁵ Includes data for weaving and integrated mills only.⁶ Apparel fabrics category also includes blanketing.

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

Table 2. Earnings Distribution: All Mills by Type of Yarn

(Percent distribution of production workers in wool yarn and broadwoven fabric mills by average straight-time hourly earnings¹ and predominant type of yarn produced or woven, United States and selected regions, November 1966)

Average hourly earnings ¹	United States ²					New England			Middle Atlantic		Southeast			Great Lakes	
	All types			Woolen yarn or fabric	Worsted yarn or fabric	All types	Woolen yarn or fabric	Worsted yarn or fabric	All types ³	Woolen yarn or fabric	All types	Woolen yarn or fabric	Worsted yarn or fabric	All types ³	Woolen yarn or fabric
	Total	Men	Women												
\$1.25 and under \$1.30-----	0.3	0.4	0.2	0.3	0.3	0.3	0.2	0.3	-	-	0.4	0.7	0.2	0.2	0.3
\$1.30 and under \$1.35-----	.3	.3	.3	.4	.1	.3	.4	.1	-	-	.2	.4	.1	1.5	2.3
\$1.35 and under \$1.40-----	1.5	.7	2.6	1.4	1.7	.7	.7	.7	-	-	1.2	2.1	.4	15.6	7.6
\$1.40 and under \$1.45-----	1.5	1.2	2.1	1.3	1.9	1.2	1.1	1.4	0.1	(⁴)	2.0	1.8	2.3	2.1	2.7
\$1.45 and under \$1.50-----	2.3	2.3	2.2	2.8	1.4	3.8	5.0	.4	.3	0.2	1.3	.6	1.9	3.9	5.4
\$1.50 and under \$1.60-----	9.9	7.3	13.3	7.6	14.1	7.0	7.9	4.6	4.6	1.1	13.4	9.2	17.3	13.8	13.9
\$1.60 and under \$1.70-----	13.7	12.3	15.7	12.3	16.3	11.2	9.2	16.8	2.6	2.6	19.5	22.1	17.1	7.8	9.1
\$1.70 and under \$1.80-----	15.2	12.4	18.9	14.3	16.8	14.2	14.2	14.1	8.9	9.1	18.0	17.9	18.1	14.6	11.1
\$1.80 and under \$1.90-----	14.6	13.7	15.9	15.8	12.4	16.4	16.1	17.3	11.6	12.2	14.8	19.4	10.6	8.5	6.5
\$1.90 and under \$2.00-----	9.9	9.7	10.1	9.4	10.7	12.3	11.5	14.7	6.3	6.8	8.6	7.5	9.6	10.0	12.6
\$2.00 and under \$2.10-----	6.8	7.3	6.0	7.2	5.9	8.2	7.7	9.7	12.4	13.2	4.4	4.2	4.6	6.5	9.4
\$2.10 and under \$2.20-----	6.5	7.8	4.9	7.5	4.8	5.9	6.2	5.2	11.9	11.7	4.7	5.1	4.4	4.4	4.3
\$2.20 and under \$2.30-----	4.6	6.4	2.3	4.7	4.5	4.5	4.8	3.8	7.6	8.0	4.2	3.2	5.1	2.7	4.0
\$2.30 and under \$2.40-----	3.7	5.3	1.7	3.9	3.5	4.6	5.1	3.2	4.6	4.8	3.0	1.9	3.9	1.8	2.2
\$2.40 and under \$2.50-----	2.6	3.5	1.3	3.0	1.8	2.8	2.9	2.5	5.9	5.8	1.7	2.0	1.4	1.7	2.6
\$2.50 and under \$2.60-----	2.5	3.7	1.0	2.8	2.1	2.9	3.2	2.3	4.3	4.5	1.5	.9	2.1	1.6	1.8
\$2.60 and under \$2.70-----	1.3	2.0	.5	1.6	.9	1.6	1.7	1.3	3.7	3.9	.7	.6	.7	.8	1.0
\$2.70 and under \$2.80-----	.8	1.3	.3	1.1	.3	.9	1.0	.6	3.9	4.1	.2	.3	.1	.5	.4
\$2.80 and under \$2.90-----	.5	.8	.2	.8	.1	.4	.4	.3	3.1	3.3	(⁴)	(⁴)	(⁴)	.7	1.1
\$2.90 and under \$3.00-----	.3	.5	.1	.5	(⁴)	.2	.2	.1	2.7	2.8	-	-	-	.2	.3
\$3.00 and over-----	.8	1.1	.4	1.1	.3	.6	.5	.8	5.6	6.0	(⁴)	(⁴)	.1	.9	1.3
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	100.0	100.0	100.0
Number of workers-----	41,765	23,800	17,965	26,889	14,876	16,407	12,100	4,307	3,664	3,399	18,409	8,727	9,682	1,735	1,142
Men-----	23,800	-	-	16,733	7,067	9,918	7,937	1,981	2,332	2,240	9,811	5,033	4,778	761	548
Women-----	17,965	-	-	10,156	7,809	6,489	4,163	2,326	1,332	1,159	8,598	3,694	4,904	974	594
Average hourly earnings ¹ -----	\$1.90	\$1.97	\$1.81	\$1.93	\$1.84	\$1.92	\$1.92	\$1.91	\$2.20	\$2.23	\$1.82	\$1.81	\$1.82	\$1.77	\$1.83
Men-----	1.97	-	-	1.97	1.95	1.97	1.96	2.03	2.30	2.30	1.88	1.84	1.92	1.90	1.94
Women-----	1.81	-	-	1.85	1.74	1.84	1.86	1.80	2.04	2.08	1.75	1.78	1.73	1.67	1.74

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

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

³ Includes data for worsted yarn or fabric mills not shown separately.

⁴ Less than 0.05 percent.

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

Table 3. Earnings Distribution: All Mills by Type of Mill

(Percent distribution of production workers in wool yarn and broadwoven fabric mills by average straight-time hourly earnings¹ and type of mill, United States and selected regions, November 1966)

Average hourly earnings ¹	United States ²			New England			Middle Atlantic		Southeast ³	Great Lakes	
	Yarn mills	Weaving mills	Integrated mills	Yarn mills	Weaving mills	Integrated mills	Yarn mills	Integrated mills	Yarn mills	Yarn mills	Integrated mills
\$ 1.25 and under \$ 1.30.....	0.7	0.2	0.1	0.4	(⁴)	0.3	-	-	1.0	-	0.3
\$ 1.30 and under \$ 1.35.....	.4	.5	.2	.5	0.5	.3	-	-	.5	-	2.8
\$ 1.35 and under \$ 1.40.....	3.4	.4	.7	.9	.4	.6	-	-	3.2	23.0	9.3
\$ 1.40 and under \$ 1.45.....	3.2	.9	.8	2.8	.9	.7	0.2	-	4.4	.7	3.3
\$ 1.45 and under \$ 1.50.....	3.2	3.6	1.7	6.3	4.0	2.7	.7	-	2.3	.7	6.6
\$ 1.50 and under \$ 1.60.....	16.8	8.6	6.6	7.6	9.5	6.2	11.0	0.7	23.2	14.0	13.6
\$ 1.60 and under \$ 1.70.....	17.5	18.3	11.4	15.1	14.9	9.0	4.7	1.3	22.8	4.0	11.1
\$ 1.70 and under \$ 1.80.....	14.2	9.0	16.3	16.2	9.3	14.6	15.8	4.5	12.1	21.0	9.2
\$ 1.80 and under \$ 1.90.....	15.8	10.2	14.5	16.1	11.0	17.8	17.3	8.3	16.0	10.1	7.2
\$ 1.90 and under \$ 2.00.....	8.9	13.8	10.0	12.1	14.8	11.8	6.1	6.7	7.6	10.7	9.4
\$ 2.00 and under \$ 2.10.....	5.5	9.0	7.2	7.1	9.1	8.4	16.8	9.8	2.1	7.6	5.6
\$ 2.10 and under \$ 2.20.....	4.8	7.4	7.3	5.5	6.0	6.0	12.3	10.3	2.9	4.7	4.2
\$ 2.20 and under \$ 2.30.....	1.8	2.5	6.3	3.6	2.7	5.3	3.9	10.2	.7	.6	4.5
\$ 2.30 and under \$ 2.40.....	1.2	4.2	4.9	2.7	4.7	5.2	1.1	6.8	.5	.7	2.7
\$ 2.40 and under \$ 2.50.....	.7	4.1	3.4	.6	4.0	3.3	3.3	7.0	.2	.2	3.0
\$ 2.50 and under \$ 2.60.....	.6	3.2	3.4	.5	3.7	3.6	1.8	6.0	.4	.7	2.2
\$ 2.60 and under \$ 2.70.....	.2	2.3	1.8	.1	2.6	1.9	1.3	5.3	(⁴)	.4	1.2
\$ 2.70 and under \$ 2.80.....	.3	.9	1.1	.5	1.0	1.0	.9	6.0	-	.5	.4
\$ 2.80 and under \$ 2.90.....	.2	.5	.7	.2	.6	.4	1.0	4.6	-	-	1.4
\$ 2.90 and under \$ 3.00.....	.1	.2	.5	-	.1	.3	.5	4.1	-	-	.3
\$ 3.00 and over.....	.5	.3	1.0	1.0	.2	.5	1.3	8.5	(⁴)	.1	1.6
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	12,984	2,661	26,120	3,749	2,322	10,336	1,414	2,172	7,020	801	934
Men.....	6,115	1,438	16,247	1,764	1,289	6,865	854	1,436	3,194	303	458
Women.....	6,869	1,223	9,873	1,985	1,033	3,471	560	736	3,826	498	476
Average hourly earnings ¹	\$ 1.76	\$ 1.91	\$ 1.96	\$ 1.83	\$ 1.92	\$ 1.95	\$ 1.96	\$ 2.36	\$ 1.70	\$ 1.71	\$ 1.82
Men.....	1.82	2.03	2.01	1.87	2.03	1.99	2.07	2.43	1.73	1.85	1.92
Women.....	1.71	1.78	1.88	1.79	1.78	1.88	1.78	2.22	1.67	1.63	1.72

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

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

³ Data are not presented separately for integrated mills since information was obtained from too few of the large mills.

⁴ Less than 0.05 percent.

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

Table 4. Earnings Distribution: Weaving and Integrated Broadwoven Fabric Mills by Type of Fabric

(Percent distribution of production workers in wool weaving and integrated broadwoven fabric mills by average straight-time hourly earnings¹ and type of fabric produced, United States and selected regions, November 1966)

Average hourly earnings ¹	United States ²			New England			Middle Atlantic	Great Lakes	
	Apparel fabrics ³		Nonapparel fabrics	Apparel fabrics ³		Nonapparel fabrics	Nonapparel fabrics	Apparel fabrics ³	Nonapparel fabrics
	Woolen	Worsted		Woolen	Worsted			Woolen	
\$1.25 and under \$1.30.....	0.2	0.1	-	0.3	(⁴)	-	-	0.7	-
\$1.30 and under \$1.35.....	.4	(⁴)	-	.4	(⁴)	-	-	6.0	-
\$1.35 and under \$1.40.....	1.1	.1	0.3	.6	0.1	2.3	-	20.1	-
\$1.40 and under \$1.45.....	.8	.8	.8	.5	.8	5.7	-	7.1	-
\$1.45 and under \$1.50.....	2.5	.8	2.0	3.6	.2	3.6	-	3.7	9.2
\$1.50 and under \$1.60.....	8.1	5.6	4.0	7.9	2.9	4.0	0.9	17.1	10.6
\$1.60 and under \$1.70.....	12.5	14.0	4.8	9.4	13.3	8.5	1.5	12.5	10.0
\$1.70 and under \$1.80.....	15.0	20.1	5.9	14.3	12.3	6.8	3.3	7.6	10.6
\$1.80 and under \$1.90.....	16.3	13.7	4.6	17.5	14.6	5.9	2.9	5.1	9.0
\$1.90 and under \$2.00.....	9.5	12.2	9.3	11.6	16.5	8.5	3.6	7.2	11.4
\$2.00 and under \$2.10.....	7.0	7.1	9.5	7.7	11.3	12.1	9.5	5.8	5.4
\$2.10 and under \$2.20.....	7.9	6.2	7.9	5.8	6.3	8.9	9.5	2.1	6.0
\$2.20 and under \$2.30.....	5.2	6.3	8.1	4.8	4.9	4.9	10.1	2.3	6.4
\$2.30 and under \$2.40.....	4.4	5.1	6.3	5.3	4.3	6.6	7.9	1.4	3.8
\$2.40 and under \$2.50.....	2.7	2.7	8.9	3.2	4.4	3.6	8.8	-	5.6
\$2.50 and under \$2.60.....	3.1	3.1	5.6	3.4	4.0	6.8	7.3	.7	3.6
\$2.60 and under \$2.70.....	1.5	1.3	5.0	1.8	2.3	6.1	6.0	-	2.2
\$2.70 and under \$2.80.....	.7	.4	4.9	.9	1.0	2.3	7.4	-	.8
\$2.80 and under \$2.90.....	.5	.1	3.2	.4	.5	1.5	5.4	.2	2.4
\$2.90 and under \$3.00.....	.2	.1	2.9	.2	.1	1.5	5.2	.2	.4
\$3.00 and over.....	.4	.1	5.9	.5	.2	.4	10.8	-	3.0
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	15,937	9,428	3,416	9,877	2,309	472	1,700	432	502
Average hourly earnings ¹	\$1.92	\$1.92	\$2.24	\$1.93	\$1.98	\$2.05	\$2.45	\$1.63	\$1.98

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately. Data are not presented separately for the Southeast since information was obtained from too few of the large integrated mills.³ Apparel fabrics category also includes blanketing.⁴ Less than 0.05 percent.

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

Table 5. Earnings Distribution: Yarn Mills by Type of Yarn

(Percent distribution of production workers in wool yarn mills by average straight-time hourly earnings¹ and predominant type of yarn produced, United States and selected regions, November 1966)

Average hourly earnings ¹	United States ²		New England		Middle Atlantic	Southeast	
	Woolen yarn	Worsted yarn	Woolen yarn	Worsted yarn	Woolen yarn	Woolen yarn	Worsted yarn
\$ 1.25 and under \$ 1.30.....	0.8	0.5	-	0.7	-	1.3	0.6
\$ 1.30 and under \$ 1.35.....	.6	.2	0.8	.3	-	.8	.1
\$ 1.35 and under \$ 1.40.....	2.6	4.6	.5	1.3	-	4.3	1.5
\$ 1.40 and under \$ 1.45.....	2.7	4.0	3.4	2.2	0.1	3.3	6.1
\$ 1.45 and under \$ 1.50.....	3.7	2.5	13.0	.6	.7	1.1	4.3
\$ 1.50 and under \$ 1.60.....	8.3	28.5	8.8	6.6	1.8	9.6	45.3
\$ 1.60 and under \$ 1.70.....	15.5	20.2	8.5	21.0	4.9	22.1	24.0
\$ 1.70 and under \$ 1.80.....	16.5	11.1	16.2	16.3	17.2	16.2	5.3
\$ 1.80 and under \$ 1.90.....	19.8	10.4	11.3	20.3	19.1	24.2	2.8
\$ 1.90 and under \$ 2.00.....	9.5	8.1	11.7	12.5	7.0	8.5	6.2
\$ 2.00 and under \$ 2.10.....	6.7	3.8	6.2	7.9	19.2	2.4	1.5
\$ 2.10 and under \$ 2.20.....	6.4	2.5	7.4	3.9	14.0	4.0	1.1
\$ 2.20 and under \$ 2.30.....	2.1	1.5	4.7	2.6	4.0	.5	.9
\$ 2.30 and under \$ 2.40.....	1.5	.8	3.7	1.9	1.3	.8	(³)
\$ 2.40 and under \$ 2.50.....	1.0	.2	1.0	.3	3.7	.2	.2
\$ 2.50 and under \$ 2.60.....	.9	.3	.7	.3	1.8	.7	-
\$ 2.60 and under \$ 2.70.....	.3	.1	.1	.1	1.3	(³)	-
\$ 2.70 and under \$ 2.80.....	.4	.1	1.0	.1	.7	-	-
\$ 2.80 and under \$ 2.90.....	.3	-	.5	-	1.1	-	-
\$ 2.90 and under \$ 3.00.....	.1	-	-	-	.6	-	-
\$ 3.00 and over.....	.4	.6	.5	1.5	1.5	-	.1
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	7,536	5,448	1,751	1,998	1,227	4,350	2,670
Average hourly earnings ¹	\$ 1.81	\$ 1.70	\$ 1.82	\$ 1.83	\$ 2.00	\$ 1.75	\$ 1.61

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

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

³ Less than 0.05 percent.

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

Table 6. Occupational Averages: All Mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, United States and selected regions, November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
<u>Selected woolen occupations</u>												
Card finishers	1,176	\$1.85	\$1.85	\$1.72-\$1.95	547	\$1.83	\$1.84	\$1.67-\$1.90	182	\$2.09	\$2.01	\$1.94-\$2.12
Men	1,058	1.87	1.85	1.76-1.97	441	1.86	1.86	1.72-1.95	180	2.08	2.01	1.94-2.12
Women	118	1.72	1.77	1.51-1.85	106	1.69	1.77	1.48-1.85	-	-	-	-
Card strippers (all men).....	499	1.93	1.89	1.77-2.05	259	1.99	1.92	1.81-2.06	68	2.13	2.10	1.94-2.20
Doffers, spinning frame (332 men and 29 women).....	361	1.74	1.77	1.64-1.84	86	1.67	1.80	1.45-1.81	38	1.99	1.80	1.74-2.24
Dyeing-machine tenders, cloth (215 men and 1 woman).....	216	1.78	1.79	1.65-1.93	129	1.76	1.75	1.65-1.88	-	-	-	-
Dyeing-machine tenders, yarn (all men).....	109	1.78	1.84	1.67-1.92	73	1.83	1.89	1.83-1.92	-	-	-	-
Fuller tenders (all men).....	346	2.01	1.91	1.71-2.28	139	1.87	1.87	1.70-1.94	76	2.36	2.28	1.99-2.77
Loom fixers (all men).....	557	2.45	2.47	2.23-2.60	302	2.43	2.47	2.25-2.54	59	2.89	2.78	2.62-3.25
Menders, cloth (11 men and 1,223 women).....	1,234	1.85	1.85	1.65-2.03	594	1.81	1.85	1.65-1.90	57	1.88	1.81	1.81-2.03
Spinners, frame	2,779	1.92	1.89	1.78-2.08	1,240	1.99	1.97	1.84-2.15	244	2.13	2.11	2.00-2.14
Men	591	1.99	1.96	1.85-2.12	207	2.04	2.00	1.82-2.20	165	2.12	2.12	2.03-2.12
Women	2,188	1.90	1.87	1.77-2.05	1,033	1.99	1.97	1.84-2.13	79	2.14	2.11	2.00-2.23
Spinners, mule (124 men and 23 women).....	147	2.09	2.07	1.85-2.32	93	2.09	2.10	1.87-2.30	40	2.32	2.25	1.96-2.62
Weavers ⁴	1,909	2.32	2.32	2.11-2.55	950	2.32	2.33	2.12-2.51	209	2.69	2.75	2.37-2.96
Men	1,370	2.39	2.38	2.15-2.58	683	2.35	2.37	2.17-2.56	183	2.73	2.77	2.45-2.98
Women	539	2.16	2.18	1.99-2.40	267	2.22	2.22	2.05-2.38	26	2.42	2.40	2.15-2.70
Box looms, automatic	1,579	2.27	2.28	2.09-2.48	892	2.31	2.33	2.11-2.50	-	-	-	-
Men	1,108	2.32	2.31	2.13-2.53	631	2.34	2.36	2.16-2.54	-	-	-	-
Women	471	2.15	2.17	2.00-2.38	261	2.22	2.22	2.05-2.38	-	-	-	-
Box looms, nonautomatic (140 men and 57 women).....	197	2.50	2.55	2.30-2.80	31	2.45	2.47	2.13-2.73	61	2.80	2.86	2.56-3.06
Weaving-machine operators.....	49	2.44	2.43	2.10-2.71	41	2.45	2.45	2.10-2.72	-	-	-	-
Men	34	2.60	2.50	2.39-2.99	29	2.64	2.52	2.40-3.01	-	-	-	-
Women	15	2.06	1.96	1.94-2.29	12	2.00	-	-	-	-	-	-
Winders ⁴	1,670	1.76	1.76	1.61-1.86	594	1.76	1.72	1.57-1.86	248	1.86	1.80	1.77-1.94
Men	116	1.77	1.76	1.75-1.80	20	1.80	1.76	1.75-1.91	39	1.77	1.71	1.71-1.80
Women	1,554	1.76	1.76	1.61-1.86	574	1.76	1.70	1.57-1.86	209	1.88	1.83	1.77-2.00
Cone and tube automatic (12 men and 144 women).....	156	1.86	1.79	1.67-2.04	107	1.81	1.75	1.55-1.86	-	-	-	-
Cone and tube, high speed, nonautomatic (18 men and 853 women).....	871	1.73	1.77	1.62-1.84	209	1.73	1.70	1.57-1.83	164	1.81	1.77	1.77-1.84
Filling, automatic (64 men and 445 women).....	509	1.78	1.76	1.61-1.89	232	1.78	1.76	1.65-1.92	34	1.89	1.86	1.82-1.89
<u>Selected worsted occupations</u>												
Doffers, spinning frame ⁴	327	1.77	1.69	1.57-1.96	90	1.75	1.71	1.67-1.96	-	-	-	-
Men	203	1.87	1.91	1.57-2.06	25	1.96	1.96	1.95-1.96	-	-	-	-
Women	124	1.61	1.53	1.51-1.71	65	1.67	1.71	1.50-1.74	-	-	-	-
American system	311	1.78	1.70	1.57-1.96	88	1.76	1.71	1.69-1.96	-	-	-	-
Men	195	1.88	1.95	1.57-2.08	-	-	-	-	-	-	-	-
Women	116	1.62	1.53	1.51-1.71	63	1.68	1.71	1.49-1.85	-	-	-	-
Dyeing-machine tenders, cloth (all men).....	21	1.87	1.90	1.83-1.91	21	1.87	1.90	1.83-1.91	-	-	-	-
Fuller tenders (all men).....	35	1.91	1.83	1.83-1.93	29	1.92	1.83	1.83-2.08	-	-	-	-
Loom fixers (all men).....	348	2.50	2.55	2.47-2.55	114	2.46	2.49	2.38-2.50	-	-	-	-
Menders, cloth (all women)	1,084	1.78	1.75	1.72-1.85	334	1.84	1.82	1.75-1.90	-	-	-	-
Pin drafter operators	397	1.74	1.75	1.59-1.85	113	1.82	1.75	1.70-1.95	-	-	-	-
Men	124	1.82	1.78	1.71-1.87	19	1.83	1.75	1.65-1.96	-	-	-	-
Women	273	1.71	1.67	1.55-1.80	94	1.81	1.78	1.71-1.95	-	-	-	-

See footnotes at end of table.

Table 6. Occupational Averages: All Mills—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, United States and selected regions, November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
Selected worsted occupations—Continued												
Spinners, frame (94 men and 1,110 women) ⁴	1,204	\$1.77	\$1.77	\$1.59–\$1.96	480	\$1.86	\$1.89	\$1.70–\$2.06	-	-	-	-
American system (94 men and 783 women).....	877	1.78	1.78	1.53–1.96	254	1.90	1.94	1.81–2.06	-	-	-	-
Bradford system (all women).....	289	1.73	1.69	1.66–1.97	188	1.81	1.69	1.66–1.99	-	-	-	-
Weavers ⁴	798	2.25	2.27	2.11–2.40	253	2.39	2.44	2.20–2.57	-	-	-	-
Men.....	633	2.29	2.29	2.13–2.42	209	2.43	2.48	2.35–2.58	-	-	-	-
Women.....	165	2.12	2.17	2.01–2.29	44	2.18	2.20	2.02–2.29	-	-	-	-
Box looms, automatic.....	627	2.26	2.27	2.10–2.42	200	2.41	2.50	2.17–2.58	-	-	-	-
Men.....	519	2.29	2.29	2.13–2.43	180	2.44	2.50	2.36–2.59	-	-	-	-
Women.....	108	2.14	2.13	2.00–2.29	20	2.16	2.02	2.02–2.49	-	-	-	-
Winders (16 men and 1,496 women) ⁴	1,512	1.68	1.66	1.53–1.81	460	1.74	1.71	1.65–1.82	-	-	-	-
Cone and tube, automatic (3 men and 341 women).....	344	1.80	1.81	1.71–1.89	103	1.75	1.75	1.66–1.86	-	-	-	-
Cone and tube, high speed, nonautomatic (3 men and 882 women).....	885	1.64	1.59	1.50–1.73	215	1.76	1.73	1.63–1.85	-	-	-	-
Filling, automatic (10 men and 148 women).....	158	1.71	1.67	1.65–1.72	88	1.68	1.65	1.65–1.67	-	-	-	-
Selected woolen and worsted occupations												
Battery hands.....	278	1.71	1.73	1.61–1.79	216	1.70	1.74	1.64–1.78	-	-	-	-
Men.....	105	1.76	1.75	1.62–1.88	69	1.73	1.74	1.67–1.81	-	-	-	-
Women.....	173	1.68	1.72	1.61–1.75	147	1.69	1.74	1.61–1.76	-	-	-	-
Janitors (excluding machinery cleaners).....	283	1.63	1.58	1.51–1.72	56	1.73	1.72	1.66–1.82	26	\$1.88	\$1.94	\$1.72–\$2.08
Men.....	256	1.63	1.58	1.52–1.72	48	1.74	1.74	1.68–1.82	21	1.93	1.94	1.85–2.09
Women.....	27	1.56	1.52	1.44–1.62	8	1.64	-	-	-	-	-	-
Machinists, maintenance (all men).....	128	2.43	2.36	2.28–2.63	33	2.32	2.28	2.15–2.50	13	2.96	-	-
Truckers, hand (including bobbin boys).....	1,097	1.70	1.65	1.61–1.76	365	1.75	1.74	1.65–1.86	74	2.00	1.83	1.80–2.18
Men.....	1,025	1.70	1.65	1.61–1.77	324	1.76	1.75	1.65–1.86	74	2.00	1.83	1.80–2.18
Women.....	72	1.65	1.62	1.57–1.71	41	1.68	1.66	1.57–1.83	-	-	-	-

See footnotes at end of table.

Table 6. Occupational Averages: All Mills—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, United States and selected regions, November 1966)

Occupation and sex	Southeast ⁵				Great Lakes			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
<u>Selected woolen occupations</u>								
Card finishers	339	\$1.79	\$1.81	\$1.71-\$1.85	54	\$1.66	\$1.65	\$1.40-\$1.85
Men	339	1.79	1.81	1.71- 1.85	44	1.62	1.55	1.39- 1.87
Women	-	-	-	-	-	-	-	-
Card strippers (all men).....	126	1.76	1.81	1.72- 1.83	29	1.75	1.82	1.55- 1.95
Doffers, spinning frame (332 men and 29 women)....	199	1.74	1.77	1.64- 1.84	30	1.75	1.79	1.56- 1.90
Dyeing-machine tenders, cloth (215 men and 1 woman).....	-	-	-	-	-	-	-	-
Dyeing-machine tenders, yarn (all men).....	29	1.60	1.62	1.62- 1.75	-	-	-	-
Fuller tenders (all men).....	-	-	-	-	25	2.01	2.20	1.62- 2.21
Loom fixers (all men).....	-	-	-	-	25	2.40	2.50	2.25- 2.56
Menders, cloth (11 men and 1,223 women).....	-	-	-	-	97	1.72	1.50	1.46- 1.81
Spinners, frame.....	1,052	1.79	1.80	1.76- 1.85	129	1.77	1.76	1.60- 2.05
Men	200	1.86	1.85	1.85- 1.85	9	1.88	-	-
Women	852	1.78	1.79	1.70- 1.85	120	1.76	1.71	1.60- 2.05
Spinners, mule (124 men and 23 women).....	-	-	-	-	-	-	-	-
Weavers ⁴	-	-	-	-	106	1.90	1.72	1.59- 2.15
Men	-	-	-	-	27	2.62	2.66	2.34- 2.86
Women	-	-	-	-	79	1.65	1.67	1.42- 1.79
Box looms, automatic	-	-	-	-	54	1.62	1.68	1.38- 1.81
Men	-	-	-	-	-	-	-	-
Women	-	-	-	-	52	1.61	1.63	1.38- 1.80
Box looms, nonautomatic (140 men and 57 women).....	-	-	-	-	52	2.18	2.21	1.67- 2.66
Weaving-machine operators.....	-	-	-	-	-	-	-	-
Men	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-
Winders ⁴	600	1.73	1.72	1.61- 1.85	147	1.64	1.75	1.38- 1.80
Men	54	1.77	1.76	1.76- 1.76	-	-	-	-
Women	546	1.72	1.70	1.61- 1.85	145	1.65	1.75	1.38- 1.80
Cone and tube, automatic (12 men and 144 women).....	-	-	-	-	-	-	-	-
Cone and tube, high speed, nonautomatic (18 men and 853 women).....	407	1.71	1.72	1.56- 1.85	81	1.61	1.80	1.35- 1.80
Filling, automatic (64 men and 445 women).....	143	1.69	1.76	1.61- 1.76	37	1.72	1.67	1.60- 1.85
<u>Selected worsted occupations</u>								
Doffers, spinning frame ⁴	224	1.80	1.65	1.57- 2.04	-	-	-	-
Men	178	1.86	1.72	1.57- 2.09	-	-	-	-
Women	46	1.55	1.53	1.53- 1.53	-	-	-	-
American system	213	1.80	1.65	1.57- 2.06	-	-	-	-
Men	170	1.87	1.81	1.57- 2.11	-	-	-	-
Women	43	1.55	1.53	1.53- 1.53	-	-	-	-
Dyeing-machine tenders, cloth (all men).....	-	-	-	-	-	-	-	-
Fuller tenders (all men).....	-	-	-	-	-	-	-	-
Loom fixers (all men).....	-	-	-	-	-	-	-	-
Menders, cloth (all women).....	-	-	-	-	-	-	-	-
Pin drafter operators	256	1.74	1.72	1.55- 1.85	-	-	-	-
Men	105	1.82	1.78	1.72- 1.87	-	-	-	-
Women	151	1.68	1.60	1.55- 1.80	-	-	-	-

See footnotes at end of table.

Table 6. Occupational Averages: All Mills—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, United States and selected regions, November 1966)

Occupation and sex	Southeast ⁵				Great Lakes			
	Number of workers	Hourly earnings			Number of workers	Hourly earnings		
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³
<u>Selected worsted occupations—Continued</u>								
Spinners, frame (94 men and 1,110 women) ⁴	634	\$1.73	\$1.68	\$1.53-\$1.93	-	-	-	-
American system (94 men and 783 women).....	578	1.73	1.68	1.53- 1.94	-	-	-	-
Bradford system (all women).....	-	-	-	-	-	-	-	-
Weavers ⁴	-	-	-	-	-	-	-	-
Men.....	-	-	-	-	-	-	-	-
Women.....	-	-	-	-	-	-	-	-
Box looms, automatic.....	-	-	-	-	-	-	-	-
Men.....	-	-	-	-	-	-	-	-
Women.....	-	-	-	-	-	-	-	-
Winders (16 men and 1,496 women) ⁴	955	1.67	1.65	1.50- 1.81	-	-	-	-
Cone and tube, automatic.....	-	-	-	-	-	-	-	-
(3 men and 341 women).....	-	-	-	-	-	-	-	-
Cone and tube, high speed, nonautomatic.....	623	1.60	1.55	1.50- 1.67	-	-	-	-
(3 men and 882 women).....	64	1.74	1.72	1.70- 1.81	-	-	-	-
Filling, automatic (10 men and 148 women).....	-	-	-	-	-	-	-	-
<u>Selected woolen and worsted occupations</u>								
Battery hands.....	-	-	-	-	-	-	-	-
Men.....	-	-	-	-	-	-	-	-
Women.....	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners).....	178	1.55	1.55	1.50- 1.58	11	\$1.70	-	-
Men.....	167	1.55	1.56	1.50- 1.58	9	1.76	-	-
Women.....	11	1.49	-	-	-	-	-	-
Machinists, maintenance (all men).....	69	2.35	2.32	2.29- 2.55	-	-	-	-
Truckers, hand (including bobbin boys).....	598	1.62	1.62	1.57- 1.64	-	-	-	-
Men.....	568	1.62	1.62	1.58- 1.65	-	-	-	-
Women.....	30	1.61	1.62	1.57- 1.64	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the employees surveyed received the rate shown or more; one-half received the rate shown or less. The middle range is defined by 2 rates of pay; one-fourth of the workers earned the lower of these rates or less and one-fourth earned the higher rate or more. Middle ranges are omitted for occupations that had fewer than 15 employees in a region.⁴ Includes data for workers in this classification in addition to those shown separately.⁵ Data are not presented separately for occupations associated with weaving operations since information was obtained from too few of the large integrated mills.

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

Table 7. Occupational Averages: Yarn Mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn mills, United States and selected regions, November 1966)

Occupation and sex	United States ²		New England		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Selected woolen occupations</u>								
<u>Men</u>								
Card finishers.....	513	\$1.87	139	\$1.87	127	\$2.05	225	\$1.79
Card strippers.....	196	1.87	63	1.83	51	2.11	70	1.75
Doffers, spinning frame.....	222	1.75	-	-	33	1.95	133	1.74
Dyeing-machine tenders, yarn.....	33	1.62	-	-	-	-	29	1.60
Spinners, frame.....	210	2.09	67	2.07	137	2.11	-	-
Spinners, mule.....	57	2.22	22	2.05	-	-	-	-
<u>Women</u>								
Spinners, frame.....	1,115	1.84	342	1.96	43	2.02	663	1.77
Winders ³	894	1.74	189	1.71	161	1.84	441	1.73
Cone and tube, high speed, nonautomatic.....	777	1.72	149	1.73	144	1.81	407	1.71
<u>Selected worsted occupations</u>								
<u>Men</u>								
Doffers, spinning frame, American system.....	104	1.70	-	-	-	-	79	1.62
Pin drafter operators.....	40	1.73	17	1.78	-	-	23	1.70
<u>Women</u>								
Doffers, spinning frame ³	119	1.61	65	1.67	-	-	41	1.53
American system.....	111	1.61	63	1.68	-	-	38	1.53
Pin drafter operators.....	214	1.66	85	1.79	-	-	101	1.60
Spinners, frame ³	733	1.65	307	1.77	-	-	340	1.58
American system.....	546	1.66	167	1.83	-	-	338	1.58
Bradford system.....	149	1.56	102	1.64	-	-	-	-
Winders ³	963	1.62	347	1.74	-	-	529	1.55
Cone and tube, automatic.....	96	1.76	91	1.77	-	-	-	-
Cone and tube, high speed, nonautomatic.....	762	1.61	202	1.74	-	-	513	1.56
<u>Selected woolen and worsted occupations</u>								
<u>Men</u>								
Janitors (excluding machinery cleaners).....	77	1.56	6	1.75	7	1.81	62	1.50
Machinists, maintenance.....	42	2.48	6	2.32	-	-	21	2.38
Truckers, hand (including bobbin boys).....	389	1.67	112	1.71	34	1.89	194	1.58
<u>Women</u>								
Truckers, hand (including bobbin girls).....	27	1.60	15	1.62	-	-	-	-

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

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

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

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

Table 8. Occupational Averages: Weaving Mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool weaving mills, United States and New England, November 1966)

Occupation ² and sex	United States ³		New England	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Men</u>				
Fuller tenders.....	13	\$2.03	13	\$2.03
Loom fixers.....	113	2.43	88	2.48
Weavers ⁴	241	2.36	191	2.45
Box looms, automatic.....	217	2.36	170	2.44
<u>Women</u>				
Menders, cloth.....	371	1.84	298	1.86
Weavers ⁴	43	2.01	19	2.14
Box looms, automatic.....	28	2.14	19	2.14
Winders ⁴	116	1.71	106	1.71
Filling, automatic.....	94	1.68	88	1.68

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

² All occupations shown were in worsted operations.

³ Includes data for regions in addition to New England.

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

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

Table 9. Occupational Averages: Integrated Mills

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool integrated mills, United States and selected regions, November 1966)

Occupation and sex	United States ²		New England		Middle Atlantic		Great Lakes	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Selected woolen occupations</u>								
<u>Men</u>								
Card finishers	545	\$1.87	302	\$1.85	53	\$2.15	22	\$1.61
Card strippers	303	1.97	196	2.04	17	2.21	17	1.77
Doffers, spinning frame	110	1.73	44	1.73	-	-	-	-
Dyeing-machine tenders, cloth	189	1.80	109	1.81	-	-	-	-
Dyeing-machine tenders, yarn	76	1.85	69	1.84	-	-	-	-
Fuller tenders	346	2.01	139	1.87	76	2.36	25	2.01
Loom fixers	525	2.46	270	2.46	59	2.89	25	2.40
Spinners, frame	381	1.94	140	2.02	-	-	9	1.88
Spinners, mule	67	2.09	65	2.08	-	-	-	-
Weavers ³	1,310	2.40	623	2.38	183	2.73	27	2.62
Box looms, automatic	1,072	2.33	595	2.37	-	-	-	-
Box looms, nonautomatic	140	2.65	28	2.49	53	2.83	-	-
Weaving-machine operators	34	2.60	29	2.64	-	-	-	-
Winders	78	1.78	20	1.80	-	-	-	-
<u>Women</u>								
Card finishers	80	1.77	76	1.76	-	-	-	-
Menders, cloth	1,185	1.86	555	1.81	57	1.88	97	1.72
Spinners, frame	1,073	1.96	691	2.00	36	2.29	53	1.67
Weavers ³	491	2.16	219	2.25	26	2.42	79	1.65
Box looms, automatic	425	2.16	215	2.25	-	-	52	1.61
Weaving-machine operators	15	2.06	12	2.00	-	-	-	-
Winders ³	617	1.79	342	1.80	48	2.01	42	1.55
Cone and tube, automatic	106	1.88	74	1.87	-	-	-	-
Cone and tube, high speed, nonautomatic	76	1.76	60	1.74	-	-	-	-
Filling, automatic	407	1.78	204	1.79	-	-	19	1.62
<u>Selected woolen and worsted occupations</u>								
<u>Men</u>								
Battery hands	80	1.74	50	1.68	-	-	-	-
Janitors (excluding machinery cleaners)	163	1.66	38	1.74	14	1.99	7	1.70
Machinists, maintenance	85	2.40	26	2.31	-	-	-	-
Truckers, hand (including bobbin boys)	597	1.72	173	1.78	40	2.09	6	1.77
<u>Women</u>								
Battery hands	159	1.68	141	1.69	-	-	-	-
Janitors (excluding machinery cleaners)	16	1.62	6	1.64	-	-	-	-
Truckers, hand (including bobbin girls)	37	1.71	18	1.79	-	-	-	-

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

² Includes data for regions in addition to those shown separately. Data are not presented separately for the Southeast since information was obtained from too few of the large integrated mills.

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

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

Table 10. Occupational Averages: Weaving and Integrated Mills by Type of Fabric

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool weaving and integrated mills by type of fabric, United States and selected regions, November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic		Great Lakes			
	Apparel fabrics ³		Nonapparel fabrics		Apparel fabrics ³		Nonapparel fabrics		Nonapparel fabrics		Apparel fabrics ³		Nonapparel fabrics	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Selected woolen occupations</u>														
<u>Men</u>														
Card finishers.....	466	\$1.84	79	\$2.04	284	\$1.86	18	\$1.75	29	\$2.31	-	-	-	-
Card strippers.....	276	1.97	27	2.04	190	2.04	6	1.99	13	2.22	13	\$1.72	-	-
Doffers, spinning frame.....	108	1.73	-	-	44	1.73	-	-	-	-	-	-	-	-
Dyeing-machine tenders, cloth.....	200	1.76	-	-	120	1.73	-	-	-	-	-	-	-	-
Dyeing-machine tenders, yarn.....	76	1.85	-	-	69	1.84	-	-	-	-	-	-	-	-
Fuller tenders.....	212	1.84	134	2.29	120	1.88	-	-	70	2.39	8	1.58	17	\$2.21
Loom fixers.....	467	2.39	90	2.74	291	2.44	11	2.31	42	2.97	10	2.29	15	2.47
Spinners, frame.....	367	1.93	14	2.13	138	2.02	-	-	-	-	6	1.84	-	-
Spinners, mule.....	58	2.13	-	-	58	2.13	-	-	-	-	-	-	-	-
Weavers ⁴	1,107	2.33	263	2.63	657	2.35	-	-	144	2.83	-	-	-	-
Box looms, automatic.....	1,067	2.32	-	-	629	2.34	-	-	-	-	-	-	-	-
Box looms, nonautomatic.....	16	2.48	124	2.67	-	-	-	-	53	2.83	-	-	-	-
Weaving-machine operators.....	34	2.60	-	-	29	2.64	-	-	-	-	-	-	-	-
Winders ⁴	73	1.78	-	-	18	1.80	-	-	-	-	-	-	-	-
<u>Women</u>														
Card finishers.....	75	1.76	-	-	73	1.77	-	-	-	-	-	-	-	-
Menders, cloth.....	1,060	1.85	163	1.91	582	1.81	-	-	33	1.94	32	1.42	65	1.87
Spinners, frame.....	1,007	1.96	66	2.04	678	2.00	13	2.06	21	2.43	43	1.67	10	1.64
Weavers ⁴	483	2.16	56	2.07	258	2.22	-	-	21	2.46	53	1.61	-	-
Box looms, automatic.....	461	2.15	-	-	256	2.22	-	-	-	-	52	1.61	-	-
Weaving-machine operators.....	15	2.06	-	-	12	2.00	-	-	-	-	-	-	-	-
Winders ⁴	582	1.77	78	1.87	377	1.78	-	-	21	2.20	21	1.47	21	1.64
Cone and tube, automatic.....	90	1.84	29	1.96	86	1.86	-	-	-	-	-	-	-	-
Cone and tube, high speed, nonautomatic.....	71	1.75	-	-	57	1.73	-	-	-	-	-	-	-	-
Filling, automatic.....	395	1.78	32	1.72	224	1.78	-	-	-	-	-	-	12	1.64
<u>Selected worsted occupations</u>														
<u>Men</u>														
Dyeing-machine tenders, cloth.....	21	1.87	-	-	21	1.87	-	-	-	-	-	-	-	-
Fuller tenders.....	35	1.90	-	-	29	1.92	-	-	-	-	-	-	-	-
Loom fixers.....	342	2.50	-	-	114	2.46	-	-	-	-	-	-	-	-
Weavers ⁴	633	2.29	-	-	209	2.43	-	-	-	-	-	-	-	-
Box looms, automatic.....	519	2.29	-	-	180	2.44	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 10. Occupational Averages: Weaving and Integrated Mills by Type of Fabric—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool weaving and integrated mills by type of fabric, United States and selected regions, November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic		Great Lakes			
	Apparel fabrics ³		Nonapparel fabrics		Apparel fabrics ³		Nonapparel fabrics		Nonapparel fabrics		Apparel fabrics ³		Nonapparel fabrics	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Selected worsted occupations—Continued</u>														
<u>Women</u>														
Menders, cloth.....	1,082	\$1.78	-	-	334	\$1.84	-	-	-	-	-	-	-	-
Weavers ⁴	165	2.12	-	-	44	2.18	-	-	-	-	-	-	-	-
Box looms, automatic.....	108	2.14	-	-	20	2.16	-	-	-	-	-	-	-	-
Winders ⁴	533	1.78	-	-	112	1.72	-	-	-	-	-	-	-	-
Filling, automatic.....	148	1.71	-	-	88	1.68	-	-	-	-	-	-	-	-
<u>Selected woolen and worsted occupations</u>														
<u>Men</u>														
Battery hands.....	85	1.76	14	\$1.79	64	1.73	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners).....	139	1.63	40	1.80	38	1.71	-	-	-	-	-	-	-	-
Machinists, maintenance.....	62	2.25	24	2.82	23	2.28	-	-	-	-	-	-	-	-
Truckers, hand (including bobbin boys).....	580	1.69	56	2.09	208	1.79	-	-	29	\$2.20	-	-	-	-
<u>Women</u>														
Battery hands.....	173	1.68	-	-	147	1.69	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners).....	13	1.58	-	-	7	1.63	-	-	-	-	-	-	-	-
Truckers, hand (including bobbin girls).....	45	1.68	-	-	26	1.72	-	-	-	-	-	-	-	-

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

² Includes data for regions in addition to those shown separately. Data are not presented separately for the Southeast since information was obtained from too few of the large integrated mills.

³ Apparel fabrics category also includes blanketing.

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

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

Table 11. Occupational Averages: All Mills by Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills by size of community, United States and selected regions, November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<u>Selected woolen occupations</u>										
<u>Men</u>										
Card finishers	337	\$2.00	721	\$1.81	73	\$2.13	368	\$1.81	154	\$2.09
Card strippers	135	2.03	364	1.90	40	2.16	219	1.96	55	2.13
Doffers, spinning frame	97	1.87	235	1.69	-	-	70	1.64	34	1.94
Dyeing-machine tenders, cloth	69	1.94	146	1.70	22	1.98	107	1.71	-	-
Fuller tenders	125	2.30	221	1.85	13	2.10	126	1.84	76	2.36
Loom fixers	165	2.71	392	2.34	40	2.64	262	2.40	59	2.89
Spinners, frame	202	2.11	389	1.93	39	2.09	168	2.02	150	2.13
Weavers ³	414	2.59	956	2.30	75	2.53	608	2.33	183	2.73
Box looms, automatic	210	2.46	898	2.29	32	2.53	599	2.33	-	-
<u>Women</u>										
Menders, cloth	312	1.86	911	1.86	61	1.96	532	1.80	57	1.88
Spinners, frame	505	1.97	1,683	1.88	170	2.12	863	1.96	61	2.19
Weavers ³	106	2.26	433	2.13	8	2.18	259	2.22	26	2.42
Box looms, automatic	47	2.33	424	2.13	6	2.06	255	2.22	-	-
Winders ³	548	1.79	1,006	1.74	131	1.74	443	1.76	190	1.87
Cone and tube, high speed, nonautomatic	374	1.73	479	1.72	95	1.75	114	1.72	127	1.79
Filling, automatic	131	1.86	314	1.74	32	1.72	192	1.79	33	1.88
<u>Selected worsted occupations</u>										
<u>Men</u>										
Loom fixers	133	2.51	215	2.49	92	2.49	22	2.37	-	-
Pin drafter operators	44	1.78	80	1.84	13	1.86	-	-	-	-
Weavers ³	216	2.40	417	2.23	154	2.51	55	2.22	-	-
Box looms, automatic	189	2.42	330	2.21	130	2.55	50	2.17	-	-
<u>Women</u>										
Doffers, spinning frame	62	1.64	62	1.58	51	1.67	-	-	-	-
American system	57	1.65	59	1.58	49	1.67	-	-	-	-
Menders, cloth	395	1.83	689	1.75	236	1.88	98	1.74	-	-
Pin drafter operators	106	1.74	167	1.69	77	1.82	-	-	-	-
Spinners, frame	538	1.75	572	1.74	362	1.82	39	1.89	-	-
American system	213	1.76	570	1.74	136	1.82	39	1.89	-	-
Winders ³	544	1.72	952	1.66	416	1.75	43	1.63	-	-
Cone and tube, automatic	106	1.75	235	1.82	85	1.76	18	1.71	-	-
Cone and tube, high speed, nonautomatic	255	1.74	627	1.60	208	1.76	-	-	-	-
Filling, automatic	89	1.69	59	1.74	77	1.69	-	-	-	-
<u>Selected woolen and worsted occupations</u>										
<u>Men</u>										
Battery hands	44	1.91	61	1.64	29	1.85	40	1.64	-	-
Janitors (excluding machinery cleaners)	66	1.77	190	1.59	17	1.78	31	1.72	19	1.92
Machinists, maintenance	32	2.66	96	2.36	9	2.41	24	2.29	13	2.96
Truckers, hand (including bobbin boys)	203	1.82	822	1.67	106	1.78	218	1.75	55	2.04

See footnotes at end of table.

Table 11. Occupational Averages: All Mills by Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills by size of community, United States and selected regions, November 1966)

Occupation and sex	Southeast ⁴				Great Lakes			
	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
<u>Selected woolen occupations</u>								
<u>Men</u>								
Card finishers	52	\$1.75	287	\$1.80	35	\$1.66	9	\$1.48
Card strippers	14	1.48	112	1.79	16	1.78	13	1.72
Doffers, spinning frame	-	-	151	1.73	-	-	-	-
Dyeing-machine tenders, cloth	-	-	-	-	-	-	-	-
Fuller tenders	-	-	-	-	-	-	14	1.84
Loom fixers	-	-	-	-	-	-	13	2.35
Spinners, frame	-	-	-	-	-	-	6	1.84
Weavers ³	-	-	-	-	-	-	-	-
Box looms, automatic	-	-	-	-	-	-	-	-
<u>Women</u>								
Menders, cloth	-	-	-	-	-	-	44	1.85
Spinners, frame	156	1.69	696	1.80	-	-	53	1.70
Weavers ³	-	-	-	-	-	-	53	1.61
Box looms, automatic	-	-	-	-	-	-	52	1.61
Winders ³	98	1.71	448	1.72	90	1.60	55	1.72
Cone and tube, high speed, nonautomatic	-	-	331	1.70	-	-	-	-
Filling, automatic	-	-	-	-	-	-	-	-
<u>Selected worsted occupations</u>								
<u>Men</u>								
Loom fixers	-	-	-	-	-	-	-	-
Pin drafter operators	31	1.74	74	1.85	-	-	-	-
Weavers ³	-	-	-	-	-	-	-	-
Box looms, automatic	-	-	-	-	-	-	-	-
<u>Women</u>								
Doffers, spinning frame	-	-	38	1.56	-	-	-	-
American system	-	-	35	1.56	-	-	-	-
Menders, cloth	-	-	-	-	-	-	-	-
Pin drafter operators	-	-	144	1.68	-	-	-	-
Spinners, frame	116	1.72	507	1.73	-	-	-	-
American system	-	-	505	1.74	-	-	-	-
Winders ³	77	1.67	863	1.67	-	-	-	-
Cone and tube, automatic	-	-	217	1.82	-	-	-	-
Cone and tube, high speed, nonautomatic	-	-	575	1.60	-	-	-	-
Filling, automatic	-	-	48	1.77	-	-	-	-
<u>Selected woolen and worsted occupations</u>								
<u>Men</u>								
Battery hands	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners)	16	1.55	151	1.55	-	-	-	-
Machinists, maintenance	-	-	62	2.34	-	-	-	-
Truckers, hand (including bobbin boys)	32	1.58	536	1.62	7	1.83	-	-

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

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

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

⁴ Data are not presented separately for occupations associated with weaving operations since information was obtained from too few of the large integrated mills having such operations.

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

Table 12. Occupational Averages: All Mills by Size of Mill

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills by size of mill, United States and selected regions, November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic				Southeast ³				Great Lakes	
	Mills with—																	
	20-249 workers		250 workers or more		20-249 workers		250 workers or more		20-249 workers		250 workers or more		20-249 workers		250 workers or more		20-249 workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Selected woolen occupations																		
Men																		
Card finishers	673	\$1.85	385	\$1.90	358	\$1.84	83	\$1.94	144	\$2.04	36	\$2.23	91	\$1.71	248	\$1.83	43	\$1.62
Card strippers	308	1.98	191	1.86	189	2.03	70	1.88	57	2.11	11	2.26	24	1.63	102	1.79	29	1.75
Doffers, spinning frame	143	1.74	189	1.75	66	1.68	16	1.56	34	1.94	-	-	22	1.58	167	1.77	-	-
Dyeing-machine tenders, cloth	90	1.77	125	1.78	49	1.78	80	1.75	-	-	-	-	-	-	-	-	-	-
Dyeing-machine tenders, yarn	46	1.74	63	1.81	34	1.79	39	1.87	-	-	-	-	-	-	-	-	-	-
Fuller tenders	177	1.86	169	2.18	94	1.83	45	1.94	-	-	57	2.55	-	-	-	-	25	2.01
Loom fixers	256	2.46	301	2.44	177	2.47	125	2.37	11	2.64	48	2.94	-	-	-	-	25	2.40
Spinners, frame	313	2.08	278	1.89	146	2.10	61	1.88	144	2.11	-	-	26	2.55	98	2.23	9	1.88
Weavers ⁴	515	2.31	855	2.43	368	2.33	315	2.38	22	2.68	161	2.73	-	-	-	-	27	2.62
Box looms, automatic	433	2.28	675	2.34	331	2.33	300	2.36	-	-	-	-	-	-	-	-	-	-
Women																		
Card finishers	64	1.65	54	1.79	62	1.66	44	1.74	-	-	-	-	-	-	-	-	-	-
Menders, cloth	520	1.73	703	1.95	295	1.72	298	1.90	-	-	40	1.95	-	-	-	-	97	1.72
Spinners, frame	1,307	1.89	881	1.91	773	1.99	260	1.97	63	2.02	16	2.64	293	1.66	559	1.84	113	1.76
Weavers ⁴	310	2.09	229	2.24	155	2.26	112	2.17	-	-	17	2.60	-	-	-	-	79	1.65
Box looms, automatic	269	2.12	202	2.19	149	2.26	112	2.17	-	-	-	-	-	-	-	-	52	1.61
Winders ⁴	836	1.72	718	1.81	380	1.77	194	1.74	174	1.84	35	2.05	123	1.50	423	1.78	112	1.58
Cone and tube, automatic	60	1.99	84	1.79	36	2.00	59	1.71	-	-	-	-	-	-	-	-	-	-
Cone and tube, high speed, nonautomatic	494	1.68	359	1.78	174	1.74	-	-	146	1.81	-	-	96	1.46	311	1.78	74	1.59
Filling, automatic	216	1.75	229	1.80	126	1.79	98	1.76	-	-	-	-	27	1.66	-	-	19	1.62
Selected worsted occupations																		
Women																		
Pin drafter operators	140	1.68	133	1.73	78	1.79	-	-	-	-	-	-	34	1.61	117	1.70	-	-
Spinners, frame ⁴	578	1.66	532	1.84	-	-	-	-	-	-	-	-	194	1.60	429	1.79	-	-
American system	391	1.68	392	1.81	158	1.81	-	-	-	-	-	-	192	1.60	375	1.79	-	-
Winders ⁴	749	1.65	747	1.72	366	1.70	-	-	-	-	-	-	286	1.60	654	1.70	-	-
Cone and tube, high speed, nonautomatic	480	1.63	402	1.64	163	1.70	-	-	-	-	-	-	270	1.61	351	1.60	-	-
Selected woolen and worsted occupations																		
Men																		
Battery hands	50	1.76	55	1.75	41	1.79	28	1.63	-	-	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners)	82	1.65	174	1.63	20	1.74	28	1.74	9	1.80	-	-	39	1.55	128	1.55	9	1.76
Machinists, maintenance	28	2.44	100	2.43	17	2.37	16	2.28	6	2.93	-	-	-	-	64	2.37	-	-
Truckers, hand (including bobbin boys)	324	1.72	683	1.70	212	1.72	112	1.84	51	1.88	23	2.25	70	1.56	498	1.63	8	1.81
Women																		
Battery hands	72	1.70	101	1.66	49	1.75	98	1.66	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Data are not presented separately for occupations associated with weaving operations since information was obtained from too few of the large integrated mills having such operations.⁴ Includes data for workers in this classification in addition to those shown separately.

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

Table 13. Occupational Averages: All Mills by Method of Wage Payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills by method of wage payment, United States and selected regions, November 1966)

Occupation and sex	United States ²				New England				Middle Atlantic				Southeast ³				Great Lakes			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Selected woolen occupations																				
Men																				
Card finishers	954	\$1.83	104	\$2.24	403	\$1.81	-	-	142	\$1.98	38	\$2.45	311	\$1.79	-	-	44	\$1.62	-	-
Card strippers	447	1.85	52	2.67	219	1.86	40	\$2.69	56	2.04	12	2.58	126	1.76	-	-	29	1.75	-	-
Doffers, spinning frame	247	1.72	85	1.82	82	1.66	-	-	22	1.76	-	-	122	1.75	67	\$1.74	-	-	-	-
Fuller tenders	294	1.90	52	2.66	128	1.82	11	2.40	47	2.05	29	2.85	-	-	-	-	25	2.01	-	-
Loom fixers	434	2.35	123	2.78	243	2.36	59	2.71	11	2.64	48	2.94	-	-	-	-	25	2.40	-	-
Spinners, frame	363	1.90	228	2.13	101	1.88	106	2.18	-	-	97	2.13	-	-	-	-	-	-	-	-
Spinners, mule	21	1.85	103	2.21	18	1.83	69	2.14	-	-	-	-	-	-	-	-	-	-	-	-
Weavers ⁴	83	2.03	1,287	2.41	-	-	656	2.38	-	-	183	2.73	-	-	-	-	-	-	-	-
Box looms, automatic	51	1.77	1,057	2.34	-	-	604	2.37	-	-	-	-	-	-	-	-	-	-	-	-
Women																				
Menders, cloth	585	1.74	638	1.96	353	1.74	240	1.92	55	1.87	-	-	-	-	-	-	74	1.56	-	-
Spinners, frame	903	1.83	1,285	1.95	347	1.86	686	2.05	45	2.02	34	2.31	352	1.74	500	1.80	90	1.79	30	\$1.69
Weavers ⁴	29	1.88	510	2.17	14	1.98	253	2.24	-	-	21	2.56	-	-	-	-	27	2.62	69	1.63
Box looms, automatic	22	1.94	449	2.16	13	1.96	248	2.23	-	-	-	-	-	-	-	-	-	-	48	1.58
Winders ⁴	938	1.68	616	1.88	343	1.69	231	1.87	128	1.79	81	2.02	307	1.64	239	1.82	112	1.58	-	-
Cone and tube, automatic	70	1.73	74	2.01	47	1.69	48	1.95	95	1.75	-	-	-	-	-	-	-	-	-	-
Cone and tube, high speed, nonautomatic	554	1.66	299	1.85	159	1.66	50	1.97	-	-	51	1.92	216	1.62	-	-	74	1.59	-	-
Filling, automatic	288	1.72	157	1.88	125	1.73	99	1.84	-	-	-	-	75	1.64	-	-	19	1.62	-	-
Selected worsted occupations																				
Men																				
Doffers, spinning frame ⁴	105	1.68	98	2.08	-	-	-	-	-	-	-	-	80	1.59	98	2.08	-	-	-	-
American system	97	1.68	98	2.08	-	-	-	-	-	-	-	-	72	1.58	98	2.08	-	-	-	-
Loom fixers	322	2.51	-	-	94	2.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pin drafter operators	53	1.74	71	1.87	17	1.78	-	-	-	-	-	-	36	1.72	69	1.86	-	-	-	-
Weavers ⁴	50	2.15	583	2.30	-	-	177	2.48	-	-	-	-	-	-	-	-	-	-	-	-
Box looms, automatic	47	2.15	472	2.30	-	-	148	2.50	-	-	-	-	-	-	-	-	-	-	-	-
Women																				
Doffers, spinning frame ⁴	107	1.60	-	-	53	1.67	-	-	-	-	-	-	41	1.53	-	-	-	-	-	-
American system	99	1.60	-	-	51	1.67	-	-	-	-	-	-	38	1.53	-	-	-	-	-	-
Menders, cloth	418	1.82	666	1.76	308	1.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pin drafter operators	207	1.65	66	1.88	88	1.79	-	-	-	-	-	-	91	1.57	60	1.84	-	-	-	-
Spinners, frame ⁴	731	1.65	379	1.93	284	1.76	-	-	-	-	-	-	361	1.61	262	1.90	-	-	-	-
American system	490	1.65	293	1.90	144	1.82	-	-	-	-	-	-	305	1.58	262	1.90	-	-	-	-
Winders ⁴	840	1.63	656	1.75	341	1.70	118	1.82	-	-	-	-	402	1.58	538	1.74	-	-	-	-
Cone and tube, automatic	133	1.74	208	1.83	82	1.74	21	1.79	-	-	-	-	51	1.73	187	1.83	-	-	-	-
Cone and tube, high speed, nonautomatic	482	1.59	400	1.70	121	1.70	93	1.83	-	-	-	-	314	1.54	307	1.66	-	-	-	-
Filling, automatic	121	1.69	27	1.82	88	1.68	-	-	-	-	-	-	27	1.70	27	1.82	-	-	-	-

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

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

³ Data are not presented separately for occupations associated with weaving operations since information was obtained from too few of the large integrated mills having such operations.

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

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

Table 14. Occupational Earnings: Maine

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																							
			\$1.25 and under	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00 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	over			
All production workers.....	4,037	\$1.74	23	43	91	151	549	812	530	487	333	216	209	223	105	98	67	38	8	8	12	16	18			
Men.....	2,587	1.76	14	27	20	48	350	533	341	371	228	143	126	128	57	67	51	32	5	8	7	14	17			
Women.....	1,450	1.71	9	16	71	103	199	279	189	116	105	73	83	95	48	31	16	6	3	-	5	2	1			
<u>Selected woolen occupations</u>																										
<u>Men</u>																										
Card finishers ²	124	1.62	-	-	-	-	34	33	13	38	-	6	-	-	-	-	-	-	-	-	-	-	-	-		
Card strippers.....	87	1.85	-	-	-	-	8	32	11	-	20	-	-	-	-	-	-	-	-	6	6	2	2	-		
Time.....	71	1.62	-	-	-	-	8	32	11	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-		
Dyeing-machine tenders, cloth ²	57	1.61	-	-	-	-	20	8	17	7	5	-	-	-	-	-	-	-	-	-	-	-	-	-		
Fuller tenders ²	38	1.68	-	-	-	-	4	14	16	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Loom fixers.....	79	2.25	-	-	-	-	-	-	-	-	2	19	8	15	8	12	1	8	-	-	-	-	-	6		
Time.....	65	2.15	-	-	-	-	-	-	-	2	19	8	15	8	4	1	8	-	-	-	-	-	-	-		
Spinners, frame ^{3b/}	80	1.95	-	-	-	-	3	2	29	7	2	10	17	10	-	-	-	-	-	-	-	-	-	-		
Weavers (all incentive workers) ⁴	199	2.21	-	-	-	-	-	-	3	8	9	45	42	18	29	34	10	-	-	1	-	-	-	-		
Box looms, automatic.....	190	2.22	-	-	-	-	-	-	3	7	8	42	41	17	28	33	10	-	-	1	-	-	-	-		
<u>Women</u>																										
Card finishers ²	42	1.48	-	-	-	-	29	12	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Menders, cloth.....	214	1.65	4	4	2	6	24	43	83	4	31	-	4	-	1	5	2	1	-	-	-	-	-	-		
Time.....	158	1.62	4	4	2	2	21	22	76	-	27	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	56	1.74	-	-	-	4	3	21	7	4	4	-	4	-	1	5	2	1	-	-	-	-	-	-		
Spinners, frame.....	273	1.93	-	-	-	-	3	41	38	35	11	9	21	63	36	4	10	2	-	-	-	-	-	-		
Time.....	39	1.58	-	-	-	-	31	2	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	234	1.99	-	-	-	-	3	10	36	35	5	9	21	63	36	4	10	2	-	-	-	-	-	-		
Weavers (all incentive workers) ⁴	92	2.10	-	-	-	-	-	-	-	1	11	45	22	4	6	3	-	-	-	-	-	-	-	-		
Box looms, automatic.....	89	2.10	-	-	-	-	-	-	-	1	11	43	21	4	6	3	-	-	-	-	-	-	-	-		
Winders ⁴	127	1.65	2	-	2	19	43	18	11	8	2	6	4	2	2	1	-	-	1	-	-	4	2	-		
Time.....	44	1.47	2	-	2	18	13	4	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	83	1.75	-	-	-	1	30	14	11	3	2	6	4	2	2	1	-	-	1	-	-	4	2	-		
Cone and tube, automatic.....	46	1.78	-	-	9	10	5	4	3	2	6	1	-	-	-	-	-	-	-	-	-	4	2	-		
Incentive.....	38	1.85	-	-	-	1	10	5	4	3	2	6	1	-	-	-	-	-	-	-	-	4	2	-		
Cone and tube, high speed, nonautomatic ^{3a/}	13	1.53	-	-	-	8	4	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-		
Filling, automatic.....	66	1.59	2	-	2	-	29	13	7	5	-	-	3	2	2	1	-	-	-	-	-	-	-	-		
Time.....	23	1.51	2	-	2	-	10	4	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive.....	43	1.64	-	-	-	-	19	9	7	-	-	-	3	2	2	1	-	-	-	-	-	-	-	-		
<u>Selected woolen and worsted occupations²</u>																										
<u>Men</u>																										
Battery hands.....	19	1.57	-	-	-	-	3	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Truckers, hand (including bobbin boys).....	62	1.48	-	-	-	19	7	34	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Women</u>																										
Battery hands.....	25	1.50	-	-	-	-	16	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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

² All workers were paid on a time basis.

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

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

Table 15. Occupational Earnings: Massachusetts

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	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	and over
All production workers-----	4,068	\$2.02	40	79	414	539	716	505	371	307	251	272	155	178	112	60	32	37	
Men-----	2,544	2.09	8	20	87	341	407	327	259	218	192	221	120	126	98	57	31	32	
Women-----	1,524	1.90	32	59	327	198	309	178	112	89	59	51	35	52	14	3	1	5	
Selected woolen occupations																			
Men																			
Card finishers-----	138	1.99	-	-	-	26	30	40	3	15	8	14	2	-	-	-	-	-	
Time-----	114	1.92	-	-	-	26	30	40	3	15	-	-	-	-	-	-	-	-	
Card strippers-----	56	2.03	-	-	-	-	11	17	12	8	-	4	2	2	-	-	-	-	
Time-----	48	1.96	-	-	-	-	11	17	12	8	-	-	-	-	-	-	-	-	
Dyeing-machine tenders, cloth ² -----	53	1.90	-	-	4	20	3	16	-	9	-	-	-	1	-	-	-	-	
Dyeing-machine tenders, yarn ² -----	16	1.90	-	-	-	-	4	11	-	1	-	-	-	-	-	-	-	-	
Fuller tenders-----	30	2.06	-	-	-	-	7	12	3	-	-	4	2	1	-	-	-	1	
Time-----	22	1.92	-	-	-	-	7	12	3	-	-	-	-	-	-	-	-	-	
Loom fixers-----	92	2.50	-	-	-	-	-	-	-	-	7	17	30	22	12	2	-	2	
Time-----	66	2.46	-	-	-	-	-	-	-	-	7	16	29	9	3	-	-	2	
Spinners, frame-----	88	2.07	-	-	-	2	18	14	23	-	9	14	8	-	-	-	-	-	
Time-----	48	1.92	-	-	-	-	18	13	17	-	-	-	-	-	-	-	-	-	
Incentive-----	40	2.24	-	-	-	2	-	1	6	-	9	14	8	-	-	-	-	-	
Weavers ³ -----	217	2.45	-	-	-	-	-	4	5	18	34	33	24	30	45	13	7	4	
Incentive-----	216	2.45	-	-	-	-	-	4	5	18	34	32	24	30	45	13	7	4	
Box looms, automatic-----	198	2.43	-	-	-	-	-	4	5	18	34	29	24	29	39	11	2	3	
Incentive-----	197	2.43	-	-	-	-	-	4	5	18	34	28	24	29	39	11	2	3	
Women																			
Menders, cloth-----	163	1.94	-	1	1	14	57	38	31	4	16	1	-	-	-	-	-	-	
Time-----	71	1.83	-	-	-	13	52	5	1	-	-	-	-	-	-	-	-	-	
Incentive-----	92	2.02	-	1	1	1	5	33	30	4	16	1	-	-	-	-	-	-	
Spinners, frame-----	258	2.03	-	1	-	18	44	60	33	60	12	22	8	-	-	-	-	-	
Time-----	90	1.92	-	-	-	-	32	47	11	-	-	-	-	-	-	-	-	-	
Incentive-----	168	2.09	-	1	-	18	12	13	22	60	12	22	8	-	-	-	-	-	
Weavers, box looms, automatic-----	59	2.26	-	2	-	2	-	6	3	2	14	11	16	2	-	-	-	1	
Incentive-----	55	2.29	-	-	-	2	-	6	2	2	14	10	16	2	-	-	-	1	
Winders ³ -----	211	1.79	-	16	72	42	38	12	9	5	5	7	5	-	-	-	-	-	
Time-----	131	1.73	-	6	56	28	33	8	-	-	-	-	-	-	-	-	-	-	
Incentive-----	80	1.90	-	10	16	14	5	4	9	5	5	7	5	-	-	-	-	-	
Cone and tube, automatic ² -----	19	1.76	-	2	6	-	11	-	-	-	-	-	-	-	-	-	-	-	
Cone and tube, high speed, nonautomatic-----	88	1.80	-	-	32	28	12	3	1	5	4	2	1	-	-	-	-	-	
Time-----	74	1.72	-	-	32	28	11	3	-	-	-	-	-	-	-	-	-	-	
Filling, automatic-----	70	1.85	-	4	18	12	15	9	4	-	-	4	4	-	-	-	-	-	
Time-----	38	1.74	-	4	18	-	11	5	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 15. Occupational Earnings: Massachusetts—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, November, 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—															
			Under \$1.50	\$1.50 and under \$1.60	\$1.60 \$1.70	\$1.70 \$1.80	\$1.80 \$1.90	\$1.90 \$2.00	\$2.00 \$2.10	\$2.10 \$2.20	\$2.20 \$2.30	\$2.30 \$2.40	\$2.40 \$2.50	\$2.50 \$2.60	\$2.60 \$2.70	\$2.70 \$2.80	\$2.80 \$2.90	\$2.90 and over
<u>Selected worsted occupations</u>																		
<u>Men</u>																		
Loom fixers ² -----	16	\$2.42	-	-	-	-	-	-	-	-	1	8	4	-	3	-	-	-
Weavers ⁴ -----	42	2.28	-	-	-	-	-	-	24	-	-	-	1	9	-	4	4	-
<u>Women</u>																		
Menders, cloth ⁴ -----	63	1.85	-	-	-	2	45	16	-	-	-	-	-	-	-	-	-	-
Winders ² -----	68	1.64	-	8	48	12	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected woolen and worsted occupations</u>																		
<u>Men</u>																		
Battery hands ² -----	17	1.75	-	-	9	-	8	-	-	-	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners) ² -----	24	1.78	-	1	7	9	1	4	1	1	-	-	-	-	-	-	-	-
Machinists, maintenance ² -----	9	2.41	-	-	-	-	-	-	1	2	-	-	1	3	2	-	-	-
Truckers, hand (including bobbin boys) -----	97	1.94	-	-	9	20	16	14	20	6	4	6	2	-	-	-	-	-
Time -----	91	1.91	-	-	9	20	16	14	20	6	2	2	2	-	-	-	-	-
<u>Women</u>																		
Battery hands ² -----	28	1.67	-	-	17	10	1	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² All workers were paid on a time basis.³ Includes data for workers in this classification in addition to those shown separately.⁴ Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.

Table 16. Occupational Earnings: New Hampshire

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of--													
			Under \$1.50	\$1.50 and under \$1.60	\$1.60 and under \$1.70	\$1.70 and under \$1.80	\$1.80 and under \$1.90	\$1.90 and under \$2.00	\$2.00 and under \$2.10	\$2.10 and under \$2.20	\$2.20 and under \$2.30	\$2.30 and under \$2.40	\$2.40 and under \$2.50	\$2.50 and under \$2.60	\$2.60 and under \$2.70	\$2.70 and over
All production workers.....	3,456	\$1.93	61	70	408	712	660	466	345	152	181	153	86	94	42	26
Men.....	2,210	1.96	19	21	243	372	449	337	204	110	139	113	62	84	34	23
Women.....	1,246	1.87	42	49	165	340	211	129	141	42	42	40	24	10	8	3
<u>Selected woolen occupations</u>																
<u>Men</u>																
Card finishers ²	66	1.78	-	-	19	8	39	-	-	-	-	-	-	-	-	-
Card strippers ²	55	1.92	-	-	-	5	12	29	7	-	2	-	-	-	-	-
Dyeing-machine tenders, cloth ²	11	1.77	-	-	2	6	2	-	1	-	-	-	-	-	-	-
Dyeing-machine tenders, yarn ²	41	1.86	-	-	-	9	12	20	-	-	-	-	-	-	-	-
Fuller tenders ²	55	1.81	-	-	21	2	13	19	-	-	-	-	-	-	-	-
Loom fixers.....	67	2.42	-	-	-	-	-	-	-	1	9	22	18	9	8	-
Time.....	63	2.42	-	-	-	-	-	-	-	1	9	22	18	5	8	-
Weavers, box looms, automatic (all incentive workers).....	145	2.43	-	-	-	-	1	-	3	7	16	38	17	42	17	4
<u>Women</u>																
Card finishers ²	42	1.82	-	-	-	17	25	-	-	-	-	-	-	-	-	-
Menders, cloth.....	129	1.84	2	1	13	13	80	7	12	1	-	-	-	-	-	-
Time.....	87	1.83	-	-	6	13	68	-	-	-	-	-	-	-	-	-
Incentive.....	42	1.87	2	1	7	-	12	7	12	1	-	-	-	-	-	-
Spinners, frame.....	232	1.96	1	8	22	39	9	50	60	17	12	9	4	-	2	-
Time.....	56	1.79	-	7	-	31	9	18	-	-	-	-	-	-	-	-
Incentive.....	176	2.01	1	-	22	8	9	32	60	17	12	9	4	-	2	-
Weavers ³	62	2.38	-	-	-	-	2	-	1	9	21	15	8	4	1	1
Incentive.....	56	2.40	-	-	-	-	2	-	1	3	21	15	8	4	1	1
Box looms, automatic.....	61	2.39	-	-	-	-	2	-	1	1	8	21	15	8	4	1
Incentive.....	56	2.40	-	-	-	-	2	-	1	3	21	15	8	4	1	1
Winders ³	82	1.87	-	18	11	24	5	-	4	7	2	3	3	2	2	1
Time.....	58	1.69	-	18	11	24	5	-	-	-	-	-	-	-	-	-
Incentive.....	24	2.30	-	-	-	-	-	-	4	7	2	3	3	2	2	1
Cone and tube, automatic.....	30	1.92	-	2	5	13	-	-	2	1	-	3	2	1	1	-
Time.....	20	1.72	-	2	5	13	-	-	-	-	-	-	-	-	-	-
Filling, automatic.....	36	1.96	-	-	6	11	5	-	2	6	2	-	1	1	1	1
Time.....	22	1.76	-	-	6	11	5	-	-	-	-	-	-	-	-	-
<u>Selected woolen and worsted occupations</u>																
<u>Men</u>																
Battery hands.....	14	1.73	-	-	5	9	-	-	-	-	-	-	-	-	-	-
Time.....	12	1.73	-	-	5	7	-	-	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners) ²	12	1.70	2	-	4	2	3	-	1	-	-	-	-	-	-	-
Machinists, maintenance ²	18	2.24	-	-	-	-	-	-	7	-	6	3	-	1	1	-
Truckers, hand (including bobbin boys).....	48	1.73	-	-	18	26	-	-	2	2	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² All workers were paid on a time basis.³ Includes data for workers in this classification in addition to those shown separately.

Table 17. Occupational Earnings: North Carolina—Virginia

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																
			\$1.25 and under \$1.30	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.55	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50 and over
All production workers.....	7,297	\$1.83	15	7	120	130	130	1119	1006	1444	1016	655	290	348	393	299	99	226	
Men.....	3,749	1.91	11	1	42	40	56	501	536	552	372	317	116	254	356	285	90	220	
Women.....	3,548	1.74	4	6	78	90	74	618	470	892	644	338	174	94	37	14	9	6	
<u>Selected woolen occupations²</u>																			
<u> Men</u>																			
Card finishers.....	73	1.73	-	-	12	-	-	-	4	18	39	-	-	-	-	-	-	-	
Time.....	51	1.71	-	-	12	-	-	-	2	6	31	-	-	-	-	-	-	-	
Card strippers (all timeworkers).....	28	1.69	-	-	8	-	-	-	2	4	8	6	-	-	-	-	-	-	
<u> Women</u>																			
Spinners, frame.....	196	1.67	-	-	40	-	2	17	8	56	73	-	-	-	-	-	-	-	
Time.....	114	1.61	-	-	40	-	-	13	-	-	61	-	-	-	-	-	-	-	
Winders, yarn (all timeworkers).....	53	1.57	-	-	20	-	-	5	-	28	-	-	-	-	-	-	-	-	
<u>Selected worsted occupations</u>																			
<u> Men</u>																			
Doffers, spinning frame (American system) ³ b/.....	115	1.88	1	-	-	1	-	32	17	3	6	8	18	8	12	2	5	2	
<u> Women</u>																			
Doffers, spinning frame ³ a/.....	16	1.59	-	-	-	1	1	11	1	-	1	-	1	-	-	-	-	-	
Pin drafter operators.....	110	1.71	-	-	-	-	8	28	26	12	15	12	8	-	1	-	-	-	
Time.....	56	1.57	-	-	-	-	7	28	17	4	-	-	-	-	-	-	-	-	
Spinners, frame ⁴	321	1.76	2	-	-	-	5	97	55	20	11	102	21	3	3	1	-	1	
Time.....	136	1.57	-	-	-	-	1	87	46	2	-	-	-	-	-	-	-	-	
American system.....	319	1.76	2	-	-	-	5	97	55	18	11	102	21	3	3	1	-	1	
Time.....	134	1.57	-	-	-	-	1	87	46	-	-	-	-	-	-	-	-	-	
Winders, yarn ⁴	622	1.67	2	2	16	46	36	176	68	99	95	61	14	3	3	-	1	-	
Time.....	217	1.57	-	-	10	8	6	129	6	48	4	6	-	-	-	-	-	-	
Incentive.....	405	1.72	2	2	6	38	30	47	62	51	91	55	14	3	3	-	1	-	
Cone and tube, high speed, nonautomatic.....	408	1.60	2	2	16	43	34	168	47	33	29	19	11	2	2	-	-	-	
Time.....	164	1.53	-	-	10	7	5	123	5	11	-	3	-	-	-	-	-	-	
Incentive.....	244	1.64	2	2	6	36	29	45	42	22	29	16	11	2	2	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Data not presented separately for occupations associated with weaving operations since information was obtained from too few of the large mills having such operations. Employment and earnings estimates for these occupations are, however, included in the data for all production workers.³ Insufficient data to warrant presentation of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.⁴ Includes data for workers in this classification in addition to those shown separately.

Table 18. Occupational Earnings: Philadelphia-Camden, Pa.-N.J.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in wool yarn and broadwoven fabric mills, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																			
			\$1.40 and under \$1.45	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20 and over
All production workers.....	1,502	\$2.06	1	8	23	14	218	261	170	215	261	101	29	68	30	32	17	21	11	13	1	8
Men.....	1,008	2.13	-	2	9	8	69	124	147	162	190	89	22	63	28	30	17	21	8	10	1	8
Women.....	494	1.90	1	6	14	6	149	137	23	53	71	12	7	5	2	2	-	-	3	3	-	-
<u>Selected woolen occupations</u>																						
<u>Men</u>																						
Card finishers.....	121	2.06	-	-	-	-	5	-	42	34	23	-	-	17	-	-	-	-	-	-	-	-
Time.....	99	1.99	-	-	-	-	5	-	42	34	18	-	-	-	-	-	-	-	-	-	-	-
Card strippers.....	36	2.18	-	-	-	-	-	2	6	2	16	2	2	-	-	4	2	-	-	-	-	-
Time.....	28	2.07	-	-	-	-	-	2	6	2	16	2	-	-	-	-	-	-	-	-	-	-
Fuller tenders ^{3 a/}	7	2.06	-	-	-	-	-	-	4	2	-	1	-	-	-	-	-	-	-	-	-	-
Loom fixers ^{3 b/}	19	2.68	-	-	-	-	-	-	-	-	-	-	-	-	-	11	8	-	-	-	-	-
Spinners, frame.....	135	2.14	-	-	-	-	-	4	6	38	66	1	-	10	10	-	-	-	-	-	-	-
Incentive.....	85	2.16	-	-	-	-	-	4	6	37	17	1	-	10	10	-	-	-	-	-	-	-
<u>Women</u>																						
Spinners, frame ^{3 a/}	33	2.13	-	-	-	-	-	2	-	6	19	4	-	2	-	-	-	-	-	-	-	-
Winders ⁴	145	1.88	-	-	-	-	53	54	1	23	12	1	-	1	-	-	-	-	-	-	-	-
Time.....	91	1.82	-	-	-	-	50	33	-	8	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	54	1.98	-	-	-	-	3	21	1	15	12	1	-	1	-	-	-	-	-	-	-	-
Cone and tube, high speed, nonautomatic ^{3 a/}	99	1.84	-	-	-	-	53	27	1	15	3	-	-	-	-	-	27	-	-	-	-	-
<u>Selected woolen and worsted occupations⁵</u>																						
<u>Men</u>																						
Janitors (excluding machinery cleaners).....	6	1.84	-	-	-	-	3	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-
Machinists, maintenance.....	6	2.93	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	2	-	1
Truckers, hand (including bobbin boys).....	22	1.88	-	-	-	1	8	7	-	-	6	-	-	-	-	-	-	-	-	-	-	-

¹ The Philadelphia-Camden Area consists of Delaware and Philadelphia Counties, Pa., and Camden County, N.J.

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

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

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

⁵ All workers were paid on a time basis.

Table 19. Occupational Earnings: Rhode Island

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	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	\$3.20 and over
All production workers.....	3,561	\$1.98	25	133	454	410	645	614	308	198	165	196	131	109	68	44	15	3	3	32	8	
Men.....	1,798	2.10	24	23	81	123	306	234	228	141	127	174	109	99	64	38	10	3	2	5	7	
Women.....	1,763	1.86	1	110	373	287	339	380	80	57	38	22	22	10	4	6	5	-	1	27	1	
<u>Selected woolen occupations</u>																						
<u>Men</u>																						
Card finishers.....	58	2.13	-	-	-	10	-	10	-	4	14	18	1	1	-	-	-	-	-	-	-	
Time.....	44	2.08	-	-	-	10	-	10	-	4	2	18	-	-	-	-	-	-	-	-	-	
Card strippers.....	31	2.20	-	-	-	-	5	-	4	-	10	11	1	-	-	-	-	-	-	-	-	
Time.....	19	2.14	-	-	-	-	5	-	4	-	-	10	-	-	-	-	-	-	-	-	-	
Spinners, frame ²	22	2.19	-	-	-	-	-	-	12	-	2	3	4	1	-	-	-	-	-	-	-	
<u>Women</u>																						
Spinners, frame ²	127	2.13	-	-	-	-	1	75	1	-	15	13	11	3	1	4	2	-	-	-	1	
Winders ³	99	1.72	-	30	15	9	36	6	3	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	58	1.66	-	30	4	8	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	41	1.81	-	-	11	1	20	6	3	-	-	-	-	-	-	-	-	-	-	-	-	
Cone and tube, high speed, nonautomatic.....	89	1.73	-	30	5	9	36	6	3	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	58	1.66	-	30	4	8	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected worsted occupations</u>																						
<u>Men</u>																						
Loom fixers ⁴	72	2.52	-	-	-	-	-	-	-	-	-	12	24	18	18	-	-	-	-	-	-	
Weavers ³	146	2.53	-	-	-	-	-	-	-	2	2	28	29	46	19	17	2	1	-	-	-	
Incentive.....	138	2.53	-	-	-	-	-	-	-	2	2	28	29	39	18	17	2	1	-	-	-	
Box looms, automatic.....	130	2.55	-	-	-	-	-	-	-	2	2	16	25	46	19	17	2	1	-	-	-	
Incentive.....	122	2.54	-	-	-	-	-	-	-	2	2	16	25	39	18	17	2	1	-	-	-	
<u>Women</u>																						
Doffers, spinning frame ⁴	35	1.81	-	2	-	17	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	
Menders, cloth ⁴	230	1.88	-	-	-	53	50	85	-	32	-	-	-	-	-	-	-	-	-	-	-	
Pin drafter operators ⁴	51	1.85	-	-	9	13	8	10	11	-	-	-	-	-	-	-	-	-	-	-	-	
Spinners, frame ^{3,4}	200	1.79	-	19	51	23	59	31	17	-	-	-	-	-	-	-	-	-	-	-	-	
American system.....	104	1.88	-	-	6	23	27	31	17	-	-	-	-	-	-	-	-	-	-	-	-	
Bradford system.....	64	1.61	-	19	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 19. Occupational Earnings: Rhode Island—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool yarn and broadwoven fabric mills, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	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 and over	
<u>Selected worsted occupations—Continued</u>																						
<u>Women—Continued</u>																						
Winders ³	314	\$1.79	-	9	113	59	80	18	18	1	12	2	-	1	1	-	-	-	-	-	-	
Time.....	236	1.72	-	9	113	48	50	10	6	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	78	1.98	-	-	-	11	30	8	12	1	12	2	-	1	1	-	-	-	-	-	-	
Cone and tube, automatic.....	71	1.76	-	-	36	4	28	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Time.....	62	1.74	-	-	36	4	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cone and tube, high speed, nonautomatic.....	120	1.88	-	9	4	21	48	12	9	1	12	2	-	1	1	-	-	-	-	-	-	
Time.....	55	1.74	-	9	4	12	26	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	65	2.00	-	-	-	9	22	8	9	1	12	2	-	1	1	-	-	-	-	-	-	
Filling, automatic ⁴	77	1.69	-	-	69	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected woolen and worsted occupations</u>																						
<u>Men</u>																						
Truckers, hand (including bobbin boys).....	93	1.78	-	4	25	13	37	6	7	1	-	-	-	-	-	-	-	-	-	-	-	
<u>Women</u>																						
Truckers, hand (including bobbin girls).....	9	1.68	-	-	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.
³ Includes data for workers in this classification in addition to those shown separately.
⁴ All workers were paid on a time basis.

Table 20. Method of Wage Payment

(Percent of production workers in wool yarn and broadwoven fabric mills by method of wage payment,¹ United States, selected regions and areas, November 1966)

Method of wage payment ¹	United States ²	Regions				Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Maine	Massachusetts	New Hampshire	North Carolina-Virginia	Philadelphia-Camden, Pa.-N.J.	Rhode Island
All workers -----	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers -----	73	76	58	72	80	75	70	76	68	75	82
Formal plans -----	67	70	56	69	51	73	66	72	66	74	81
Single rate -----	64	69	50	65	51	73	61	72	66	74	81
Range of rates -----	3	1	7	4	-	-	5	-	-	-	-
Individual rates -----	6	6	2	3	29	2	4	4	3	1	2
Incentive workers -----	27	24	42	28	20	25	30	24	32	25	18
Individual piecework -----	18	18	17	17	18	24	16	22	12	10	12
Group piecework -----	(³)	(³)	(³)	(³)	2	(³)	-	(³)	-	(³)	-
Individual bonus -----	7	4	8	10	-	(³)	13	1	17	4	1
Group bonus -----	3	2	16	1	-	1	1	(³)	3	12	5

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

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

Table 21. Scheduled Weekly Hours

(Percent of production and office workers in wool yarn and broadwoven fabric mills by scheduled weekly hours,¹ United States, selected regions and areas, November 1966)

Weekly hours ¹	United States ²	Regions				Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Maine	Massachusetts	New Hampshire	North Carolina-Virginia	Philadelphia-Camden, Pa.-N.J.	Rhode Island
Production workers											
All workers -----	100	100	100	100	100	100	100	100	100	100	100
32 hours -----	2	-	-	6	-	-	-	-	-	-	-
40 hours -----	60	71	65	48	70	44	79	100	40	55	77
44 hours -----	2	4	-	2	-	5	6	-	-	-	-
45 hours -----	5	8	3	-	30	2	9	-	-	7	23
46 hours -----	1	1	-	-	-	-	3	-	-	-	-
48 hours -----	29	16	32	45	-	50	3	-	60	38	-
Office workers											
All workers -----	100	100	100	100	100	100	100	100	100	100	100
35 hours -----	1	1	3	-	-	1	-	-	-	11	2
36 ³ / ₄ hours -----	(³)	-	3	-	-	-	-	-	-	17	-
37 ¹ / ₂ hours -----	9	2	42	-	-	-	5	-	-	38	-
38 hours -----	(³)	(³)	-	-	-	-	-	-	-	-	2
40 hours -----	80	89	50	88	66	99	72	100	100	34	91
44 hours -----	5	(³)	-	7	32	-	1	-	-	-	-
45 hours -----	4	6	-	5	2	-	14	-	-	-	5
46 hours -----	1	3	-	-	-	-	8	-	-	-	-
48 hours -----	(³)	-	2	-	-	-	-	-	-	-	-

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

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

Table 22. Shift Differential Provisions

(Percent of production workers by shift differential provisions¹ in wool yarn and broadwoven fabric mills, United States, selected regions and areas, November 1966)

Shift differential	United States ²	Regions				Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Maine	Massachusetts	New Hampshire	North Carolina-Virginia	Philadelphia-Camden, Pa.-N.J.	Rhode Island
<u>Second shift</u>											
Workers in establishments having second-shift provisions -----	98.1	98.3	95.8	99.5	86.2	94.2	100.0	100.0	98.7	96.8	100.0
With shift differential -----	50.3	69.1	85.8	23.1	48.0	34.3	87.3	79.3	14.6	91.6	73.3
Uniform cents per hour -----	47.7	68.0	64.6	23.1	41.1	34.3	86.0	79.3	14.6	61.7	69.8
2 cents -----	.7	1.7	-	-	-	-	1.6	6.3	-	-	-
3 cents -----	5.3	-	1.0	10.1	-	-	-	-	11.3	-	-
4 cents -----	23.2	48.8	16.0	-	-	28.9	37.4	54.0	-	31.4	67.2
5 cents -----	13.7	17.6	9.6	10.9	27.8	5.4	47.0	19.0	3.3	23.5	2.6
7 cents -----	.8	-	5.7	-	6.3	-	-	-	-	6.8	-
7½ cents -----	.9	-	-	2.1	-	-	-	-	-	-	-
9 cents -----	1.8	-	17.5	-	7.0	-	-	-	-	-	-
10 cents -----	1.1	-	12.0	-	-	-	-	-	-	-	-
13 cents -----	.2	-	2.7	-	-	-	-	-	-	-	-
Uniform percentage -----	2.6	1.1	21.2	-	6.9	-	1.3	-	-	29.9	3.5
4 percent -----	.3	.8	-	-	-	-	-	-	-	-	3.5
5 percent -----	2.3	.3	21.2	-	6.9	-	1.3	-	-	29.9	-
With no shift differential -----	47.8	29.2	10.0	76.4	38.2	60.0	12.7	20.7	84.0	5.2	26.7
<u>Third or other late shift</u>											
Workers in establishments having third- or other late-shift provisions -----	93.8	91.0	85.3	99.5	74.7	94.2	87.5	92.2	98.7	84.8	91.2
With shift differential -----	76.1	70.3	77.4	80.9	57.4	39.1	85.3	79.1	97.9	84.8	75.8
Uniform cents per hour -----	72.4	67.3	56.2	80.9	41.1	39.1	85.3	79.1	97.9	54.9	63.5
3 cents -----	.4	-	-	-	-	-	-	-	-	-	-
4 cents -----	1.0	2.4	-	-	-	8.3	1.6	-	-	-	-
5 cents -----	27.7	3.8	1.0	57.8	7.7	-	4.6	11.8	83.2	-	1.0
6 cents -----	5.6	1.8	3.1	10.1	-	-	-	-	11.3	-	8.2
7 cents -----	21.2	47.1	8.6	1.4	6.3	24.1	58.9	49.4	1.2	21.0	46.7
7½ cents -----	1.6	.5	-	-	-	1.9	-	-	-	-	-
8 cents -----	4.2	.7	-	8.1	10.1	-	-	3.2	-	-	-
10 cents -----	4.7	4.8	20.8	1.4	10.1	-	-	14.8	2.1	34.0	7.7
12 cents -----	3.5	5.0	17.5	-	-	-	20.3	-	-	-	-
13 cents -----	.3	-	-	-	7.0	-	-	-	-	-	-
15 cents -----	1.4	-	5.1	2.1	-	-	-	-	-	-	-
22½ cents -----	.3	-	-	-	-	-	-	-	-	-	-
25 cents -----	.5	1.2	-	-	-	4.8	-	-	-	-	-
Uniform percentage -----	3.7	3.0	21.2	-	16.3	-	-	-	-	29.9	12.4
5 percent -----	.3	-	-	-	6.9	-	-	-	-	-	-
10 percent -----	3.4	3.0	21.2	-	9.4	-	-	-	-	29.9	12.4
With no shift differential -----	17.7	20.6	7.9	18.6	17.3	55.1	2.2	13.0	.8	-	15.4

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

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

Table 23. Shift Differential Practices

(Percent of production workers employed on late shifts in wool yarn and broadwoven fabric mills by amount of shift differential, United States, selected regions and areas, November 1966)

Shift differential	United States ¹	Regions				Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Maine	Massachusetts	New Hampshire	North Carolina-Virginia	Philadelphia-Camden, Pa.-N.J.	Rhode Island
<u>Second shift</u>											
Workers employed on second shift -----	28.6	28.5	23.6	30.9	18.5	27.3	28.0	26.5	29.6	26.6	31.0
Receiving shift differential -----	14.1	19.6	20.9	7.3	10.7	9.9	24.9	20.4	4.3	25.2	21.2
Uniform cents per hour -----	13.4	19.1	15.4	7.3	8.0	9.9	24.4	20.4	4.3	16.0	19.6
2 cents -----	.2	.5	-	-	-	-	.4	1.9	-	-	-
3 cents -----	1.5	-	-	2.9	-	-	-	-	3.3	-	-
4 cents -----	6.6	14.0	4.3	-	-	7.9	10.5	15.8	-	7.7	18.7
5 cents -----	4.0	4.6	2.8	3.8	6.0	2.0	13.5	2.7	1.0	6.9	.8
7 cents -----	.2	-	1.8	-	1.2	-	-	-	-	1.4	-
7½ cents -----	.3	-	-	.6	-	-	-	-	-	-	-
9 cents -----	.4	-	4.7	-	.8	-	-	-	-	-	-
10 cents -----	.2	-	1.8	-	-	-	-	-	-	-	-
13 cents -----	(²)	-	.1	-	-	-	-	-	-	-	-
Uniform percentage -----	.8	.5	5.4	-	2.7	-	.5	-	-	9.1	1.7
4 percent -----	.1	.4	-	-	-	-	-	-	-	-	1.7
5 percent -----	.6	.1	5.4	-	2.7	-	.5	-	-	9.1	-
Receiving no shift differential -----	14.5	8.9	2.7	23.5	7.8	17.5	3.1	6.0	25.3	1.4	9.8
<u>Third or other late shifts</u>											
Workers employed on third or other late shifts -----	16.6	13.9	10.2	21.4	5.7	20.9	11.4	10.0	24.5	9.1	14.0
Receiving shift differential -----	12.6	9.1	8.0	17.3	3.7	6.0	11.3	7.5	24.4	9.1	11.1
Uniform cents per hour -----	12.4	8.7	6.8	17.3	3.7	6.0	11.3	7.5	24.4	7.7	9.6
3 cents -----	.1	-	-	-	-	-	-	-	-	-	-
4 cents -----	.1	.2	-	-	-	.9	-	-	-	-	-
5 cents -----	6.3	.3	-	13.9	.9	-	.5	.7	22.4	-	.1
6 cents -----	.5	.1	.7	.9	-	-	-	-	1.6	-	.4
7 cents -----	3.2	7.2	1.8	-	.2	5.0	8.2	6.4	-	4.3	8.2
7½ cents -----	.3	(²)	-	-	-	.1	-	-	-	-	-
8 cents -----	1.1	.1	-	2.1	2.1	-	-	.4	-	-	-
10 cents -----	.3	.2	1.7	.2	-	-	-	-	.4	3.4	.8
12 cents -----	.5	.6	2.3	-	-	-	2.6	-	-	-	-
13 cents -----	(²)	-	-	-	.5	-	-	-	-	-	-
15 cents -----	.1	-	.3	.2	-	-	-	-	-	-	-
Uniform percentage -----	.3	.4	1.2	-	-	-	-	-	-	1.3	1.5
10 percent -----	.3	.4	1.2	-	-	-	-	-	-	1.3	1.5
Receiving no shift differential -----	4.0	4.8	2.2	4.1	2.0	14.8	.1	2.4	.1	-	2.8

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

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

Table 24. Paid Holidays

(Percent of production and office workers in wool yarn and broadwoven fabric mills with formal provisions for paid holidays, United States, selected regions and areas, November 1966)

Number of paid holidays	United States ¹	Regions				Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Maine	Massachusetts	New Hampshire	North Carolina-Virginia	Philadelphia-Camden, Pa.-N.J.	Rhode Island
Production workers											
All workers -----	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	89	96	84	87	67	96	94	96	92	88	100
1 day -----	3	-	-	6	-	-	-	-	7	-	-
2 days -----	22	(²)	-	49	-	-	1	-	61	-	-
3 days -----	2	1	-	4	-	-	-	-	7	-	4
4 days -----	3	1	-	4	7	-	-	-	2	-	4
5 days -----	8	5	4	12	-	16	3	-	4	-	3
6 days -----	34	63	11	10	40	68	69	88	8	27	28
6 days plus 1 half day -----	(²)	1	-	-	-	-	5	-	-	-	-
7 days -----	8	13	30	-	10	12	7	4	-	56	22
7 days plus 1 half day -----	2	2	-	2	-	-	9	-	-	-	-
8 days -----	7	9	35	1	10	-	-	-	2	6	40
9 days -----	1	1	5	-	-	-	-	4	-	-	-
Workers in establishments providing no paid holidays -----	11	4	16	13	33	4	6	4	8	12	-
Office workers											
All workers -----	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays -----	96	98	97	93	98	100	99	98	96	91	100
2 days -----	5	(²)	-	14	-	1	-	-	6	-	-
3 days -----	(²)	1	-	1	-	-	-	-	-	-	4
4 days -----	1	-	-	3	2	-	-	-	2	-	-
5 days -----	21	7	1	52	-	28	2	-	58	-	-
6 days -----	36	56	6	17	80	62	60	84	28	23	4
6 days plus 1 half day -----	1	3	-	-	-	-	10	-	-	-	-
7 days -----	7	12	12	6	4	9	5	7	-	53	30
7 days plus 1 half day -----	2	1	-	-	-	-	3	-	-	-	-
7 days plus 2 half days -----	1	2	-	-	-	-	-	-	-	-	10
8 days -----	17	6	71	(²)	13	-	4	-	1	15	31
9 days -----	3	5	7	-	-	-	-	7	-	-	21
10 days -----	(²)	1	-	-	-	-	2	-	-	-	-
10 days plus 1 half day -----	1	4	-	-	-	-	12	-	-	-	-
Workers in establishments providing no paid holidays -----	4	2	3	7	2	-	1	2	4	9	-

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

² Less than 0.5 percent.

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

Table 25. Paid Vacations

(Percent of production and office workers in wool yarn and broadwoven fabric mills with formal provisions for paid vacations after selected periods of service, United States, selected regions and areas, November 1966)

Vacation policy	United States ¹	Regions				Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Maine	Massachusetts	New Hampshire	North Carolina-Virginia	Philadelphia-Camden, Pa.-N.J.	Rhode Island
Production workers											
All workers -----	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations -----	97	97	96	98	79	93	100	99	100	100	97
Length-of-time payment -----	43	53	75	25	28	63	90	42	20	77	17
Percentage payment -----	54	44	21	74	51	30	10	57	80	23	81
Workers in establishments providing no paid vacations -----	3	3	4	2	21	7		1			3
<u>Amount of vacation pay²</u>											
<u>After 1 year of service</u>											
Under 1 week -----	4	5	-	4	-	16	-	-	-	-	3
1 week -----	83	84	73	83	79	77	100	89	95	74	67
Over 1 and under 2 weeks -----	4	6	12	1	-	-	-	-	-	13	27
2 weeks -----	6	2	11	10	-	-	-	10	3	13	-
<u>After 3 years of service</u>											
1 week -----	58	43	32	79	34	71	46	33	97	25	28
Over 1 and under 2 weeks -----	31	50	54	6	37	22	54	56	-	61	63
2 weeks -----	8	4	11	12	8	-	-	10	3	13	6
<u>After 5 years of service</u>											
1 week -----	14	27	-	7	-	55	32	16	9	-	8
Over 1 and under 2 weeks -----	5	4	4	6	-	-	3	6	7	-	8
2 weeks -----	76	61	92	85	79	38	64	72	84	100	66
Over 2 and under 3 weeks -----	2	4	-	-	-	-	-	4	-	-	15
<u>After 10 years of service</u>											
1 week -----	12	22	-	7	-	34	32	16	9	-	8
Over 1 and under 2 weeks -----	4	3	4	6	-	-	-	6	7	-	8
2 weeks -----	66	49	50	81	64	57	54	31	84	84	56
Over 2 and under 3 weeks -----	7	15	8	-	15	-	12	20	-	16	22
3 weeks -----	8	7	34	4	-	2	2	25	-	-	4
<u>After 15 years of service</u>											
1 week -----	12	22	-	7	-	34	32	16	9	-	8
Over 1 and under 2 weeks -----	4	3	4	6	-	-	-	6	7	-	8
2 weeks -----	58	39	30	81	31	49	40	31	84	56	39
Over 2 and under 3 weeks -----	4	10	-	-	-	-	12	20	-	-	3
3 weeks -----	18	23	62	4	48	10	16	25	-	44	39
<u>After 20 years of service³</u>											
1 week -----	12	22	-	7	-	34	32	16	9	-	8
Over 1 and under 2 weeks -----	4	3	4	6	-	-	-	6	7	-	8
2 weeks -----	57	39	23	81	24	49	40	31	84	56	39
Over 2 and under 3 weeks -----	4	10	-	-	-	-	12	20	-	-	3
3 weeks -----	17	23	52	2	55	10	16	25	-	44	39
4 weeks -----	2	-	17	2	-	-	-	-	-	-	-

Table 25. Paid Vacations—Continued

(Percent of production and office workers in wool yarn and broadwoven fabric mills with formal provisions for paid vacations after selected periods of service, United States, selected regions and areas, November 1966)

Vacation policy	United States ¹	Regions				Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Maine	Massachusetts	New Hampshire	North Carolina—Virginia	Philadelphia—Camden, Pa.—N.J.	Rhode Island
Office workers											
All workers -----	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>											
Workers in establishments providing paid vacations -----	99	99	98	99	100	99	100	100	100	100	100
Length-of-time payment -----	92	84	94	96	100	72	100	83	100	74	70
Percentage payment -----	7	15	4	4	-	27	-	17	-	26	30
Workers in establishments providing no paid vacations -----	1	1	2	1	-	1	-	-	-	-	-
<u>Amount of vacation pay²</u>											
<u>After 1 year of service</u>											
Under 1 week -----	2	(⁴)	-	5	-	-	-	-	-	-	3
1 week -----	33	52	10	26	19	72	46	26	13	49	60
Over 1 and under 2 weeks -----	(⁴)	1	1	-	-	-	-	-	-	-	4
2 weeks -----	64	45	87	69	81	26	52	74	87	51	33
3 weeks -----	(⁴)	1	-	-	-	-	2	-	-	-	-
<u>After 3 years of service</u>											
1 week -----	16	20	6	20	14	38	11	11	13	23	29
Over 1 and under 2 weeks -----	13	24	5	5	-	27	28	15	-	26	22
2 weeks -----	70	54	87	75	86	34	59	74	87	51	49
3 weeks -----	(⁴)	1	-	-	-	-	2	-	-	-	-
<u>After 5 years of service</u>											
1 week -----	4	8	-	3	8	10	10	3	7	-	3
2 weeks -----	94	91	98	96	92	89	88	97	93	100	97
3 weeks -----	(⁴)	1	-	-	-	-	2	-	-	-	-
<u>After 10 years of service</u>											
1 week -----	4	8	-	3	8	10	10	3	7	-	3
2 weeks -----	69	77	20	87	60	89	80	53	93	74	86
Over 2 and under 3 weeks -----	2	5	4	-	-	-	5	10	-	26	-
3 weeks -----	23	9	74	9	32	-	4	33	-	-	11
<u>After 15 years of service</u>											
1 week -----	4	8	-	3	8	10	10	3	7	-	3
2 weeks -----	49	70	13	51	21	89	69	53	37	51	66
Over 2 and under 3 weeks -----	2	5	-	-	-	-	5	10	-	-	3
3 weeks -----	44	16	85	46	72	-	15	33	56	49	28
<u>After 20 years of service³</u>											
1 week -----	4	8	-	3	8	10	10	3	7	-	3
2 weeks -----	49	70	11	51	21	89	69	53	37	51	66
Over 2 and under 3 weeks -----	2	5	-	-	-	-	5	10	-	-	3
3 weeks -----	25	16	12	40	40	-	15	33	56	49	28
4 weeks -----	19	-	75	6	32	-	-	-	-	-	-

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

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

³ Vacation provisions were virtually the same after longer periods of service. Among production workers, however, 37 percent in the Middle Atlantic, 4 percent in the Southeast, and 7 percent in the Great Lakes regions received 4 weeks' after 25 years of service.

⁴ Less than 0.5 percent.

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

Table 26. Health, Insurance, and Retirement Plans

(Percent of production and office workers in wool yarn and broadwoven textile mills with specified health, insurance, and retirement plans, United States, selected regions and areas, November 1966)

Type of plan ¹	Production workers											Office workers											
	United States ²	Regions				Areas							United States ²	Regions				Areas					
	New Eng-land	Middle Atlantic	South-east	Great Lakes	Maine	Massa-chusetts	New Hamp-shire	North Caro-lina-Vir-ginia	Phila-delphia-Camden, Pa.-N.J.	Rhode Island		New Eng-land	Middle Atlantic	South-east	Great Lakes	Maine	Massa-chusetts	New Hamp-shire	North Caro-lina-Vir-ginia	Phila-delphia-Camden, Pa.-N.J.	Rhode Island		
All workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100		
Workers in establishments providing:																							
Life insurance -----	91	84	91	99	77	93	89	100	100	95	49	94	88	96	99	94	94	100	100	94	52		
Employer financed -----	69	72	75	70	43	65	79	89	76	85	49	67	73	85	57	58	54	85	88	39	83		
Jointly financed -----	23	12	16	29	33	28	9	11	24	10	-	27	15	11	42	36	40	9	12	61	11		
Accidental death and dis- memberment insurance -----	60	76	70	44	52	89	63	100	34	88	47	63	77	65	43	70	88	68	100	40	91		
Employer financed -----	44	65	61	27	25	62	56	89	16	78	47	45	63	57	25	36	48	60	88	17	79		
Jointly financed -----	16	11	9	17	26	28	7	11	18	10	-	18	14	9	17	34	40	8	12	23	11		
Sickness and accident in- surance, or sick leave or both ³ -----	74	73	44	82	58	92	77	100	86	71	14	79	77	91	84	55	95	77	100	94	60		
Sickness and accident insurance -----	74	73	44	82	58	92	77	100	86	71	14	51	69	43	37	55	87	70	100	21	60		
Employer financed -----	49	61	34	47	25	64	67	89	61	68	14	27	54	16	5	36	47	60	88	-	55		
Jointly financed -----	25	12	10	36	33	28	9	11	25	3	-	24	15	27	32	19	40	9	12	21	6		
Sick leave (full pay, no waiting period) -----	-	-	-	-	-	-	-	-	-	-	-	40	18	81	51	5	-	7	43	86	-		
Sick leave (partial pay or waiting period) -----	1	-	9	-	-	-	-	-	-	-	-	(4)	-	-	-	-	-	12	-	-	-		
Hospitalization insurance -----	95	94	94	99	72	83	97	96	100	95	99	96	95	97	99	87	86	98	98	100	94		
Covering employees only -----	52	43	74	58	25	46	38	43	70	72	40	54	40	83	56	36	51	30	50	69	68		
Employer financed -----	46	36	63	55	25	41	23	43	69	72	31	48	33	80	51	36	43	15	50	68	68		
Jointly financed -----	6	7	11	3	-	5	15	-	1	-	8	6	7	3	5	-	8	15	-	1	-		
Covering employees and their dependents -----	43	51	20	41	47	36	59	54	30	23	59	43	55	14	43	52	35	68	48	31	27		
Employer financed -----	9	19	11	-	12	-	30	4	-	20	40	11	26	5	-	10	-	45	7	-	21		
Jointly financed -----	25	15	9	37	35	20	28	5	25	3	8	25	14	10	39	42	12	23	9	27	6		
Employer financed for employees, jointly financed for de- pendents -----	9	17	-	4	-	16	-	45	5	-	11	6	14	-	5	-	23	-	32	4	-		
Surgical insurance -----	94	90	94	98	72	83	92	96	100	95	91	96	93	97	99	87	86	95	98	100	94		
Covering employees only -----	50	39	74	57	25	46	33	43	70	72	31	53	38	83	56	36	51	27	50	69	68		
Employer financed -----	44	33	63	55	25	41	18	43	69	72	23	47	31	80	51	36	43	13	50	68	68		
Jointly financed -----	6	7	11	2	-	5	15	-	1	-	8	6	7	3	4	-	8	15	-	1	-		
Covering employees and their dependents -----	43	51	20	41	47	36	59	54	30	23	59	43	55	14	43	52	35	68	48	31	26		
Employer financed -----	9	19	11	-	12	-	30	4	-	20	40	11	26	5	-	10	-	45	7	-	21		
Jointly financed -----	25	15	9	37	35	20	28	5	25	3	8	25	14	10	39	42	12	23	9	27	6		
Employer financed for employees, jointly financed for de- pendents -----	9	17	-	4	-	16	-	45	5	-	11	6	14	-	5	-	23	-	32	4	-		

See footnotes at end of table.

Table 26. Health, Insurance, and Retirement Plans—Continued

(Percent of production and office workers in wool yarn and broadwoven textile mills with specified health, insurance, and retirement plans, United States, selected regions and areas, November 1966)

Type of plan ¹	United States ²	Regions					Areas					United States ²	Regions					Areas				
		New Eng-land	Middle Atlantic	South-east	Great Lakes	Maine	Massa-chusetts	New Hamp-shire	North Caro-lina-Vir-ginia	Phila-delphia-Camden, Pa.-N. J.	Rhode Island		New Eng-land	Middle Atlantic	South-east	Great Lakes	Maine	Massa-chusetts	New Hamp-shire	North Caro-lina-Vir-ginia	Phila-delphia-Camden, Pa.-N. J.	Rhode Island
Workers in establishments providing—Continued		Production workers										Office workers										
Medical insurance -----	62	79	66	46	43	83	45	96	32	41	91	83	80	84	90	69	86	58	98	95	58	93
Covering employees only -----	28	36	55	16	15	46	17	43	9	28	31	50	34	78	54	32	51	17	50	68	42	15
Employer financed ----	23	29	44	14	15	41	2	43	9	28	23	44	28	75	50	32	43	2	50	68	42	15
Jointly financed -----	6	7	11	2	-	5	15	-	-	-	8	6	7	3	4	-	8	15	-	-	-	-
Covering employees and their dependents -----	34	43	11	31	28	36	28	54	23	13	59	34	45	6	36	36	35	41	48	26	17	77
Employer financed ----	6	14	8	-	-	-	10	4	-	13	40	7	17	4	-	-	19	7	-	17	56	10
Jointly financed -----	20	12	3	28	28	20	18	5	18	-	8	22	14	2	34	36	12	22	9	23	-	-
Employer financed for employees, jointly financed for de-pendents -----	8	17	-	2	-	16	-	45	5	-	11	5	14	-	2	-	23	-	32	4	-	11
Catastrophe insurance -----	20	26	26	15	24	28	21	44	13	13	7	43	32	39	57	54	35	28	51	75	26	6
Covering employees only -----	8	12	19	(⁴)	15	14	5	35	1	7	-	28	17	32	37	32	26	3	41	57	23	-
Employer financed ----	6	11	12	-	15	14	2	35	-	7	-	26	15	29	37	32	26	2	41	56	23	-
Jointly financed -----	1	1	7	(⁴)	-	-	3	-	1	-	-	1	2	2	(⁴)	-	-	1	-	1	-	-
Covering employees and their dependents -----	13	14	8	15	9	14	16	8	12	7	7	16	15	8	20	22	9	25	10	18	4	6
Employer financed ----	2	5	3	-	-	6	4	-	7	7	3	7	7	1	-	-	11	7	-	4	6	-
Jointly financed -----	9	6	5	14	9	14	10	-	12	-	-	12	7	7	20	22	9	13	-	18	-	-
Employer financed for employees, jointly financed for de-pendents -----	1	2	-	1	-	-	-	4	-	-	-	(⁴)	1	-	(⁴)	-	-	-	2	-	-	-
Retirement plans:																						
Pension plans ⁵ -----	40	20	48	59	22	10	14	5	79	-	51	52	22	79	66	57	24	16	9	76	-	44
Employer financed -----	37	20	43	53	22	10	14	5	74	-	51	33	22	72	19	57	24	16	9	6	-	44
Jointly financed ----	3	-	5	7	-	-	-	-	6	-	-	18	-	7	48	-	-	-	-	70	-	-
Actuarial plan -----	19	16	44	18	7	10	11	5	15	-	35	30	13	78	23	25	24	3	9	1	-	27
Employer financed -----	17	16	39	13	7	10	11	5	13	-	35	27	13	71	17	25	24	3	9	-	-	27
Jointly financed ----	3	-	5	5	-	-	-	-	2	-	-	4	-	7	6	-	-	-	-	1	-	-
Annuity type profit-sharing plan -----	20	4	4	40	15	-	3	-	61	-	15	7	9	(⁴)	3	32	-	13	-	2	-	18
Employer financed -----	20	4	4	40	15	-	3	-	61	-	15	7	9	(⁴)	2	32	-	-	-	-	-	-
Jointly financed ----	-	-	-	-	-	-	-	-	-	-	-	(⁴)	-	-	1	-	-	13	-	2	-	18
Both types of plans ⁶ -----	1	-	-	1	-	-	-	-	4	-	-	14	-	-	41	-	-	-	-	67	-	-
Lump-sum payments ----	6	9	3	-	10	8	12	12	-	16	-	8	10	11	-	13	20	9	7	-	26	-
No plans -----	2	1	6	-	21	-	-	-	-	5	1	1	1	3	-	3	2	-	-	-	6	-

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

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

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

⁴ Less than 0.5 percent.

⁵ Limited to plans providing regular payments for the remainder of the retiree's life, including: Actuarial plans—the employer contributes specific amounts to a pension plan providing for predetermined payments to the retiree for life (the plan may be funded or unfunded, and is not based on profits); and annuity type profit-sharing plans—certain noncurrent profit-sharing plans which provide for the purchase of an annuity payable over the retiree's life with funds accumulated to his credit at retirement.

⁶ Both "actuarial" and "annuity type profit-sharing plans" are provided separately by the establishment.

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

Table 27. Other Selected Benefits

(Percent of production and office workers in wool yarn and broadwoven fabric mills providing funeral leave pay, jury duty pay, and severance pay, United States, selected regions and areas, November 1966)

Item	United States ¹	Regions				Areas					
		New England	Middle Atlantic	Southeast	Great Lakes	Maine	Massachusetts	New Hampshire	North Carolina-Virginia	Philadelphia-Camden, Pa.-N. J.	Rhode Island
Production workers											
All workers-----	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:											
Funeral leave pay-----	20	28	53	2	35	17	15	29	-	29	56
Jury duty pay-----	28	9	37	44	45	-	20	6	61	-	12
Severance pay ² -----	6	10	5	2	(³)	8	12	7	-	13	3
Office workers											
All workers-----	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments with provisions for:											
Funeral leave pay-----	38	25	85	25	37	14	10	29	39	43	70
Jury duty pay-----	38	8	76	46	52	-	16	-	56	-	16
Severance pay ² -----	12	7	3	25	3	-	12	3	39	17	6

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

² Pay to employees permanently separated from the company through no fault of their own.

³ Less than 0.5 percent.

Part II. Dyeing and Finishing Plants

Summary

Straight-time earnings of production and related workers in wool dyeing and finishing plants averaged \$2.12 an hour in November 1966.¹¹ Approximately 2 percent of the 3,559 workers covered by the survey earned less than \$1.40 an hour,¹² and about 8 percent earned less than \$1.60; the middle half of the workers earned between \$1.81 and \$2.31 an hour, and nearly 6 percent earned \$3 or more.

Workers in the Middle Atlantic and New England regions,¹³ together accounting for almost two-thirds of the work force, averaged \$2.43 and \$1.85 an hour, respectively. Earnings also varied by sex, type of plant, and occupation.

Among the occupations studied separately,¹⁴ nationwide averages ranged from \$1.59 an hour for janitors to \$2.27 for yarn dyeing-machine tenders.

Paid holidays and paid vacations, as well as various types of health and insurance benefits were provided by establishments employing a large majority of the workers.

Industry Characteristics

Plants primarily engaged in dyeing and finishing woven wool fabrics, or dyeing wool, tops, or yarn, accounted for 87 percent of the 3,559 production workers covered by the study; one-third of these workers were in plants owned by textile producing companies. Plants shrinking and sponging wool goods for the trade accounted for the other 13 percent of the workers.

Plants in the Middle Atlantic region employed 45 percent of the production workers; those in New England, 20 percent.¹⁵ Most of the remaining workers were in the Southeast. Nearly all the workers in the Middle Atlantic region and about one-half in New England were in metropolitan areas.¹⁶

Thirty-six of the 58 establishments covered by the survey employed fewer than 50 workers; 8 employed 100 workers or more.

Establishments with labor-management contracts covering a majority of their production workers employed about seven-tenths of such workers. In the Middle Atlantic, the proportion of workers in such plants was four-fifths; in New England, two-fifths.

Slightly more than nine-tenths of the production workers were paid time rates (table 31). The large majority of these workers were in plants with formalized wage structures; most commonly, these plants provided a single rate for a given occupation.

¹¹ Op. cit., footnote 1, p. 1.

¹² Op. cit., footnote 2, p. 1.

¹³ Op. cit., footnote 3, p. 1.

¹⁴ Op. cit., footnote 4, p. 1.

¹⁵ In the 1962 study (op. cit., footnote 5, p. 1) the New England region accounted for 41 percent of the production workers; the Middle Atlantic, 38 percent.

¹⁶ Op. cit., footnote 6, p. 2.

Average Hourly Earnings

Straight-time earnings of the 3,559 production workers in wool dyeing and finishing plants averaged \$2.12 an hour in November 1966 (table 28). Workers in the Middle Atlantic and New England regions averaged \$2.43 and \$1.85 an hour, respectively. In New England, all of the workers were in plants primarily engaged in dyeing and finishing woven wool fabrics, or dyeing wool, tops, or yarn. In the Middle Atlantic region, slightly more than one-fourth of the workers were in shrinking and sponging plants and averaged \$2.99 an hour, compared with \$2.22 for workers in other dyeing and finishing plants (table 29).

Men accounted for three-fourths of the workers and averaged \$2.22 an hour; women averaged \$1.80. In New England, earnings of men exceeded those of women by 30 cents an hour; in the Middle Atlantic region the differential was 48 cents. Men and women, however, were generally employed in different occupations.

Earnings of more than nine-tenths of the production workers were between \$1.40 and \$3.50 an hour; the middle half of the workers earned between \$1.81 and \$2.31. In the Middle Atlantic region, fewer than 1 percent of the workers earned less than \$1.40 an hour and 12.3 percent earned \$3 or more; the middle half earned between \$2.07 and \$2.60. In New England, 3.6 percent earned less than \$1.40 an hour and none of the workers earned as much as \$2.80 an hour; the middle half earned between \$1.70 and \$2.03.

Occupational Earnings

Occupational classifications for which data are presented separately in table 30 accounted for about one-sixth of the work force. Averages for these jobs ranged from \$1.59 for janitors to \$2.27 for yarn dyeing-machine tenders (all men). Winders, accounting for three-tenths of the women production workers in the industry, averaged \$1.92.

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on certain establishment practices, including work schedules, paid holidays, vacations, and various health, insurance, and retirement plans, as well as other selected benefits for production and office workers.

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week were in effect in plants employing nearly two-thirds of the production and office workers (table 32). All of the production workers in New England and four-fifths in the Middle Atlantic region were scheduled to work 40 hours a week; the remainder in the Middle Atlantic were employed in plants with 35-hour work schedules.

About 17 percent of the production workers were employed on second shifts in November 1966 (table 34). About one-half of these workers received premium pay, usually 5 cents an hour above the day-shift rate in the Middle Atlantic region and 4 cents in New England. Third shifts accounted for about 7 percent of the workers; all of whom received premium pay.

Paid Holidays. Paid holidays were provided by establishments employing nearly all of the production and office workers (table 35). The most common provisions for both groups were 7 1/2 days a year in New England and 7 or 8 days in the Middle Atlantic.

Paid Vacations. Paid vacations (after qualifying periods of service) were provided by plants employing nearly all of the production and office workers (table 36). Vacation payments for three-tenths of the production workers were based on a stipulated percentage of the employee's annual earnings; in the New England and Middle Atlantic regions, vacation payments for nine-tenths or more of the production and office workers were determined on a length-of-time basis. For purposes of this study, percentage payments were converted to an equivalent time basis. The most common provisions for production workers were 1 week's pay after 1 year of service and 2 weeks' pay after 5 years. Nearly two-fifths of the production workers (primarily in the Middle Atlantic region) were in establishments providing 3 weeks' pay after 15 years. About four-fifths of the office workers received 2 weeks' pay after 1 year of service, and three-fifths received 3 weeks' after 15 years.

Health, Insurance, and Retirement Plans. About nine-tenths or more of the production and office workers were employed in establishments that paid at least part of the cost of life, hospitalization, and surgical insurance (table 37). Accidental death and dismemberment insurance was provided for one-half of the production workers, medical insurance for nearly two-thirds, and sickness and accident insurance for three-fourths; these plans applied to about two-fifths or fewer of the office workers. Sick leave (full pay, no waiting period) was available to nearly seven-tenths of the office workers, but to fewer than one-tenth of the production workers. Catastrophe insurance was available to 6 percent of the workers in both groups. Except for catastrophe insurance, the other types of plans were usually financed wholly by the employer. Dependents of production workers were frequently covered by hospitalization, surgical, and medical insurance plans wholly financed by the employer.

Pension plans (other than social security) providing regular payments to workers on retirement, were provided by establishments employing six-tenths and seven-tenths, respectively, of the production and office workers. Plans providing lump-sum payments upon retirement applied to 11 percent of the production workers and 4 percent of the office workers.

Other Selected Benefits. Formal plans providing pay for funeral leave and jury duty applied to three-eighths of the production workers, and the corresponding figures were three-tenths and nearly two-thirds of the office workers (table 38). Provisions for severance pay¹⁷ were practically nonexistent.

¹⁷ Op. cit., footnote 10, p. 6.

Table 28. Earnings Distribution

(Percent distribution of men and women production workers in wool dyeing and finishing plants by average straight-time hourly earnings,¹ United States and selected regions, November 1966)

Average hourly earnings ¹	United States ²			New England			Middle Atlantic		
	All workers	Men	Women	All workers	Men	Women	All workers	Men	Women
\$1.25 and under \$1.30	0.4	0.3	0.7	1.1	0.8	2.0	0.2	0.1	0.9
\$1.30 and under \$1.35	.4	.3	.7	1.4	.8	3.0	.1	.1	-
\$1.35 and under \$1.40	1.5	1.2	2.3	1.1	.6	2.5	.2	-	1.4
\$1.40 and under \$1.45	2.2	1.1	5.8	7.4	3.2	18.3	-	-	-
\$1.45 and under \$1.50	1.2	.9	2.0	2.3	.4	7.1	-	-	-
\$1.50 and under \$1.60	2.0	1.3	4.2	5.2	1.8	13.7	.4	.4	.5
\$1.60 and under \$1.70	4.7	2.6	11.1	6.4	3.6	13.7	.4	.1	2.3
\$1.70 and under \$1.80	10.3	7.6	18.6	9.3	9.6	8.6	1.7	1.5	2.8
\$1.80 and under \$1.90	17.7	12.5	34.1	16.9	15.1	21.3	6.4	2.9	28.8
\$1.90 and under \$2.00	8.2	9.8	3.2	20.5	26.9	4.1	5.1	5.6	1.9
\$2.00 and under \$2.10	10.6	11.8	6.7	11.2	13.9	4.1	14.3	13.0	22.8
\$2.10 and under \$2.20	10.8	13.2	3.0	10.4	14.1	1.0	16.0	17.1	9.3
\$2.20 and under \$2.30	4.9	4.3	6.9	2.0	2.6	.5	7.5	4.5	27.0
\$2.30 and under \$2.40	3.1	4.0	.2	1.4	2.0	-	5.2	5.9	.9
\$2.40 and under \$2.50	4.0	5.2	-	1.1	1.6	-	6.7	7.8	-
\$2.50 and under \$2.60	5.8	7.5	.4	1.4	2.0	-	11.0	12.4	1.4
\$2.60 and under \$2.70	2.2	2.8	-	.6	.8	-	3.5	4.1	-
\$2.70 and under \$2.80	.8	1.1	-	.1	.2	-	1.7	2.0	-
\$2.80 and under \$2.90	1.8	2.3	-	-	-	-	3.3	3.9	-
\$2.90 and under \$3.00	1.8	2.4	-	-	-	-	3.8	4.4	-
\$3.00 and under \$3.10	.6	.8	-	-	-	-	1.1	1.3	-
\$3.10 and under \$3.20	.4	.4	.2	-	-	-	.6	.7	-
\$3.20 and under \$3.30	.1	.2	-	-	-	-	.2	.2	-
\$3.30 and under \$3.40	(³)	(³)	-	-	-	-	.1	.1	-
\$3.40 and under \$3.50	.7	1.0	-	-	-	-	1.5	1.8	-
\$3.50 and over	4.0	5.3	-	-	-	-	8.8	10.1	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	3,559	2,702	857	699	502	197	1,616	1,401	215
Average hourly earnings ¹	\$2.12	\$2.22	\$1.80	\$1.85	\$1.94	\$1.64	\$2.43	\$2.50	\$2.02

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

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

Table 29. Earnings Distribution: By Type of Plant

(Percent distribution of production workers in wool dyeing and finishing plants by average straight-time hourly earnings¹ and type of plant, United States and selected regions, November 1966)

Average hourly earnings ¹	United States ²			New England		Middle Atlantic		
	Total	Shrinking and sponging	Other dyeing and finishing	Total	Other dyeing and finishing	Total	Shrinking and sponging	Other dyeing and finishing
\$1.25 and under \$1.30	0.4	0.2	0.5	1.1	1.1	0.2	-	0.3
\$1.30 and under \$1.35	.4	.7	.4	1.4	1.4	.1	-	.2
\$1.35 and under \$1.40	1.5	-	1.6	1.1	1.1	.2	0.7	-
\$1.40 and under \$1.45	2.2	-	2.6	7.4	7.4	-	-	-
\$1.45 and under \$1.50	1.2	-	1.3	2.3	2.3	-	-	-
\$1.50 and under \$1.60	2.0	.9	2.2	5.2	5.2	.4	.7	.3
\$1.60 and under \$1.70	4.7	-	5.4	6.4	6.4	.4	-	.6
\$1.70 and under \$1.80	10.3	1.1	11.6	9.3	9.3	1.7	.9	2.0
\$1.80 and under \$1.90	17.7	2.4	20.0	16.9	16.9	6.4	2.5	7.8
\$1.90 and under \$2.00	8.2	-	9.4	20.5	20.5	5.1	-	7.0
\$2.00 and under \$2.10	10.6	7.6	11.0	11.2	11.2	14.3	6.2	17.3
\$2.10 and under \$2.20	10.8	3.1	11.9	10.4	10.4	16.0	3.2	20.8
\$2.20 and under \$2.30	4.9	5.2	4.8	2.0	2.0	7.5	3.2	9.1
\$2.30 and under \$2.40	3.1	2.2	3.3	1.4	1.4	5.2	2.3	6.3
\$2.40 and under \$2.50	4.0	3.9	4.0	1.1	1.1	6.7	4.1	7.7
\$2.50 and under \$2.60	5.8	8.5	5.4	1.4	1.4	11.0	8.9	11.7
\$2.60 and under \$2.70	2.2	1.3	2.3	.6	.6	3.5	1.4	4.3
\$2.70 and under \$2.80	.8	1.1	.8	.1	.1	1.7	1.1	2.0
\$2.80 and under \$2.90	1.8	9.2	.7	-	-	3.3	9.6	1.0
\$2.90 and under \$3.00	1.8	13.1	.1	-	-	3.8	13.7	.2
\$3.00 and under \$3.10	.6	3.7	.1	-	-	1.1	3.9	.1
\$3.10 and under \$3.20	.4	1.5	.2	-	-	.6	1.6	.3
\$3.20 and under \$3.30	.1	.7	.1	-	-	.2	.7	-
\$3.30 and under \$3.40	(³)	-	(³)	-	-	.1	-	.1
\$3.40 and under \$3.50	.7	3.9	.3	-	-	1.5	4.1	.6
\$3.50 and over	4.0	⁴ 29.8	.2	-	-	8.8	⁵ 31.3	.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	3,559	459	3,100	699	699	1,616	438	1,178
Average hourly earnings ¹	\$2.12	\$2.95	\$2.00	\$1.85	\$1.85	\$2.43	\$2.99	\$2.22

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

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

³ Less than 0.05 percent.

⁴ Workers were distributed as follows: 3.7 percent at \$3.50 to \$3.60; 16.1 percent at \$3.70 to \$3.80; 4.8 percent at \$3.80 to \$3.90; and 5.2 percent at \$3.90 and over.

⁵ Workers were distributed as follows: 3.9 percent at \$3.50 to \$3.60; 16.9 percent at \$3.70 to \$3.80; 5.0 percent at \$3.80 to \$3.90; and 5.5 percent at \$3.90 and over.

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

Table 30. Occupational Earnings

(Number and average straight-time hourly earnings¹ of workers in selected occupations in wool dyeing and finishing plants, United States, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	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
			\$1.25	\$1.30	\$1.35	\$1.40	\$1.45	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90
Dyeing-machine tenders, cloth (all men)-----	31	\$2.07	-	-	-	-	-	-	-	-	-	-	-	6	16	9	-	-	-	-	-	-
Dyeing-machine tenders, yarn (all men)-----	233	2.27	-	-	-	16	2	10	-	-	1	5	6	9	42	7	9	30	84	6	4	2
Fuller tenders (all men)-----	7	1.98	-	-	-	-	-	-	-	-	-	-	6	1	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners) (21 men and 6 women)-----	27	1.59	-	-	1	4	6	-	5	4	2	-	-	5	-	-	-	-	-	-	-	-
Pin drafter operators (12 men and 14 women)-----	26	1.70	-	-	-	2	12	-	-	-	-	-	-	8	4	-	-	-	-	-	-	-
Truckers, hand (including bobbin boys) (all men)-----	34	1.81	-	-	-	-	6	-	-	5	1	3	7	12	-	-	-	-	-	-	-	-
Winders (all women) ² -----	256	1.92	-	-	-	1	6	4	6	26	12	90	13	34	12	52	-	-	-	-	-	-
Cone and tube, high speed, nonautomatic-----	188	1.89	-	-	-	-	2	-	5	13	11	89	10	34	12	12	-	-	-	-	-	-

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

Table 31. Method of Wage Payment

(Percent of production workers in wool dyeing and finishing plants by method of wage payment,¹ United States and selected regions, November 1966)

Method of wage payment ¹	United States ²	New England	Middle Atlantic
All workers-----	100	100	100
Time-rated workers-----	91	83	100
Formal plans-----	80	58	94
Single rate-----	73	58	87
Range of rates-----	7	-	7
Individual rates-----	11	25	6
Incentive workers-----	9	17	-
Individual piecework-----	7	5	-
Group piecework-----	-	-	-
Individual bonus-----	-	-	-
Group bonus-----	2	13	-

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

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

Table 32. Scheduled Weekly Hours

(Percent of production and office workers in wool dyeing and finishing plants by scheduled weekly hours,¹ United States and selected regions, November 1966)

Weekly hours ¹	United States ²	New England	Middle Atlantic
Production workers			
All workers-----	100	100	100
35 hours-----	8	-	18
40 hours-----	65	100	82
48 hours-----	26	-	-
Office workers			
All workers-----	100	100	100
35 hours-----	10	4	39
37½ hours-----	23	88	11
40 hours-----	67	8	51

¹ Data relate to predominant work schedule of full-time day-shift workers in each establishment.² Includes data for regions in addition to those shown separately.

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

Table 33. Shift Differential Provisions

(Percent of production workers by shift differential provisions¹
in wool dyeing and finishing plants, United States
and selected regions, November 1966)

Shift differential	United States ²	New England	Middle Atlantic
<u>Second shift</u>			
Workers in establishments having second-shift provisions	78.8	93.0	61.9
With shift differential	44.8	83.0	55.6
Uniform cents per hour	34.8	40.9	51.7
4 cents	8.0	40.9	-
5 cents	19.0	-	34.6
7 cents	2.3	-	5.1
8 cents	5.4	-	12.0
Uniform percentage (10 percent)	1.8	-	4.0
Paid lunch period	8.3	42.1	-
With no shift differential	34.0	10.0	6.3
<u>Third or other late shift</u>			
Workers in establishments having third- or other late-shift provisions	69.7	88.3	44.0
With shift differential	67.0	88.3	44.0
Uniform cents per hour	57.7	41.1	44.0
5 cents	28.3	10.0	-
7 cents	5.0	19.5	-
8 cents	2.3	11.6	-
10 cents	19.2	-	37.7
15 cents	2.9	-	6.3
Uniform percentage (10 percent)	1.0	5.2	-
Paid lunch period	8.3	42.1	-
With no shift differential	2.8	-	-

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

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

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

Table 34. Shift Differential Practices

(Percent of production workers in wool dyeing and finishing plants employed on late shifts by amount of shift differential, United States and selected regions, November 1966)

Shift differential	United States ¹	New England	Middle Atlantic
<u>Second shift</u>			
Workers employed on second shift	17.3	17.5	12.0
Receiving shift differential	7.8	13.9	9.9
Uniform cents per hour	6.5	8.0	9.6
4 cents	1.6	8.0	-
5 cents	3.6	-	6.6
7 cents .....	.3	-	.6
8 cents	1.1	-	2.3
Uniform percentage (10 percent) .....	.1	-	.3
Paid lunch period	1.2	5.9	-
Receiving no shift differential	9.5	3.6	2.2
<u>Third or other late shift</u>			
Workers employed on third or other late shift	7.5	1.3	3.0
Receiving shift differential	7.5	1.3	3.0
Uniform cents per hour	7.4	.6	3.0
5 cents	5.6	-	-
7 cents .....	.3	.6	-
8 cents	-	-	-
10 cents	1.3	-	2.6
15 cents .....	.2	-	.4
Paid lunch period .....	.1	.7	-

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

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

Table 35. Paid Holidays

(Percent of production and office workers in wool dyeing and finishing plants with formal provisions for paid holidays, United States and selected regions, November 1966)

Number of paid holidays	United States ¹	New England	Middle Atlantic	Number of paid holidays	United States ¹	New England	Middle Atlantic
	Production workers				Office workers		
All workers -----	100	100	100	All workers -----	100	100	100
Workers in establishments providing paid holidays -----	97	100	100	Workers in establishments providing paid holidays -----	100	100	100
2 days -----	26	-	-	5 days -----	47	-	-
3 days -----	2	-	-	6 days -----	5	6	-
4 days -----	1	7	-	7 days -----	9	-	31
6 days -----	5	15	-	7 days plus 1 half day -----	16	70	-
7 days -----	14	-	25	8 days -----	10	2	38
7 days plus 1 half day -----	8	42	-	9 days -----	5	17	5
8 days -----	22	17	40	10 days -----	1	6	-
8 days plus 1 half day -----	1	-	1	11 days -----	6	-	26
9 days -----	11	19	15				
11 days -----	8	-	18				
Workers in establishments providing no paid holidays -----	3	-	-				

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

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

Table 36. Paid Vacations

(Percent of production and office workers in wool dyeing and finishing plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1966)

Vacation policy	United States ¹	New England	Middle Atlantic	Vacation policy	United States ¹	New England	Middle Atlantic
	Production workers				Office workers		
All workers -----	100	100	100	All workers -----	100	100	100
<u>Method of payment</u>				<u>Method of payment</u>			
Workers in establishments providing				Workers in establishments providing			
paid vacations -----	97	100	100	paid vacations -----	100	100	100
Length-of-time payment -----	68	95	100	Length-of-time payment -----	98	94	100
Percentage payment -----	29	5	-	Percentage payment -----	2	6	-
Workers in establishments providing				Workers in establishments providing			
no paid vacations -----	3	-	-	no paid vacations -----	-	-	-
<u>Amount of vacation pay²</u>				<u>Amount of vacation pay²</u>			
<u>After 1 year of service</u>				<u>After 1 year of service</u>			
1 week -----	77	58	76	1 week -----	16	12	40
Over 1 and under 2 weeks -----	8	42	-	2 weeks -----	82	88	54
2 weeks -----	10	-	19	3 weeks -----	2	-	6
3 weeks -----	2	-	5				
<u>After 2 years of service</u>				<u>After 2 years of service</u>			
1 week -----	56	58	32	1 week -----	7	10	9
Over 1 and under 2 weeks -----	23	42	34	Over 1 and under 2 weeks -----	3	-	13
2 weeks -----	14	-	26	2 weeks -----	88	90	72
3 weeks -----	4	-	9	3 weeks -----	2	-	6
<u>After 3 years of service</u>				<u>After 3 years of service</u>			
1 week -----	42	22	21	1 week -----	3	6	6
Over 1 and under 2 weeks -----	17	59	12	2 weeks -----	95	94	83
2 weeks -----	23	19	34	Over 2 and under 3 weeks -----	1	-	4
Over 2 and under 3 weeks -----	11	-	24	3 weeks -----	2	-	6
3 weeks -----	4	-	9				
<u>After 5 years of service</u>				<u>After 5 years of service</u>			
1 week -----	3	17	-	2 weeks -----	97	100	87
2 weeks -----	69	41	63	Over 2 and under 3 weeks -----	1	-	4
Over 2 and under 3 weeks -----	19	42	24	3 weeks -----	2	-	9
3 weeks -----	6	-	13				
<u>After 10 years of service</u>				<u>After 10 years of service</u>			
1 week -----	3	17	-	2 weeks -----	92	94	77
2 weeks -----	58	36	50	Over 2 and under 3 weeks -----	1	6	-
Over 2 and under 3 weeks -----	17	47	18	3 weeks -----	7	-	23
3 weeks -----	18	-	32				
<u>After 15 years of service</u>				<u>After 15 years of service³</u>			
1 week -----	3	17	-	2 weeks -----	37	94	43
2 weeks -----	39	19	14	Over 2 and under 3 weeks -----	1	6	-
Over 2 and under 3 weeks -----	17	47	18	3 weeks -----	61	-	57
3 weeks -----	38	17	68				
<u>After 20 years of service³</u>							
1 week -----	3	17	-				
2 weeks -----	39	19	14				
Over 2 and under 3 weeks -----	9	47	-				
3 weeks -----	46	17	86				

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

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

³ Vacation provisions were the same after longer periods of service.

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

Table 37. Health, Insurance, and Retirement Plans

(Percent of production and office workers in wool dyeing and finishing plants with specified health, insurance, and retirement plans, United States and selected regions, November 1966)

Type of plan ¹	United States ²	New England	Middle Atlantic	United States ²	New England	Middle Atlantic
	Production workers			Office workers		
All workers -----	100	100	100	100	100	100
Workers in establishments providing:						
Life insurance -----	87	90	78	90	100	67
Employer financed -----	83	90	78	89	100	67
Jointly financed -----	3	-	-	2	-	-
Accidental death and dismemberment insurance -----	52	90	60	41	100	53
Employer financed -----	48	90	60	39	100	53
Jointly financed -----	3	-	-	2	-	-
Sickness and accident insurance or sick leave or both -----	74	47	83	81	80	62
Sickness and accident insurance -----	74	47	83	31	76	54
Employer financed -----	65	47	65	28	76	44
Jointly financed -----	9	-	18	3	-	10
Sick leave (full pay, no waiting period) -----	8	-	18	67	74	9
Sick leave (partial pay or waiting period) -----	-	-	-	-	-	-
Hospitalization insurance -----	95	100	90	89	100	54
Covering employees only -----	49	47	26	69	76	8
Employer financed -----	49	47	26	67	76	8
Jointly financed -----	2	-	-	2	-	-
Covering employees and their dependents -----	45	53	63	20	24	46
Employer financed -----	28	46	36	15	19	37
Jointly financed -----	17	7	27	5	6	10
Employer financed for employees, jointly financed for dependents -----	-	-	-	-	-	-
Surgical insurance -----	95	100	90	89	100	54
Covering employees only -----	50	47	26	69	76	8
Employer financed -----	49	47	26	67	76	8
Jointly financed -----	2	-	-	2	-	-
Covering employees and their dependents -----	45	53	63	20	24	46
Employer financed -----	28	46	36	15	19	37
Jointly financed -----	17	7	27	5	6	10
Employer financed for employees, jointly financed for dependents -----	-	-	-	-	-	-
Medical insurance -----	65	95	84	39	94	44
Covering employees only -----	25	42	30	21	70	8
Employer financed -----	23	42	30	19	70	8
Jointly financed -----	2	-	-	2	-	-
Covering employees and their dependents -----	41	53	54	18	24	37
Employer financed -----	24	46	27	13	19	27
Jointly financed -----	17	7	27	5	6	10
Employer financed for employees, jointly financed for dependents -----	-	-	-	-	-	-

See footnotes at end of table.

Table 37. Health, Insurance, and Retirement Plans—Continued

(Percent of production and office workers in wool dyeing and finishing plants with specified health, insurance, and retirement plans, United States and selected regions, November 1966)

Type of plan ¹	United States ²	New England	Middle Atlantic	United States ²	New England	Middle Atlantic
	Production workers			Office workers		
Workers in establishments providing—Continued						
Catastrophe insurance	6	10	-	6	-	13
Covering employees only	2	-	-	2	-	-
Employer financed	-	-	-	(⁴)	-	1
Jointly financed	2	-	-	2	-	-
Covering employees and their dependents	5	10	-	4	-	12
Employer financed	2	10	-	2	-	6
Jointly financed	3	-	-	2	-	5
Employer financed for employees, jointly financed for dependents	-	-	-	-	-	-
Retirement plans:						
Pension plans ⁵	61	54	52	72	84	20
Employer financed	59	54	47	71	84	16
Jointly financed	2	-	5	1	-	4
Actuarial plan	34	54	52	24	84	15
Employer financed	32	54	47	23	84	11
Jointly financed	2	-	5	1	-	4
Annuity type profit-sharing plan	26	-	-	1	-	5
Employer financed	26	-	-	1	-	5
Both types of plans ⁶	-	-	-	46	-	-
Lump-sum payments	11	5	21	4	6	10
No plans	-	-	-	6	-	24

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

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

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

⁴ Less than 0.5 percent.

⁵ Limited to plans providing regular payments for the remainder of the retiree's life, including: Actuarial plans—the employer contributes a specific amount to a pension plan providing for predetermined payments to the retiree for life (the plan may be funded or unfunded, and is not based on profits); and annuity type profit-sharing plans—certain noncurrent profit-sharing plans which provide for the purchase of an annuity payable over the retiree's life with funds accumulated to his credit at retirement.

⁶ Both "actuarial" and "annuity type profit-sharing plans" are provided separately by the establishment.

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

Table 38. Other Selected Benefits

(Percent of production and office workers in wool dyeing and finishing plants providing funeral pay, jury duty pay, and severance pay, United States and selected regions, November 1966)

Item	United States ¹	New England	Middle Atlantic	United States ¹	New England	Middle Atlantic
	Production workers			Office workers		
All workers	100	100	100	100	100	100
Workers in establishments with provisions for:						
Funeral leave pay	37	78	47	30	89	35
Jury duty pay	38	42	6	65	74	5
Severance pay ²	1	5	-	1	6	-

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

² Pay to employees permanently separated from the company through no fault of their own.

Part III. Scouring and Combing Plants

Summary

Straight-time earnings of production and related workers in scouring and combing plants averaged \$1.92 an hour in November 1966.¹⁸ Three percent of the 4,041 workers covered by the survey earned less than \$1.40 an hour,¹⁹ and 12.4 percent earned less than \$1.60; the middle half of the workers earned from \$1.73 to \$2.09 an hour, and 4.5 percent earned \$2.50 or more.

Workers in the New England and Southeast regions,²⁰ together accounting for nearly nine-tenths of the industry's work force, averaged \$2.04 and \$1.81 an hour, respectively. Earnings also varied by sex and occupation.

Among the occupations studied separately,²¹ nationwide earnings ranged from \$1.67 an hour for hand truckers (including bobbin boys) to \$2.51 for maintenance machinists.

Paid holidays and paid vacations, as well as various types of health and insurance benefits, were provided by establishments employing a large majority of the workers.

Industry Characteristics

Scouring and combing plants prepare wool fibers for further processing by textile mills. Raw "greasy" wool is washed to remove grease and other impurities before the fibers are spun into yarn. In addition, scoured wool is combed before it is spun on the worsted system. Frequently these operations also are performed in yarn and integrated wool textile mills.

The 32 scouring and combing plants within scope of the survey employed 4,041 production workers in November 1966. These plants ranged in size from 20 to 500 workers or more; about one-half of the establishments each employed fewer than 100 workers, and one-fourth employed 250 workers or more.

New England plants employed one-half of the production workers; the Southeast plants, nearly two-fifths. Nationwide, establishments employing slightly more than two-fifths of the workers were in metropolitan areas;²² in New England the proportion was two-thirds; in the Southeast, one-fifth.

Establishments which had labor-management contracts covering a majority of their production workers employed three-tenths of the work force. Such plants accounted for one-half of the workers in New England and none in the Southeast.

More than nine-tenths of the production workers were paid time rates (table 41). A large majority of these workers were in plants with formalized wage structures; most of these plants provided a single rate for a given occupation.

¹⁸ Op. cit., footnote 1, p. 1.

¹⁹ Op. cit., footnote 2, p. 1.

²⁰ Op. cit., footnote 3, p. 1.

²¹ Op. cit., footnote 4, p. 1.

²² Op. cit., footnote 6, p. 2.

Average Hourly Earnings

Straight-time earnings of the 4,041 production workers in wool scouring and combing plants averaged \$1.92 an hour in November 1966 (table 39). Workers in the New England region averaged \$2.04 an hour, compared with \$1.81 in the Southeast.

Men accounted for four-fifths of the workers and averaged \$1.96 an hour; women averaged \$1.76. The wage advantage held by men amounted to 14 cents an hour in New England and 15 cents in the Southeast. Differences in average pay levels for men and women may be the result of several factors, including the variation in the distribution of the sexes among establishments and among jobs with disparate pay levels.

Ninety-six percent of the workers had individual earnings within a range of \$1.40 to \$3 an hour; earnings of the middle half were between \$1.73 and \$2.09 (table 39). Practically all of the workers in New England earned \$1.70 or more an hour, contrasted with those in the Southeast, more than one-fifth of whom earned less than \$1.60 an hour.

Occupational Earnings

The seven occupational classifications for which data are presented separately in table 40 accounted for nearly one-fourth of the production workers covered by the study. Averages for these jobs ranged from \$1.67 for hand truckers (almost all men) to \$2.51 for maintenance machinists (all men). Averages for the two numerically most important occupations studied separately were \$1.79 for pin drafter operators and \$1.88 for comber tenders. Forty-five percent of the women production workers were employed in these two jobs.

In New England, averages for 6 of the 7 jobs exceeded the nationwide averages by amounts ranging from 2 to 22 cents an hour; in the Southeast region—in the five jobs for which comparisons can be made—averages ranged from 5 to 18 cents below the nationwide averages.

Establishment Practices and Supplementary Wage Provisions

Data were also obtained on certain establishment practices, including shift provisions and practices for production workers, work schedules, paid holidays, vacations, and various health, insurance, and retirement plans, for production and office workers.

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in establishments employing three-fourths of the production workers and more than nine-tenths of the office workers (table 42). Work schedules of 48 hours applied to about one-fifth of the production workers.

Shift Provisions and Practices. Nearly all of the plants studied had formal provisions for late-shift work (table 43) and almost one-half of the production workers were employed on late shifts in November 1966 (table 44). Slightly more than one-fourth of the workers were employed on second shifts. In New England the majority of these workers received premium pay—usually 4 cents an hour above day-shift rates; in the Southeast region, premium pay for these workers was practically nonexistent. In both of these regions, a majority of the workers on third or other late shifts received premium pay, typically 7 cents an hour in New England and 5 cents in the Southeast region.

Paid Holidays. Paid holidays were provided by establishments employing nearly all of the production and office workers (table 45). Provisions varied, ranging from 5 to 10 paid holidays annually for both groups of workers in New England, to 1 or 2 days for production workers and 5 days for office workers in the Southeast.

Paid Vacations. Paid vacations (after qualifying periods of service) were provided to production and office workers by nearly all of the plants studied (table 46). More than nine-tenths of the production workers received 1 week's pay after 1 year of service and 2 weeks' after 5 years. Two-fifths of the production workers were in establishments providing at least 3 weeks' after 15 years of service or more. Almost three-fourths of the office workers received 2 weeks' pay after 1 year of service and three-fifths received at least 3 weeks' after 15 years of service or more.

Vacation payments for three-fourths of the production workers were based on a stipulated percentage of the employee's annual earnings; payments for a similar proportion of the office workers were determined on a length-of-time basis. For purposes of this study, percentage payments were converted to an equivalent time basis.

Health, Insurance, and Retirement Plans. All of the production and office workers studied were in establishments that paid at least part of the cost of hospitalization and surgical insurance (table 47). Life insurance was available to about seven-eighths of the workers in both groups; medical insurance to three-fourths, and accidental death and dismemberment insurance to nearly two-thirds. Sickness and accident insurance was available to slightly over three-fifths of the production workers and to one-third of the office workers. Sick leave (full pay, no waiting period) was provided to three-tenths of the office workers, but to none of the production workers. Catastrophe insurance was available to fewer than one-tenth of the workers in both groups. Except for catastrophe insurance, the other types of plans were usually financed wholly by the employer. Dependents of production and office workers were frequently covered by hospitalization, surgical, and medical insurance plans wholly financed by the employer.

Other Selected Benefits. Provisions for severance pay²³ applied to one-sixth and one-tenth of the production and office workers, respectively (table 48). Formal plans providing pay for funeral leave applied to three-tenths of the workers in both groups; jury duty pay applied to one-half of the production workers and about one-third of the office workers.

²³ Op. cit., footnote 10, p. 6.

Table 39, Earnings Distribution

(Percent distribution of men and women production workers in scouring and combing plants by average straight-time hourly earnings,¹ United States and selected regions, November 1966)

Average hourly earnings ¹	United States ²			New England			Southeast		
	All workers	Men	Women	All workers	Men	Women	All workers	Men	Women
\$1.25 and under \$1.30	0.6	0.5	1.0	-	-	-	-	-	-
\$1.30 and under \$1.35	(³)	-	.1	(³)	-	0.3	-	-	-
\$1.35 and under \$1.40	2.4	1.6	5.9	(³)	0.1	-	0.9	0.6	2.1
\$1.40 and under \$1.45	2.0	2.1	1.5	-	-	-	5.2	5.5	4.1
\$1.45 and under \$1.50	1.6	1.5	2.0	0.1	.1	.3	1.7	1.5	2.4
\$1.50 and under \$1.60	5.8	5.8	5.5	(³)	-	.3	13.5	14.4	9.2
\$1.60 and under \$1.70	9.1	6.9	18.3	.6	.6	.6	18.5	16.3	28.1
\$1.70 and under \$1.80	12.9	11.3	19.3	7.5	5.9	15.2	21.1	18.2	33.2
\$1.80 and under \$1.90	16.0	14.6	21.8	21.7	19.6	31.7	10.9	8.9	19.2
\$1.90 and under \$2.00	15.1	14.9	15.9	25.0	23.1	33.6	5.0	5.9	1.0
\$2.00 and under \$2.10	10.9	12.7	3.3	14.7	16.3	7.2	6.8	8.3	-
\$2.10 and under \$2.20	6.4	7.5	1.8	9.6	10.9	3.9	3.2	3.9	-
\$2.20 and under \$2.30	5.3	6.3	1.5	9.2	10.5	3.3	1.2	1.5	-
\$2.30 and under \$2.40	5.7	6.9	.6	3.1	3.6	.8	8.8	10.8	.7
\$2.40 and under \$2.50	1.6	1.9	.5	1.8	1.9	1.1	1.2	1.4	-
\$2.50 and under \$2.60	1.3	1.6	.3	2.5	2.9	.6	-	-	-
\$2.60 and under \$2.70	1.1	1.2	.4	1.3	1.4	.8	.7	.8	-
\$2.70 and under \$2.80	.8	1.0	-	.5	.7	-	1.4	1.7	-
\$2.80 and under \$2.90	.5	.6	.3	.9	1.0	.6	-	-	-
\$2.90 and under \$3.00	(³)	.1	-	(³)	.1	-	.1	.1	-
\$3.00 and over	.8	1.0	-	1.3	1.5	-	-	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	4,041	3,255	786	2,054	1,691	363	1,538	1,246	292
Average hourly earnings ¹	\$1.92	\$1.96	\$1.76	\$2.04	\$2.06	\$1.92	\$1.81	\$1.84	\$1.69

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

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

³ Less than 0.05 percent.

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

Table 40. Occupational Earnings

(Number and average straight-time hourly earnings¹ of workers in selected occupations in scouring and combing plants, United States and selected regions, November 1966)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—															
			Under \$1.40	\$1.40 and under \$1.45	\$1.45 \$1.50	\$1.50 \$1.60	\$1.60 \$1.70	\$1.70 \$1.80	\$1.80 \$1.90	\$1.90 \$2.00	\$2.00 \$2.10	\$2.10 \$2.20	\$2.20 \$2.30	\$2.30 \$2.40	\$2.40 \$2.50	\$2.50 \$2.60	\$2.60 \$2.70	\$2.70 \$2.80	$2.80 and over
United States ²																		
Card finishers (99 men and 7 women)-----	106	\$1.82	-	-	-	-	-	32	41	33	-	-	-	-	-	-	-	-
Card strippers (all men)-----	50	1.94	-	-	-	-	-	-	22	18	5	-	5	-	-	-	-	-
Comber tenders-----	251	1.88	-	2	3	3	20	55	32	77	49	3	3	-	-	-	2	-
Men-----	128	1.89	-	1	2	2	6	19	25	30	43	-	-	-	-	-	-	-
Women-----	123	1.87	-	1	1	1	14	36	7	47	6	3	3	-	-	-	2	-
Janitors (excluding machinery cleaners) (33 men and 1 woman)-----	34	1.68	2	3	2	9	2	-	11	3	1	1	-	-	-	-	-	-
Machinists, maintenance (all men)-----	25	2.51	-	-	-	-	-	-	-	-	-	3	9	2	4	1	-	3
Pin drafter operators-----	353	1.79	-	1	3	19	78	108	35	85	10	5	3	2	3	1	-	-
Men-----	119	1.83	-	-	-	1	2	56	15	38	5	2	-	-	-	-	-	-
Women-----	234	1.77	-	1	3	18	76	52	20	47	5	3	3	2	3	1	-	-
Truckers, hand (including bobbin boys) (145 men and 1 woman)-----	146	1.67	³ 24	-	2	50	2	16	14	29	3	6	-	-	-	-	-	-
New England																		
Card finishers (81 men and 7 women)-----	88	\$1.84	-	-	-	-	-	14	41	33	-	-	-	-	-	-	-	-
Card strippers (all men)-----	27	1.98	-	-	-	-	-	-	4	18	-	-	5	-	-	-	-	-
Comber tenders-----	159	1.98	-	-	-	-	-	-	27	76	46	3	3	-	-	-	2	-
Men-----	89	1.95	-	-	-	-	-	-	20	29	40	-	-	-	-	-	-	-
Women-----	70	2.01	-	-	-	-	-	-	7	47	6	3	3	-	-	-	2	-
Janitors (excluding machinery cleaners) (14 men and 1 woman)-----	15	1.88	-	-	-	-	-	-	10	3	1	1	-	-	-	-	-	-
Machinists, maintenance (all men)-----	21	2.49	-	-	-	-	-	-	-	-	-	3	9	1	4	1	-	3
Pin drafter operators-----	138	1.92	-	-	-	-	-	32	19	70	5	3	3	2	3	1	-	-
Men-----	35	1.86	-	-	-	-	-	12	-	23	-	-	-	-	-	-	-	-
Women-----	103	1.94	-	-	-	-	-	20	19	47	5	3	3	2	3	1	-	-
Truckers, hand (including bobbin boys) (all men)-----	45	1.89	-	-	-	-	-	1	14	29	1	-	-	-	-	-	-	-
Southeast																		
Card strippers (all men)-----	21	\$1.89	-	-	-	-	-	-	16	-	5	-	-	-	-	-	-	-
Comber tenders-----	82	1.72	-	2	3	3	10	55	5	1	3	-	-	-	-	-	-	-
Women-----	43	1.70	-	1	1	1	4	36	-	-	-	-	-	-	-	-	-	-
Janitors (excluding machinery cleaners) (all men)-----	12	1.50	-	3	-	9	-	-	-	-	-	-	-	-	-	-	-	-
Pin drafter operators-----	201	1.71	-	1	3	19	64	76	16	15	5	2	-	-	-	-	-	-
Men-----	84	1.81	-	-	-	1	2	44	15	15	5	2	-	-	-	-	-	-
Truckers, hand (including bobbin boys) (53 men and 1 woman)-----	54	1.56	-	-	2	50	2	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Workers were distributed as follows: 4 at \$1.25 to \$1.30 and 20 at \$1.35 to \$1.40.

Table 41. Method of Wage Payment

(Percent of production workers in scouring and combing plants by method of wage payment, United States and selected regions, November 1966)

Method of wage payment ¹	United States ²	New England	Southeast
All workers	100	100	100
Time-rated workers	94	92	95
Formal plans	89	92	95
Single rate	71	85	56
Range of rates	18	6	39
Individual rates	5	-	-
Incentive workers	6	8	5
Individual piecework	(³)	1	-
Group piecework	-	-	-
Individual bonus	6	8	5
Group bonus	(³)	-	-

¹ For definition of method of wage payment, see appendix A.

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

³ Less than 0.5 percent.

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

Table 42. Scheduled Weekly Hours

(Percent of production and office workers in scouring and combing plants by scheduled weekly hours, ¹ United States and selected regions, November 1966)

Weekly hours ¹	United States ²	New England	Southeast	Weekly hours ¹	United States ²	New England	Southeast
	Production workers				Office workers		
All workers	100	100	100	All workers	100	100	100
40 hours	75	77	77	37½ hours	5	10	-
45 hours	4	-	-	40 hours	95	90	100
48 hours	21	23	23				

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

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

Table 43. Shift Differential Provisions

(Percent of production workers by shift differential provisions¹ in scouring and combing plants, United States and selected regions, November 1966)

Shift differential	United States ²	New England	Southeast
<u>Second shift</u>			
Workers in establishments having second-shift provisions	100.0	100.0	100.0
With shift differential	42.2	77.0	2.0
Uniform cents per hour	42.2	77.0	2.0
4 cents	32.9	63.2	-
5 cents	9.4	13.8	2.0
With no shift differential	57.8	23.0	98.0
<u>Third or other late shift</u>			
Workers in establishments having third- or other late-shift provisions	99.5	100.0	100.0
With shift differential	64.1	77.0	60.7
Uniform cents per hour	62.2	73.1	60.7
5 cents	23.5	-	58.8
7 cents	28.4	55.8	-
7½ cents .....	.8	-	-
8 cents	5.0	9.9	-
10 cents	2.4	3.4	2.0
11 cents	2.0	4.0	-
Uniform percentage (10 percent)	2.0	3.9	-
With no shift differential	35.4	23.0	39.3

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

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

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

Table 44. Shift Differential Practices

(Percent of production workers in scouring and combing plants employed on late shifts by amount of shift differential, United States and selected regions, November 1966)

Shift differential	United States ¹	New England	Southeast
<u>Second shift</u>			
Workers employed on second shift	27.7	24.5	26.9
Receiving shift differential	10.4	19.0	.6
Uniform cents per hour	10.4	19.0	.6
4 cents	8.1	15.9	-
5 cents	2.4	3.1	.6
Receiving no shift differential	17.2	5.5	26.3
<u>Third or other late shift</u>			
Workers employed on third or other late shift	18.8	14.8	22.4
Receiving shift differential	10.0	10.3	12.7
Uniform cents per hour	9.7	9.5	12.7
5 cents	4.7	-	12.2
7 cents	4.3	8.5	-
10 cents .....	.2	-	.5
11 cents .....	.5	1.0	-
Uniform percentage (10 percent) .....	.4	.8	-
Receiving no shift differential	8.7	4.5	9.8

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

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

Table 45. Paid Holidays

(Percent of production and office workers in scouring and combing plants with formal provisions for paid holidays, United States and selected regions, November 1966)

Number of paid holidays	United States ¹	New England	Southeast
Production workers			
All workers -----	100	100	100
Workers in establishments providing paid holidays -----	95	100	100
1 day -----	16	-	41
2 days -----	22	-	59
5 days -----	11	19	-
6 days -----	17	24	-
6 days plus 2 half days -----	5	10	-
7 days -----	13	24	-
8 days -----	9	19	-
10 days -----	2	4	-
Workers in establishments providing no paid holidays -----	5	-	-
Office workers			
All workers -----	100	100	100
Workers in establishments providing paid holidays -----	98	100	100
5 days -----	48	24	100
6 days -----	15	15	-
6 days plus 2 half days -----	6	12	-
7 days -----	10	16	-
8 days -----	9	17	-
9 days -----	3	7	-
10 days -----	5	10	-
Workers in establishments providing no paid holidays -----	2	-	-

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

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

Table 46. Paid Vacations

(Percent of production and office workers in scouring and combing plants with formal provisions for paid vacations after selected periods of service, United States and selected regions, November 1966)

Vacation policy	United States ¹	New England	Southeast	United States ¹	New England	Southeast
	Production workers			Office workers		
All workers -----	100	100	100	100	100	100
<u>Method of wage payment</u>						
Workers in establishments providing paid vacations -----	95	100	100	100	100	100
Length-of-time payment -----	20	36	-	78	95	63
Percentage payment -----	75	64	100	22	5	37
Workers in establishments providing no paid vacations -----	5	-	-	-	-	-
<u>Amount of vacation pay²</u>						
<u>After 1 year of service</u>						
1 week -----	92	96	100	27	10	37
2 weeks -----	3	4	-	73	90	63
<u>After 3 years of service</u>						
1 week -----	63	49	100	15	3	37
Over 1 and under 2 weeks -----	29	47	-	11	7	-
2 weeks -----	4	4	-	74	90	63
<u>After 5 years of service</u>						
1 week -----	2	4	-	-	-	-
2 weeks -----	93	96	100	91	84	100
3 weeks -----	-	-	-	9	16	-
<u>After 10 years of service</u>						
1 week -----	2	4	-	-	-	-
2 weeks -----	61	71	61	58	57	63
Over 2 and under 3 weeks -----	10	12	-	9	5	-
3 weeks -----	22	14	39	33	38	37
<u>After 15 years of service</u>						
1 week -----	2	4	-	-	-	-
2 weeks -----	49	46	61	33	50	4
Over 2 and under 3 weeks -----	4	-	-	6	-	-
3 weeks -----	40	50	39	60	50	96
<u>After 20 years of service</u>						
1 week -----	2	4	-	-	-	-
2 weeks -----	49	46	61	33	50	4
Over 2 and under 3 weeks -----	4	-	-	6	-	-
3 weeks -----	24	17	39	49	28	96
Over 3 and under 4 weeks -----	17	33	-	11	21	-
<u>After 25 years of service</u>						
1 week -----	2	4	-	-	-	-
2 weeks -----	49	46	61	33	50	4
Over 2 and under 3 weeks -----	4	-	-	6	-	-
3 weeks -----	24	17	39	49	28	96
Over 3 and under 4 weeks -----	10	20	-	9	16	-
4 weeks -----	6	12	-	3	5	-

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

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

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

Table 47. Health, Insurance, and Retirement Plans

(Percent of production and office workers in scouring and combing plants with specified health, insurance, and retirement plans, United States and selected regions, November 1966)

Type of plan ¹	United States ²	New England	Southeast	United States ²	New England	Southeast
	Production workers			Office workers		
All workers -----	100	100	100	100	100	100
Workers in establishments providing:						
Life insurance -----	86	83	100	88	80	100
Employer financed -----	74	79	79	76	77	80
Jointly financed -----	12	4	21	12	3	20
Accidental death and dismemberment insurance -----	64	83	41	65	80	41
Employer financed -----	60	79	41	62	77	41
Jointly financed -----	4	4	-	3	3	-
Sickness and accident insurance or sick leave or both ³ -----	64	49	98	59	43	96
Sickness and accident insurance -----	64	49	98	35	37	37
Employer financed -----	51	41	77	31	30	37
Jointly financed -----	14	7	21	4	7	-
Sick leave (full pay, no waiting period) -----	-	-	-	31	19	59
Sick leave (partial pay or waiting period) -----	-	-	-	-	-	-
Hospitalization insurance -----	100	100	100	100	100	100
Covering employees only -----	58	57	61	55	46	63
Employer financed -----	52	47	61	54	46	63
Jointly financed -----	6	10	-	1	-	-
Covering employees and their dependents -----	42	43	39	45	54	37
Employer financed -----	26	20	39	29	28	37
Jointly financed -----	7	4	-	3	3	-
Employer financed for employees, jointly financed for dependents -----	10	19	-	13	24	-
Surgical insurance -----	100	100	100	100	100	100
Covering employees only -----	58	57	61	55	46	63
Employer financed -----	52	47	61	54	46	63
Jointly financed -----	6	10	-	1	-	-
Covering employees and their dependents -----	42	43	39	45	54	37
Employer financed -----	26	20	39	29	28	37
Jointly financed -----	7	4	-	3	3	-
Employer financed for employees, jointly financed for dependents -----	10	19	-	13	24	-
Medical insurance -----	76	100	39	76	100	37
Covering employees only -----	35	57	-	32	46	-
Employer financed -----	29	47	-	32	46	-
Jointly financed -----	6	10	-	1	-	-
Covering employees and their dependents -----	41	43	39	44	54	37
Employer financed -----	25	20	39	28	28	37
Jointly financed -----	7	4	-	3	3	-
Employer financed for employees, jointly financed for dependents -----	10	19	-	13	24	-

See footnotes at end of table.

Table 47. Health, Insurance, and Retirement Plans—Continued

(Percent of production and office workers in scouring and combing plants with specified health, insurance, and retirement plans, United States and selected regions, November 1966)

Type of plan ¹	United States ¹	New England	Southeast	United States ¹	New England	Southeast
	Production workers			Office workers		
Workers in establishments providing—Continued						
Catastrophe insurance	8	7	-	7	10	-
Covering employees only	2	3	-	-	-	-
Employer financed	2	3	-	-	-	-
Jointly financed	-	-	-	-	-	-
Covering employees and their dependents	7	4	-	7	10	-
Employer financed	-	-	-	3	7	-
Jointly financed	7	4	-	3	3	-
Employer financed for employees, jointly financed for dependents	-	-	-	-	-	-
Retirement plans:						
Pension plans ⁴	29	11	59	39	32	59
Employer financed	29	11	59	32	32	40
Jointly financed	-	-	-	7	-	20
Actuarial plan	5	8	-	16	16	20
Employer financed	5	8	-	10	16	-
Jointly financed	-	-	-	7	-	20
Annuity type profit-sharing plan	24	3	59	2	3	-
Employer financed	24	3	59	2	3	-
Jointly financed	-	-	-	-	-	-
Both types of plans ⁵	1	-	-	20	12	40
Lump-sum payments	13	24	-	10	18	-

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

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

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

⁴ Limited to plans providing regular payments for the remainder of the retiree's life, including: Actuarial plans—the employer contributes a specific amount to a pension plan providing for predetermined payments to the retiree for life (the plan may be funded or unfunded, and is not based on profit); and annuity type profit-sharing plans—certain noncurrent profit-sharing plans which provide for the purchase of an annuity payable over the retiree's life with funds accumulated to his credit at retirement.

⁵ Both "actuarial" and "annuity type profit-sharing plans" are provided separately by the establishment.

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

Table 48. Other Selected Benefits

(Percent of production and office workers in scouring and combing plants providing funeral leave pay, jury duty pay, and severance pay, United States and selected regions, November 1966)

Item	United States ¹	New England	Southeast	United States ¹	New England	Southeast
	Production workers			Office workers		
All workers	100	100	100	100	100	100
Workers in establishments with provisions for:						
Funeral leave pay	30	57	-	28	35	23
Jury duty pay	51	56	61	35	25	63
Severance pay ²	17	33	-	10	5	20

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

² Pay to employees permanently separated from the company through no fault of their own.

Appendix A. Scope and Method of Survey

For purposes of this study, woolen and worsted yarns and fabrics are defined as those which contain 50 percent wool or more by weight. The term "wool" includes not only the wool of sheep, but also the hair of certain other animals, including the angora and cashmere goats, camel, alpaca, llama, and vicuna.

Part I of the survey includes data for establishments primarily engaged in the following activities, as defined in the 1957 edition and 1963 Supplement of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget: (1) Weaving fabrics over 12 inches in width, wholly or chiefly by weight of wool, mohair, or similar animal fibers (part of SIC 2231); (2) spinning, twisting, throwing, winding, or spooling yarn (including carpet and rug yarn) wholly or chiefly by weight of wool, mohair, or similar animal fibers (SIC 2283).

Part II includes data for establishments primarily engaged in: (1) Dyeing and finishing woven wool fabrics or dyeing wool, tops, or yarn; or (2) shrinking and sponging wool goods for the trade (parts of SIC 2231).

Part III includes data for establishments primarily engaged in processing textile fibers to prepare them for spinning, such as wool scouring and carbonizing and combing and converting top (SIC 2297).

The establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists (unemployment insurance listings compiled by the various States). Separate auxiliary units such as central offices were excluded.

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

Method of Study

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

Establishment Definition

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

Employment

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

Production Workers

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

Estimated Number of Establishments and Workers Within Scope of Survey and
Number Studied, Wool Textile Manufacturing, November 1966

Region, ¹ State, and area	Number of establishments ²		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total ³	Production workers	Office workers	Total
Yarn and broadwoven fabric mills						
United States ⁴ -----	239	166	47,340	41,765	1,854	35,992
New England ⁵ -----	121	87	18,328	16,407	635	14,414
Maine -----	23	17	4,479	4,037	148	3,639
Massachusetts -----	32	21	4,664	4,068	220	3,350
New Hampshire -----	21	19	3,856	3,456	124	3,297
Rhode Island -----	31	22	3,895	3,561	97	3,311
Middle Atlantic ⁵ -----	31	21	4,646	3,664	346	4,048
Philadelphia-Camden ⁶ -----	16	10	1,669	1,502	53	1,312
Southeast ⁵ -----	62	37	20,436	18,409	653	14,015
North Carolina-Virginia -----	25	16	8,095	7,297	224	5,782
Great Lakes -----	14	12	2,170	1,735	159	1,918
Dyeing and finishing plants⁷						
United States ⁴ -----	58	32	4,477	3,559	388	2,763
New England -----	15	7	939	699	90	713
Middle Atlantic -----	33	18	1,864	1,616	93	1,116
Scouring and combing plants						
United States ⁴ -----	32	22	4,795	4,041	231	4,375
New England -----	21	12	2,476	2,054	123	2,158
Southeast -----	5	5	1,793	1,538	81	1,793

¹ The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia; and Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.

² Includes only mills with 20 workers or more at the time of reference of the universe data.

³ Includes executive, professional, and other workers excluded from the production and office worker categories shown separately.

⁴ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

⁵ Includes data for States and areas in addition to those shown separately.

⁶ Includes Delaware and Philadelphia Counties, Pa., and Camden County, N.J.

⁷ Includes data for shrinking and sponging plants.

Office Workers

The term "office workers," as used in this bulletin, includes all nonsupervisory office workers and excludes administrative, executive, professional, and technical employees.

Occupations Selected for Study

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

Wage Data

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

Average (mean) hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours. The median designates position; that is, one-half of the employees surveyed received more than this rate and one-half received less. The middle range is defined by two rates of pay; one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget through March 1965.

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

Labor-Management Agreements

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

Method of Wage Payment

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

Scheduled Weekly Hours

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

Shift Provisions and Practices

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

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to one-half or more of the production (or office workers) in an establishment,

the benefits were considered applicable to all such workers. Similarly, if fewer than one-half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

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

Paid Vacations. The summary of vacation plans is limited to formal arrangements, excluding informal plans, whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

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

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,²⁴ 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 laws.

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 payments of doctors' fees. Such plans may be underwritten by a commercial insurance company or a non-profit organization, or the benefits may be paid by the employer from a fund set aside for this purpose.

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

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Information is also presented on various types of retirement pension plans—actuarial and annuity type profit-sharing plans. Data are presented separately for lump-sum retirement pay (one payment or several over a specified 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.

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

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

²⁴ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

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

BATTERY HAND

Transfers or loads quills or bobbins of filling to the battery or loading hopper of automatic looms. May convey filling to looms by means of a handtruck.

CARD FINISHER (woolen and worsted)

Tends the front or discharge ends of a number of carding machines which prepare wool for further processing by cleaning and opening the fibers, arranging them parallel and transforming them into loose untwisted strands. Work involves: Doffing balls of sliver (worsted system) or spools of roving (woolen system); starting new balls by winding ends of strands around revolving axle or setting in empty spools; and guiding broken ends to their places on balls or spools.

CARD STRIPPER (woolen and worsted)

Removes accumulated wool fibers adhering to the clothing of carding machines, using any of the following methods: (1) Mounting a wire-tooth-covered stripping roll on brackets over the drums; attaching a machine-driven belt to the roll, which, while rotating, combs out the fibers packed between the teeth of the card clothing; lifting the stripping roll from the drum and removing the waste fibers by turning the roll against a stationary comb mounted on a truck used to transport the stripping roll; (2) using a wire card to comb out the fibers by hand; or (3) placing stripper nozzles of vacuum stripper attachment at side of carding cylinder and doffer drum; and starts machine to move stripper across cylinder; drawing dust into nozzle.

COMBER TENDER (worsted)

Tends the operation of a machine that combs out short fibers, removes dirt, and delivers long fibers in a sliver which is coiled in a can preparatory to the drawing process. Work involves: Laying card slivers on pair of fluted rollers; starting new slivers, feeding through machine by pinching end of new slivers onto end of slivers from exhausted roll, or balls; threading card slivers between combing and drawing rollers, through gathering eyes, and through coiler head into can; and replacing full cans with empty cans.

DOFFER, SPINNING FRAME

Removes full bobbins of yarn from spindles of ring- or cap-spinning frames, replaces with empty ones and starts yarn on empty bobbins. May help piece-up broken ends of yarn.

DOFFER, SPINNING FRAME—Continued

For wage study purposes, workers are classified by type of yarn and by type of system as follows:

- Doffer, spinning frame (woolen)
- Doffer, spinning frame, American system (worsted)
- Doffer, spinning frame, Bradford system (worsted)
- Doffer, spinning frame, French system (worsted)
- Doffer, spinning frame, other systems (worsted)

DYEING-MACHINE TENDER, CLOTH (woolen and worsted)

Operates or runs one of many types of dyeing machines such as "spiral dye beck," "jigger," "padder," etc., to dye cloth. Work involves most of the following: Threading cloth through machine; operating valves admitting dye or liquor into the trough or vat of machine; observing passage of cloth to eliminate tangling or overlapping; regulating speed of machine and adjusting it for proper number of dips cloth is to receive; washing out vat after each batch; and cleaning and oiling machine.

DYEING-MACHINE TENDER, YARN OR TOPS (woolen and worsted)

Prepares and operates one or more of the various types of dyeing machines or kettles used to dye yarn or tops. Work involves: Mixing dye colors, acids, soap and water according to formula, and pouring solution into kettle or tank of machine, or opening and controlling valves which supply dyeing equipment with dyeing solution and water; loading material into machine or kettle; controlling steam valves to heat solution; starting and stopping the rotating or revolving mechanism of the machine; and removing dyed batch, draining solution from kettle or machine and rinsing equipment for next batch. May use mechanical hoist to lower or raise kettle baskets or other parts of equipment.

FULLER TENDER (woolen and worsted)

(Wet finisher, wool)

Operates a machine that causes fibers of wool to felt or interlock, thus strengthening cloth preparatory to other finishing processes. Work involves: Threading cloth through rollers of machine and sewing the two ends together with a portable sewing machine to make an endless strand with bulk of cloth resting in bottom of machine; pouring proper amount of soap into tank, and admitting water; and cleaning and oiling machine.

JANITOR

(Cleaner; porter; sweeper; charwoman; and janitress)

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

LOOM FIXER (woolen and worsted)

Prepares looms for operation and keeps looms in an assigned section of the weave room in good working condition. Work involves most of the following: Inspecting and examining looms to see that they are operating properly; adjusting or fixing various parts of looms, dismantling or partially dismantling loom to make necessary repairs, adjustments, or replacement of parts; reassembling loom; changing cams and gears; installing or setting harness and reeds in position; changing beams; cutting and removing cloth from loom; and using a variety of handtools. May have supervisory or inspectoral duties over weavers and their work.

MACHINIST, MAINTENANCE

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

MENDER, CLOTH (woolen and worsted)

(Sewer)

Repairs defects in cloth by hand. Work involves examining closely the defects which are indicated by chalk marks, to determine method of repair; weaving in missing strands of yarn with hand needle; repairing rips and tears; pulling threads with heavy sections (slubs) to the surface, thinning them, and working them carefully back into cloth; and performing other fine mending as required. Does not include burlers.

PIN DRAFTER OPERATOR (worsted)

Tends the operation of a pin drafter (also called gill reducer). This machine, which is based on the screw gill principle, transforms top from the card or comb to the reducer stage of the Bradford system, the forefinisher of the French system, and the long-draft roving frame of the American system, in three consecutive operations. This replaces six equivalent operations of gilling and drawing of the traditional English and French systems. Work involves most of the following: Creel balls of top into first pass (set of machines), creel cans into second and third passes, doff cans from all three passes, weigh and balance cans before creeling third pass, repair all sliver breaks and remove bad work from can, clean machines according to schedule, start up machines once per shift after faller inspection, sweep floor in pin drafter area, prepare and punch identification tickets, sort weight tickets and replace in weight box, fill out daily production records, break out pin drafters and run out lots as instructed, replace or trim parchment rolls and replace shear pins as necessary.

SPINNER, FRAME

Tends the operation of one or more sides of ring- or cap-frame-spinning machines which spin yarn or thread from roving by drawing out strand of roving to proper size, twisting it and winding it on a bobbin or cop. Work involves: Placing full bobbins of roving on spindles or pins of creel; threading yarn through the various guides and starting it on a winding bobbin, piecing-up broken ends by pinching or twisting the two ends together; and cleaning rollers and wiping off other parts of spinning frame.

For wage study purposes, workers are classified as follows:

Spinner, frame (woolen)
 Spinner, frame, American system (worsted)
 Spinner, frame, Bradford system (worsted)
 Spinner, frame, French system (worsted)
 Spinner, frame, other systems (worsted)

SPINNER, MULE

Tends the operation of one or more mule-spinning machines which draw out, twist, and wind strands of yarn on cops and bobbins. Work involves most of the following: Setting

full spools or bobbins of roving on creel; threading ends of yarn through various guides, piecing-up broken ends of yarn by twisting or tying the two ends together, doffing the machine by removing full cops of spun yarn from the spindles, placing empty tubes on spindles and starting yarn on the empty tubes; cleaning and oiling machine; and making minor repairs and adjustments to the mule-spinning machine.

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

Spinner, mule (woolen)
 Spinner, mule, French system (worsted)

TRUCKER, HAND (INCLUDING BOBBIN BOY)

Pushes or pulls handtrucks, cars, or wheelbarrows used for transporting goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment, and usually loads or unloads handtrucks or wheelbarrows. May stack materials in storage bins, etc., and may keep records of materials moved.

WEAVER

(Plain loom weaver; box loom weaver; automatic loom weaver)

Tends the operation of one or more looms to produce woven cloth. Work involves: Piecing-up broken warp threads by twisting or tying together the two ends, drawing the yarn through the harness, reed, and/or drop wires when necessary; replacing empty bobbins in shuttle with full ones, if loom is not automatic in this respect; and inspecting product as it is woven for imperfections and stopping loom and removing imperfections when they occur.

For wage study purposes, weavers are classified by type of loom operated and type of cloth, as follows:

Weaver, box loom (woolen and worsted, automatic;²⁵ and woolen and worsted, nonautomatic²⁶)

(Box weaver; C. and K. cam box loom weaver)

Tends the operation of one or more cam driven looms fitted with a box motion so that several shuttles of different colors or twists of filling may be used. The loom may have two, four, or six boxes on one side of the lay, known as 2 x 1, 4 x 1, and 6 x 1 looms, or there may be an equal number of boxes on each side of the lay known as 2 x 2, 4 x 4, and 6 x 6 looms. The box motion on these looms can be adjusted to weave plain fabrics. This classification includes all weavers on cam box looms, irrespective of the type of fabric woven.

Weaver, plain loom (woolen and worsted)

(Plain weaver; Draper loom weaver; plain automatic weaver)

Tends the operation of one or more plain looms which are equipped with cams to alternately raise or lower from 2 to 4 harnesses, and occasionally up to 7 harnesses. These looms are equipped with a single shuttle and weave plain fabrics.

Weaver, loom, other than box or plain loom (woolen and worsted)

²⁵ Includes weavers tending box looms in which the filling bobbins are changed automatically.

²⁶ Includes weavers tending box looms in which the filling bobbins are changed by hand.

WEAVING-MACHINE OPERATOR (woolen and worsted)

(Draper shuttle-less loom operator; Warner and Swasey weaving-machine operator; Sulzer-loom weaver)

Tends the operation of one or more machines which weave cloth without the use of conventional bobbins and shuttles. Filling yarn is carried through warp yarns at high speed by a steel gripper shuttle which grasps yarn from a cone and passes through a shed formed by intermittent steel guides. Harnesses are operated by direct cam motion.

WINDER, YARN, AUTOMATIC MACHINE

Tends the operation of a section or an entire automatic machine used to wind yarn from one form to another for shipment or to facilitate handling in later processing. One or more of the following steps, which are manually performed on nonautomatic winders, are accomplished automatically on these machines: Tying in ends of yarn; removing full bobbins; placing empty bobbins or cones on spindle heads; and piecing-up broken ends.

For wage study purposes, winders on automatic machines are classified as follows:

Winder, cone and tube, automatic (woolen and worsted)

(Abbot Automatic Tube and Cone Winder, etc.)

Winder, filling, automatic (woolen and worsted)

(Abbot Automatic Quiller, Barber-Colmen Automatic Quiller, Whitin-Schweiter Automatic Filling Bobbin Winder, Hacoba (Swiss) Automatic Filling Winder, etc.)

WINDER, YARN, NONAUTOMATIC MACHINES

(Winder; rewinder; reeler; quiller; tuber)

Tends the operation of one or more of the various type machines used to wind yarn from one form to another for shipment or to facilitate handling in later processing. Work involves: Placing skeins, bobbins or cones of yarn on reels or spindles of machine; threading yarn through the various guides; piecing-up broken ends by twisting or tying the two ends together; removing full winding bobbins, cones, tubes, or quills, and replacing them with empty ones. Does not include spoolers.

For wage study purposes, winders on nonautomatic machines are classified as follows:

Winder, cone and tube, high speed, nonautomatic (woolen and worsted)

(Universal Roto-Coner No. 44, Universal No. 50, Foster No. 102, Walter Kidde and Co. Cone Winder, and similar types)

Winder, cone and tube, slow speed, nonautomatic (woolen and worsted)

(All other nonautomatic cone and tube winders not specified under above)

Winder, filling, nonautomatic (woolen and worsted)

(All nonautomatic winding of filling on bobbins or quills for use in shuttles on looms)

Winder, other (woolen and worsted)

(All other winding not reported separately; may include automatic as well as nonautomatic winding)

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).
- Hoisery, 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).

* 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, 1966. BLS Bulletin 1538 (30 cents).
- Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).
- *Wooden Containers, 1957. BLS Report 126.
- 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. Other Industry Wage Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 (40 cents).
- Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 (35 cents).
- Employee Earnings and Hours, June 1965—
 - Retail Trade. BLS Bulletin 1501 (50 cents).
 - 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).
- Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 (40 cents).

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

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